

# The Education Management System of Jixia Academy: Content System Construction and Management Characteristics

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**Abstract:** As the first higher education institution in the world, Jixia Academy has created a feat of hundred schools of thought during its existence for over 150 years, which is closely related to the education management system of Jixia Academy. By using Nvivo 12 plus qualitative analysis software to code and determine nodes, the content model of Jixia Academy's education management system includes five characteristics: student management characteristics, teacher management characteristics, teaching management characteristics, personnel management characteristics, and academic management characteristics. Three management characteristics are obtained: "for learning", "for teaching", and "for politics". The necessity, importance, and specificity of the review.

**Keywords:** Jixia Academy; Education Management; Management Content; Management Features

Joseph Needham, a British sinologist, proposed: "In the 'Axis Age' of human history, a very interesting thing emerged, which was the almost simultaneous emergence of the Jixia Academy and the Plato Academy in China and Greece, located in the eastern and western parts of the Eurasian continent. Definition of core concepts.[1]Jixia Academy is not only the first higher education institution in the history of feudal education in China, but also the earliest university in the history of medieval education in the world[2].Its special nature of running a school by the government and the private sector determines that "it can not only serve the realistic social and political problems, ensure the realization of the rulers' goal of running a school, but also promote freedom of thought, academic prosperity and talent in large numbers"[3].The dual attributes of its educational function and its combination of political practicality and academic nature. The educational philosophy of respecting teachers and valuing the way, discussing without governance, the atmosphere of academic freedom, and the student management guidelines centered on the "Disciple's Duty" have deeply influenced the characteristics of ancient Chinese education, the development of educational management, and even the reform of contemporary higher education.

The beginning of the research is to showcase the excellent characteristics and connotations of Chinese education that have existed since ancient times through the local higher education institution in China - Jixia Academy, in order to break away from the concept of "the tide of Western learning", reverse the constraints of modern Western countries' educational thinking leading China, and create a clear distinction between China's local education system and Western education system, thereby reconstructing the connotation and extension of China's education system.

## 1. Definition of core concepts

Cai Degui's "Research on Jixia Learning" believes that "Jixia Learning Palace was a cultural center during the Warring States period, located under the Jimen Gate in Linzi, the capital of the Qi state. It was the main venue for the debate among various schools of thought during the Warring States period. Jixia Learning is the general term for the schools of thought within the palace, and its research object is Mr. Jixia, including their own works and scattered records and studies of them by later generations [4].From the research process of Jixia Studies, it can be seen that many scholars are not only satisfied with the research of the above factors. From the reality and needs of academic development, Jixia Studies are increasingly characterized by diversity and openness, and are specialized studies with a clear and profound core and a wide extension. Mr. Jixia and his academic research are the core parts of Jixia Studies. In addition, the education and management of Jixia Academy, Jixia literature, Jixia culture, Jixia Academy, Jixia education, Jixia archaeology, Jixia philosophy, and comparison between

China and the West should be included in the extension of Jixia Studies. Only in this way can it meet the needs of the expanding research objects of Jixia Studies and facilitate the establishment of a complete research system of Jixia Studies [5]. Prior to modern times, educational management in both the West and China was not an independent social activity at a specific historical stage, but rather relied on other activities. With the development of modern educational activities and the rise of large-scale industrial production, management activities gradually separated from becoming an independent activity, which is defined as educational management, where managers organize and coordinate educational teams to fully utilize the role of information such as educational manpower, financial resources, and material resources. The process of utilizing various favorable conditions within education to efficiently achieve educational management goals.

## **2. Research methods**

### ***2.1 Qualitative research***

Adopting qualitative research methods, using the researcher himself as the research tool and using various data collection methods in natural situations to conduct a holistic exploration of social phenomena, is an activity that uses inductive analysis of data and forms theories, and obtains interpretive understanding of its behavior and meaning construction through interaction with the research object [6]. Use the qualitative text analysis tool Nvivo 12plus for text mining and visualization analysis. In terms of research orientation, the research mode of Grounded theory is adopted. In the bottom-up induction mode, through text screening, coding analysis, comparative classification, visual presentation, model construction and other research links, different concept categories and generic relationships are formed, and the structural relationship suitable for the established research goal of "Jixia Academy Education Management System" is explored, and the indicator system of the current Jixia Academy Education Management System is finally constructed.

