

HO CHI MINH NATIONAL ACADEMY OF POLITICS

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**THE PARTY COMMITTEE OF THE VIETNAM PEOPLE'S
ARMY LEADS THE BUILDING OF A TEAM OF SOCIAL SCIENCES
AND HUMANITIES LECTURERS FROM 2007 TO 2020**

**SUMMARY OF THE DOCTORAL THESIS
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INTRODUCTION

1. The necessity of the topic

The team of social sciences and humanities lecturers in academies and military officer schools is a part of the educators of the Vietnam People's Army which the main function and task is to research and teach Social Sciences and Humanities subjects (Philosophy, Political Economy, Scientific Socialism, History of the Communist Party of Vietnam, Ho Chi Minh Thought, Party Work, Political work, Psychology, Education...). The strength and weakness of the Social Sciences and Humanities teaching staff has a direct impact and influence on the quality of education and training in general, and Social Sciences and Humanities subjects in Military schools in particular. The political and spiritual strength of the Vietnam People's Army depends in an important part on the quality of the social sciences and humanities lecturers.

From the position and role of the Social Sciences and Humanities lecturers; from the profound and comprehensive changes in the world situation and tricks of hostile forces against the Vietnamese revolution in general and the Vietnam People's Army in particular, since 1991 (when Socialism in Eastern European countries and the collapse of the Soviet Union) up to now, the Central Military Party Committee (from 2011 until now the Central Military Commission) has issued many resolutions, programs and projects related to build a team of Social Sciences and Humanities lecturers to ensure that this team has enough quality and capacity to meet the job requirements in the new context. Under the leadership of the Party, regularly and directly the Central Military Commission and the Ministry of National Defense, the team of Social Sciences and Humanities lecturers in military schools is constantly growing in both quantity and quality with strong political will, absolute loyalty to the Party, State and People; and also have ethics, clean and healthy lifestyle; be always preserve and cultivate the ethics of Army teachers; have increasingly higher levels of education; Teaching and scientific research capacity is increasingly developing, making an important contribution to maintain the Party's political and ideological battlefield in the Army. However, besides the advantages and achievements that have been achieved, the process of the Military Party Committee leading the building of a team of Social Sciences and Humanities lecturers in recent times has also revealed limitations and inadequacies. Therefore, it is very necessary to objectively study at both the advantages and limitations, clarify the causes and summarize experiences for the leadership and direction of building a team of social sciences and humanities

lecturers in the coming time, ensuring that they are truly the force that keeps the "soul" in the Army.

In recent times, there have been many research projects related to building a team of social sciences and humanities lecturers in military schools published at different levels and scopes. However, there is no work that has independently and systematically researched the process of the Military Party Committee leading the building of a team of Social Sciences and Humanities lecturers from 2007 to 2020, from a scientific perspective of History of the Communist Party of Vietnam.

From the above reasons, the PhD student decided to choose the topic: "*The Party committee of the Vietnam People's Army leads the building of a team of social sciences and humanities lecturers from 2007 to 2020*" as the Doctoral thesis in History of the Communist Party of Vietnam.

2. Research purposes and tasks

2.1. Research purposes

To clarify the process of the Military Party Committee leading the building of a team of Social Sciences and Humanities lecturers from 2007 to 2020; to summarize experiences that are valuable references for the leadership work of building a team of Social Sciences and Humanities lecturers in the coming time.

2.2. Research tasks

Overview of the research situation related to the thesis topic.

Focus on clarifying factors affecting the leadership of the Military Party Committee in building a team of Social Sciences and Humanities lecturers (2007-2020).

Systematize, analyze, and clarify the policy and direction of the Military Party Committee on building a team of Social Sciences and Humanities lecturers from 2007 to 2020, in two periods 2007 - 2015 and 2015 - 2020.

Review and summarize experience from the process of the Military Party Committee leading the building of a team of Social Sciences and Humanities lecturers from 2007 to 2020.

3. Subject and scope of research

3.1. Research subjects: The research subject of the thesis is the leadership activities of the Military Party Committee on building a team of Social Sciences and Humanities lecturers from 2007 to 2020.

3.2. Research scope

- *In term of the content:* The thesis focuses on clarifying the Military Party Committee's policy on building a team of Social Sciences and Humanities lecturers at academies and officer schools from 2007 to 2020; The process of the

Military Party Committee directing the building of a team of Social Sciences and Humanities lecturers on 4 main contents: (1) Selection and training of Social Sciences and Humanities lecturers; (2) Fostering and training to improve professional qualifications and skills; (3) Scientific research activities of lecturers; (4) Implementing regimes and policies for social sciences and humanities lecturers.

- *In term of time:*The thesis limits the scope of research from 2007 to 2020. The year of 2007 is the time when the Central Military Party Committee issued Resolution No. 86/NQ-DUQSTW "On education and training in the new situation". The year of 2020 is the time of the 11th Congress of the Army Party Committee which mentioned the work of building a team of social sciences and humanities lecturers in the Army before 2007.

- *In term of space:*The survey data was conducted at all academies and officer schools, focusing mainly on the Academy of Politics, College of Political Officers, Academy of Air Defence - Air Force, Military Medical Academy, Military Technology Academy, 1st Army College, 2nd Army College

4. Theoretical basis, research methods and document sources

4.1. Theoretical basis

The thesis is studied on the theoretical basis of Marxism-Leninism and Ho Chi Minh's ideology; the Party's views, policies and guidelines on education and training, building a team of teachers in general and building a team of social sciences and humanities lecturers in particular.

4.2. Research methods

The thesis uses a combination of specialized and interdisciplinary research methods, mainly the following: Historical method, logical method, and at the same time the topic also uses analytical method, synthesize, statistics, compare... to clarify the problems that the thesis solves.

4.3. Document source

Documents of the Party and State on education and training, building a team of teachers in general, building a team of social sciences and humanities lecturers in particular.

