

Problems and Countermeasures in the Current Management of Chinese Higher Education System

Qingjun Liang

Xijing University, Xi'an, Shaanxi, 710123, China

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Abstract: The reform of the higher education management system is a complex educational activity involving many aspects of the educational administration system and the internal management system of the university. As far as China's higher education management system is concerned, the government's management philosophy and management model are obsolete, and the university's autonomy in running schools is lacking; the external control of school leadership autonomy is in the internal management system of the university, the expansion of party and government power is difficult to supervise, the relationship between the party, the government, and the school has not been effectively rationalized, and the personnel management system has fallen behind. In this regard, the paper proposes some solutions to the problems.

1. Introduction

The core of the evolution of China's higher education administrative management system is the distribution of power, that is, the alternating emergence of centralization and decentralization. In the era of planned economy, because the economic system has not undergone fundamental changes, the reform of the administrative management system of higher education is basically limited to the adjustment of the affiliation of colleges and universities. It has not fundamentally broken through the framework of the old system. The central government's decentralization of power to the localities is often released and collected. This evolution or transformation is essentially a passive transformation, which brings many problems to the development of higher education in China. After the reform and opening up, in line with the development of the market economy, the general trend of the reform of the higher education administrative management system is to emphasize the continuous decentralization. As far as the internal management system of colleges and universities is concerned, rationalizing the relationship between the party and government is a core issue that has been resolved for many years. It has shown different forms in different historical periods in China, and finally positioned under the leadership of the party committee. The decentralization of management power experienced by China's reform of higher education management system is mainly carried out between the central and local governments. It basically does not involve the decentralization of universities in the central and local areas, nor does it involve the issue of power distribution within schools.

2. Deficiencies in China's higher education management system

Because of the unique development of China's political situation, administrative orders and administrative interventions once permeated all areas of society. With the development of the economy and the continuous acceleration of the reform process, many unreasonable contradictions in higher education have become more acute. The most prominent of these is that the government's administrative management is no longer adapted to the pace of higher education development, its backward management ideology, and the rigidity of the system and lack of flexible flexibility have become obstacles in the process of modern higher education. The inherent management-level concept requires that colleges and universities should do things in accordance with the specific rules of conduct formulated by the relevant government departments. Therefore, formalism and bureaucracy are inevitable in this [2]. "Colleges turn around the government and education is

around the leadership." This kind of phenomenon is not accidental, because important matters need to be approved by the government before they can be implemented. Therefore, in the daily work of educators, It is easy to intersect with administrative power, especially for some major scientific research projects. As a scholar who works in the front line of education, if he still needs to think about how to make good relations with the administrative staff and deal with the complicated world, he will inevitably be distracted in the teaching process because of human beings. The energy is limited. I use some here. There is nothing left there, and there is nothing left. Moreover, the handling of interpersonal relationships is not easy. Therefore, we can imagine that this scholar will influence the achievements of his studies because of these trivial matters. The latter, it is precisely the most scarce thing in our time, so that in contemporary society, there are only a handful of scholars who can be called masters.

Since the government is still the actual leader of colleges and universities, many colleges and universities are currently doing things according to the rules. They are running schools according to their orders, lacking their own things and ideas, and lacking autonomy in running schools. This reminds me of Peking University. The reason why Peking University's study and management is commendable is not because it was established for a long time, but because of its independence and individuality at the beginning of its operation. Self-sponsorship is not a concept that is now available. When Cai Yuanpei was the president of Beijing University, he was already in its infancy and was able to upload his successor. At that time, Peking University's attitude toward the Education Bureau was: the funds allocated, leaving; the documents issued, returned. The school is completely governed by the attitude of a group of scholars and scholars, so that education is not threatened by rights, and hundreds of thoughts can be contending in the three-footed lecture hall. The idea of running a school is more inclined to "education education, not administrative education". Looking back at the Peking University, looking back at China's higher education today, there is no such thing as the arrogance of the year. The state runs schools and is led by the state. It calls for the sound of self-sponsorship in colleges and universities, but this concept has never been effective. The implementation of the ground, its core control is still concentrated in the hands of the education management department. However, in recent years, we have also seen colleges and universities make some useful attempts on the road of self-sponsorship, such as self-enrollment examinations, special care for students with special talents, and a group of excellent private institutions. The establishment of the school has provided a positive reference for colleges and universities to host the school, and has become a stepping stone for them to finally embark on the road of independent development.

3. Target Orientation of China's Higher Education Management System Reform

First, adhere to and improve the two-level management of the central and provincial governments, with the provincial-level government-based system and the president's responsibility system under the leadership of the Party Committee. China's current higher education administrative management system and the internal management system of colleges and universities are the historical choices for the long-term exploration and development of China's university management system since the founding of New China. The principal responsibility system under the leadership of the Party committee is the essential requirement of the socialist nature of China's higher education, the fundamental requirement of the party to the leadership of the university, and the objective need to promote and guarantee the healthy development of higher education. The positive and negative experiences have proved The implementation of this kind of leadership system in colleges and universities is suitable for China's national conditions and the reality of higher education in China.

