

A Research Overview on the Construction of Management Talents in University Education

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How to cite this paper: Cheng, Z. B., Wu, H. X., & Liu, L. (2020). A Research Overview on the Construction of Management Talents in University Education. *Voice of the Publisher*, 6, 31-39.

<https://doi.org/10.4236/vp.2020.62004>

Received: May 22, 2020

Accepted: June 26, 2020

Published: June 29, 2020

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Abstract

On the basis of defining the concept and scope of the university education management talent team, this paper summarizes the main research content of the university education management talent team construction: ideological and political education management team construction, adult education management team construction, university education management personnel construction; this paper makes a comprehensive review of the main research contents, and holds that: case studies are relatively mature, comprehensive studies are slightly weak, the theoretical system of the education management talent team has not yet been formed, and the research on the construction of the education management personnel team is not closely integrated with the times. This paper predicts the research direction of the construction of talent team in university education management, and points out that: it is necessary to strengthen the research on the organic integration between the construction of talent team in university education management and the times, strengthen the ideological construction of university education management talent team, attach importance to the research on the collaborative cultivation of teaching and research ability and management skills, and attach equal importance to basic research, case study, applied research and comprehensive research.

Keywords

Flipped Classroom, Research Review, Outlook

1. Introduction

On October 24, 2015, the state council issued the *Overall Plan for Promoting the Development of World-Class Universities and Disciplines in a Coordinated Way*, which proposed five construction tasks and five reform tasks. Bingqi Xiong (2016) believes that the key to the completion of the double-first-class construction and reform task lies in the first-class management (Xiong, 2016). The first-class man-

agement comes from the first-class education management talent team, so it is urgent and important to build the education management talent team. In the context of the new era and the dual-first-class construction strategy, opportunities and challenges coexist in the construction of an education and management talent team. Generalizing and summarizing the research results of the construction of the education management talent team is conducive to grasping the correct research direction of the construction of talent team in the education management, further prospering the research of the construction of the education management talent team, and providing support for the construction of the education management talent team under the background of the new era to firmly grasp the opportunities and meet the challenges with ease.

2. The Concept and Scope of University Education Management Talent Team

Scholars focus on educational management talents, educational management talents team, educational management team and so on. However, few scholars have defined the concept and scope of educational management personnel, educational management personnel and educational management personnel, and there has not been a more unified statement. The meanings of education management talents, education management team and education management talent team are similar, and the term “education management talent team” is relatively more accurate and complete. Therefore, this paper mainly takes the term “education management talent team” as an example to carry out analysis.

According to the theory about leadership in management, the educational management talent team is a management team whose members have certain professional knowledge or skills in educational management. Combined with the connotation of the double first-class construction strategy in the new era, this paper believes that the educational management talent team is a team with solid education and teaching skills, higher scientific research ability and more comprehensive management quality. Referring to the existing research results, [Zhengzhong Zhao \(1986\)](#) is one of the few scholars who have analyzed the scope of the educational management work force, in whose article *We Should Attach Importance to the Construction of Educational Management Team* believes that the educational management team includes school party and government cadres, administrative staff and staff of educational administrative organs at all levels ([Zhao, 1986](#)). Combining with scholars’ research on the scope of the education management talent team, this paper divides the education management talent team of colleges and universities into the basic education management talent team, the middle-level education management talent team, and the high-level education management talent team. Basic education management personnel team is mainly composed of the director of the teaching and research office, the director of the teaching and research office, the functional section chief, academic leaders, professional leaders and so on. The middle-level education management talent team is mainly composed of the personnel who are in charge of or involved

in education and teaching management, such as deputy president, deputy secretary, deputy office of the functional department, etc. The high-level education management talent team is mainly composed of university leaders, department leaders, college leaders and functional department leaders.

3. The Main Research Content about the Construction of Talent Team in University Education Management

1) Ideological and political education management team building

In his doctoral thesis, Jun Zhao (2008) systematically studied the construction of ideological and political education management team in colleges and universities in the new era and studies the measures of talent construction from the perspectives of the team as a whole and individuals, and discussed the guarantee measures of the system and mechanism of team construction from the perspectives of development and innovation (Zhao, 2008). Lina Xiong (2012), Minghua Ji (2017), Kehai Xin (2018) and other scholars have carried out abundant studies on the problems and solutions in the management team of ideological and political education in colleges and universities (Xiong, 2012; Ji, 2017; Xin, 2018). Jun Zhao (2008), Lichao Xue (2018) and Fang Wang & Sisi Zhang (2011) studied specific problems in the construction of ideological and political education management team in colleges and universities, such as cultural basis, construction concept and professional development of ideological and political education management team (Zhao, 2008; Wang & Zhang, 2011; Xue, 2018).