Documents of party committees at all levels in the Army on education and training, building teachers in the Army in general, and building a team of social sciences and humanities lecturers in particular. Instructions, orders, speeches and articles of the Head of the Ministry of National Defense; documents guiding the organization of implementation and summary reports of competent agencies of the Ministry of National Defense; books, newspapers, doctoral dissertations, scientific

topics at all levels related to building a team of lecturers in social sciences and humanities in general and in the Army in particular.

5. New scientific contributions of the thesis

Provide a rich, updated, and reliable system of documents on the Military Party Committee's leadership in building a team of lecturers in Social Sciences and Humanities from 2007 to 2020.

Contribute to objectively rebuilding the process of the Military Party Committee leading the building of a team of Social Sciences and Humanities lecturers from 2007 to 2020.

Provide well-founded comments and assessments on the process of the Military Party Committee leading the building of a team of Social Sciences and Humanities lecturers (2007-2020), on both the aspects of advantages and limitations, clarifying the causes and summary the valuable experiences as reference for leadership work in building a team of Social Sciences and Humanities lecturers in the coming time.

6. Theoretical and practical significant of the thesis

6.1. Theoretical significant

The thesis contributes to the summary of education and training in general, and the process of the Military Party Committee leading the building of a team of Social Sciences and Humanities lecturers in particular during the period of innovation and international integration.

Contribute more scientific arguments for supplementing and developing guidelines and policies to build a team of educators in the Army in the coming time.

6.2. Practical significance

The experiences drawn from the thesis can be applied in leading and building a team of Army teachers in general and in each school in particular.

The thesis can be used as a reference document for research and teaching on the Party's leadership of education and training as well as the Party Committee of the Army's leadership in building the teaching staff in general and the teaching staff of Social Sciences and Humanities in particular in the period of innovation and international integration.

7. Structure of the thesis

The thesis is consisted of introduction; 4 chapters (8 sections); conclusion; list of author's published scientific works related to the thesis; References and appendices.

Chapter 1

LITERATURE REVIEW OF THE RESEARCHES RELATED TO THESIS TOPIC

1.1. RESEARCH SITUATION RELATED TO THESIS TOPIC

1.1.1. Group of general researches (domestic and foreign) on building a team of teachers and lecturers in social sciences and humanities

1.1.1.1. Foreign researches

Through research, the PhD candidate found that works by foreign authors discuss the role, position, and qualities of teachers in education; the relationship between lecturers, students and subject content; requirements and characteristics of lecturers; the role and meaning of teaching methods; the work of building and training teaching staff...which is notably the research works of the following typical authors: *"Education in the 21st century - Prospects of Asia Pacific"* by Raja Roy Singh, *"Qualities of excellent teachers"* by Ken Bain, *"Anthology of psychology"* by Vygotski LX, *"The changing requirements for teachers and students in the market economy"* by George Goerner, *"The Joy of teaching"* by Filence, *"Effective college teaching"* by Wibert J. McKeachie and James A. Kulik, *"The Art and science of teaching"* by Robert J. Mazano, *"Peut-on former les enseignants"* by Michel Develay; *"Cyllabus of Party Work and Political Work of the People's Liberation Army of China"* by Zhang Siyi; *"Teaching methods of social sciences"* by XGLuconhin and VVXerebriannikov...

1.1.1.2. Domestic researches

Regarding the research scope of the topic, there have been a number of research projects from different perspectives and specific purposes, especially: *"Ho Chi Minh's thoughts on teachers and building the team of university lecturers today"* by Ngo Van Ha, *"Teaching positivity of university lecturers"* by Nguyen Thi Tinh, *"Training and developing human resources of Vietnamese economic sector universities through international cooperation programs"* by Phan Thuy Chi, *"Building a team of lecturers in universities - Current status and solutions "* by Nguyen Thi Thu Huong. Some typical articles include: *"Some measures to develop young lecturers"* by Nguyen The Manh, *"Developing the capacity of lecturers and educational administrators to meet training requirements, fostering human resources for educational management"* by Pham Xuan Hung, *"Building a team of political theory and state management lecturers"* by Luu Kien Thanh, *"Solutions to foster scientific research capacity for young lecturers in the Social Sciences and Humanities sector at universities today"* by Hoang Van Nhan,...Through research projects, a number of limitations have been raised that need to be overcome in the

work of building a team of lecturers, as well as the inadequacies and obstacles to mobilizing and promoting the capacity of teaching staff...

1.1.2. A group of research projects related to building a team of social sciences and humanities lecturers in the Army

Related to the scope of the topic, there have been a number of research works by typical authors such as: The book "Building a team of humanities and social sciences lecturers in military officer training schools" by Nguyen Van Thap; Doctoral thesis "Promoting social positivity of lecturers in Vietnam People's Army officer schools at the present" by Nguyen Van Hoa; Doctoral thesis "Developing political courage and scientific knowledge of young social sciences and humanities lecturers at officer schools of the Vietnam People's Army", by Luong Thanh Han; Doctoral thesis "Improving the ideological and theoretical fighting capacity of social science and humanities teachers at the Vietnam People's Army school today" by Pham Van Thuan; Scientific project at the level of Ministry of Defense "Improving the quality of education and training management in academies and military officer schools, meeting new requirements" chaired by Vu Quang Loc; Scientific topic at the level of the General Staff "Research and improve the effectiveness of scientific activities of humanities and social sciences lecturers at military academies and schools today" chaired by Nguyen Duc Do; "Fostering scientific working methods for lecturers at military academies and schools today according to Ho Chi Minh's Thought" by Nguyen Manh Hung; Scientific project at the level of the General Staff "Solutions to improve the quality of lecturers at Military officer schools", chaired by Nguyen Van Thai;... At the same time, scientific works have proposed a number of works that need to be done to innovate content and measures to develop and improve the professional ethics of teachers in the Army in general and social sciences and humanities teachers in particular.

1.2. OVERALL EVALUATION OF RESEARCH RESULTS RELATED TO THE THESIS AND ARISING ISSUES NEED TO FURTHER STUDY

1.2.1. Overall evaluation of research results related to the thesis

Interm of materials: Research works related to the thesis topic are generally rich and diverse in category, including works published in the form of monographs and reference books, magazines, doctoral dissertations... They are precious source of documents that are references for researching and clarifying the process of the Party committee of the Vietnam People's Army leads the building of a team of social sciences and humanities lecturers from 2007 to 2020.