### ***2.2 Saturation test***

Saturation testing can improve the rigor of coding analysis results and the reliability and validity of explanatory power. Selecting "On the Education Management System of Jixia Academy" as the saturation test literature, we performed spindle encoding and core encoding on it, and verified each saturation literature one by one. The results did not continue to generate new dimensions, indicating that the results generated through step-by-step encoding passed the saturation test.

## **3. Research process**

### ***3.1 Selection of literature***

The study utilized China National Knowledge Infrastructure (CNKI) data search and a thematic search method to search for literature from 1981 to 2022. In order to ensure the authority of the literature, the Peking University Core and CSSCI options were selected in the advanced search to determine 110 articles.

### ***3.2 Coding and Analysis and Integration***

#### ***3.2.1 Open coding***

Based on the basic principles of localized coding, this stage reads the research text materials word for word and sentence for sentence, forming a basic conceptual perception. In the coding, the intention expression of the original author is respected, and based on the diversity of literature types, "vitality coding" is not carried out. Instead, relevant local sentences are freely encoded through full text analysis. And use visualization methods to present different perspectives in the study of Jixia Academy, forming concepts and expressing preliminary categories. Specifically, in this section, all selected literature will be imported into Nvivo, and the text will be encoded and extracted one by one to form an initial concept group composed of numerous open codes. Then, fewer than three open codes will be supported to delete the initial concepts, resulting in numerous initial concepts. These nodes are located at the most basal position, forming the fundamental basis for subsequent coding.

Table 1: Open Encoding Results

Initial Concept	Original Statement Example (partial)	Number of Materials
<b>Preferential Material Treatment</b>	Anyone who is listed as a senior doctor is "a thoroughfare for the development of the Kangzhuang area, favored by high-class families and large houses", and students are also awarded certain salaries according to their teacher status. Mencius took dozens of carriages and hundreds of followers every time he left Jixia. When Mencius was about to leave the state of Qi, King Xuan was willing to retain Mencius on the condition of 'raising disciples with ten thousand bells'.	14
<b>Student Management Guidelines "Disciple Position"</b>	In order to ensure the smooth development of teaching and academic research activities, Jixia Academy has established a set of relatively strict teaching management systems. The reason why it can become a university that can accommodate thousands of people without chaos is precisely because of this comprehensive and strict teaching management system. Jixia Academy formulated the earliest and world's first boarding school student code in Chinese education history - 'Disciple Duty'.	15
<b>Enlightenment From University Think Tanks</b>	University think tanks should always adhere to the research orientation of government and social needs, fully leverage the advantages of universities' comprehensive theoretical research and subject categories, with a strong sense of questioning and practical spirit, overcome the utilitarian tendency of think tanks, use Chinese theory and discourse to summarize Chinese experience, answer Chinese questions, and provide intellectual participation in co governance, serving the practical needs of national construction and social development.	2
<b>Talent Thought in Guan Zi</b>	Qi has always attached great importance to education and talent cultivation. The first generation of the monarch, Jiang Taigong, implemented the national policy of "respecting the virtuous and promoting merit", opening up a precedent for the state of Qi to respect and utilize the virtuous. During the Spring and Autumn Period, Duke Huan of Qi and Guan Zhong both placed great emphasis on the cultivation of talents. Guan Zhong once proposed the slogan "A plan for one year is like a tree valley, a plan for ten years is like a tree, and for a lifetime is like cultivating people".	4
<b>Respected Teacher</b>	The Qi regime respected the wise and courteous officials, giving them a considerable political status and generous economic treatment. Scholars who come to Jixia must be summoned by the King of Qi or attend at an opportunity. Through Q&A and understanding of their academic level, social reputation, number of apprentices, and depth of qualifications, they are awarded different levels of titles and enjoy different standards of treatment according to their level.	17
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This table 1 explains that due to the large number of concepts and original statements involved in primary coding, it is not possible to present all of them. Therefore, only some initial concepts and some original statements have been presented.