2) Construction of adult education management team

Junqing Zheng (2000), Xiaochuan Cui (2004), Xuan Xia et al. (2008), Yijun Zhang (2008) and other scholars have studied the existing problems and countermeasures in the management team of adult education in colleges and universities, believing that the adult education management team has some problems such as low educational background, low educational and management level, insufficient scientific research ability and low status, and puts forward some countermeasures to strengthen the training, attach importance to ideological construction, improve the management system and carry out personnel system reform (Zheng, 2000; Cui, 2004; Xia et al., 2008; Zhang, 2008). Chunmei Wang (2006), Liangcai Zhong (2011), Xiangru Liu (2014), Xiaoming Zhang & Yujie Wang (2015), Wenzhu Weichi (2015), Lichao Xue (2018) and other scholars pay close attention to national economic development, reform of the education policy of the new situation of the impact of the construction of adult education management team, and put forward to seize the opportunities brought by the new situation and countermeasures of the challenge (Wang, 2006; Zhong, 2011; Liu, 2014; Zhang & Wang, 2015; WeiChi, 2015; Xue, 2018). Jingmei Zhang (2004) and Guobin Lin (2012) respectively carried out research on the professionalization and professionalism construction of adult education management team (Zhang, 2004; Lin, 2012).

3) Construction of university education management team

Zengkun Gu (1993), Shaomei Wang (2009), Ning Wang (2017), Kejun Wang (2020) and other scholars studied the construction of university education man-

agement team from the overall perspective of universities (Gu, 1993; Wang, 2009; Wang, 2017; Wang, 2020).

Zengkun Gu (1993) pointed out that university education management talents should have the basic qualities of moral quality, knowledge quality and intelligence quality, and divided higher education management personnel into three levels: strategic decision-making management personnel, tactical decision-making management personnel and basic management personnel (Gu, 1993). Shaomei Wang (2009) believed that the overall quality of personnel in the management team of higher education was not high and the degree of specialization was low, and proposed the construction strategies of enhancing the understanding of the professional construction of the team, continuously learning the theoretical knowledge of management, and establishing the selection and evaluation criteria for the administrative management and academic management team (Wang, 2009). Ning Wang (2017) proposed to build an education management team from the aspects of guidance, motivation, learning and promotion (Wang, 2017). Kejun Wang (2020) analyzed the necessity of the professionalization of the university education management team in the new era, and proposed the strategies for the professionalization of the university education management team from three aspects: the professionalization development direction, professional training and professional mechanism (Wang, 2020).

4. A Comprehensive Review of the Literature on the Construction of Talent Team of Educational Management in Colleges and Universities

1) Case studies are relatively mature but comprehensive studies are slightly weak.

In the name of “education management team” in the advanced search bar of CNKI (<http://www.cnki.net/>), check the four databases of academic journal, doctor-master, conference and newspaper, and search and you will get 75 pieces of data, among which there are 20 research literature on the construction of ideological and political education and management team, 33 research literature on the construction of adult and continuing education management team, 13 other research literature on community, graduate students, academic affairs, medicine and international students’ education management team construction, nine research literature on the construction of university education management talent team, 66 case studies but only 9 comprehensive research.

2) The theoretical system of talent team in education and management has not yet been formed.

Based on the analysis of the necessity of the construction of university education management talent team, it is a common thought to find out the problems in the construction and put forward the construction strategies. However, few scholars have carried out pure theoretical research on the construction of university education management personnel team. As a result, the academic circles have not formed the concept of the authority of the education management talent

team, the comprehensive connotation elaboration, the accurate scope definition, the complete talent team stratification and classification structure, the reasonable quality evaluation index system, and so on, let alone have formed the typical theory to guide the construction of the university education management talent team.

3) The research on the construction of talent team in educational management is not closely integrated with the Times.

Although Chunmei Wang (2006), Liangcai Zhong (2011), Xiangru Liu (2014), Xiaoming Zhang & Yujie Wang (2015), Wenzhu Weichi (2015), Lichao Xue (2018) and other scholars published research results with the words “new situation, new period, new era” as the title, the characteristics of the “new situation, new era and new era” are not fully grasped, and the new connotation endowed to the education management personnel team is not fully understood, and the opportunities and challenges brought by the team are not deeply analyzed (Wang, 2006; Zhong, 2011; Liu, 2014; Zhang, 2015; Weichi, 2015; Xue, 2018). Therefore, the strategies proposed for the construction of the university education management personnel team are not full of the sense of the Times.

5. The Research Prospect of the Construction of Talent Team in University Education Management

1) Strengthen the research on the organic integration of the construction of university education management talent team and the times, and promote the university education management to step into the new era quickly.