In term of research approach and methods: The above works have provided rich and diverse sources of material, creating a vivid, multifaceted

picture, approached from many different perspectives such as: Politics, Military History, History of the Communist Party Vietnam; Educational management... Using many research methods such as: Analysis, comparison, synthesis, history, logic... helps the PhD candidate have a basis to choose appropriate research approaches and methods with the code of History of the Communist Party of Vietnam.

In term of content:

First, the above works have clarified basic theoretical issues related to building a team of teachers in general, and a team of social sciences and humanities lecturers in particular, such as concepts, roles, functions, and tasks... of the Social Sciences and Humanities teaching staff.

Second, the reviewed works all agree that, depending on the conditions and circumstances of each country, level of education, training institution, the content and measures for building the teaching staff have certain differences, but all affirm the close relationship between quantity, quality and structure, all aiming to ensure sufficient quantity with a reasonable structure of the teaching staff, while constantly improving the quality, especially the qualities and capacities of teachers.

Third, direct research projects at Military schools, although the perspectives of approaching research issues are different, have generally focused on analyzing and clarifying a number of theoretical and practical issues in building a team of lecturers in military schools.

Fourth, research projects have proposed quite synchronous and comprehensive solutions, from raising awareness and responsibility of relevant organizations; do a good job in selection, training and fostering, management, and use to innovate and improve remuneration and policies; Limit and prevent the negative and hindering factors that impact and affect the development of the teaching staff.

1.2.2. Arising issues needs further study

First, factors affecting the process of the Vietnam People's Army Party Committee leading the building of a team of Social Sciences and Humanities lecturers. In particular, the study clarifies the world, regional and domestic situation; guidelines and policies of the Party and State on education, training and building a team of lecturers; Current situation of building a team of social sciences and humanities lecturers in the Army before 2007.

Second, policy and direction of the Vietnam People's Army Party Committee on building a team of Social Sciences and Humanities lecturers from 2007 to 2020. Regarding the policy, focus on clarifying directions, goals, tasks and solutions. Regarding direction, focus on clarifying: The selection and training of social sciences and humanities lecturers; fostering and training to improve

professional qualifications; scientific research work, implement the regimes and policies for social sciences and humanities lecturers in the Army.

Third, advantages and limitations of the Party Committee of the Vietnam People's Army in leading the building a team of Social Sciences and Humanities from 2007 to 2020.

Fourth, experience from the process of the Vietnam People's Army Party Committee leading the building of a team of Social Sciences and Humanities lecturers (2007-2020).

Summary of chapter 1

Research on building a team of lecturers in general, and a team of lecturers in Social Sciences and Humanities in particular in Military schools is a topic that attracts the attention and research of many agencies, units, organizations, and individuals, domestic and foreign scientists. They conducted researches from different perspectives, aspects and scopes. All projects clarify the position and decisive role of teachers in ensuring the quality of education for the country as well as each educational and training facility. The overall results are valuable for the thesis topic.

On that basis, the author has identified "scientific gaps" which the thesis focuses on studying. Thereby affirming that the topic "The Party committee of the Vietnam People's Army leads the building of a team of social sciences and humanities lecturers from 2007 to 2020" is an independent topic and does not overlap with published works. Therefore, the author chose this issue as the topic of the doctoral thesis in History of the Communist Party of Vietnam.

Chapter 2

POLICY AND DIRECTION OF THE MILITARY PARTY COMMITTEES ON BUILDING A TEAM OF SOCIAL SCIENCES AND HUMANITIES LECTURERS (2007-2015)

2.1. IMPACT FACTORS AND POLICIES OF THE MILITARY PARTY COMMITTEES ON BUILDING A TEAM OF SOCIAL SCIENCES AND HUMANITIES LECTURERS

2.1.1. General awareness of the team of social sciences and humanities lecturers in the Army

2.1.1.1. Concepts of lecturers, team of social sciences and humanities lecturers in the Army

According to the Great Vietnamese Dictionary, lecturers are understood as people who teach at universities, colleges, and in staff training classes. According

to the Dictionary of Education, lecturer is a professional title of teachers in university and post-graduate educational institutions, under professor, associate professor, principle lecturer. According to the Education Law promulgated in 2019: Teachers who teach at preschool education establishments, general education establishments, other educational establishments, and teach at primary and intermediate levels are called teachers; Educators who teach at college level or higher are called lecturers; At the same time, it is stipulated that teachers must meet the following standards: Have good qualities, ideas, and ethics; Meet professional standards according to job position, have updated skills, improve professional capacity, and ensure health according to occupational requirements.

The team of lecturers is a high-quality human resource, methodically trained, and determines the training quality of educational and training institutions.

Social Sciences and Humanities subjects in Military schools are a system of comprehensive and synthetic knowledge about scientific events, concepts, categories, theories, doctrines, and research methods of selected social sciences and humanities majors, specified in plans, programs, and teaching content suitable to the training goals and requirements of Military schools..

2.1.1.2. Characteristics of social sciences and humanities lecturers in the Army

Social Sciences and Humanities lecturers are an integral part of the teaching staff at Military schools. Accordingly, the team of lecturers of Social Sciences and Humanities in the Army is a group of permanent lecturers and guest lecturers, who are officers, professional soldiers, and defense workers who are selected, trained, and fostered to meet standards of professional qualifications, pedagogical skills, professional qualities, and have certain title standards, organized and staffed in agencies, departments, and units in Military schools, with the main task of teaching Social Sciences and Humanities subjects according to the State's programs and content as well as the programs and content of each school.

