

Taking the Comprehensive Implementation of the Statute as an Opportunity to Accelerate the Advancement of Construction of Modern University System

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Abstract: The newly revised "Southwest Minzu University Statute" is the latest achievement of school in promoting the management of the university by law, building a modern university system and deepening the comprehensive reform of education on the basis of school situations and national conditions. Taking the comprehensive implementation of the school statute as an opportunity, as required by the construction of a modern university system with Chinese characteristics, the whole school has further deepened the comprehensive reform, comprehensively promoted the management of school by law, accelerated the construction of a modern university system, and strived to create a new situation for distinctive and high-level university construction.

The university statute is the basic norm for institution of higher learning to run school independently, implement management and perform public functions pursuant to the law . Scientifically formulating university statute is urgently needed by the schools to run by law and deepen reforms, and is also a realistic need for colleges and universities to promote the construction of modern university system. Southwest Minzu University formulated the statute in 2003 and entirely revised it in 2014. In 2015, the Statute of Southwest Minzu University (hereinafter referred to as the "Statute ") was officially approved by the Ministry of Education and went into effect. This is a milestone in the history of school's development. It is the latest achievement of school in promoting the management of school by law, constructing a modern university system and deepening educational comprehensive reform.

1. Fully Understand the Status and Role of the University Statute, and Unceasingly Enhance the Consciousness and Initiative of Practicing the School Statute.

The university's statute uplinks the laws and regulations and national policies, and downlinks the school's various rules and regulations, it is the "General Charter" for the higher education institutions to run and manage schools according to law.

1.1 University charter is an important carrier for building a modern university system. The core of the modern university system is that under the guidance of the national macro-control policies, the university is oriented to the society to run schools independently according to law, and implement scientific management.

The university statute have important guiding, regulating and guaranteeing effect in clarifying the relationship between the university and the society and the various relations inside the university, defining the legal status of the university and the autonomy in running schools, regulating the behavior of the school, safeguarding the legitimate rights and interests of all parties, and elevating the level of school running. The Education Act and the Higher Education Act stipulate that institutions of higher learning must have their own statutes. *The Interim Measures for the Formulation of the Statutes of Colleges and Universities in 2012* requires higher education institutions to formulate a statute, and clearly points out: The statute of higher education institutions " also an important carrier for clarifying the relationship of rights and obligations inside the higher education institutions, facilitating them to perfect the governance structure, scientific development and building a modern university system.

1.2 The university statute is an important basis for advancement of management of school by law. Management of school by law is an important symbol of the modernization, standardization

and democratization of colleges and universities in China. It is an inevitable trend of management to turn from the rule of man to the rule of law. Adhering to and implementing the management of school by law will inevitably necessitate the formulation of the school statute in order to ensure that the school statute is strictly observed, the orders and prohibitions are strictly enforced. As a concentrated reflection of the university spirit, the university statute is also a reflection of the legal spirit and authority in the university. By taking the laws and regulations together with the specific actuality of the school into consideration, the university statute provides a concrete and feasible basis for the management of school by law, thereby ensuring that the university can successfully fulfill its rights and obligations within the scope stipulated by the laws and regulations and perform its mission.

1.3 University statute is an important link for advancing the modernization of school's governance system and capacity. With the gradual establishment of the status of independent legal entity of colleges and universities, the autonomy in running schools has been increasingly expanded, the relationship of rights and obligations inside the school and its relationship with the outside world have become increasingly complicated, which raises higher requirements for the management of higher education and the internal management of universities. The university shoulders the fundamental functions like talent training, scientific research, service to society, cultural heritage and innovation, and international exchange and cooperation. A university statute is needed to stipulate and restrict how these functions will be performed in the process of running a university. Strengthening the construction of university statute, constantly perfecting the governance structure inside universities, and forming a self-disciplined and self-regulated internal management system and supervision and restriction mechanism are important links for advancing the modernization of the school governance system and capacity.

