

The Investigation of "1+N+N" Management Mode in the Admission of Undergraduate CCP Member

—Taking Wuhan Polytechnic University as an example

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Abstract—Undergraduate Chinese Communist Party (CCP) member admission is an important part of the works of students' affairs in universities in China. It includes: taking responsibilities of CCP construction; keeping the CCP admission work as a vital part of the undergraduates' ideological education; making the students lead the ideological education during the time of CCP admission; and maintaining the advance and purity of the undergraduate CCP members. They are the mission of college CCP construction and the real appeal of the undergraduates' growth. Based on the practice of the innovation model, the self-education practice posts in "1+N+N" management mode" (the "mode") of was set up by the transferring the responsibilities and implementing the scientific evaluation system. It could help to promote the undergraduates' initiative, creativity and diversity and apply various education carriers. The model would pave the way for undergraduates to form three-dimensional self-education mechanism, help undergraduates to gain internally and externally academic achievement, and full fill the college CCP construction mission. Eventually, the mission of undergraduates' CCP construction would be completed in high-quality.

Keywords—undergraduate; CCP member; self-education practice post; mixture of education

I. THE NEW SITUATION OF CCP CONSTRUCTION CALLS FOR NEW MANAGEMENT MODE IN ADMISSION OF CCP COLLEGE STUDENT MEMBERS: AN ANALYSIS BASED ON THE RESPONSIBILITY AND CURRENT SITUATION

The report of the 18th National Congress of CCP wrote: "It is necessary to take responsibilities of CCP construction, drive the development of grassroots members in all fields and enlarge the cover of party's organization and work because CCP faces four challenges, four dangers, and two tasks."^[1] The development procedure of party members should be as a vital part of the undergraduates' ideological education.^[2] The party branch of undergraduates should be core of classes that

lead hard-study, the union and healthy growth.^[3] Based on our ideological and political education of grassroots undergraduates and party construction practice, we proposed the "1+N+N" management mode" of self-education practice posts that consists of CCP members, CCP candidates and non CCP students. It could help to promote the undergraduates' initiative, creativity and diversity and apply various education carriers. Three-dimensional self-education mechanism helps undergraduates to gain internally and externally academic achievement, and full fill the college CCP construction mission. Eventually, the mission of undergraduates' CCP construction would be completed in high-quality.

To understand the admission and management of current undergraduate CCP members, the team used anonymous online questionnaire and individual interview to find out the quality of present CCP education platform in terms of development, cultivation, and management. By March 10th, 2016, the number of visitors was 1517, which was the same as the number of submitted questionnaires. The effective rate was 100%. The samples covered undergraduate students in all grades of 12 colleges, including the representatives of the graduates majored in Civil Engineering and Architecture who have run the "1+N+N" Management Mode" (the "Mode") on a trial. The sample structures are distributed as follows: freshmen account for 44.56%, sophomores 22.08%, juniors 21.75%, seniors 7.25% , postponed undergraduates 0.73% and previous graduates 3.63%; as for the CCP status, the distribution are: CCP members account for 18.46% , the CCP candidates 29.60%, members of the Communist Youth League 50.03% and non CCP members 1.91%. The survey shows a good state of the mainstream ideology construction at this university, including the CCP construction system, the qualification of CCP affair teachers, the high level of CCP members and the good effect of CCP leading demonstration. It also presents an obviously positive effect of setting up CCP self-education practical post. The result proved that whether

the process of admitting CCP members has fully run the "mode" is evidently related to the qualification of student CCP members at universities and the effectiveness of ideological and political education. The Question 23 of the questionnaire is "how do you evaluate self-education practice post of CCP in our school?". 57.61% of the students chose "it is necessary to combine development education supervision of CCP with growth of all students"; 18.92% of them chose "it is necessary to carry out because it contributes to the learning at university"; 16.15% of them chose "it helps students enrich study life to certain degree; These three answers take 92.68% of the total sample. The appeal of students showed in the last open question — "CCP construction can go deep into each student."The individual interview shows that the "mode" has a significant effect on the growth of students at different stages. Especially when the "N" has grown into a "1", the students are greatly motivated to pursue the value and the potential of creativity. At the same time, a good example of CCP begin to infiltrate into the whole process of students' learning. Moreover, the work ability and comprehensive quality feedback from the alumni's working place shows that the establishment of the "mode" is a success. Above all, the result of practicing the "Mode" is the same as the researcher expected before the project was conducted.