### 3.2.2 Spindle encoding

The purpose of spindle encoding is to find the "class relationship" between the "three-level nodes" and construct a higher-level conceptual category. In order to preliminarily explore the relationship between data and conceptual categories, this stage utilizes the exploratory function of Nvivo 12 plus qualitative analysis tool in technical operations to cluster and analyze the nodes of the education management system of Jixia Academy, forming a preliminary judgment on the relationship between internal codes in the concept group, and using this as the basic reference to adjust the attack concept. Finally, five primary concepts are determined, providing reference for the next selective coding category relationship. (Table 2)

Table 2: Overall situation of the reference point value of the parent node

Parent Node	Number of Material Sources	Reference Point Value
<b>Characteristics of Student Management</b>	17	65
<b>Characteristics of Teacher Management</b>	23	46
<b>Characteristics of Teaching Management</b>	14	39
<b>Characteristics of Personnel Management</b>	17	34
<b>Academic Management Characteristics</b>	13	21
<b>Total</b>	41	205

### 3.2.3 Selective encoding

Selective coding refers to selecting a "core category" from all discovered conceptual categories after systematic analysis, and focusing the analysis on the code associated with the core category. In qualitative research, selective coding is a higher-level aspect of coding, aiming to construct a qualitative theoretical model that serves the research topic through systematic analysis of the extracted conceptual categories based on the previous coding.

Core genera are abstract categories with a large number of secondary genera and coding reference points, which have a significant proportion and strong explanatory power in the model. In the same

level of categories, the categories other than the core category belong to the support category. Finally, two core categories, namely student management characteristics and teacher management characteristics, are determined. The two core categories contain a total of 6 subcategories, involving a total of 111 coding points, accounting for 54% of the total. It can be seen that the two core categories occupy the main position in the category, which is an important field of research on the education management system of Jixia Academy and an important indicator for content construction; The three nodes of teaching management characteristics, personnel management characteristics, and academic management characteristics are classified as support categories, involving a total of 94 coding points, accounting for 46% of the total, and serving as support categories.

Specifically, as a core category, the characteristics of student management have three indicator points: the legal system "Disciplinary Duty", and learning freedom: the lack of autonomy in learning and student treatment. Among them, academic: the legal system "Disciplinary Duty", and learning freedom: the lack of autonomy in learning have the most reference points, covering 64, accounting for 98%; The characteristics of teacher management include three indicator points: preferential treatment, doctoral system, and enlightenment. Among them, the two indicator points of preferential treatment and doctoral system are the most, totaling 42, accounting for 91%. In addition, the three supporting categories of teaching management characteristics, personnel management characteristics, and academic management characteristics are in a secondary position, but they still play an important role in the construction of the education management system of Jixia Academy.

#### **4. The Construction of the Content System of Education Management System in Jixia Academy**

##### ***4.1 Characteristics of student management***

###### ***4.1.1 Legalization of education***

As a core category in education management, student management plays a crucial role in the education management of Jixia Academy, mainly preserved in the form of legal texts in the "Disciple's Position"; Secondly, there is the aspect of student learning freedom.

The Jixia Academy has established the first clear student code in the history of education in China, the "Disciple Duty," to manage students. All students at Jixia School should strictly abide by it; At the beginning of the book "Disciple Duty", it was written: Sir teaches, and disciples follow suit. Be humble and humble, and thoroughly understand what you have learned. Do as you see good, and do as you see righteousness. Gentle and filial, don't be arrogant and rely on courage. The mind is not empty and evil, but the behavior must be upright; Secondly, the "Disciple Duty" also emphasizes that students must master their relatives and friends, and advocates for mutual learning. It points out that when "the teacher is sitting at the front seat, the teacher is sitting", students should "respectfully enter and exit", "sit at the township teacher in danger, do not make any color." If there is a problem, you must "ask it with your hand".

