

# Constructing a Management System for Private Colleges and Universities in China Based on a Comparative Study of Private Colleges and Universities at Home and Abroad

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**Abstract:** This paper first conducts a comparative study of the management system of private colleges and universities at home and abroad, then analyzes the reference significance of the management system of foreign private colleges and universities for the development of private colleges and universities in China, and finally puts forward corresponding strategies for the construction of a management system for private colleges and universities, so as to effectively promote the rapid development of private colleges and universities in China. At the same time, a smooth-running of private higher education is directly related to national development and the future of the nation. Private colleges and universities shoulder the sacred mission of educating people for the party and the country. Carrying out the party's national work in the new era is the internal requirement of comprehensively implementing the party's educational policy, the fundamental task of building morality and cultivating people, the mission of the era of developing schools and strengthening the country, as well as achieving satisfactory education. This helps to improve the socialist education system in China.

**Keywords:** Private colleges and universities at home and abroad; Comparative study; Management system construction

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## 1. Introduction

As an important part of China's higher education system, private colleges and universities play a role in promoting the cultivation of social talents and enriching the forms of social education in China. For the current management system of private colleges and universities in China, there are several deficiencies as it is still in the stage of exploration and development. Therefore, it is necessary to learn from the experience of excellent private colleges and universities overseas in regard to their management systems, so as to determine strategies to construct a management system that is more in line with the development situation of private colleges and universities in China. This, in turn, would effectively promote the development and construction of private colleges and universities in China, provide assistance for the high-speed development and sustainability of the strategy of rejuvenating the country through science and education, as well as promote the high-speed development of private colleges and universities.

## 2. A comparative study on the management system of private colleges and universities at home and abroad

### 2.1. The management system of private colleges and universities in China

Private colleges and universities are an important part of China's socialist education system. At the same

time, they have a vital impact on the cultivation of social talents. With the continuous increase of China's economic investment in education, the development efficiency and level of private colleges and universities have been continuously improved. In the process of running schools, they regard the cultivation of high-quality talents for the country as their educational goal and actively carry out educational planning and design in all links, so as to effectively promote the vigorous development of education. At present, in the daily operation and development of private colleges and universities in China, the majority of the founders of these private institutions are social citizens or social organizations other than the government, which have ownership over these schools and constitute the majority of the schools' board of directors. The managers of private colleges and universities usually make scientific management for the daily operation of colleges and universities according to relevant laws and regulations in China. Therefore, a school management system, the president responsibility system, under the leadership of the board of directors of colleges and universities has been formed. To a certain extent, it has both educational and commercial decisions. Therefore, a unique operation mode and development form of private colleges and universities have been established.

## **2.2. The management system of private colleges and universities in Japan**

Private colleges and universities in Japan are relatively developed. Japan has vast experience in the development of private colleges and universities. In the process of developing private colleges and universities in Japan, the state has formulated rich laws to restrict the school running process of private colleges and universities. The law on private schools in Japan stipulates that schools should set up management institutions, such as directors, supervisors, and evaluation boards to manage private colleges and universities. The school council can be the highest decision-making body of the school. In addition, the law also stipulates that schools need to set up more than two supervisors. In order to ensure the fairness and objectivity of supervisors, this position cannot be held by schools or teachers. The main task of the supervisors is to monitor the property of legal persons and the work of directors. If there are problems found, they need to be reported immediately. For the management of students, a review by the Professor Committee is required before the president makes the final decision. In addition, in order to promote the rapid development of private colleges and universities, Japan has also established a wealth of safeguard laws, such as the Labor Standards Act, Private School Staff Law, Gender Equality Policy, Private School Promotion Law, etc., which ensure the rapid development of private colleges and universities in Japan through a rich legal system. It also provides a continuous supply of talents for the social development in Japan. Hence, Japan has certain experience and reference significance for the development of private colleges and universities in China.