Second, the government's regulation of higher education should emphasize three priorities: equality, efficiency, and stability. From an equal point of view, due to the quasi-public goods nature of higher education, students are required to charge a certain tuition fee for higher education. This requires the government to take measures to ensure that students with academic excellence but family financial difficulties have access to higher education; From the perspective of efficiency, on

the one hand, the government is required to deal with the structure and layout of higher education, and the adjustment of the structure and layout of education is a dynamic and eternal issue in the macroscopic management of education. [5] Reasonable education The structure and layout can better play the role of higher education, so that higher education can better serve economic and social development, and vice versa, it will lead to waste and inefficiency. On the other hand, the government should formulate the necessary regulations and decrees, standardize the conditions and standards for professional setting, and adopt various means of regulation to guide the behavior of higher education institutions so that the limited resources can be optimally utilized.

4. Countermeasures for problems in the management of higher education in China

Introduce a humanized management model. The purpose of education is to educate people. It is most reasonable to promote the all-round development of people as a measure of the success of education management. However, the traditional university management model is too rigid compared to this point. It uses dogmatic procedural rules to suppress students' creative ability. Some of them are extremely inhumanized, and even cause students to have hostile emotions. They hate teachers and hate schools. It is not conducive to the cultivation of students' good heart. People are not sages, they can never be a student. As a person whose mind is not yet fully mature, it is even more impossible to make mistakes. Some colleges and universities do not give any explanation for the students who make mistakes. Some small mistakes have no maneuver. There is still a lot of room for students who have been relegated, stayed in school, or even dismissed. And this has also deviated from the original intention of education. Therefore, the flexible management model should introduce higher education, so that colleges and universities can cultivate the future talents of the country in a more flexible and humanized way. Education should give students a positive, inclusive and personalized release. An open-minded forgiveness can sometimes make students feel the value and greatness of education more than the abolition of a degree certificate. Each student has his or her own independent personality, or docile, or embarrassing, and the education should give a differentiated guidance to the two. For the better, give greater tolerance, punish only blindly, and often appear pale and powerless. Perhaps it was because of that inadvertent or simple forgiveness that saved the life of a child at the edge of life.

Government involvement in education has always been a phenomenon that countries have tried to avoid. However, for some historical reasons, China has left such phenomena from the planning system period to the present. Even in today's society, the interference of administrative power in education has occurred from time to time. In order to improve the quality of higher education and promote the development of higher education, it is necessary to realize the "solutions" of education from administrative power, so that academics truly become independent departments, rather than affiliated organizations of government educational functions. Introducing the concept of "governance", the government's administrative power should reposition itself as the leader. In the process of building this building, the administrative power should be the drafter of the design drawings, the proponent and direction of the high-level concept. The designer of the sexual and forward-looking strategy, at this time, the university will carry out the concrete building construction as the project builder. Education and administrative power should establish a mutual cooperation and win-win relationship, establish a sound two-way communication mechanism, rather than a traditional one-way command and enforcement mechanism similar to the administrative approval process. The two sides should proceed from the reality of educational development. The specific characteristics of each university, consensus, and in line with the principle of mutual benefit and win-win, formulate a strategy that truly conforms to the laws governing the development of modern higher education and is truly responsible to students, thus effectively promoting the development of China's higher education management system.

In a university, the most understandable teaching situation and student status are not the leaders who sign in the office every day to sign the official documents, but the lecturers and professors who actually work in the front line of education. Therefore, in the process of management, join these People's views and opinions are very important, and they can make decision making more

reasonable. Due to the understanding of education work and rich practical work experience, teachers can often make good suggestions to improve the loopholes in teaching activities. Just like the workers who work on the production lines of cars, when the boss asks them to make some suggestions for improvement in the production of cars, they often speak amazingly, which makes the car's production efficiency much better. As for the form in which the lecturer participates in management, it can be a weekly meeting, which can be a proposal for education management reform on a regular basis, or a regular communication with management personnel to explain some of their views on education management. In short, the element of joining the teacher's suggestion is beneficial to the formulation of management decisions.

5. Conclusion

Although China's higher education management system has encountered various difficulties in the process of development, it still has many beneficial attempts. As long as universities can withstand the pressure in the process of management system reform, fully mobilize various resources of society, innovate institutional mechanisms, and pay attention to The rationality of decision-making and the active adoption of the excellent suggestions of the faculty and staff, the author believes that the reform of higher education management will certainly achieve significant results. The improvement of the standard of higher education will train more high-end talents, inject strong vitality into the development of society, and achieve an overall improvement in the total social benefits.

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