As a higher education institution capable of accommodating thousands of people, the Jixia Academy must also attach importance to health education, clearly stipulating the seven rituals that students must follow, the etiquette of cleaning and responding, the way of drinking, eating, living, and sitting, standing, walking, and lying. This greatly benefits the good atmosphere of the school and enables it to carry out normal and strict routine management, ensuring the normal progress of teaching activities. For example, when cleaning the courtyard every day, "holding a broom and pretending to pick, there is a broom standing at the door in the middle of the day, but its ceremony is not very impressive. Holding a broom and taking a dustpan"[7].

The "Disciple's Duty" also requires students' learning habits. When studying in the Academy, they should "study day and night, be cautious", gain their knowledge day after day, and review it every night, treating their studies with caution. After the teacher has rested, each person should make their own friends. They should learn from each other, and each person should have their own manners. After the teacher has rested, students should not go to bed immediately, but also exchange lessons with each other. Through mutual questioning and communication, they can enhance their understanding of the knowledge they have learned. Only in this way can they achieve success in their studies of "waking up late at night" and "week after week".

There is an attitude requirement in "Disciple's Position" that is "gentle and humble, humble, and extremely receptive. When you see goodness, follow it, and when you hear righteousness, obey it". It

can be seen that at this time, the various schools of thought in Jixia Academy recognized the students' respectful and humble learning attitude, so as to understand the knowledge taught by the teacher clearly. We should pursue goodness as our goal, set righteousness as our example, and practice it through our own personal experience.

#### 4.1.2 Learning freedom: learning without determination

Jixia Academy follows the principle of equality between teachers and students, and is based on students' full freedom to choose courses. Therefore, students in Jixia can break the barriers of schools and viewpoints in choosing courses, without being bound by a particular teacher or school of thought. They can break the prejudices of different schools and freely choose their favorite teachers to attend classes, promoting students to broaden their horizons and accept diverse ideological perspectives. In the long run, promote the cultivation of inclusive talents and facilitate the integration of the Jixia School of Thought.

#### 4.1.3 Student benefits

The treatment of students at Jixia Academy is usually determined by their status as teachers. For example, Tian Pian's "Shangfu" had a hundred disciples who received "a thousand yuan of funding"; Mencius left Qi, and King Xuan was willing to offer the condition of "raising his younger brother for ten thousand bells" to retain Mencius. The rulers' willingness to spend so much money on talented individuals undoubtedly provides a practical example for today's society.

These regulations are conducive to the cultivation of students' learning habits and the cultivation of a good academic atmosphere at Jixia Academy, providing comprehensive texts and practical examples for Jixia Academy and future generations in teaching management. This is why Jixia Academy has become the world's first official and privately hosted higher education institution[8]. (Table 3)

Table 3: Summary Table of Student Management Characteristics Coding

Genus	Descendants Genus	Initial Concept (Excerpt)	Encoding Reference Points
Characteristics of Student management	Legal System "Disciple Position"	As the student code of Jixia School, 'Disciple Duty' clearly establishes a series of norms for school education. The basic spirit of 'Disciple Duty' is to respect teachers and value the way. At the beginning of the book "Disciple Duty", it was written: "Sir teaches, and disciples follow suit. Be humble and humble, and thoroughly understand what you have learned. Do as you see good, and do as you see righteousness. Gentle and filial, don't be arrogant and rely on courage. The mind is not empty and evil, but the actions are upright. This is the earnest hope put forward by the students for respecting their teachers and valuing their teachings.	59
	Learning Freedom: Learning Without Determination	Jixia Academy adheres to the principle of democratic equality between teachers and students, allowing students to freely choose courses. Disciples studying at Jixia Academy are not limited to listening to their own teachers' lectures, but can freely choose their teachers to listen to them. This breaks down the strict barriers between schools of thought, broadens students' horizons, and plays a positive role in activating and liberating students' minds, and cultivating inclusive talents.	5
	Student Benefits	The treatment of students is generally determined based on the different status and treatment of their own teachers. As Tian parallel listed as a "senior official", his disciples received "funding and support for a thousand bells". Mencius once proposed to leave Qi, while King Xuan insisted on "supporting his younger brothers with ten thousand bells" as a condition to retain them.	1

