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3. THE FEATURES OF MANAGEMENT IN CHINESE UNIVERSITIES

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Annotation. The university is a poorly studied organization from the point of view of theoretical and practical management. Currently, there are no scientifically based and empirically tested management standards and methods in Belarusian as well as Chinese universities. At the same time, the existing theories and methods of organization management are not applicable in everything. The aim of this paper is to reveal the features of management in Chinese universities.

Keywords. Management, educational management, education establishments, Chinese universities, management effectiveness.

The management system of colleges and universities is the cornerstone of their successful development. The management system of institutions of higher learning in China mainly includes the school leadership, administrative departments and teaching and scientific research institutions, among which the school leadership is responsible for the development strategy and policy of the school, the administrative department is responsible for daily school management and logistics support, and the teaching and scientific research institutions are responsible for teaching and scientific research work.

The management team of the university usually consists of the President, the Vice President, and the heads of each department. They are responsible for setting the development goals and plans of the university and supervise the university during the implementation process. The important responsibilities of the university leadership include enhancing the academic reputation of the university, promoting the transformation of scientific research results and introducing high-level talents [1].

The administration department is responsible for the daily administration of the university, including financial management, personnel management and logistics services. The administrative department should reasonably allocate resources according to the needs of the university to ensure the normal operation of the university. In addition, the administrative department is also responsible for the management of students, including student registration, entrance examination and student status management.

Teaching and research institutions are the core of institutions of higher learning and are responsible for teaching, research and personnel training. Teaching and research institutions organize and offer various courses according to the teaching plan of the university, and are responsible for the assessment and evaluation of students. Teaching and research institutions should also carry out scientific research activities, cultivate students' innovative ability and scientific research ability, and promote the output of scientific research results [2].

The curriculum of colleges and universities is the basis of cultivating talents, which directly affects students' learning and development. The curriculum of China's higher education institutions mainly includes public basic courses, professional courses and elective courses.

1. Basic socializing course. The public basic course is the basis for higher education to cultivate students' all-round development. It includes courses in language and culture, mathematics and science, social science, art and sports. The setting of public basic course aims at cultivating students' basic quality and comprehensive ability, so that they have good humanistic quality and scientific quality.

2. Specialized courses. The professional course is an important link for colleges and universities to cultivate students' professional ability and professional quality. According to different professional needs, the university will set up different professional courses, and through curriculum settings, practical activities and internships, cultivate students' professional knowledge and practical ability.

3. Elective courses. Elective courses are courses that offer a wide range of options for students. Students can choose elective courses according to their own interests and needs to supplement and broaden their knowledge. The setting of elective courses can stimulate students' interest in learning and cultivate students' spirit of innovation and exploration.

Teaching evaluation in colleges and universities is an important means to evaluate teaching quality. Teaching evaluation mainly includes the evaluation of teachers and courses, as well as the evaluation of students' learning results and comprehensive quality [3].

1. Evaluation of teachers and curriculum. The evaluation of teachers and courses is the key to ensure the quality of teaching. Students can give feedback and suggestions on teaching by evaluating teachers' teaching effectiveness and the setting of courses. Universities can carry out teacher training and curriculum reform through the evaluation results to improve teaching quality and student satisfaction.

2. Assessment of student learning outcomes and overall qualities. The evaluation of students' learning achievement and comprehensive quality is the key link of cultivating talents. Students' learning outcomes can be assessed through examinations, papers and assignments, while students' comprehensive qualities can be assessed through comprehensive quality assessment and practical ability assessment.

The management of students in colleges and universities is an important guarantee for the all-round development of students. Student management includes enrollment management, student status management, curriculum management, student counseling and life services [4]:

– student enrollment management – the management of students' admission mainly includes entrance examination, qualification examination and admission work. Universities should develop a fair and equitable entrance examination system to ensure fair and transparent enrollment work. At the same time, the university should also conduct a review of the physical and mental quality of students to ensure the healthy growth of students;

– student status management – university' status management is an important link to ensure students' learning rights and interests. The university shall manage the student status, degree and achievement, and provide sound student status services. University' status management also includes the assessment of students' studies and the supervision of academic norms to promote students' academic progress and the improvement of moral literacy;

– curriculum management – curriculum management is an important link to ensure students' learning quality. Universities should develop reasonable teaching plans and curriculum Settings, and adjust the course content and teaching methods according to the needs of students. Universities should also strengthen the supervision and evaluation of curriculum implementation to ensure the continuous improvement of teaching quality;

– student counseling and life services – student counseling and life service is an important link to ensure the healthy growth of students. The university will provide a full-time counselor for each class to provide students with comprehensive counseling and life services, including mental health education, career guidance, and campus cultural activities. In addition, the university should provide good living conditions and environment to ensure the physical and mental health of students.

The modernization of university governance system and governance capacity is an important part of the modernization of Chinese governance system and governance capacity, and it is the internal demand of Chinese universities to promote connotative development and enhance comprehensive competitiveness in the new era.