Unlike lecturers outside the military, the social sciences and humanities lecturers in the Army have the following basic characteristics:

First, Social Sciences and Humanities lecturers at Military schools are basically trained in majors, selected from many different sources, to meet the Army's requirements. *Second*, the team of Social Sciences and Humanities lecturers are those who directly participate in teaching and improving the quality of Social Sciences and Humanities subjects at Military schools. *Third*, the faculty of Social Sciences and Humanities not only performs teaching duties but also participates in management, command, research and theoretical development of

military Social Sciences and Humanities majors. *Fourth*, the professional qualifications, practical experience as well as foreign languages and information technology of the Social Sciences and Humanities lecturers are uneven.

2.1.2. Factors affecting the leadership of the Military Party Committee in building a team of social sciences and humanities lecturers

2.1.2.1. International and domestic situation

In the world, the modern scientific and technological revolution has been developing strongly, directly impacts and affects every country and people, affecting every area of social life. Regarding building a team of Social Sciences and Humanities lecturers in military schools, the development of the scientific and technological revolution has created more and more modern information infrastructure, such as smartphones and the internet ; create favorable opportunities for innovation and diversification of teaching methods and forms; create a democratic environment for information, avoid one-way, imposed information teaching. On the contrary, the strong development of the scientific and technological revolution also creates diverse, multi-dimensional information sources that are difficult to control; Uneven development among educational and training institutions when there is no access and modernization of infrastructure to serve innovation and improve the quality of education and training... Globalization and international integration trends are also factors that directly impact and influence the work of building a team of social sciences and humanities lecturers in military schools. The crisis and breakdown of the system of socialist countries and the adaptive adjustment of modern capitalism are one of the features that directly impact and influence the work of building a team of social sciences and humanities lecturers in military schools.

At the domestic level, after 20 years of innovation (1986-2006), Vietnam has achieved great and historic achievements. Besides the advantages brought by the achievements of innovation, the work of building and protecting the Fatherland also faces many risks and challenges that require soldiers in general and social sciences and humanities lecturers in particular to continuously train and cultivate political courage and qualities, improve capacity and professional qualifications to meet the increasing requirements of the cause of protecting the Fatherland. Therefore, building and developing a team of highly qualified Social Sciences and Humanities lecturers with strong political will to contribute to protecting the Fatherland in the new situation has become an urgent and strategic issue in the cause of building and protecting the Socialist Republic of Vietnam.

2.1.2.2. Guidelines and policies of the Party and State on building a team of social science and humanities lecturers

At each Congress, the Party identified the important tasks of education and training: the 10th Party Congress (April 2006), the 11th Congress (2011); The 12th Congress (2016) emphasized the important position and role of education and training, identifying tasks and solutions to improve the quality of comprehensive education. The Party Central Committee has issued a number of Resolutions, of which the most important is Resolution No. 29-NQ/TW *on fundamental and comprehensive innovation of education and training, meeting the requirements of industrialization and modernization in the conditions of a socialist-oriented market economy and international integration*. Conclusion No. 94-KL/TW dated March 28, 2014 of the Secretariat *on continuing to innovate the study of political theory in the national education system* or the Project *on building and improving the quality of teachers and educational managers in the period 2005 - 2010* of the Government, *the Education Development Strategy 2011 - 2020...* is an important basis for all levels, sectors, localities and units to apply and propose specific policies and solutions to build an increasingly developed teaching staff.

2.1.2.3. Current situation of building a team of social sciences and humanities lecturers in the Army before 2007

From 1994 to 2006, the Ministry of National Defense, the General Staff, and the General Department of Politics issued many important directives, education and training regulations, documents, and projects. Academies and schools in the Army also focus on training and developing lecturers, considering this an important task to improve teaching quality. Achievements and limitations in the work of building a team of teachers in general and a team of lecturers in Social Sciences and Humanities before 2007 requires the Military Party Committee to further strengthen leadership, promptly propose specific policies and solutions in order to promote achieved results, limit and overcome weaknesses and solve arising problems in order to build a team of Social Sciences and Humanities lecturers with increasing quality, ensuring quantity, meeting the requirements of the cause of building and protecting the Fatherland in the new period.

2.1.3. The Military Party Committee's policy on building a team of social sciences and humanities lecturers

The Military Party Committee's policy on building a team of Social Sciences and Humanities lecturers for the period 2007-2015 is expressed mainly in Resolution No. 86/NQ-DUQSTU, dated March 29, 2007 of the Central Military

Party Committee *on education and training in the new situation*; Resolution No. 769-NQ/QUTW dated December 21, 2012 *on building a team of Army officers for the period 2013-2020 and the following years*. The general direction determined in Resolution No. 86/NQ-DUQSTU of the Central Military Party Committee is to develop and well implement the project to strengthen and develop the military teaching team, ensuring both quantity and structure; which focuses on improving educational qualifications, pedagogical capacity and skills, and practical experience. Resolution No. 769-NQ/QUTW of the Central Military Commission proposed following tasks and solutions: *First, innovate the program, content, and training methods of social sciences and humanities lecturers; Second, improve the quality of selection, fostering and training of social sciences and humanities lecturers; Third, improve the quality of scientific research of Social Sciences and Humanities lecturers; Fourth, implement well the regimes and policies for social sciences and humanities lecturers.*

From 2007 to 2015, with the complicated developments of the world and domestic situation; from the guidelines and policies of the Party and State; current status of Social Sciences and Humanities lecturers, the Central Military Party Committee has promptly issued resolutions on building the teaching staff in general and the Social Sciences and Humanities lecturers in particular. That is the basis for all levels of the Party Committee in the Military Party Committee to thoroughly grasp and organize implementation to build a team of Social Sciences and Humanities lecturers to meet requirements in the new situation.

2.2. THE MILITARY PARTY COMMITTEES LEADS THE BUILDING OF THE TEAM OF LECTURERS IN SOCIAL SCIENCES AND HUMANITIES (2007-2015)

2.2.1. Direct the recruitment and training of social sciences and humanities lecturers

Implementing the policy of the Central Military Party Committee, academies and officer schools focus on well implementing important contents in the selection and recruitment of social sciences and humanities lecturers: *Firstly*, based on regulations and instructions of the Ministry of National Defense, the Ministry of Education and Training, and functional agencies of the Ministry of National Defense and requirements for teaching social sciences and humanities subjects, as well as the actual conditions of faculties and subjects under the academies as well as officer schools. *Second*, the recruitment source is mainly from officers and students after graduating from officer schools as well as military

academies. *Third*, develop a set of standards for selection and recruitment. *Fourth*, properly and fully implement the procedures.