## **2.3. The management system of private colleges and universities in South Korea**

Private colleges and universities in South Korea also have a long history of development. Within South Korea, private colleges and universities have practically become the main part of higher education. Through the long-term development process, private colleges and universities have gradually institutionalized and systematized. In order to promote the rapid development of private colleges and universities and realize high-quality talent training, the South Korean government has formulated the Private School Law for private colleges and universities, established a management system for private schools, and legally stipulated the authority of the president and founders of private colleges and universities, in which the founders of these institutions are strictly prohibited from interfering with the school administration at will. Moreover, the founders of private colleges and universities are strictly prohibited from participating in any financial and personnel related work belonging to the institution. This legal provision effectively ensures

the publicity of private colleges and universities in South Korea and contributes to the rapid development of private colleges and universities <sup>[1]</sup>. Private colleges and universities in South Korea mainly assume the means of self-financing; however, the state would also contribute to these institutions within a certain limit. In terms of human resource management, private colleges and universities in South Korea pay more attention to the treatment guarantee of teachers in enjoying the same treatment as national and public teachers in terms of research and training. In this way, it enhances the enthusiasm of teachers to join private colleges and universities as well as effectively promotes the prosperity of private colleges and universities in South Korea.

#### **2.4. The management system of private colleges and universities in India**

Private colleges and universities in India have their own management organization, which is called the Management Council. The Council has the right to appoint and remove the dean of each college. In addition, teachers and other employees are responsible for the Management Council within the scope of their private schools. In regard to the funds of each college in the operation and development stage, the Management Council is also responsible for fundraising and student management in private colleges and universities. Therefore, a unique management system of private colleges and universities has been formed. In terms of personnel management of private colleges and universities in India, the employment system has been adopted for the teachers. While employing teachers, the Teacher Employment Committee in the campus plays a role. As private colleges are engaged in undergraduate education, most of the teachers employed are lecturers. In the management of each college, the president plays a vital role. The president belongs to the administrative head within the college and plays a vital role in the administrative organization of private schools. Therefore, the president has a decisive role in the management of each college. As a result, a unique management system of private colleges and universities in India has also been formed.

### **3. Reference significance of the management system of foreign private colleges and universities to China**

The basic situations of private colleges and universities in Japan, South Korea, and India have been analyzed. From the above analysis, it can be clearly appreciated that the management system of private colleges and universities in Japan emphasizes on the independence of various powers, especially the independent rights between the founder and the president of the school, so as to ensure the publicity of private colleges and universities in this form. This is also conducive to prevent the founders of private colleges and universities from monopolizing the internal resources of private colleges and universities, resulting in a vicious educational cycle. Therefore, private colleges and universities in Japan have developed rapidly. For the management system of private colleges and universities in South Korea, more emphasis is on ensuring the treatment of teachers, whereby teachers in private colleges and universities are treated equal to those in public schools. This has a vital impact on private colleges and universities in attracting talents and consolidating the team of teachers, thus promoting the rapid development of private colleges and universities in South Korea to a certain extent and uplifting the status of private colleges and universities as an important form of education in Korea <sup>[2]</sup>. Private colleges and universities in India emphasize on hierarchical management within the schools. Therefore, the president of each institution holds a substantial amount of power and occupies a crucial position in the internal management and academic research of the institution. It forms a unique management system for private colleges and universities in India. The aforementioned management systems of private colleges and universities in Japan, South Korea, and India can promote the development of private colleges and universities in China. Alike Korea, China can appropriately strengthen the treatment guarantee for teachers in private colleges and universities as well

as enhance the welfare treatment of teachers in private colleges and universities, so as to attract excellent talents to join their institutions. This would not only strengthen the scientific research level of private colleges and universities, but also help to promote the smooth progress of talent training in private colleges and universities.

