

# Overcome the Misunderstanding of Simply Select People by Votes, Scientifically Appointing and Selecting Colleges and Universities Cadres

Yu He

Sichuan Agricultural University  
Ya'an China

**Abstract:** Improve public confidence in selecting and employing people is the party 18 right deepening reform of the cadre and personnel system proposed a new requirement, but also a hot issue that the people are generally concerned in recent years. One important aspect can not be ignored is that the evaluation of democratic recommendation to vote must be excluded the misunderstanding of simply select people. In combination with the practical and characteristics of colleges and universities, analyzes the process of selecting and appointing cadres simply take people to vote the status quo, clearly make a simple vote to take people to the dangers and causes. Thus propose to recommend democratic participation, nomination, brewing discussion, investigation identified four measures and suggestions, in order to promote scientific cadre selection work in colleges and universities in the new period.

**Keywords:** Colleges and universities; Simple select people by votes; Democratic recommendation; Cadre; The common people

## 1. Introduction

The party eighteenth report propose: To adhere to the cadres of Germany in the first place, selection and appointment of the political firm, have genuine talent, outstanding performance, recognized by the masses of cadres, to form a moral self-cultivation, to Germany to convince the public to Cetelem only to DELHI talent, ability and political integrity of employment. Adhere to use cadres with performance, so that officers can have chance and stage, not let honest people suffer losses, not let speculative entrepreneurs get benefit, so that all outstanding cadres can contribute to the party and people. Which open a new era noted clear direction for selecting and appointing cadres. Among them, two "no" is the "sublimation" of deepening work reality, finding and solving problem. In their daily work, speculative entrepreneurs who with its sleek, highly competent spoken arts tend to stand out, causing the concern of the leadership to get promoted. And honest people tend to work hard, outspoken, do not seek fame and fortune, and even offended co-workers and leaders because of insisting on the principle, and ultimately obscurity. In selecting and appointing cadres exist in the work of the "simple to take people vote" minefield is the breeding ground for this phenomenon.

Socialist core value system of higher education as a bridgehead heritage and gathering place for intellectuals, with highly specialized personnel, more prominent personality, thinking actively, a huge number of staff, faculty and other more complex differentiation characteristics significantly different from the place. The issue of "not simple select people by votes" is not easy to grasp the use in the actual implementation process, "false democracy" and "mouthpiece" serious damage to the two extremes of the general staff and the pursuit of understanding of democracy. How to effectively solve this problem, so that both adhere to recognized by the masses, not simply select people by votes, has become a key proposition matter of expanding democracy Colleges work to improve public confidence in college elective employing.

## 2. The Status of Colleges and Universities in the Process of Simple Selecting Cadre by Votes

"Select people by votes" is to reflect recognized by the masses in the process of selecting and appointing cadres, better put an end to the work of selecting and appointing cadres of the "secret operations" to further eliminate "mouthpiece", which in itself is a good system design. However, some colleges and universities in the imple-

mentation process with a one size fits all approach, the absolute number of votes determined by the movements of cadres fate, produce misleading for objective and impartial evaluation and proper use of cadres.

### **2.1. Mechanically Select people by Votes**

Some colleges and universities simply equate opinion, democratic recommendation, democratic elections, "vote" as a fixed target, the last word, afraid trouble, afraid to assume responsibility, so everything with "ticket" to speak, even a simple understanding of statistics about the number of votes "public opinion". In some universities, as long as there is no obvious fault of cadres, cadres votes become the only reference to the selection, simply to determine the number of votes as the candidate of the ruler. These practices focus on the surface seemingly recognized by the masses, the masses are actually accepted principles distorted, and even become means of shirk responsibility, eliminate controversial and balance relation.

### **2.2. Flexible to Select people by Votes**

Some universities exist large arbitrariness on the poll results, which should treat differently, the high number of votes whomever respect public opinion, will vote as a shield for selecting and appointing cadres; Low said the vote can not take the only ticket people. Sided with can not "simply take people to vote" as a reason for the choice, so that the authenticity of recommendation result greatly reduced. That in the process of university cadre selection alone is more outstanding than mechanically to ticket.

### **2.3. Select People Random Despite Ticket**

Some colleges and universities completely separate the democratic recommendation, evaluation and selection cadres, as long as the "default" recommended the nomination of cadres or "top leaders" appreciated candidate, regardless of the level of the vote, in the subsequent recommendation, study, discuss and decide on other aspects are considered "formality." Some universities even exist because people positioned phenomenon, the whole to engage in "Operation", and the final nominations for appointment candidates. These practices seriously undermine the work of selecting and appointing cadres of university fairness and seriousness.