1. Manage the relationship between the government and the university.

From management to governance, promoting the modernization of higher education governance is the key to deal with the relationship among government, school and society. Management emphasizes top-down single control, while governance attaches importance to the multiple interactions of stakeholders. Participation is the essence of university governance. From the macro level, the main participants of higher education are the government, universities and society, thus forming three pairs of important relationships: the relationship between government and universities, the relationship between government and society, and the relationship between universities and society. Under the traditional management logic, the government is dominant over the university, and the relationship between the government and the university is unbalanced. The government is stronger than the society, and the relationship between the government and the society is unbalanced. The university is stronger than the society, and the relationship between the university and the society is unbalanced. Under the logic of governance, the government, society and university are a new type of relationship of equality and cooperation.

2. Fully activate the academic heartland of the university.

In order to implement academic power, university comprehensive reform must smooth the organizational characteristics of "bottom heavy" university. First, it is necessary to clarify the mission of academic management. The core mission of academic management is to maintain the academic freedom of scholars. Academic freedom is an academic right, from academic right to academic power is a kind of alienation. The construction of academic power with academic committee as the core is still a threat to the academic freedom of scholars. Academic research needs a relatively relaxed, free and even "anarchic" environment, and academic management must respect this feature of academic activities. Second, there is a need to expand the scope of autonomy of grass-roots academic organizations. The grassroots academic organization is the academic heartland of the university and the modern "reservation" of the ancient idea of professor governance. In order to activate the academic heartland of the university, the focus of management must be lowered and the academic power returned to the grass-roots academic organizations. Third, management should establish the idea of administration serving academic. Academia is the foundation of a university, and the administration should create a good atmosphere and environment for the development of academic activities. It is urgent to reform the current administrative leading academic evaluation mechanism, establish a peer evaluation mechanism, and give full play to the role of academic community.

3. Improve the guarantee mechanism of university governance system.

Running the school according to law is an essential part of the construction of China under the rule of law. The main content of university rule of law construction is to promote university rule of law by university charter. The main function of the university charter is to regulate the operation of university power, and the university charter should be the basic law of university autonomy, the guarantee of academic freedom, and the guardian of the rights of teachers and students.

The life of the university charter lies in the implementation, and the formulation of the university charter is only the first step in the construction of the university rule of law. To implement the university charter, first of all, the government must respect the university charter. According to the Notice on Accelerating the Formulation, Approval and Implementation of the Statutes of Institutions of Higher Learning issued by the Ministry of Education, the legal effect of university statutes is lower than the regulations of the Ministry of Education and higher than other normative documents of the Ministry of Education. Secondly, universities must operate according to regulations. Only in this way can the autonomy of running a school be legally exercised, academic freedom be increasingly evident, the rights of teachers and students can be effectively guaranteed, the modern university system can be gradually improved, and the university rule of law can be continuously improved [5].

The great attention in Chinese universities is given to the *teacher' team building*. College teachers, as the main force to carry out the fundamental task of cultivating morality and promoting the development of higher education, bear the historical mission of spreading knowledge, spreading ideas and spreading truth, and shoulder the heavy responsibility of shaping souls and new people.

The primary task of the construction of college teachers in the new era is to strengthen the ideological and political quality of college teachers and the construction of teachers' ethics. Colleges and universities should take teachers' political accomplishment, moral accomplishment and teaching level as an important focus, comprehensively strengthen the construction of teachers' ethics and style, build a team of high-quality teachers, and provide help for training new people to take on the great task of Chinese national rejuvenation.

The significance of the construction of teachers' ethics in colleges and universities is difficult to overestimate. Building a strong education country is a strategic precursor to building a strong modern socialist country in all respects; it is an important support for achieving self-reliance in science and technology at a high level; it is an effective way to promote common prosperity for all people; and it is a basic project for comprehensively promoting the great rejuvenation of the Chinese nation through Chinese-style modernization. To achieve this goal, colleges and universities need to continuously strengthen the construction of teachers' ethics and style, in order to build a good image of colleges and universities, enhance teachers' teaching ability and stimulate students' enthusiasm for learning.

Thus, the functional status of education in Chinese society is formed taking into account the characteristics of a particular stage of educational development. China's education management seems to be directed to the fundamental task of fostering virtue and cultivating a new generation of capable young people who can take on the responsibility of national rejuvenation. To diagnose the functional status of education in modern Chinese society, a wide range of sociocultural examination of ongoing reforms should be done. Strengthening the construction of teachers' ethics and style is the inherent requirement of building a team of high-quality teachers and a key measure to implement the fundamental task of establishing ethics and cultivating people. Under the background of the new era, colleges and universities should take the improvement of teachers' political accomplishment, moral accomplishment and teaching level as an important focus, build a team of high-quality teachers, and promote the construction of teachers' ethics and style in colleges and universities to continuously achieve new results.

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