1.4 The university statute is an important symbol to manifest the school-running philosophy. The statute further confirms the school's missions, development goals, development ideas, talent training objectives and other top-level designs. This is not only the inheritance and continuation of the school running history and tradition, but also the condensation and elucidation based on the school's practical need and development vision. It plays an important role in guiding and leading the future development of the school. The process of formulating the statute is a process of condensing the consensus of the teachers and students in the whole school. The statute will further promote the universal recognition of the school's educational philosophy, and solidify the school's educational philosophy in the form of statute by approval, publication and execution, which internally unites people and externally builds images .

2. Deeply Understand the Connotation and Characteristics of the Statute, and Constantly Condense the Consensus and Strength of School Reform and Development

The revised *Statute* includes eight parts, namely Preface, General Rules, Organization and Structure, Students and Faculty, Assets and Finance, Campus Construction and Public Service, School and Society, and Supplementary Provisions, 90 clauses in total. The content of each clause is based on laws and regulations, taking the school situation into consideration, advancing with the times, and innovating with keen determination. It covers the main contents that should be specified in the university's statute, and has distinct scholastic characteristics.

2.1 It reflects the inheritance of traditional and the establishment of new in the theory on scholastic management. The "Statute" has established the development goal of building distinctive and high-level universities, clarifying the purpose of scholastic mission that "serving ethnic minorities and race regions and serving the national development strategy", scholastic spirit centered with the principle of "Concordance, Self-confidence and Self-improvement" , the scholastic management philosophy of "Entrenching of school by quality, Prospering of school by talent, Strengthening of school by Scientific research, and Forging of school by distinctness", as well as the development path themed with "Scientific Development, Connotation Development, Characteristic Development, Innovative Development, Harmonious Development", making it a value idea that is jointly followed and practiced by the teachers and students as a whole. This is an

effective inheritance of the excellent traditional school-running philosophy, and it is a further deepening and development of the scholastic school-running concept in the new situation.

2.2 It is a reflection that the governance structure has been optimized and opened. The "Statute", taking the actual situation of the school into consideration, has clarified the powers, functions and operational mechanisms in the aspect of the school's party and government management system, academic governance system and democratic management supervision, defined clearly the responsibilities, rights and interests on the level of school and college, and definitely stipulated that, the democratic centralism be carried out on the level of school and college, which has optimized the governance structure within the school.

At the same time, it was proposed that a school council and alumni association be set up to open up an effective channel for social participation in school governance, making it possible for the school to consolidate all forces and integrate social resources, and reflecting the open and inclusive concept of school running and governance.

2.3 It has reflected the operational characteristics of the "collegiate system." The "Statute" clearly stipulates that the school implements a school-college two-level management system based on the "collegiate system". As the specific organizational and implemental unit of the university function and the relatively independent main body of school running, the party and government joint conference is the decision-making system, and the branch academic committee is responsible for performing academic power. The second-level teacher's representative committee is the basic form of the faculty and staff's participation in democratic management and supervision according to law. It stipulates organizational forms and operational rules of the party-government power, academic power, and democratic management supervision power at the secondary schools.

2.4 It has reflected the dominant role of teachers, students, staff members and workers. The "Statute" emphasizes to highlight the dominant role of teaching and administrative staff and students as well as their basic guarantee of rights and interests. It dynamically integrates the idea of running school by wholehearted reliance on teachers and students with the idea of safeguarding the legitimate rights and interests of teachers and students, integrates the teachers and students' enjoyment of their rights with their fulfillment of obligations, maximally responding to the teachers and students' demand for legitimate and reasonable interests, and they are endowed with substantive rights such as the right to development, the right to know, and the right to criticize and make suggestions, and their procedural rights like the right to defend themselves, the right to petition, the right of relief have been clarified. They are the safeguard and safety umbrella for the rights of teaching and administrative staff and students.