#### **4. Strategies of constructing a management system for private colleges and universities in China based on the comparative study of private colleges and universities at home and abroad**

##### **4.1. Strengthen the treatment guarantee of teachers**

Teachers play a vital role in private colleges and universities. The professional ability of teachers determines the talent training level of private colleges and universities to a certain extent. The experience of foreign private colleges and universities plays a certain reference significance for private colleges and universities in China. Therefore, alike Korea, strengthening the treatment guarantee of teachers has also become an important link to promote the rapid development of private colleges and universities in China. In this process, it is essential to conduct a comprehensive investigation and analysis on the treatment of teachers in private colleges and universities, pay appropriate wages and provide welfare treatment on the basis of the employment system, as well as give teachers sufficient objective resource support in academic research. This would help attract excellent talents, ensure the professionalism of teachers in private colleges and universities, effectively promote the smooth progress of education in private colleges and universities, as well as strengthen the talent training in these institutions.

##### **4.2. Pay attention to internal checks and balances in colleges and universities**

In China, as far as private colleges and universities are concerned, they are founded by social citizens or non-governmental organizations. In that case, the founders have unique advantages from private colleges and universities. If the founders of private colleges and universities are responsible for the internal management of these institutions, there may be internal monopolization to a certain extent, which is obviously not conducive to the rapid development of education. Therefore, it is necessary to strengthen the power checks and balances of private colleges and universities<sup>[3]</sup>. The management rights of private colleges and universities should be decentralized to establish a setting where each division assists and balances the other, so as to ensure the scientificity of the management system in private colleges and universities. The power held by the founder, president, and the dean of a private institution should be independent of each other. Then, a Management Council can be set up within the school. The president and dean of each college would be held responsible for the Management Council. The president and the Management Council can then supervise one another, so as to realize the mutual check and balance of internal powers, prevent power monopolization, as well as effectively ensure the rapid development of private colleges and universities in China.

##### **4.3. Establish an open curriculum resource center and an efficient intelligent learning resource development and construction team**

Establishing a curriculum resource center and an efficient intelligent learning resource development and construction team are the top priorities of building an open learning resource platform. This requires course designers, resource developers, courseware makers, courseware managers, background technical support personnel, and background service personnel to complete the design, development, and integration of all teaching resources according to the requirements of the big data management system and corresponding processes, so as to realize the complete connection of market demand, platform resources, and available resources. The acquisition of available resources is the top priority in this link. On the one hand, private

colleges and universities should form links with national higher education resource databases; on the other hand, they should purchase, acquire, and share open teaching resources with other universities and colleges to reach a consensus or agreement. The platform should also include public lectures and courses conducted by social celebrities. This would truly attract a large number of social public traffic while improving their management level and capability to raise funds.

#### **4.4. Optimize the management system and education strategies of private colleges and universities in the new era as well as improve the management level of students**

Private colleges and universities need to speed up the establishment of their management system and education strategies, cultivate qualified college talents through diversified and all-round means, as well as improve the management level of students in private colleges and universities.

##### **4.4.1. Establish a modern management education concept**

For private colleges and universities, in order to truly realize their management and education, it is necessary to have an accurate understanding of the value of management and education as well as fully realize the importance of management and education<sup>[4]</sup>. Therefore, it is vital to adapt to the changes of the times and establish a modern concept of management and education. In establishing the concept of modernization, it is necessary to introduce advanced management and education means, make ideological changes, and improve their own management ability. In the transformation of teachers' ideas as well as management and education methods in private colleges and universities, the enthusiasm of teachers' management and education should be mobilized through the strength of the school, and the comprehensive quality and professional level of managers should be improved. In order to implement management education more efficiently, private colleges and universities need to fully understand the internal resources of the school, make rational use and optimize teacher resources, as well as establish a management education mechanism and a management education team, so that each manager of the management education team can establish the concept of management education and actively participate in management education.