2.2.2. Directing training and fostering to improve professional qualifications and skills for lecturers

From 2007 to 2015, training to improve the professional qualifications of social sciences and humanities lecturers at academies and officer schools focused on the following main contents: Training for teaching certificates; Training in information technology and foreign languages. In addition, every year the General Department of Politics organizes summer training sessions for social sciences and humanities lecturers to supplement and update new knowledge for the teaching staff, exchange practical teaching experiences of academies and military schools, better grasp socio-economic issues, domestic and international situations; thereby, contributing to further improving the quality of lectures, meeting the increasingly high requirements of the cause of building and defending the Fatherland in the new situation.

2.2.3. Directing scientific research activities of lecturers

Recognizing the importance of scientific research for the teaching staff as well as for the development of academies and officer schools in the Army, from 2007 to 2015, the Central Military Party Committee, Ministry of National Defense and specialized agencies always focus on developing scientific research in academies and officer schools, to meet the increasing requirements of education and training as well as the process of international integration.

Academies and officer schools in the Army have focused on promoting scientific research activities, considering this as the central political task of building a team of lecturers in each unit. In addition, academies and officer schools also direct lecturers to actively and proactively write scientific articles to submit to magazines inside and outside the military. This is one of the important and indispensable criteria for evaluating and ranking lecturers every year. This factor has created the driving force to promote, foster and improve the scientific research capacity of social sciences and humanities lecturers in academies as well as officer schools.

2.2.4. Direct the implementation of regimes and policies for social sciences and humanities lecturers

Regimes and policies for the teaching staff are one of the extremely important contents in the work of building and developing the teaching staff. Developing and fully implementing mechanisms, policies, and incentives for social sciences and humanities lecturers is to create an environment and favorable

conditions to help lecturers feel secure in their work, dedication, and accomplish every assigned task.

From 2007 to 2015, the Party Committee of the Central Military Commission and the Ministry of National Defense always focused on implementing good mechanisms and policies for lecturers, creating motivation for lecturers to feel secure in their work, meeting the increasing requirements of education and training in academies and military officer schools. A number of important documents have been issued, such as: Decision No. 141/2008/QD-BQP *on promulgating regulations on a number of spending regimes for education and training activities at training facilities in the Army*, dated November 20, 2008 by the Minister of National Defense; Decision No. 2826/QD-BQP *On support for professors, associate professors, and doctors who are directly researching and teaching in military schools* dated August 6, 2010 of the Minister of National Defense; Decision "Approving the Strategy for developing education and training in the Army for the period 2011 - 2020" dated July 15, 2013 of the Minister of National Defense, Directive No. 73/CT-BQP *on promoting the implementation housing policy in the Army...* The above regulations of the Ministry of National Defense are a specific basis for academies as well as officer schools to properly apply and implement regimes and policies for lecturers in Social Sciences & Humanities.

Summary of chapter 2

The leadership of the Military Party Committee in building a team of Social Sciences and Humanities lecturers in the years 2007-2015 was directly affected and influenced by changes in the world and domestic situation. Thanks to the correct and timely policy of the Military Party Committee on building a team of lecturers in Social Sciences and Humanities in the period 2007-2015, the team of lecturers in Social Sciences and Humanities has had a strong development in both quantity and quality, is the core force, leading in teaching and scientific research, contributing to enhancing the position and prestige of academies as well as officer schools in the military school system, and the Vietnamese education system. In addition to the results achieved, in the process of leading building a team of Social Sciences and Humanities lecturers by Party Committee of the Vietnam People's Army, a number of limitations and issues that need to be resolved to improve the quality of the team.

Chapter 3
LEADERSHIP OF THE MILITARY PARTY COMMITTEES IN
BUILDING A TEAM OF SOCIAL SCIENCES AND HUMANITIES
LECTURERS (2015-2020)

3.1. NEW FACTORS IMPACT AND POLICIES FOR BUILDING A
TEAM OF SOCIAL SCIENCES AND HUMANITIES TEACHERS OF THE
MILITARY PARTY

3.1.1. New factors affecting the leadership of the Military Party
Committee in building a team of social sciences and humanities lecturers

3.1.1.1. International and domestic situation

In the world, in the years 2015-2020, the world situation continues to have complicated and unpredictable developments, notably: The fourth industrial revolution is developing strongly. The trend of globalization and international integration is increasingly deepening among countries regardless of political regime.

In the country, after 30 years of implementing the reform process (1986-2016), Vietnam has achieved great achievements in all fields: Economy, politics, culture, society, diplomacy, security, national defense... contributes to raising income and improving people's lives; affirming Vietnam's position and reputation in the international arena. Those achievements have created new position and strength for the country. Besides favorable factors, Vietnam faces many significant challenges.

The changes in the world, regional and domestic situations mentioned above pose new demands on the capacity and quality of social sciences and humanities lecturers in military schools.

3.1.1.2. Guidelines and policies of the Party and State on building a team of lecturers

The Party's guidelines and State policies (2015-2020) related to the building a teaching staff were clearly shown at the 12th Party Congress. The Congress assessed that "The team of teachers and educational managers has developed in both quantity and quality", but the Congress also frankly pointed out that "The team of teachers and educational managers has not meet the requirements". From the achievements as well as the limitations and weaknesses of Vietnamese education after 30 years of reform, the 12th Party Congress continues to affirm and develop perspectives on education and training innovation in the Resolution No. 29-NQ/TW of the Party Central Committee. Based on the Party's policy, the Prime Minister approved the Education and Training Development Strategy 2011-

2020 on June 13, 2012 and the "Project to improve the capacity of lecturers and managers of higher education institutions to meet the requirements of fundamental and comprehensive innovation in education and training in the period 2019-2030" dated on 18 January, 2019 in order to build a team of lecturers and managers of higher education institutions that ensures quality, reasonable structure, meets the requirements of fundamental and comprehensive innovation in education, trains high-quality human resources and develops science and technology for the country, associated with the requirements of entrepreneurship, innovation, and the requirements of the 4.0 Industrial Revolution.