## 4.2 Characteristics of Teacher Management

### 4.2.1 Preferential treatment

The Warring States period, characterized by continuous wars and chaotic society, was a period of significant changes in the country's political and economic systems. The demand for talent in various countries was increasing day by day, whether it was talent plundering during the war or national construction. Qi, which stood out from Qin, was also deeply involved. The birth of Jixia Academy is a manifestation of Qi's emphasis on talent and the explosive increase in talent value. The advantageous geographical location and far superior economic situation of Qi provided a solid material foundation for the establishment of Jixia Academy and the recruitment of talents.

#### 4.2.2 Doctoral system

The Jixia Academy has a unique doctoral system for the management of teachers, and the doctoral system we now hear about comes from the Jixia Academy during the Warring States period. Both Mr. Jixia and Dr. Qin and Han have the responsibility of imparting scriptures and teachings, and also participate in necessary political activities. If Jixia's above influence is mainly in the field of academic deliberation, then his influence in the field of political deliberation is more reflected in the doctoral system. Surviving by relying on politics and possessing educational functions is an important characteristic of the doctoral system[9]. (Table 4)

Table 4: Summary Table of Teacher Management Characteristics Coding

Genus	Descendants Genus	Initial Concept (Excerpt)	Encoding Reference Points
Characteristics of Teacher Management	Liberal Wages and Benefits	In terms of political treatment, "treating without governance" is the extremely high political treatment given to Mr. Jixia by the monarch of Qi. At the same time, according to Mr. Jixia's qualifications, reputation, level, contribution, etc., corresponding official titles will be awarded, including Doctor, Senior Doctor, Lie Doctor, etc. Chunyu Kungui listed himself as the "superior minister" and "bestowed a thousand gold coins, a hundred chariots and carriages, and pacified the affairs of the feudal lords."	32
	Doctoral System	Yu Yingshi said in his "History of the Chinese Intellectual Class": "The establishment of the Jixia Academy was a formalization and institutionalization of the cultivation methods of Duke Wen of Wei and Duke Miao of Lu... The doctoral system is a new development of the Jixia Academy."	10
	Enlightenment	In Taixue, doctoral students have great professor and academic freedom. As academic masters, they have the authority to teach a specialized subject, have autonomy in textbook selection, teaching content, teaching forms, and enjoy the supreme authority of "teacher's law" and "family law". Doctoral students must abide by their "family law" or "teacher's law".	4

#### 4.3 Characteristics of teaching management

##### 4.3.1 Flexible and diverse teaching forms

The regular meeting is a teaching organization form established on the basis of equality for all at Jixia Academy, and is regularly organized by the toaster to hold academic exchange activities in the form of speeches and debates.

Lectures were not only the main form of teaching organization in Jixia Academy, but also a popular way of private education during the Spring and Autumn and Warring States periods. On the one hand, the characteristic of lectures is that they are unpredictable: they can give students sufficient choice of teachers, choose different schools of teachers based on their own interests and hobbies, and promote their absorption of diverse ideas; On the other hand, teachers can also take this opportunity to examine students from other schools of thought and set flexible and diverse teaching content for their followers based on their own preferences, maximizing the freedom of choice for both teachers and students. The division of subject teaching was early and convenient for the implementation of Jixia Academy, mainly reflected in the selection of debate content. After sorting out, Jixia Academy has the following rich theories: the debate on human nature, the debate on heaven and man, the debate on the end of the matter, the debate on the origin of the world, the debate on division of labor and goods, the debate on form and spirit, the debate on righteousness and profit, the debate on name and reality, the debate on good and evil nature, the debate on using soldiers to sleep soldiers, the debate on Wang Ba, the debate on health preservation, and natural science issues, etc[10].