II. THE BUILDING AND OPERATION CHARACTER AND EVALUATION SYSTEM OF THE "1+N+N" MANAGEMENT MODE

The "1+N+N" Management Mode refers to a network that one CCP member takes charge of "N"(more than one) CCP candidates, and one CCP candidate takes charge of "N" non CCP students. The number of "N" is variable according to the number of CCP candidates and non CCP students. The first step of the job is to combine the characters, personal skills, abilities and other advantages of each CCP member, CCP candidate and non CCP student, in order to classify the ideological stages of everyone. Then, based on each one's stage, the CCP members and candidates take the responsibility to help their fellow students to clarify the aim of learning. The core principle is: everyone is responsible, everything has a procedure, and every system is supervised.

After extensive research and empirical analysis, the "Mode" tends to combine subject, object, content, forms, methods of ideological and political education process and other interconnected elements with admitting student CCP members together, paving the way for the students to develop the three-dimensional self-education learning style. The model basically has the following characteristics:

Firstly, it has a systemic content. The concept of "one-side education model"^[4], which is the fragmentation of educational elements in various educational management practice, studied by Dr. Zhu Yifei, can be applied to the traditional ideological and politics education and the mechanism of party construction for undergraduates. The success of the "Mode" has effectively promoted the integration of all the educational elements in undergraduate education. The "Mode" takes the political ideological quality, comprehensive academic studies, professional work performance, job achievement, mass foundation and other elements as measurable evaluation index in students'

development, it shows students' ambitions and beliefs, senses of mission, academic style of study, the dormitory culture, class teamwork construction, health, security and stability, social practice and education elements of professionalism; fully realizes the interaction and integration of subject and object of education; builds the link of the "Mode" system and impact to the students.

Secondly, the responsibility is classified. As the general director of the ideological and political education at universities, counselors are faced to a large number of students, who are very easily to fall into all kinds of complicated affairs. Therefore, the counselors cannot take everything into consideration. Only through distributing the responsibilities, can the counselor concentrate their study in the political theory, CCP spirit, educational system, and the international and domestic political and economic situation. In that case, the counselors will do a better and more effective job on directing the general CCP education. The "Mode" distribute the responsibilities to student CCP members and CCP candidates, in the way of leading students to teach themselves. Objectively, it creates an environment of keeping the counselors as the center of the CCP education.

Thirdly, the objects are initiative. The objects of ideological and political education and CCP construction in colleges mainly refer to the university students. When the students are granted the identity of master in the management system and have absolute right to speak in electing talented person in league branch, CCP member candidates, class construction and scholarship evaluation which are major issues in the eyes of students, the management potential in students will be fully stimulated and released. Therefore, the initiative of the students will be shown in all educational factors incisively and vividly under the guide of the main education body and influence of environment. It will gradually improve the passive situation of current college students' CCP construction and ideological and political education process.

Fourthly, the diversity of educational carrier is implied. The carrier of ideological and political education of college students refers to the information that the subject of ideological and political education can use, carry and spread. It is a controllable means and obvious form that can impact students and react to the content of ideological education.^[5] The carriers include culture carrier, activity carrier, management carrier, human relations carrier, media carrier, network carrier, etc.