## **3. The Main Hazards of Colleges and Universities in the Process of Cadre Simple Selection People by Votes**

The reasonable time of "select people by votes" is usually at the end of an important work and marking an end of major decisions, such as when the ballot must "get people by votes". Selecting and appointing cadres working in the first pass - democratic recommendation, it simply select

people by votes, or even the only votes from people, will inevitably lead to democratic formalism, the harm is mainly manifested in:

### **3.1. Deviate from the Principle of Selecting and Appointing Cadres Work, Lead to the Errors in Oversight of Choose and Employ Persons**

The number of universities faculty and personnel is large, personnel relations more complex than local, this feature will enable participants recommended (evaluation) the scope of personnel on recommended (evaluation) objects have certain level of understanding of uncertainty and randomness. Moreover, universities inevitably tainted "social" and "secular" culture, in a variety of interests and unhealthy influence and interference arising under "human ticket" "Team ticket" "benefit ticket", "student ticket", which exist distortion, it is difficult for schools to party chief employer decisions to provide accurate and reliable basis. On the other hand, simply select people by votes, equivalent to disguise the subsequent formal procedures as "skimming", it lost value of existence, loss the measure of cadres on the basis of public information, inaccurate, thus affecting the selection employing the correct implementation of the principles recognized by the masses, reducing public confidence in selecting and appointing cadres.

### **3.2. Contuse the Initiative of Cadres Innovation and Reform, Impede Outstanding Talent**

Democratic recommendation and democratic evaluation results affected by many factors, not fully reflect the real situation of cadres. Especially those involved recommended (evaluation) of the masses will not be at the same level quality, personal likes and dislikes, personal feelings, personal understanding of things is not the same level of awareness, democratic evaluation often give discounts. "Old cattle-type" cadres only do not say, unassuming, unknown; "arbiter type" cadres dare say and do, fair and honest and principled; "Think tank-type" cadres have quick wits, hard-edged, improper nice guy, these types of cadres in their daily work is often not good at blending flatter, offended some colleagues or leadership in the recommended (evaluation) is not dominant, but may vary "popularity" is not in place who were left out and marginalized, even jealousy, was not obtained the number of votes. On the contrary, all day smiling face, good friendships, do not criticize people, not the sinner's vote on such cadres will account for a large advantage. But their ability to work, innovation, leadership, often because these items fixed target usual "Harmony", "nice guy" image and become dispensable elasticity index, significantly reducing people post match degree, so that "those who can" work power and passion seriously hurt, and the cadres of the organization doubt, even self-denial, go to the opposite extreme.

### 3.3. Grow Canvassing Bribery and Other Irregularities

Simply select people by votes stressed that the tendency of "the only ticket" and play a fueling role for canvassing. Open, blatant style canvassing diminution in recent years, but instead of canvassing everyday phenomena to be getting worse, trying to dinners with good relations at all levels, the accumulation of human resources. Especially some large number of colleges and universities working parents, or even the same place a college, department, room, as long as the spouse election, presidential election, immediately staged foreign style drama, not only the parties themselves pulling out the other also forthrightly canvassing for all relationships, some even organized pull. In addition, the emerging canvassing randomness phenomenon can not be ignored. During the voting process, people deliberately chosen relationship with the usual "no place", to vote "in favor of" small possibility of candidates sitting next, "supervise" this is part of the candidates to vote, making the candidates because of the sensibilities or fear retaliation against their cast "in favor". These abnormal canvassing activities will not only cause factionalism and sectarianism, but also led a contingent of cadres throughout the atmosphere, destroy democracy and fool the public opinion.

### 3.4. Damage Faculty Departments and Cadres of the Organization Impression

Simply vote on the performance of democratic recommended size, it will make some real officer cadres prominent achievements marginalized, so that some relationships are keen to run, walk Siemens people get promoted reuse. Staff will identify this approach is not righteousness, loss principles forget responsibility, organizational departments and cadres working hard to change the bad impression left, negative coping appointing cadres, thereby reducing the selection and appointment of public trust. In the individual universities, because the majority of staff mistrust the organization and personnel departments, hold completely indifferent attitude to the naysayers, eventually leading person to be elected votes rate below standard, had to be deputy division-level leadership cadres put aside the extreme case of indicators.

## 4. Overcome the Simple Measures and Recommendations of Voting to Take People During the Process of Selecting and Appointing College Cadres

"Selecting and Appointing Leading Cadres Work" Article XVII: "during ensuring inspection object, it should regard the result of the democratic recommendation as one of the important basis, and prevent the simply vote to take people."

The party's eighteenth report clearly states that cadres should adhere to the principle, adhere to the corners of

the country, merit, adhere ability and integrity, to Germany first, adhere to focus on performance, recognized by the masses, deepen the reform of personnel system, so that all aspects of outstanding cadres fully emerge, do their best, just the best use. In practice, implementation of the "four cardinal principles" requirements and selecting cadres should not only prevent and overcome the democratic recommendation does not follow the mass line, do not respect public opinion and subjective, arbitrary practices, but also prevent and overcome simply by votes take people; should not only aim to build a complete system of systems to focus on overall progress, but also to grasp the key link for major breakthroughs.