##### 4.3.2 Combining teaching with academia

The dual attributes of political and academic nature of Jixia Academy correspond to the two characteristics of practicality and academic nature of Jixia Academy. Scholars, on the one hand, hold a responsible attitude towards the monarch and study practical ways of governing the country. On the other hand, they regard conscientious teaching as their noble and sacred duty, and combine the teaching of students with their own academic research. In the process of exchanging and debating with scholars, we constantly absorb diverse and beneficial ideas, and after our own consideration, we selectively absorb them based on the principle of practicality, achieving the goal of breaking old theories and establishing new ones, so that the academic community continues to innovate and become a prevailing trend. (table 5)

Table 5: Summary Table of Teaching Management Characteristics Coding

Genus	Descendants Genus	Initial Concept (Excerpt)	Encoding Reference Points
Teaching Management System	Teaching Freedom	The "regular meeting" system of Jixia Academy is a regular teaching and academic activity that all teachers, students, and scholars can participate in. They openly express their academic views and views on society through speeches, and each school sets questions and exchanges ideas with each other, thereby promoting academic activity, reflecting the equality of academic ideas, and greatly improving the teaching quality and research level of Jixia Academy. The organizational form of Jixia's "periodic meeting" system has promoted specialized academic research, and the academic research of various schools of thought has greatly promoted the improvement of teaching level, making Jixia Academy an important arena for a hundred schools of thought to compete.	34
	Free Contention and Difficult Debate	The relaxed and free academic atmosphere of Jixia Academy is also reflected in free academic debate. The political diversity during the Warring States period made hundred schools of thought debate a trend, and also made many young talents stand out. Therefore, the rulers of Qi gave the scholars of Jixia Academy full freedom of speech, allowing them to "discuss without governance" and freely express their opinions on the current political situation. Therefore, the gentlemen of Jixia can freely discuss politics, fiercely criticize the government, and engage in academic debates.	3
	Integrating Teaching and Academia	The masters of various schools in Jixia Academy regard conscientious teaching and academic research as their noble and sacred responsibilities. Integrating teaching and academic research closely, and even teaching on the basis of research, to improve teaching level. Everyone constantly establishes their own school of thought in the teaching process, and in questioning and debating, continuously absorbing and integrating the beneficial ideas of other schools of thought, "and earnestly summarizing them with their disciples. However, all of them must undergo their own independent thinking, in-depth research, and complement each other.	2

#### 4.4 Characteristics of Personnel Management

##### 4.4.1 Flow mechanism: inclusive and free to come and go

The monarch of Qi adopted the principle of "staying if you agree, and not staying if you disagree" for scholars who came to Jixia Academy. The left wise men will be given generous material treatment and superior political status by the King of Qi in order to study the ways to solve the problems of Qi's governance. For scholars who are unwilling to stay after arriving at Jixia Academy, the rulers will not directly ignore and adopt a contemptuous attitude, but respect their ideas and make every effort to retain them. We should make it clear that during the Warring States period, there was constant chaos. As an important reserve resource, taxis were not only a strategic resource valued by the Qi state, but also a talent sought after by rulers of various countries like Meng Changjun. The competition for these resources became increasingly fierce. Under the premise of meeting their basic living conditions, scholars in Jixia will also consider their own future and factors such as political persecution in Jixia Academy to choose a more suitable way out. Therefore, the phenomenon of scholars repeatedly staying between Jixia Academy and other countries often occurs, and it is also a normal situation.

##### 4.4.2 Selection mechanism: renowned bishops

It is mainly determined by the rulers' examination of their academic abilities and the influence of their theories. The most important factors are the popularity of scholars and the number of students. As for the scholars' family background, past experiences, and the quality of their relationship with the rulers, they are not used as reference standards.