##### **4.4.2. Innovate management and education methods**

With the development and progress of the times, students' ideas and lifestyles are changing. In order to organically combine the law of management with the law of education and make the whole school realize the importance of education, private colleges and universities need to adapt to the requirements of the new era and innovate the means of management and education. Private colleges and universities can make full use of the strength of the student team to manage and educate people, influence students through student organizations and groups, such as student unions as well as five-star clubs and societies, and use their strength to guide, influence, and educate students<sup>[5]</sup>. In addition, private colleges and universities can also fully combine the characteristics and advantages of their own development and make full use of the strength of advanced students or student cadres to mobilize other students. Some student representatives, such as student cadres, have very high comprehensive quality and moral cultivation with a good lifestyle; schools can influence other students with their excellent style by making them as role models, so as to mobilize students to become excellent talents with good comprehensive quality.

##### **4.4.3. Set up a professional management and education team and strengthen the construction of teachers' ethics**

In regard to management and education, if managers can set an example and have high moral

accomplishment, they may assume a good role as role models for students, thus forming a subtle effect. Therefore, in carrying out management education, private colleges and universities need to establish a professional management education team, include the management education concept and objectives into the work responsibilities and tasks of the management education team, and then urge the professional team to carry out management education actively and seriously. In addition, private colleges and universities should strengthen the construction of teachers' ethics and encourage teachers to develop their own personalities as well as achieve the goal of being a teacher. In that way, teachers can become role models in the eyes of students through their own good quality and cultivation. As a result, students would constantly correct themselves and improve their own moral cultivation. Moreover, in order to fully implement management education, teachers can also fully combine their own work characteristics to carry out education and maximize the effect of management education through a variety of ways. In general, facing the rapid development and changes of economy and information technology in the new era as well as the new requirements put forward by the state for talent training, private colleges and universities must comply with the needs of the development of the times, establish a modern concept of education, and carry out innovations as well as changes in the means, methods, and ideas of management education, in order to truly realize the goal of management education. At the same time, it is also necessary to establish a professional management and education team of teachers. The educational work that is started through professional education methods and teachers' exemplary role can better improve the moral cultivation of students, cultivate good character, as well as achieve the goal of management and education, thus laying a foundation for the further reform of the management system in colleges and universities <sup>[6]</sup>.

## 5. Conclusion

In conclusion, private colleges and universities are not only an important driving force in the development of higher education, but also one of the important symbols of a country's development level and development potential. On the new journey of building a modern socialist country, the demand for higher education, scientific knowledge, and excellent talents by the party and the state is more urgent than ever before. In order to fulfill the mission of building a strong country through learning, private colleges and universities should seize the historical opportunity, closely follow the pulse of the times, base themselves on the new development stage, implement the new development concept, build a new development pattern, face the major strategic needs of the country, as well as combine the development of science and technology as the primary productive force, the cultivation of talents as the primary resource, and the strengthening of the innovation of the management system in private colleges and universities as the primary engine. This aims to promote all teachers and students to keep up with the pace of the times, work together for common prosperity and development, promote the high-quality connotative development of higher education, constantly support education to adapt to the development requirements of the party and the state, meet the expectations of the people, as well as match China's comprehensive national strength and international status, so as to better serve the reform, opening-up, and socialist modernization. At the same time, private colleges and universities should firmly forge the consciousness of the Chinese national community through all aspects and the whole process of running schools, plan and promote the high-quality development of the party's national work in the new era, as well as provide educational support for cultivating new people of the times who would be responsible for the national rejuvenation. Through analysis, in order to further improve the development quality of private colleges and universities, it is essential to strengthen the level of talent training in China and the management mode of private colleges and universities, carefully examine the management systems of private colleges and universities at home and abroad, as well as learn from the experience of excellent private colleges and universities overseas in regard to their management systems, so as to carry out the construction of a management system for private colleges and universities in China

to achieve efficient management and bring together an advancing force to realize the great rejuvenation of the Chinese nation.

### **Disclosure statement**

The author declares that there is no conflict of interest.

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