### 4.1. Check on the Democratic Participation

Selecting and appointing cadres of democratic recommendation is the initial part of the Party's mass line in the work of Cadres innovative, and its prerequisites for democratic is the participation of the masses, which is the important way to implement the masses of cadre selection and appointment of the right to information, participation, options and supervisions. Therefore, we must rely on the masses and correctly handle the relationship and guide the masses to ensure that the masses of democratic participation.

1. to do missionary work to improve the quality of mass democracy and strengthen the sense of responsibility for the masses.

Through extensive publicity and education work so that the people recognize the importance of the work of democratic recommendation and seriousness, to overcome and had nothing to do, the idea of passive inaction, a clear democratic recommendation cadres are their rights and obligations, but also to their immediate interests in the public mind to cast a sacred vote. Prevention grudges departure from personal likes and dislikes, feelings, or to replace the principle of first impression, free votes, geographic votes, the team votes, friendship tickets, sympathy votes, qualifications votes. Some faculty members or because of particular personal interest or emotional and other needs are not being met with the person to be elected even produce grudges against the phenomenon, but also to engage in dialogue with patience and meticulous exchanges work, and guide them to vote objectively and fairly as possible avoid malicious against and no abstentions appear.

2. to provide a relaxed environment of democratic recommendation to respect for democratic consciousness autonomy and guarantee sense of security guaranteeing democracy.

University organization, personnel departments should as far as possible within the recommended time, place, seating arrangements and other aspects of voting to take more able to fully reflect the wishes of the masses the way for the recommendation to provide sufficient distance space, time, space, and space to think. Example,

you can create conference rooms and writing tickets Room "chambers" separate system, get together strictly prohibited seated, avoid voter mutual influence, mutual interference or string votes, canvassing random phenomenon, especially recommended in voting sessions must take avoidance system, can not recommend people in a room or sitting next to him, so that we can work in a "secret" place to exercise the "sacred" rights.

3. To create a widespread concerned democratic atmosphere to ensure that information "four open" and programs "five a lot".

Universities in the process of selecting and appointing cadres, cadres work involving policies and regulations, they do not involve confidential matters should be an appropriate way to the majority of teachers and policy advocacy. Through the campus network, newspaper, campus bulletin boards and other electric advocacy positions elected cadres released relevant information, insist on open vacancies, open conditions of employment, publicly recommended results, open channels of supervision of the "four open", so that the democratic recommendation, inspection notice investigation by the organization, party to discuss and decide, before their appointment and so are a lot of rigid procedures, the process of selecting and appointing cadres to the general public throughout the faculty, thus forming a good democratic atmosphere, so that the work of selecting and appointing cadres to further transparency, the practical implementation of the masses the right to know, and strive to improve the selection and appointment of public trust, satisfaction.

#### 4.2. Check on the Nomination

The initial work of selecting and appointing Cadres nomination is the first pass. In order to effectively solve the problems of the initial nomination by the phenomenon of a single organization, the school has been implemented since 2003, deputy division-level leadership based mainly on public election, to implement individual special job supplemented by the principle of directional nomination, and adhere to high standards selection.

1. Nomination diversification.

When a vacancy in leadership, combined with job characteristics and job responsibilities required of persons nominated must have clear requirements of age, education, job title and job experience and other conditions, by the organization, units and individuals to introduce ourselves and other people as well as the combination of a variety of ways, so that cadres selection and appointment of truly closed, mystification to come out, so that cadres qualified to compete on the same starting line, the capable up, the general capable out, the poor capable down.

2. To determine the participation scope of democratic recommendation scientifically.

For different levels, different positions, unit size, nature of work, the involvement of science to determine the scope of democratic recommendation, to avoid the rec-

ommended range "one size fits all" phenomenon. In the overall expansion of democratic recommendation, based on participation, candidates participate fully consider the degree of association with the familiarity and reduce unit size, cadres of resources, caused by the different level of awareness of the differences votes recommended to improve the recommendation accuracy and fairness of the results .

3. The implementation of democratic recommendation chair word filing system.

Organizers recommended candidates on the proposed conditions of employment and other "presided over the word" recommend working for democracy acts as a "leader" role in the formation of written material before the recommendation, the implementation of record management, in order to prevent arbitrary presiding expand or narrow the scope of recommendations to ensure that the results of a real and effective democratic recommendation, so standardized, detailed hair style can also enhance people's support for selecting and appointing cadres to understand.