3. Taking the Comprehensively Implementation of the "Statute" as an Opportunity, Unceasingly Improve the School Governance System, and Accelerate to Advance the Construction of Modern University System

The authority of the law lies in imperativeness, and the vitality of the statute lies in practice. Only when the school statute is truly implemented and carefully followed will it be not a mere scrap of paper. It is necessary to further strengthen the top-level design, comprehensively deploy and plan the improvement of system and mechanism along with the deepening of comprehensive reform, taking the comprehensively implementation of the "Statute" as an opportunity, unceasingly improve the school governance system, putting every reform into practice, and advancing the construction of modern university systems.

3.1 Perfect the internal governance structure of modern universities. Perfect the administrative management mechanism. Further perfect and improve the principal accountability system under the leadership of the party committee, improve the party policy rules of debate and decision-making process, establish and improve a management system and operational mechanism that relatively separate but dynamically integrate the decision-making, implementation and supervision, and make certain that all scholastic activities be carried out in an orderly and law-abiding manner. **Perfect the academic management mechanism.** Explore the effective ways of professor governing academic studies, give full play to the role of academic committees at all

levels in discipline planning and construction, talent introduction and academic evaluation, and forming a situation in which academic power and administrative power are relatively independent, mutually supportive, and balanced. **Strengthen democratic management and supervision.** Further establish and improve the scientific democratic decision-making mechanism, unceasingly perfect the in-school major event collective decision-making rules and procedures, and vigorously advance the scientization, democratization, and legalization of scholastic decision-making.

3.2 Construct a modern university talent cultivation system. Perfect the educational quality evaluation system, check and evaluate the teaching work performance multi-dimensionally, and perfect the mechanism of teaching incentives and constraints. Solidify the basic position of undergraduate education, implement the system of professor teaching undergraduates, deepen the major comprehensive reform, and practically improve the quality of undergraduate education. Profoundly advance the innovation and entrepreneurship education, perfect the mechanism of collaborative personnel education, and establish and improve the system of top-notch personnel cultivation. Deepen the reform of postgraduate education, broaden the postgraduate education caliber, complete the quality standards for postgraduate education, and increase the intensity of training of “*High-level Key Backbone Talent Program for Ethnic Minorities*”. Deepen the preparatory education and teaching reform, strengthen the education of patriotism, ethnic unity and progress and legal education for the ethnic preppy, and convey the outstanding talents with ethnic minority background to the universities and colleges. Advance the reform and innovation of continuing education, strengthen the foreign cooperation and information construction of continuing education, and cultivate useful talents “who are willing to stay, capable of doing a good job and reliable” for the ethnic areas.

3.3 Establish the disciplinary development model for modern university. In accordance with the general idea of “classification guidance, hierarchical construction, and step-by-step advancement”, the disciplinary major structure should be adjusted and optimized, the traditional disciplines and specialties should be updated and upgraded, concentrate on strengthening the construction of first-rate disciplines, and establish a pyramid-type advantageous characteristic discipline system characterized with advantageous disciplines, characteristic disciplines, and cultivation disciplines. Set up discrepant assessment targets according to the classification and provide different resources supports. Innovate the disciplinary construction mechanism, promote the selection mechanism, construction mechanism, evaluation mechanism, and adjustment mechanism, single out the development disciplines at different levels according to the national education reform and development requirements, and construct a scientific disciplinary evaluation system with the Ministry of Education’s discipline assessment, ESI evaluation index system and other evaluation index system as references; according to the effectiveness of the discipline construction, the disciplinary dynamic adjustment is implemented, and the dynamic monitoring of key and concerned disciplines is strengthened.