Aiming at the diverse needs of student at different stages, the "Mode" can effectively promote the coordination of the various elements of the process of education, give full play to the role of each other, and produce a better overall force through a form of grid construction and flexible carrier of education. In the practice of the "Mode" based on the major characteristics of various theme activities. It meets the interests of different groups of community culture construction, centers the spirit of the central CCP and carries out the basic research on national culture understanding. It also has large coverage, range from theory to practice, classroom to bedroom, online to off-line, which is flexible and diverse. As long as it is helpful to the growth and development of students,

all can be carried out through the grid construction of the "Mode". It gives full release of passion to seek knowledge and creative potential of the vast number of students.

The "Mode" focuses on process management. The key is the quality training and guidance of the "1". In order to ensure the qualification of college students CCP members, the development of CCP members standardization and normalization, the "1" should lead the "mode" to operate effectively, and supervise students' self-education. According to the latest project group "Chinese Communist Party Members Rules", the project established a scientific the "mode" to evaluation the freshmen and sophomore CCP member education management process as a trial, focusing on the three key stages of the admission of student CCP members (election of outstanding CCP candidates, official CCP candidates, and CCP members). This evaluation system^[6] consists of two parts. The first part is the standard of university student CCP members admission at all stages, including the standard of political and ideological quality, comprehensive case studies, social work performance. And it also includes the standard of the "five-level indicators" and the secondary indicators and the third indicators that a CCP candidate has to climb-up before granted the CCP identity. The second part of the evaluation system is the recognized standard scoring system. Political criteria is the most important of the Mode. It combines the characteristics of college student CCP members before admission at all stages, and strive to meet the students' practical, targeted and operability. In the meanwhile, it reflects the requirements of the advanced nature of the CCP Constitution and CCP members. The various stages of the evaluation scoring should be achieved "excellent".

III. "1+N+N" MANAGEMENT MODE" RUNNING SYSTEM AND EFFECTIVENESS ANALYSIS

Through 2 rounds research of implementing the "1+N+N" Management Mode to Class 2010 and Class 2014 undergraduate student CCP members, who were from the school of civil engineering and architecture of the university of the project team, the "Mode" is improving from a form to a system with abundant content step by step. It becomes the self-education platform in order to pave the road for students' growing-up. It is a full-time, multi-dimensional, and undergraduate course and a perfect educational system. Firstly, new students start with selecting the dormitory leader then selecting other commissary to form the class committee, so that the commissary would be evenly distributed in each dormitory. It paves the road for building the "Mode" efficiently. On the basis of that, It trained the "1" in the model to grow up to candidate of CCP application gradually, gave them self-education opportunity and corresponding responsibility to practice at the freshmen year. Responsibility includes daily management and self-education cultivation. The CCP branch is made up of counselor and the head teacher at this stage. As CCP branch secretary, counselor should teach by words and deeds, and guide the monitor, league branch secretary or candidate to organize and build the freshman CCP branch, in order to focus on cultivating them to be the "1". Secondly, each class is mainly able to cultivate 1-3

potential member or probationary CCP members at the 3rd term. Adds up to the candidates accumulated for 3 terms, the number of the students in the project became almost be 1/3 of the class size. Students class committee complete transition for the first time at this time. The form and content of the model evolves into class committee and candidates overlapping and compatibility. The first monitor or league branch secretary grow up to the director of the CCP group, and be responsible for the class CCP jobs. The leading role of the potential member and candidates is preliminary revealed. Thirdly, the construction and responsibility of establishing CCP branch is replaced by CCP candidates in the fourth semester after student enrollment. The "Mode" enters the management mode of undergraduate student CCP member admission. Organization construction, ideological and political education for undergraduate students enter the regulated stage. The specialty CCP branch and class CCP group are truly established from the fifth semester. The graduating examination, employment and entrepreneurship for undergraduate students became the new carrier the "Mode". In that case, a new adjustment and regrouping with explicit direction and bright feature shows up in the project. The CCP member becomes the link for the CCP candidates applicants in the same major. The specialty CCP branch has concreted the organization. A high-qualified CCP cadre team of students was established with sophisticated political idea and skilled workforce. The whole student team has positive circle status.

