

A Study on the Problems and Countermeasures of the Governance System of Private Education in China

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Abstract: The thesis will sort out the problems existing in the governance system of private colleges and universities in China, which is based on the review of the literature from the perspectives of value system, systematic system, action system, evaluation system and emergency management system. The thesis expounds the existing problems of private education in China in order to provide theoretical and practical reference for promoting the modernization of private education in our country.

1. Introduction

The era of technological change in education has come, and the modernization of education driven by informationization has become a national strategy. COVID-19 epidemic broke out in many places around the world and spread rapidly, which not only had a great impact on society, but also brought new challenges to the modernization of the education governance system. This article will sort out the problems existing in the governance system of private colleges and universities in China and explain the problems existing in the current governance system of private education in China from many angles, in order to provide theoretical and practical reference for promoting the modernization of private education in our country. .

2. Problems Existing in the Governance System of Private Education in China

2.1 Marketization of the Concept of Running a School.

The idea of running a school is the soul of the construction of modern university system. The choice and establishment of university system, in a deeper sense, is a choice of university concept. At present, the organizers and managers of private colleges and universities lack scientific theoretical support in the guiding concept of running a school, use the traditional concept of running enterprises to set up schools, adopt a market-oriented mechanism to encourage faculty and staff, and pursue the maximization of short-term profits. pursue the short-term benefits of running a school, and expect to get a rich return on investment in a short period of time.

The mode of running a school is guided by the method of cost-benefit, and the comprehensive

cost is controlled by reducing teaching cost, management cost and operating cost, so as to improve the income of running a school and obtain the maximum benefit with minimum investment. There are also private colleges and universities with the help of running schools to obtain additional income, such as relying on school-running resources to engage in land development, industrial development and other high-income projects.

The utilitarian and short-sighted behavior runs through the process of the school-running idea of private colleges and universities, meanwhile, the lagging school-running idea will certainly lead to the marketization and utilitarianism of their school-running behavior. The direct consequence of neglecting its own connotative development is the loss of many dimensions such as school reputation, enrollment popularity and talent display, and the market-oriented school-running concept and enterprise management thinking reduce the sustainable development ability of private colleges and universities.

2.2 The Formalization Tendency of the School Constitution.

The university charter plays a very important role in private colleges and universities, but in reality, the university charter is a mere formality and can not play its role as a program. The articles of association of the university is the “constitution” of the university, which makes clear provisions on the purpose of running a university, the idea of running a school, the goal of training, the internal management system and the division of responsibilities and rights of stakeholders. China's Education Law and other relevant laws and regulations also have corresponding requirements. Due to the special historical period of the establishment of private colleges and universities in China, the construction of university articles of association tends to be formalized and formatted, lack of maneuverability, and it is difficult to really implement it. Few private colleges and universities organize and manage staff, teachers and students to study the articles of association, let alone develop the habit of acting according to the articles of association, and even many people do not know whether the articles of association exist at all.

2.3 The Board of Directors System is Not Running Smoothly and Supervision is Weak.

The members of the board of directors of private colleges and universities mainly come from the representatives of the parent universities and partners, and few of the staff and students are members of the board of directors, so that the decision-making of the board of directors follows the interest-first concept of partners and parent universities, and it is difficult to take into account the interests of teaching staff and students. The functions of the board of directors of some schools are not clear, and the boundaries of many functions such as finance, teaching and logistics are blurred, which is reflected in the excessive interference of the board of directors of some private colleges and universities in the daily management of the school, especially the teaching work, resulting in offside phenomenon. There are also colleges and universities that use board decisions to replace professors' committees and academic committees to enlarge the power of the board of directors and interfere with the normal teaching operation of the school. According to the survey data, the boards of some private colleges and universities have not set up boards of supervisors, which breaks the balance of power of decision-making, enforcement and supervision, and is easy to breed corruption.

2.4 The Academic Authority is Weak and Lack of Standardization.

The operating mechanism of academic committees or professors' committees in most private colleges and universities is not perfect, which makes it difficult for professors as representatives of academic power to play a smooth role. On the one hand, the academic institutions of private

colleges and universities are not standard, most of them are temporarily established, and their members are often filled by academic personnel of administrative leadership positions, and most of them have no term limit. Degree evaluation committee, teacher title evaluation committee, scientific research project evaluation committee and other important academic evaluation committees of private colleges and universities are lack of clear articles of association, which leads to the excessive interference of the academic power of the school by the administrative power. On the other hand, the faculty of private colleges and universities is generally composed of three parts: first, self-employed teachers, most of whom are young teachers who have just graduated; second, off-campus part-time teachers, mainly by teachers from the original parent colleges and universities; third, retired re-employed teachers, such a teacher composition is obviously unable to form its own academic power. As a result of the administrative academic authority, the role of the academic authority of private colleges and universities is often in a missing state, unable to check and balance the administrative power, and can only be attached to the administrative power.

2.5 The Investment in the Construction of Teaching Staff is Insufficient, and the Deficiency is Obvious.

From the perspective of the current teaching staff of private colleges and universities, there is still a big gap between the educational background, professional title, ability and the current great development of education. At present, there is a serious lack of leading talents and top-notch talents among the teachers in private colleges and universities. Although colleges and universities have also made great efforts to introduce top-notch talents, it is difficult to introduce them because there are few talents in this field in the whole country, which has become an objective reality.

From the perspective of colleges and universities, the proportion of associate professors and professors in the team of full-time teachers is on the low side, which restricts discipline development, professional construction and personnel training. Due to the restriction of personnel rights, the teaching staff of private colleges and universities lack the formal system guarantee within the system, and the salaries and benefits of teaching staff are completely solved by the school itself, which makes it difficult to introduce high-level talents. In addition, due to the poor basic conditions of the school, the atmosphere of academic research is not strong, the number of teachers who undertake national and provincial teaching and research projects is relatively small.