##### 4.4.3 Reserve mechanism: the system of nurturing scholars

The scholars who entered the Jixia Academy received guarantees of teaching venues, teaching atmosphere, and basic living conditions, which made it more convenient for them to give lectures. They were able to devote themselves to writing books and giving lectures. In addition, the rulers encouraged the acceptance of apprentices, greatly stimulating Mr. Jixia's teaching initiative. (table 6)

Table 6: Summary Table of Personnel Management Characteristics Coding

Genus	Descendants Genus	Initial Concept (Excerpt)	Encoding Reference Points
Characteristics of Personnel Management	<b>Flow Mechanism: Inclusive and Free to Come and Go</b>	Mencius did not receive much attention from King Wei of Qi when he first arrived in Jixia. Even though King Wei of Qi used heavy money to retain him, he still chose to leave; On his second visit to Jixia, King Xuan of Qi attached great importance to him and placed him on the throne. However, because King Xuan of Qi did not listen to his suggestion to withdraw troops from Yan, he decided to leave.	26
	<b>Selection Mechanism: Renowned Bishops</b>	The selection criteria for Jixia Academy are mainly determined by the academic level and theoretical influence of scholars observed by the rulers of Qi. One of the hard indicators is to examine the reputation and number of scholars, without considering their appearance, identity, status, country, region, school of thought, etc. For example, Mencius was from Zou, Xunzi was from Zhao, Zou Yan looked at Qi, Huanyuan was from Chu, and early Song was from Song. For example, Chunyu Kun, who was naturally "less than seven feet long" and "the redundant son-in-law of Qi", was "comical and argumentative, and the vassal of Lou never suffered humiliation".	6
	<b>Reserve Mechanism: the Nurturing System</b>	Jixia Academy is not only a consultative institution serving the government, but also an educational institution for teaching and educating people. The rulers of Qi not only need to recruit talents from all over the world through the Jixia Academy for their own use, but also need to be able to continuously transport talents to the rulers, and to transport talents that are more suitable for the political and economic characteristics of Qi to serve them. This requires the Jixia Academy to have the ability to cultivate and reserve talents, rather than just searching for talents, in order to provide sufficient reserve talents.	2

#### 4.5 Academic management characteristics

##### 4.5.1 Academic freedom

The rulers of Qi recruited talents regardless of their family background, past experiences, or school types. As long as they had a certain skill, they would not refuse to come and were widely welcomed by the rulers of Qi. The characteristics of academic freedom and academic management bring about continuous debate among various schools of thought. If scholars want to stand out and have a high position among many scholars in Jixia Academy, they must persuade others through fair, open, and fair academic discussions.

##### 4.5.2 Inclusive

The status of various schools of thought in Jixia Academy is equal. The rulers of Qi do not artificially belittle or praise a certain school based on their own likes and dislikes, but rather give it equal status[11]. The study of Huang Lao was called Xianxue in the early and middle stages of the Jixia Academy. The reason for this statement is largely not determined by the monarch, but rather because the thoughts of the Huang Lao School were most conducive to the economic development of Qi in the political environment at that time, with different academic focuses, hence it is called Xianxue. These scholars have received this warm protection, as if mushrooms are clustered together as much as possible in the spring rain[12]. (table 7)

Table 7: Summary Table of Academic Management Characteristics Coding

Genus	Descendants Genus	Initial Concept (Excerpt)	Encoding Reference Points
Academic Management Characteristics	<b>Academic Freedom</b>	In order to enable the gentlemen to fully liberate their minds and lay down their burdens, the rulers authorized them to "discuss without governance", not allowing them to bear any political risks. They could also freely and boldly discuss national affairs, while allowing the gentlemen of Jixia to have a "non minister position", that is, to enjoy equal treatment without any position. This ensures that the gentlemen of Jixia can concentrate on writing and speaking about governance without any political worries and living security.	11
	<b>Absorb Anything and Everything</b>	Equal status. Scholars at the Jixia Academy have equal status, and the King of Qi did not choose schools based on differences in political opinions and preferences, but allowed each school to develop freely in a free competition environment.	9

## **5. Characteristics of the Education Management System of Jixia Academy**

### **5.1 Characteristics of "Learning for Learning" Management**

Learning is the core feature of traditional Chinese education, and the Chinese educational discourse system constructed with learning as the core has been an excellent feature of Chinese education since ancient times. Until the introduction of traditional education with Herbert as the main focus in modern Western education, the Western educational discourse system with education as the core gradually replaced the traditional Chinese educational discourse system with learning as the core.