#### 4.3. Check on the Deliberation and Discussion

Deliberation and discussion is recommended evaluation results of a comprehensive analysis of the scientific use, making organic unity with employment standards is to improve and perfect the democratic recommendation evaluation an important part of the work, but also to vote simply take people to overcome the most critical part. By screening analyzing and scientific using, squeezing the water of democratic recommendation evaluation votes, truly to select and appoint capable to provide accurate information.

1. Comprehensive view cadres' moral.

College selection of cadres, cannot blindly apply the selection of cadres of party and government organs format, not only "obedient", "able to work" on the short length. A university cadre is not ability and political integrity, the most suitable for use in any position, not only depends on its democratic recommendation (evaluation) of the situation, but also to look good mental state, job performance is strong, there is more to see in the face of difficulties did not come forward, the difficulties of pride, there is no decisive scientific problem solving skills, there is no use genuine, sincere service attitude of teachers and students. Through a comprehensive analysis, a comprehensive comparison, well-researched, ensure that people vote matched, fair and objective.

The establishment of "four combinations" system

First, the recommendations reflect the situation with external results, combined with the masses agree with the situation, analyze its internal recommendations are consistent with the external reflection. Second, in recent years the recommended objects' recommendation, assessment, evaluation results will be combined and analysis whether the results consistent performance and overall

performance are consistent with the existence of distortion behavior. Third, the recommended results of the recommended objects who are from the same unit or a different unit of the same recommendation result objects were recommended positions will be combined analysis of gender, personality, age, advantages and disadvantages of such differences and other factors to correctly locate the recommended result. Fourth, the problem of the masses and leadership advice and recommendation results together, if there was a significant deviation between the three, should be thorough and meticulous investigation and verification.

The establishment of a "correction" mechanism

When public opinion is distorted, shall promptly start correcting mechanism through collective discussion, the cadres to make objective and fair assessment, to examine the object where the unit responsible way of illustration and the masses, establish healthy and positive direction of employment. For ulterior motives, jealous of real talent and deliberately framed informants, once verified must be cracked down; due to personal grudges against unfair comment to make recommendations person, to communicate patient education work to do to reconcile the personal conflicts to a minimum. Do not let a fear of offending people, dare to touch, a job well done Officer entrepreneurial cadres unjustly humiliated, delays in important positions, a more comprehensive and objective understanding and knowledge of the real situation of cadres, cadres and effectively improve the quality and inspection selecting and appointing capable level.

#### 4.4 Check on Investigation Identified

Simple to vote to prevent the person from the need to establish and perfect a series of mutually supporting and complementary working mechanism, which can be filled through the cadre assessment play an effective complementary role of democratic recommendation, a more comprehensive understanding of the historical and ideological cadres' work performance conditions, more accurate, in-depth reflection of public opinion, in order to implement the "stick recognized by the masses, not simply take people to vote" provide an institutional guarantee. Institute investigation "three changes"

First is the transition from the planar investigation to three-dimensional inspection. Focus on investigation and eight hours or less than eight hours visits combined through individual talks, democratic evaluation, visits to understand, surveys, and the establishment of monitoring telephone and other means, a comprehensive understanding of the inspection object in thought and speech outside working hours, behavior, communication range, hobbies and so on. Second is the transition from the interview of visits to the field of transformation. Note that in key projects, key work and major events investigate cadres' ability to work, working methods and work style. Third is the transition from unannounced visits to regular visits.

Leading cadres do not change the past, no general study, no leaving not visits, no promotion does not examine the practice of regularly conducted investigation of cadres.

2. Improve the difference between the inspection system. Examine the difference between the proportion of the promotion of cadres under the proposed levels, hierarchies and positions, depending on the university, the general middle-level leadership of the deputy 1:2 to 1:3 ratio by determining the difference between the candidates, the college party and government "number one" or have special requirements jobs according to the proportion of 1:2 to 1:4 difference between the inspection. Both to prevent disproportionately large due to the increase of the difference between the difficulty of the work, affecting the efficiency of inspection, but also avoid the result of lack of comparability of the difference between the proportion is too small, amounting to less than fair competition, the purpose of selecting the best. Recommended to bring democracy to break the mindset, to conduct a comprehensive, objective and impartial evaluation of cadres, to ensure balance in the inspection process inspection object can stand on the same starting line of fair competition, avoid falling into the only votes of misunderstanding.

3. The implementation of cadre assessment work responsibility.

Investigation in violation of discipline inspection, inspection of the machine by means of personal gain, based on personal likes and dislikes to understand and reflect the situation, deliberately exaggerated and out, conceal, misrepresent facts or run the wind leak, to criticism and education, until given appropriate disciplinary; does not seriously cause serious distortion of inspection duties false, depending on the circumstances and consequences of accountability dereliction of duty.

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