3. Countermeasures and Suggestions on the Governance System of Private Education in China.

3.1 Formulate Articles of Association of Private Colleges and Universities to Ensure That They Are Run According to Law.

The rules and regulations of colleges and universities are a useful supplement to the legal system of higher education in our country. under the current legislative system, the rules and regulations of colleges and universities are not an integral part of the legal system of our country. however, in terms of content, it basically makes specific and enforceable provisions on laws, regulations and administrative rules within the scope of the management authority of colleges and universities. The purpose of making rules and regulations in colleges and universities is to better implement laws, regulations and administrative rules according to the actual situation, so as to ensure the unified implementation within the scope of the whole university. There are many types of private colleges and universities in China, and there are great differences in school-running nature and regions, so it is necessary for private colleges and universities to refine the relevant contents according to the actual work of the school, so as to better implement.

The rules and regulations of private colleges and universities can be regarded as the deepening and extension of the legislation of national private higher education, a useful supplement to the system of laws and regulations of national private higher education, and the basic basis for the governance of private colleges and universities. It is also one of the important contents of private colleges and universities in accordance with the law.

3.2 Establish the Internal Management System of Private Colleges and Universities and Promote Scientific Decision-Making.

From the existing law, theoretical research and practical experience, the key to improve the internal management system of private colleges and universities is to establish the corporate governance structure of private colleges and universities, what's more, its core content is to establish and improve the president responsibility system under the leadership of the board of directors. The board of directors is the superstructure of the corporate governance structure of private colleges and universities, and it is the top priority to establish and improve the legal person governance system of private colleges and universities.

In order to give better play to the role of the board of directors in the development of the school, and to construct and improve the decision-making mechanism of the board of directors of private colleges and universities, the key is to make the board of directors establish a sound organizational system and operation system, and make the decision-making methods and methods scientific. Decision-making procedures and processes are standardized, and decision-making bodies, executive bodies and supervision bodies operate in a coordinated and orderly manner.

3.3 Clarify the Principal Responsibility System under the Leadership of the Board of Directors and Establish the Legal Status of the Principal.

The law on the promotion of private Education and its implementing regulations clearly propose that private colleges and universities should implement the president responsibility system under the leadership of the board of directors, which establishes the legal status of presidents in private colleges and universities. The status of presidents of private colleges and universities is reflected in two aspects: First, from the functions and powers of the board of directors, the management of the board of directors of the school can basically be defined as external management, that is, most of the internal affairs of the school do not bear the responsibility of direct management, which determines that the president is the most important internal governance commander of the school and assumes the most important responsibility for the governance of the school.

Second, from the conditions and qualifications of the members of the board of directors, most of the board of directors are composed of off-campus personnel, in addition to the principal of course directors, other members do not have the requirements of educational professional background. As a result, it is decided that even if the board of directors wants to directly manage and control the education, teaching and administrative affairs of the school, it will not be implemented because of the limitation of professional ability. Therefore, in the end, the board of directors can only implement the supreme decision-making power of the school mainly through the selection and appointment of principals. From this point of view, the headmaster is the one who should control the school most.

3.4 Innovate the Working Mechanism of the Teachers' Congress and Implement Democratic School-Running

China's Trade Union Law, higher Education Law and Teachers Law all stipulate the system of

teaching staff Congress in colleges and universities. The teachers' congress of private colleges and universities is a basic system and organizational form for teachers as the main body to exercise the right of democratic management and supervision in private colleges and universities. The teacher's Congress belongs to the legal organizational form without administrative color, which directly protects the democratic rights of grass-roots teachers. We should establish and improve the democratic management system of private colleges and universities with the teachers' congress as the basic form, clear the channels for the interests of the broad masses of teaching staff, and establish a platform for democratic participation, democratic management and democratic supervision. to realize the positive interaction among organizers, management and teaching staff, to fully mobilize the enthusiasm and initiative of the teaching staff of private colleges and universities, and to enhance the sense of belonging and identity of the broad masses of teaching staff to their school. Concentrate wisdom and make concerted efforts to stabilize the teaching order, improve the quality of running a school and create a school brand, so as to achieve the healthy, harmonious and sustainable development of the school.

3.5 Increase the Investment in Private Teaching and Enhance the Function of Cultural Education.

With the further expansion of residents' demand for higher education, it is difficult to rely on tuition fees to enrich the total amount of private education resources. In order to improve the quality of private higher education resources, we must increase the investment in private education. On the one hand, we can use market-oriented means to increase the proportion of social investment and make use of various modes such as financial loans, equity, school-enterprise cooperation and foreign university cooperation; on the other hand, strive to obtain government investment, enterprise investment, alumni donation and other means to raise funds for running a school.

While raising funds for running schools through various channels, we should also fully tap the potential resources of private colleges and universities, such as campus culture, alumni resources, and the prominent role of school brands in regional development, so as to enlarge the access to resources. Alumni are the precious resources of private colleges and universities, the collective display of the school-running effect, and the inexhaustible resources for the future development of the school. Therefore, private colleges and universities should build multi-regional alumni associations, build alumni association organization platform, use new media to strengthen the relationship between alumni and school, alumni and alumni, while promoting the relationship between alumni and school, make alumni unite, build new glory of the cause, and create more resources for the development of the school.

We should construct the school-running concept with strong cultural details, form the core competitiveness of university brands with brand teachers, brand specialties, brand laboratories and brand school-running characteristics, and give full play to the radiation effect of brand resources of private colleges and universities. transform university brands into university resources that can generate social resources.

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