3.1.2. The supplement and development of the Military Party Committee's policy of building a team of social science and humanities lecturers

The 10th Army Party Congress (September 2015) and Resolution of the Central Military Commission (2019), on building a team of Army officers, especially at the campaign and strategic level to meet mission requirements in the new situation, the policy on building a team of Social Sciences and Humanities lecturers in the period 2015-2020 has been supplemented and developed with many important contents.

Regarding general direction: "Focus on building a team of military officers with reasonable numbers and structure, high political quality, comprehensive knowledge and capacity; Strive to basically have enough staff compared to the payroll" to achieve the goal of "building a team of commanding and managing staff at all levels, especially at the campaign and strategic levels (including the team of lecturers of Social Sciences and Humanities) on par with the tasks, striving to have 20% to 30% of staff capable of working in an international environment. This is a new point compared to Resolution No. 86 of the Central Military Party Committee in 2007 and Resolution No. 769 of the Central Military Commission in 2012. *Regarding tasks and solutions:* (1) Continue to innovate the selection work; innovate the program and content of training social science and humanities lecturers; (2) Improve the quality of training for social sciences and humanities lecturers; (3) Improve the quality of scientific research of lecturers; (4) Pay attention to better implementation of regimes and policies for social sciences and humanities lecturers.

Thus, the policy of building a team of cadres in general and a team of lecturers in Social Sciences and Humanities in particular of the Military Party Committee in the period 2015 - 2020 is the inheritance and development of thinking and results achieved in the process of building Social Sciences and Humanities lecturers in the period 2007-2015. This is an important basis for the

Military Party Committee to direct the building of a team of Social Sciences and Humanities lecturers with sufficient capacity and quality to successfully complete all assigned tasks in the new situation.

3.2. DIRECTIONS OF THE MILITARY PARTY COMMITTEES ON BUILDING A TEAM OF SOCIAL SCIENCES AND HUMANITIES LECTURERS

3.2.1. Direct the recruitment and training of social sciences and humanities lecturers

The Ministry of National Defense has directed units and authorities to further strengthen the recruitment of lecturers to meet the educational and training requirements and tasks of military schools in the new situation through guiding documents: *Plan to implement the Strategy for developing education and training in the Army for the period 2011 - 2020*; *Charter of School Work of the Vietnam People's Army*; Circular No. 308/2017/TT-BQP on "*Regulations on selection and recruitment of staff; training reserve officers called to active duty in the Vietnam People's Army*". As a result, from 2015 to 2020, academies as well as officer schools in the Army have selected and recruited nearly 400 lecturers. The number of Social Sciences and Humanities lecturers selected and recruited during this period makes an important contribution to improving the quantity and quality of the teaching staff, meeting the increasing requirements of the cause of building and protecting the Socialist Republic of Vietnam in the new situation.

The work of training teaching staff of Military schools in the new situation through guiding documents: Decision No. 889/QD-BQP approving the Action plan of the Military school system in response to the impact of the 4th Industrial Revolution in the period 2018 - 2020 and the following years; Directive No. 89/CT-BQP on strengthening practical review and combat readiness training associated with the education and training of military schools to meet requirements in the new situation; Directive No. 102/CT-BQP on strengthening leaders and commanders of agencies and units participating in teaching and reporting practical experiences at the National Defense Academy. Thanks to that, the work of training and improving the professional qualifications of Social Sciences and Humanities lecturers has been focused with many new points and important results have been achieved:

- For postgraduate training: In the period 2015-2020, the Academy of Politics has opened a new major code for master's training in Ho Chi Minh studies. For university training, the Academy has built a new 1-year training program for Party and political work lecturers.

- Since 2017, the main foreign language program for social sciences and humanities lecturer training subjects has been implemented according to the European framework A2 program with 120 lessons, with exams evaluating results on 4 skills.

- Develop and announce output standards of 9 Social Sciences and Humanities majors (including undergraduate and graduate training: Philosophy; Political Economy; Scientific Socialism; History of the Communist Party of Vietnam; Construction Party and state government; Psychology; Ho Chi Minh studies; and be revised and supplemented annually based on the Army's human resource needs and operational practices at the units.

As a result, for training lecturers in Social Sciences and Humanities from 2016 to 2020, the Academy of Politics trained nearly 500 lecturers, more than 250 doctors and more than 550 masters. The Political Officer School has trained nearly 200 masters. In addition, the Ministry of National Defense and academies as well as officer schools continue to send social sciences and humanities officers and lecturers for training at non-military educational establishments. In 5 years (2016 - 2020), about 30 lecturers were sent to study as graduate students; More than 40 lecturers were sent to study for master's degrees; Nearly 100 officers were sent to study at university level; More than 70 staff and lecturers were sent to study for a second degree. In the years 2015-2020, academies and officer schools had 37 staff and lecturers awarded the rank of Associate Professor.

3.2.2. Directing fostering and training to improve professional qualifications and skills

The Ministry of National Defense directs the work of fostering and training to improve qualifications through programs and projects: Project on foreign language training and fostering in the Army for the period 2013 - 2016 and orientation to 2020; Circular No. 66/2017/TT-BQP on promulgating "Standards for professional - technical - professional officer positions in the Vietnam People's Army"; Directive No. 89/CT-BQP dated November 9, 2016 "On a number of urgent tasks to improve the quality of foreign language teaching and learning in the Military school system"; Directive No. 105/CT-BQP dated May 26, 2020 "On strengthening the learning of foreign languages and ethnic minority languages in the entire army to meet requirements and tasks in the new situation"; Plan No. 1844/KH-BQP dated May 27, 2020 on implementing the Project "National program on foreign language learning for officials, civil servants and public employees in the period 2019-2030" in the Army... ; The School Department - the General Staff has coordinated with academies and officer schools to develop the foreign language training classes for officers and lecturers. At the same time, carry

out many synchronous solutions to improve the foreign language skills of staff and lecturers to serve teaching and scientific research. In addition, every year, based on the professional training conference plan approved by the Propaganda Department, The Propaganda Department - General Department of Politics develops a summer training plan for cadres and lecturers of academies and officer schools.

