

# Some Thoughts on Strengthening University Management with “Chinese Characteristics” in China

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**ABSTRACT.** *The university management is an important job to promote the sustainable development of Chinese higher education and realize the goal of building a strong country with Chinese higher education. Under the background of promoting the building of world-class universities as proposed in China, Chinese universities should unswervingly follow the path of development with Chinese characteristics. This paper first states the connotation of university management with “Chinese characteristics” and then discusses the approaches for strengthening university management with “Chinese characteristics” from four levels.*

**Keywords:** *university management; Chinese characteristics; campus management; university student management*

## 1. Connotation of University Management with “Chinese Characteristics”

The university management is an activity carried out by the university administrators to plan, organize, coordinate and control each work of the school such as education, teaching, scientific research and logistics. Both the subject and object of university management lie in the university itself. The university management with “Chinese characteristics” manifests the university management thoughts with Chinese characteristics. Strengthening university management with “Chinese characteristics” is to carry out the university management work that adapts to the socialist development requirements of China based on Chinese higher

education policy. Since the reform and opening-up, Chinese higher education has made vigorous development. Since the 18<sup>th</sup> National Congress of the Communist Party of China, Chinese universities have formed the teaching management thoughts that have Chinese characteristics and manifest the Characteristics of China's development in the new era according to the requirements for building the socialism with Chinese characteristics. Strengthening university management has the vital practical significance in the current development of Chinese higher education and in the construction of socialist modernization.

## **2. Approaches for Strengthening University Management with “Chinese Characteristics” in China**

### ***2.1 Organizational Level - Democratic Management***

The democratic management is mainly reflected in the university system management. The essence of university system management is to reflect the standardization and order of internal management structure of an university and enable all the teachers and students to study, live and entertain harmoniously. In the new era, the key for university system management lies in the democratic management, which emphasizes that all the teachers and students are the subject of school and can freely express opinions and participate in the management of school affairs directly or indirectly; all the teachers and students should have a sense of ownership and can safeguard the interests of the school and always know about their own rights and responsibilities in the school; and all the teachers and students should affirm and recognize the democratic management concept of the school from the political perspective, etc. In the specific practice, the universities should, based on their own teaching characteristics and teaching objectives, establish the sound rules and regulations according to relevant education laws and regulations as well as education policies issued by the state. The school leaders should strengthen the organization and construction of academic committee, teacher's representative committee, trade union and student union, etc., specify the rights and obligations of members in each organization and realize the planned and institutionalized

management of the school.

### ***2.2 Teacher Level - Humanistic Management***

The humanistic management originates in the management thought of “people-oriented” in China. “People-oriented” is the core of scientific outlook on development and it manifests the fundamental purpose of the Communist Party of China serving the people wholeheartedly. In recent years, the management thought of “people-oriented” has been widely applied in the teacher management work of universities so as to greatly promote the development of university teachers. The core for humanistic management of universities is to fully mobilize the enthusiasm of teachers, stimulate the enthusiasm of teachers and let the teachers participate in the education and teaching activities actively. In the specific work, the universities can strengthen the humanistic management of teachers from the following several aspects: first, formulate the humanistic teacher attendance system; second, cancel the unified requirement for the compilation of teaching plan; let all the teachers participate in the school affairs directly and indirectly; care about the teachers, and resolve the difficulties that the teachers encounter in work and life, etc. The humanistic management emphasizes that the university leaders should listen to the true sound of teachers, especially the common teachers, and should frequently communicate with the teachers. A good leader-member relation can obviously improve the working enthusiasm of teachers, urge them to actively cooperate with the school leaders in decision making and improve the teaching efficiency and quality.

### ***2.3 Student Level - Moral Education Management***

It is clearly pointed out in the reports of the 19<sup>th</sup> National Congress of the Communist Party of China: “We must fully implement the Party's educational policy, fulfill the fundamental task of strengthening moral education and cultivating people, develop quality education, promote fairness in education, and train socialist builders and successors who are well developed morally, intellectually, physically

and aesthetically”. This important decision points out the direction for the student management work of universities and provides basic compliance. It is emphasized in strengthening moral education and cultivating people that the universities should consciously arm the mind with Xi Jinping’s Thought on Socialism with Chinese Characteristics for a New Era, focus on cultivating a new generation of people who can take on the national rejuvenation, and provide the strong personnel guarantee and intellectual support for realizing the Chinese dream of the great renewal of the Chinese nation. In the specific work, the university leaders and the teachers of each discipline should actively think about such problems as “What kind of people should we cultivate?”, “How to cultivate people?” and “For whom should we cultivate the people?” and make the thought of “strengthening moral education and cultivating people” run through the whole process of education and teaching to achieve the goal of cultivating people in the whole process and in an all-around way.

#### ***2.4 Development Level - Information Management***

A proposition on educational reform as made by General Secretary Xi Jinping is that the advanced information technology should be used to promote the educational reform. In recent years, the network information technology vigorously develops in China and is widely applied in university management. The network information technology can obviously optimize the resource allocation of universities, improve the organization structure of universities, promote the scientific decision-making in leadership and make the school affairs more open, etc. In the specific work, the university leaders should know the situation, attach great importance to the significant impact of information on school management and update the management concept; set clear objectives and build an information system that adapts to the development goals of school education; be based on the thoughts of “application oriented, easy use oriented and good use oriented” to solve the actual problems in school management; strengthen overall coordination, achieve a strong resultant force with level-to-level administration, upper and lower linkage, joint management and whole advancement and put the information

construction work into practice; and take meeting the development needs of teachers and students as an important criterion to test the effectiveness of information construction.

### 3. Conclusion

Strengthening university management with “Chinese characteristics” is an internal driving force for the development of higher education in the new era. The fundamental reason why Chinese higher education has achieved so much in just a few decades is that the path of development with Chinese characteristics is unswervingly followed. Currently, Chinese universities should make great efforts from four aspects, namely democratic management of organizations, humanistic management of teachers, moral education management of students and information management of development, to realize the sound and sustainable development of school.

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