3.4 Establish a scientific research and innovation system for modern universities. Adhere to the scientific research work mentality of “deepening reform, collaborative innovation, transformation and upgrading, improving quality and efficiency”, adhere to the evaluation orientation of serving the national needs and emphasizing the actual contributions, establish a representative achievement classified evaluation mechanism and a reasonable scientific research evaluation cycle, and promote the transformation of thesis-oriented follow-up study into problem-driven original study. Strengthen the construction of scientific and technological innovation system, promote the evaluation of scientific research performance, perfect the rules and regulations for scientific research management, and establish an information release system for scientific and technological achievements and an announcement system for the transformation of scientific and technological achievements into performance. Promote the transformation and application of scientific and technological achievements, complete the evaluation of the performance of transformation of scientific research achievements, encourage and guide the teachers to actively carry out scientific popularization, enhance the ability to serve economic and social development, and make great efforts to enable the school to be comparable to the level of

school running of the high-level and characteristic universities in terms of research platforms, research teams, high-level scientific research project approval and initiation, gross scientific research fund, high-level scientific research result prize-winning, ability to serve the society and social influence.

3.5 Perfect the human resources management system and mechanism for modern universities. Strengthen post responsibility, explore to establish post sort management mechanism, classify and develop faculty staff post assessment indicators and evaluation system, establish scientific and effective incentive mechanism and constraint mechanism, and reinforce the post responsibility awareness. Deepen the reform of the teacher performance appraisal system, and improve the teacher classification management and evaluation methods in response to the different stages of the teacher's career. Scientifically develop teacher cultivation and training programs, increase policy support and investment for teachers' professional development, and put forth effort on improving the level of internationalization of teaching body. Deepen the reform of the income distribution system, establish an income distribution system that "sets the salary based on post, changes the salary when the post changes, highlights the performance, and betters payment for better work", and perfect the performance appraisal that combines the two levels of the school with college, employment term with year, give out rewarding performance allowance according to the post target evaluation and actual contribution, so as to realize the principle that more pay for more work, and better payment for better work.

3.6 Perfect the new mechanism of social financing and alumni liaison for modern universities. Establish and improve a long-term mechanism for alumni liaison. Establish a sub-district, full-coverage mechanism for alumni liaison, service and management, and strive to achieve a full coverage of the alumni branch in domestic provincial capital cities, major cities and counties within the province, major overseas countries and regions. **Further expand the alumni work platform.** Build the platforms for enrollment advertisement of alumni association around China, alumni collaborative education, and alumni enterprise university-industry cooperation, and strive to improve the quality of source of students, enhance students' ability of innovation and entrepreneurship and social practice, and promote the collaborative innovation between schools and enterprises. Further perfect the social resource developmental mechanism. Build a multi-level and multi-channel social financing system that integrates the level of school with that of college, expand the approach for the development of social resources, and enable the school's social resources development work to be more active and positive.

3.7 Strengthen the international exchange and cooperation and continuously advance the process of international education. Strengthen the cooperation with high-level universities abroad, strengthen the construction of internationalized curriculum, continue to elevate the proportion and number of international students who come to study in our school, especially those are from the countries along the "Belt and Road", and gradually expand the percentage of students in our school who go abroad to study; continuously improve the internationalization level of teachers, continue to introduce high-end foreign experts, actively set up exchange platforms, increase the support for teachers to go abroad as visiting scholar, encourage the teachers to actively carry out substantive exchange and cooperation with world-class universities and research institutions, and continuously improve the man-time and proportion of the teachers going abroad for exchange and comprehensively improve the school's internationalized school-running level.

"It is not difficult to set up rules, what is difficult is to make the rules imperative." The approval of the "Statute" does not mean that the school has realized a modern university system, it takes a process to build a modern university system since the introduction of statute, this process is a constant exploration, perfection and even arduous tempering and ever-lasting running-in. The party and government leading cadres at all levels have to strengthen the awareness of managing the school by law and acting according to the rules, and actually shoulder the duty of maintaining the dignity of statute and ensuring the execution of statute. The teachers and students of every ethnic background should go into action to use the statute to unify thinking and regularize behavior. Make the statute an important carrier to unite people's hearts and inspire morale, an important carrier for

the implementation of management of school by law and the construction of a modern university system, and an important carrier for promoting the connotative development of schools and facilitating the schools to construct distinctive and high-level universities.

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