It is proved that The "Mode" is an efficient education system of the college students politically and ideologically by demonstrating for nearly a decade. It also provides an effective platform to foster the atmosphere to adore and learn from the advanced CCP members, and to improve the quality of member of the Communist CCP of China (CPC), especially the student CCP member. Moreover, it is helpful to develop the student's consciousness, cooperation and innovation. The following conclusion can be drawn from the questionnaires, individual interviews and follow-ups of the graduates. Firstly, the graduates have gained social acceptance for their integral capabilities and competitiveness. Take the graduates from the College of Civil Engineering and Architecture in 2006 for example. The number of student CCP member is 54, about 22.69 percent of the whole graduates. All the graduates earned their diplomas and graduation certificates. 48 of them are admitted to the Zhejiang University, Wuhan University, Huazhong University of Science and Technology, Tohoku University, Cambridge University and University of Stuttgart and others famous universities for a master's degree. The admission rate is as high as 20.17 percent. 191 of them are employed by China Railway Bureau, China State Construction Engineering Corporation, HNA Group and others companies. The employment rate reaches 100 percent. The graduates are well acknowledged by the employers and master tutors. Second, the students have made great performance in the self-management and self-education. Great achievements has been made through the model, which initiated in the College of Civil Engineering and Architecture. According to the annual evaluation in 2014 and 2015, all the indicators in the political education and the student administration ranked first and second in our university, respectively. second. In 2014, the rate of advanced class in the university is as high as 46.34

percent, far above the average rate 36.82 percent. In 2015, the 55 percent of the advanced class is 40.82 higher than the average rate. Meanwhile, it's recorded that 11 among the 12 classes admitted in 2014 has been awarded as advanced class in the university, as high as 91.67 percent. Third, in 2014, the rate of excellent classes in the university is as high as 46.34 percent, far above the average rate 36.82 percent. In 2015, the 55 percent of the excellent classes is 40.82, higher than the average rate. Meanwhile, it's recorded that 11 out of the 12 classes admitted in 2014 have been awarded as excellent classes in the university, as high as 91.67 percent which hitting an all-time high. When he was training to be a good CCP member, he used the mode platform to work. He once visited the students in poor families at his own expense. So he could get authentic information of the applicants' families' living conditions and guarantee the fairness in providing financial aids to the real poor students and the implement of the national poverty alleviation policy. A year after his graduation, he wrote about his three thoughts. Firstly, the "1+N+N" self-education mode of the college student CCP member can make the thoughts and basic knowledge of the CCP well known to students like dominos. Every student can learn from the excellent CCP member around himself. And the student CCP member can help others to publicize the policies of the CCP. Secondly, both the member of the CPC and the candidates should be good examples for the students. They can propagandize CCP's policies and put them into practice, thus improving their understanding of the party spirit and the meaning of serving the people. Thirdly, the self-education and practice of the CCP member not only improve the quality of the CCP member and correct the CCP's work style. It also fosters the good learning atmosphere and enriches students' extracurricular life. The student CCP members are indispensable for the development of the classes, student union and student clubs.

IV. CONCLUSION

The 18th National Congress of CCP required: "take fostering integrity and strengthening morality as the fundamental task of education, and train socialist builders and successors featuring an all-round development in morality, intelligence, physique and art." Educator Ye Shengtao said: "In terms of effectiveness, professional education lays particular

stress on edification". The Proposal and experiment of the "mode" is a kind of exploration and attempt to fuse college students' CCP construction and ideological and political education in the new period. Grounded in the course of student CCP members' development and management, it emphasizes self-education and self-cultivation, and pays attention to student CCP members' exemplary and vanguard roles. Last but not least, it skillfully joints the carriers of CCP construction and ideological and political with the course of students' growing and developing. Through constructing small teams and creating a strong atmosphere, it boosts student CCP members' growing and maturing generation from generation and leads to college student groups' all-round development. Moreover, the mode also prepares them to be qualified socialist builders and reliable successors, and makes full use of college student CCP branches in CCP construction.

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