3.2.3. Directing scientific research activities of lecturers

The Military Party Committee and the Ministry of National Defense focus on directing activities of scientific research of lecturers, considering this an important task to develop the teaching staff, improve teaching quality, meet the increasing requirements of education and training in Military schools, passed the 2016 Charter of the Vietnam People's Army's School Work, Circular No. 94/2016/TT-BQP on Promulgating the "Charter on Science and Technology Work in the Ministry of National Defense", Plan Implementing the Strategy for developing education and training in the Army for the period 2011 - 2020, Circular No. 96/2017/TT-BQP "Regulations on standard teaching and scientific research hour norms for teachers in Vietnam People's Army"; Directive No. 126/CT-BQP "On organizing research, compiling and improving the system of training and teaching materials in the Army".

As a result, from 2016 to 2020, the staff and lecturers of the Academy of Politics implemented 01 State-level scientific project, 49 ministerial-level scientific projects, and 269 scientific research projects at grassroots level. Scientific seminar activities were also promoted by the Academy with 12 Academy-level scientific seminars; The Academy organized research and compiled 48 textbooks and 176 documents. The School of Political Officers participated and presided over the implementation of 123 projects (04 ministerial level; 119 grassroots level), 11 initiatives (grassroots level) were accepted and applied in practice; organized 22 grassroots-level scientific conferences; Compiled, edited, and supplemented 139 textbooks and documents. In addition, the School also effectively participated in 64 competitions and sports events at the Ministry of National Defense level; Creative Youth Award in the Army; Olympic competition in Marxist-Leninist sciences, Ho Chi Minh ideology...

3.2.4. Directing the implementation of regimes and policies for social sciences and humanities lecturers

The Military Party Committee has directed the Ministry of National Defense as well as relevant agencies and units to well implement regimes and policies for lecturers in general and lecturers of Social Sciences and Humanities in particular to help them feel secure in their work; contributing to improving the quality of

research and teaching, and successfully completing assigned tasks. Previous regimes and policies for lecturers continue to be implemented and adjusted to suit reality.

Summary of chapter 3

Under the leadership of the Military Party Committee, the team of Social Sciences and Humanities lecturers at academies and officer schools has developed strongly in both quantity and quality. The selection and training of lecturers is carried out strictly, the content and training programs are innovated to improve the quality of lecturers, meeting the increasing requirements of education and training at military schools. Professional training is held regularly to provide and update the teaching staff with new knowledge to serve research and teaching of Social Sciences and Humanities subjects at academies and officer schools. Scientific research activities are promoted to improve the research and teaching capacity of lecturers as well as directly serve education and training activities at military schools. Regimes and policies for lecturers continue to be implemented effectively...

Besides the achieved results, the process of the Army Party Committee leading the building of a team of Social Sciences and Humanities lecturers in military schools still has some limitations. All of the above achievements and limitations need to be recognized and evaluated properly to summarize experiences to serve the leadership and direction of building a team of Social Sciences and Humanities lecturers in the coming time.

Chapter 4

COMMENTS AND EXPERIENCE

4.1. COMMENTS ON THE LEADERSHIP IN BUILDING A TEAM OF SOCIAL SCIENCES AND HUMANITIES LECTURERS BY THE MILITARY PARTY COMMITTEE (2007-2020)

4.1.1. Advantages and reasons

4.1.1.1. Advantage

First, the Military Party Committee has determined the correct position and role, and set out a policy to build a suitable team of Social Sciences and Humanities lecturers.

Second, the work of directing and building a team of Social Sciences and Humanities lecturers ensures comprehensiveness but focusing.

Third, the quality of Social Sciences and Humanities lecturers has been significantly improved, increasingly meeting the educational and training requirements in military schools.

4.1.1.2. Reasons for advantages

First, during the leadership process, the Military Party Committee always receives attention, direction, and support in all aspects from the Party, the Government and relevant ministries and branches to train social sciences and humanities lecturers at academies and officer schools to meet the increasing requirements in the cause of building and protecting the Socialist Republic of Vietnam.

Second, the Military Party Committee always deeply grasps the Party and State's guidelines and policies, flexibly and creatively applying them to the Army's specific environment and conditions.

Third, the team of Social Sciences and Humanities lecturers at academies and military officer schools basically always uphold the qualities of "Uncle Ho's soldiers" who have a high sense of responsibility, strive to fulfill assigned responsibilities and tasks well.

4.1.2. Limitations and causes

4.1.2.1. Limitations

First, source creation, recruitment and training of social sciences and humanities lecturers at some party committee levels has not been given due attention.

Second, directing program innovation and training content for Social Sciences and Humanities lecturers present is still confusing.

Third, the quality of the Social Sciences and Humanities lecturers does not meet the requirements.

4.1.2.2. Cause of the limitations

First, some State legal documents on education and training still have content that is not consistent with the characteristics of Military schools. Natural disasters, epidemics, the development of social networks as well as the downside of the market economy have had a significant impact on the life, awareness, learning process, training and improving professional qualifications of the lecturers in Social Sciences and Humanities.

Second, some party committees and commanders of academies and officer schools have not fully and deeply grasped the Party's policies and opinions, the State's policies and laws, and the resolutions, directives and conclusions of the Military Party Committee and Ministry of National Defense on building a team of teachers.

Third, the coordination between agencies, units, academies, and officer schools in carrying out the tasks of education, training, scientific research, and building a team of social sciences and humanities lecturers is not regular and effective.

Fourth, regimes and policies for teachers in general and social sciences and humanities lecturers in particular are not consistent with the nature of "special labor". Some lecturers in Social Sciences and Humanities are not highly responsible and lack self-awareness and initiative in studying, training, and improving their professional qualifications.