In January 2017, the ministry of education, the ministry of finance and the national development and reform commission issued the *Interim Measures for Promoting the Development of World-Class Universities and Disciplines in a Coordinated Manner*, which launched the “double first-class” program. Following the “211 Project” and “985 Project”, the higher education sector is embracing another national strategy. On October 18, 2017, general secretary Jinping Xi pointed out that China’s development has entered a new era. The new era is characterized by improved quality and efficiency in economic development, strong political development, growing cultural confidence, coordinated and shared social development, and a beautiful balanced ecological environment.

In the research of the development of university education management talent team construction, on the one hand, it is necessary to combine the “double first-class” construction with the “double first-class” construction in order to explore the way to train the “double first-class” construction ability. On the other hand, we should combine the construction of university education management talents with the new era organically, analyze the characteristics of the new era and the new connotation of the construction of university teachers’ management talents, and look for strategies to improve the university education management talents’ ability to seize the opportunities of the new era and meet the challenges of the new era.

2) Strengthen the ideological construction research of talent team in university education management, and strengthen the ideological defense line of the university education management talent team.

Ideology is the summation of various ideological activities, which governs the understanding, cognition and treatment of things. The ideology of university education management talent team not only guides its own education management, but also influences the ideology of faculty and staff, and can lead the ideology of university students. Therefore, when promoting the construction of the educational management personnel team in colleges and universities, we should first of all continue to strengthen the research on establishing the core position of Marxism in ideology. Secondly, continuously strengthen the research on the ideological construction of the party in the personnel team of education management in colleges and universities. Finally, it is necessary to carry out research on the renewal of the educational concept and management concept of the university education management personnel team, so as to cultivate the university education management personnel team with first-class ideology for the construction strategy of “double first-class”.

3) Attach importance to the cooperative cultivation and research of teaching and scientific research ability and management skills, and build our own contingent of talents in university education management.

The university education management talents are a combination of three identities: teacher, manager, and researcher. As a teacher, they need to have solid professional knowledge and extensive knowledge; as a manager, they need to have profound management skills and skills; as a researcher, they need to have high quality of scientific research. No matter which of the three identities is missing, it will weaken his confidence in education management and have a negative impact on the work of education management. Therefore, attention should be paid to the research on the coordinated improvement of the teaching level, scientific research ability and management skills of university education management talents. We should explore the mechanism of collaborative promotion, propose the strategy of collaborative promotion, and promote the university education management talents to become the model of teaching and scientific research, so as to have followers and have the power to influence followers, becoming a real education management leader who can command, lead, guide and encourage his followers.

4) Attach equal importance to basic research, case studies, applied research and comprehensive research, so as to form a relatively complete system of theory and practice for the construction of university education management talents team.

Basic research can clarify the concept, connotation, classification, basic quality and theoretical support of the team of educational management talents in colleges and universities, and should also strengthen the research on the mechanism, system and policy of the team of educational management talents in colleges

and universities, so as to form the theoretical system of the team of educational management talents in colleges and universities. The case study applies the theory of the construction of university education management talent team to the case study to test and improve the theoretical system of the construction of university education management talent team. Supported by the theoretical results of basic research, the applied research sorts out the results of case studies and forms a practical system for the construction of university education management talent team. The comprehensive research explores the internal connection of basic research, case study and applied research from the macro level. The four studies are interrelated and supported by each other. If they can keep pace with each other, they can promote the formation of a relatively complete theoretical and practical system for the construction of university education management talents.

6. Conclusion

On the whole, the domestic study of team construction of university education management personnel is not enough comprehensive and in-depth, under the new era background and driving force of the construction of “double top” strategy. It is necessary to strengthen the research on the organic integration between the construction of university education management talents and the new era and “double first-class” education strategy. Pay attention to the ideological construction of university education management personnel team, pay attention to the university education management personnel’s own education, scientific research, management literacy improvement research and place equal emphasis on basic research, case studies, applied research and comprehensive research.

Fund Program

Education, Teaching, Research and Reform Program of Sichuan University of Arts and Science from 2020 to 2022 (project number: 2020JZ025);

Education, Teaching, Research and Reform Program of Sichuan University of Arts and Science from 2020 to 2022 (project number: 2020JZ002);

Education, Teaching, Research and Reform Program of Sichuan University of Arts and Science from 2020 to 2022 (project number: 2020JY043);

Education, Teaching, Research and Reform Program of Sichuan University of Arts and Science from 2020 to 2022 (project number: 2020JZ032);

Education, Teaching, Research and Reform Program of Sichuan University of Arts and Science from 2020 to 2022 (project number: 2020JY090);

The 2016 Funded Program of New Research Center for Institutional Reform and Development (project number: XJXY2016C01).

Conflicts of Interest

The authors declare no conflicts of interest regarding the publication of this paper.

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