As the world's first academic principle, 'Disciple's Duty' is a management principle centered on the learning standards of Jixia students, which mentions many learning principles. For example, during the study period at the Academy, one should always maintain 'learning day and night, be cautious', and measure learning gains and losses based on time accumulation; After the teacher's break, students need to seize the opportunity to learn from each other and ask questions, deepen their understanding of the knowledge they have learned in a day, and stay up all night and repeat the process to succeed.

It is worth noting that the "for learning" management feature advocates equality between teachers and students, without the need for teachers to teach students. Teachers can also learn that students have unique and correct insights. As recorded in the "Taiping Imperial View", there was a debate between student Lu Lian and his teacher Tian Ba. Eventually, Tian Ba realized that he attached too much importance to debate and never talked about it for a lifetime. What teaching embodies here is not only the education of teachers to students, but also the education of students to teachers, which is rare in contemporary educational concepts and worth further exploration!

### **5.2 Characteristics of "being a teacher" management**

Respecting teachers and valuing morality first originated from the thoughts of Xunzi during the Warring States period, which attached great importance to the important position of teachers in students' learning, and the dignity of teachers is unquestionable. 'Teacher' is an early Chinese character that first appeared in oracle bone inscriptions such as 'father teacher' and the name 'Shibao' during the Xia, Shang, and Zhou dynasties. The high praise given by many universities for 'learning to be a teacher and being a model' also reflects the characteristics of 'being a teacher'.

Firstly, the rulers respected teachers and provided them with favorable material treatment, offering a "thousand varieties" and "a luxurious house"; In terms of politics, they are also given extremely high freedom of speech to "discuss without governance" and are rewarded for their political status based on academic ability and reputation. Tracing back to the source, the reason why rulers value and respect teachers so much is still their desire for diverse talents. In the fierce social changes and competition during the Warring States period, various vassal states urgently needed practical and feasible plans to govern their country in order to seek self-protection or successfully "unify the world". The different political, economic, cultural, and military factors in each country led to a diversified trend in talent thinking and quality. Different wise officials were appointed to deal with various possible future situations, which reflects the strategic vision of the rulers of Qi[13]. The glorious historical achievements of Jixia Academy, characterized by "being a teacher", not only did not imprison the ideas of teachers and students, but also made the educational management of Jixia Academy more purposeful, planned, and organized[14].

### **5.3 Management characteristics of "serving the government"**

The fundamental starting point of what Chinese people do is to solve practical problems, and pragmatism has become its most fundamental feature. This is also deeply reflected in the Jixia Academy, which is an official and private higher education institution. Its educational expenses, teaching venues, and other aspects are funded by the state. The management of the academy adopts scholar autonomy, and the government does not pay much attention. Based on the principle of who produces and who is responsible, the establishment of Jixia Academy should be aimed at meeting the political intention of the rulers to seek "one rule for the country" and to ensure the stability of the country. Therefore, it is advocated that the scholars of Jixia Academy actively "intervene" in politics and deliver as much as possible.

## 6. The Return of Education Management System in Jixia Academy

The education management system of Jixia Academy during the Warring States period was undoubtedly an extremely brilliant system in the history of ancient Chinese education and even world education. The five management connotations corresponded to each other, changing the traditional inheritance, inheriting the inherent educational characteristics of "learning for oneself", "teaching for oneself", and "governing for oneself" in ancient Chinese education, and inheriting, integrating, dividing, developing, and innovating the infinite legacy of the brilliant ideological and cultural achievements of the pre Qin philosophers in the limited area of Jixia Academy, It provides a model for the innovation, transformation, and development of education systems in both the East and the West.

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