4.2. EXPERIENCE FROM PROCESS OF LEADING THE BUILDING A TEAM OF LECTURERS IN SOCIAL SCIENCES AND HUMANITIES BY THE MILITARY PARTY COMMITTEES (2007-2020)

4.2.1. Creatively and flexibly apply the guidelines and policies of the Party and State into practice at military schools to build a team of social science and humanities lecturers

The Military Party Committee's policies on building a team of Social Sciences and Humanities lecturers demonstrate thorough understanding and correct, flexible, and creative application of the Party's viewpoints and policies, and the State's policies and laws; consistent with the practice of the Army. Therefore, the implementation process has brought about clear results, creating a strong change in the quality of the Social Sciences and Humanities teaching staff, better meeting the task requirements in military schools.

4.2.2. Promote the combined strength of relevant forces in building a team of social sciences and humanities lecturers

Along with setting the right policy in building a team of Social Sciences and Humanities lecturers, the Military Party Committee also focuses on promoting the combined strength of relevant forces, including the strength of each individual and collective in the Army, the strength comes from the effective cooperation and assistance of agencies, organizations, teachers, and scientists outside the Army, creating synergy in building a team of Social Sciences and Humanities lecturers.

4.2.3. Implement well regimes and policies for social sciences and humanities lecturers

The Military Party Committee always focuses on and pays attention to implementing well the regimes and policies for the teaching staff, creating favorable conditions for the teaching staff to feel secure in their work and meet the increasing requirements of the education and training. Regimes and policies for lecturers are implemented in accordance with regulations of the Party, State as

well as the Ministry of National Defense. Academies and officer schools also offer many mechanisms and policies to support officers and lecturers such as: Extending active duty time; Reserving allowances for officers and lecturers who have reached the end of their active military age and still have the ability and need to work; housing support; equipment for teaching...

4.2.4. Regularly inspect and supervise the organization and implementation of building a team of social sciences and humanities lecturers in military schools

The Military Party Committee and the Ministry of National Defense pay great attention to the inspection and supervision of the process of building a team of lecturers at academies as well as officer schools, in order to ensure that the building of a team of lecturers of Social Sciences and Humanities is carried out in a synchronous, substantive and highly effective manner. Inspection and supervision activities make an important contribution to the fight to prevent the deterioration of political ideology, ethics, lifestyle, and manifestations of "self-evolution and self-transformation" among the teaching staff as well as such as fighting against corruption, waste, and negativity in military schools.

Summary of chapter 4

Social Sciences and Humanities lecturers play an important role in the cause of building and protecting the Socialist Republic of Vietnam. The Military Party Committee is always aware of the correct position and role of the Social Sciences and Humanities lecturers in the process of reforming education and training, in order to build a team of lecturers in sufficient quantity and ensure quality to meet the requirements of the education and training in the context of international integration. During the leadership process of building a team of Social Sciences and Humanities lecturers, promptly set out a policy to build a suitable team of Social Sciences and Humanities lecturers; Direct the building of a team of Social Sciences and Humanities lecturers to ensure comprehensiveness but focusing; The quality of Social Sciences and Humanities lecturers has been significantly improved. However, besides the advantages and results achieved, in the process of leading and building a team of social sciences and humanities lecturers of the Military Party Committee, there are still limitations that need to be overcome, thereby drawing the valuable experiences for the Military Party Committee.

CONCLUSION

The process of the Military Party Committee leading the building of a team of Social Sciences and Humanities lecturers from 2007 to 2020 was directly influenced by many factors, notably changes in the world and domestic situation; from the current situation of building a team of lecturers in Social Sciences and Humanities before 2007 and from the policies of the Party and State on building a team of lecturers in Social Sciences and Humanities in the new situation.

The policy of building and developing a team of Social Sciences and Humanities lecturers of the Military Party Committee from 2007 to 2020 is expressed in many related documents, but in general they aim to build a team of Social Sciences and Humanities lecturers with sufficient skills. quantity and quality are increasingly high; especially having the strong political courage; Absolute confidence in the Party's leadership and the inevitable development path of the Vietnamese revolution.

The process of the Military Party Committee leading the building of a team of Social Sciences and Humanities lecturers from 2007 to 2020 has many advantages, notably: The Military Party Committee has correctly recognized the position and role, and set out the policy of building the team of lecturers in Social Sciences and Humanities appropriately; Directing and building a team of Social Sciences and Humanities lecturers to ensure comprehensiveness but focusing; The quality of Social Sciences and Humanities lecturers has been significantly improved, increasingly meeting the educational and training requirements in military schools. However, besides the advantages of the process of directing the building of a team of Social Sciences and Humanities lecturers of the Military Party Committee from 2007 to 2020, some limitations still appear.

The advantages and limitations in the leadership process of building a team of Social Sciences and Humanities lecturers (2007-2020), due to subjective and objective reasons, drawing the valuable experiences for the Military Party Committee in the leadership process, such as: Creatively and flexibly applying the Party and State's guidelines and policies into the practice of Military schools to build a team of Social Sciences and Humanities lecturers; promote the combined strength of relevant forces; implement well regimes and policies for social sciences and humanities lecturers; Regularly inspect and supervise the implementation, etc. Making good use of these experiences in the coming time will contribute to improving the quality of the social sciences and humanities teaching staff, meeting the increasingly high requirements of the cause of building a revolutionary, disciplined, elite, and gradually modern Vietnam People's Army, with a number of military branches and forces advancing straight to modernity.

LIST OF PUBLISHED WORKS BY AUTHOR RELATED TO THE THESIS

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2. Nguyen Viet Ha (2022), "Some solutions to develop a team of military social sciences and humanities lecturers in the Army today", *Journal of Science & Technology, Thai Nguyen University*.
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4. Nguyen Viet Ha (2023), "The Military Party Committee leads the building of a team of social sciences and humanities lecturers (2007 - 2020)", *Party History Magazine*, (8).