

# Study on the Group Characteristics of Supervisors in Private Universities and the Effect of Supervising Education

## —Taking 5 Private Universities in Hubei Province as an Example

Xintian Nie

Wuhan Technology and Business University, School of Management,  
Wuhan 430065, Hubei, China  
370329835@qq.com

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**Abstract.** Since 2007, the provinces have appointed party leaders and supervisors to private universities. This paper takes five private universities in Hubei Province as an example. First, it analyses the group characteristics of supervisors in private universities, including the origin characteristics, demographic characteristics, demographic characteristics including gender, age, educational background, professional title, work experience, etc. Then it analyses the effect of supervisors' supervision in private universities, and finally puts forward policy enlightenment.

## 1. Preface

private universities are an important force in China's higher education. From the late 1990s to the beginning of this century, many independent colleges have sprung up and become the main part of China's private universities. Since 2008, independent colleges have been transformed into independent private undergraduate colleges. By May 2016, the total number of private universities in China was 735, of which 317 were private colleges and 417 were private undergraduate colleges; 266 were independent colleges and 151 were private universities, of which 60 were private undergraduate colleges and universities transferred from independent colleges.

Decree No. 25 of the Ministry of Education issued in February 2007 clearly requires the establishment of a supervisory system for private universities, and provincial education departments should appoint supervisory commissioners to private universities. Supervisors should have experience in higher education management, be familiar with the situation of institutions of higher learning, and have a strong ability to implement national laws, regulations and policies. They are not more than 70 years old. The duties of the Supervisor are: to supervise the implementation of relevant laws, regulations and policies; to supervise and guide the orientation, conduct and quality of running schools; to participate in the research and discussion of major issues such as school development planning, personnel arrangements, property and financial management, capital construction, enrollment, fee collection and refund, etc. Since 2007, Hunan, Shaanxi, Jiangxi, Yunnan, Guangdong and other provinces have successively appointed leaders of Party organizations to private universities, and also served as supervisory commissioners.

From 2012 to 2013, the Labor Committee of Hubei Provincial Party Committee and the Education Department of Hubei Province appointed five cadres to five private universities as Party secretary and supervisor. This paper takes five private universities in Hubei Province as an example to analyze the group characteristics of supervisors and the effect of supervision, and put forward policy enlightenment.

## 2. Analysis of group characteristics of supervisors in private universities

Population characteristics are analyzed from two aspects: source characteristics and demographic characteristics.

## 2.1 Source characteristics

Five private universities in Hubei Province have been transferred to Wuhan Donghu University from Donghu College of Wuhan University, Hankou University from Hankou Branch of Central China Normal University, Wuhan Yangtze Business University from Business School of Central South University for Nationalities(Wuhan Yingtze Business University was renamed Wuhan Technology and Business University in 2014),Wuchan University of Technology from Zhongnan Branch of Wuhan University of Science and Technology in 2011, and to Wuchang Institute of Technology from Business College of Wuhan Institute of Technology in 2012. These five private universities are the first and second batches of Independent Colleges in Hubei Province.

In December 2011, the Organizational Department of the Hubei Provincial Party Committee openly selected the positions of Party Secretary and Supervisor Commissioner of some private universities in Hubei Province. These supervisors are all from provincial public universities or government education authorities. For example, Zhou Qihong and Chen Wei, the first two supervisory commissioners appointed in June 2012, were selected from 11 candidates recommended by nine public universities.

These supervisors and Party committee secretaries are more independent than those of independent colleges. Party committee secretaries of independent colleges generally come from running maternal colleges and universities, and accept the leadership of the Party Committee of maternal colleges and universities, so as to safeguard the interests of maternal colleges and universities. The source units of the five supervisors are not the original parent universities. They are all under the leadership and supervision of the Education Department of Hubei Province and the Work Committee of the Provincial Party Committee. The airborne supervisors are obviously independent and can better supervise the running of private universities.

Table 1 Source characteristics of supervisors

Number	School Name	Supervisor's Name	Source Unit	Starting Time	Selection Way
1	Wuhan Donghu University	Zhou Qihong	Wuhan Textile University	June 2012	Open Selection
2	Wuhan Technology and Business University	Chen Wei	Wuhan Polytechnic University	June 2012	Open Selection
3	Hankou University	Xiong chuanzhen	Department of Education of Hubei Province, College Work Committee of Hubei Provincial Party Committee	November 2012	Open Selection
4	Wuchang Institute of Technology	Cheng Bihai	Hubei University of Technology	November 2012	Open Selection
5	Wuchang University of Technology	Tu fangjian	Wuhan Institute of Technology	May 2013	Open Selection

## 2.2 Source characteristics

Demographic characteristics include gender, age, educational background, professional title, work experience, etc.

**Table 2 Demographic characteristics of the Supervisor**

Number	School Name	Supervisor's Name	Gender	Appointment age	Education	Title	Work experience
1	Wuhan Donghu University	Zhou Qihong	Male	46	Doctor	professor	Vice-school cadres of Wuhan Textile University
2	Wuhan Technology and Business University	Chen Wei	Male	45	Undergraduate	Deputy Researcher	Vice-school cadres of Wuhan Polytechnic University
3	Hankou University	Xiong chuanzhen	Female	51	Undergraduate	-	Deputy Inspector of Hubei Education Department
4	Wuchang Institute of Technology	Cheng Bihai	Male	45	Doctor	professor	Vice-school cadres of Hubei University of Technology
5	Wuchang University of Technology	Tu fangjian	Male	50	Master	Researcher	Vice-school cadres of Wuhan Institute of Technology

Five supervisory commissioners, 4 men and 1 woman, accounted for 20% of the total, and the proportion of women was relatively low. The average working age is 47.4 years old, honest, energetic and enthusiastic. Education is above undergraduate level, with 40% doctor and 20% master. Education level is generally higher. In terms of professional titles, except Xiong Chuanzhen from the Provincial Department of education, the other four comrades are all Vice-Senior and above titles, one Vice-Senior title, three regular and senior titles, with higher professional titles. From the work experience, they have worked in the former unit for more than 20 years. In addition to Xiong Chuanzhen's work in the provincial education department, the other four supervisory commissioners have been engaged in Party affairs, administration and teaching management for many years in Colleges and universities, and even served as the first-line teaching dean. Xiong Chuanzhen has been engaged in administrative and party affairs in the Provincial Education Department system, and has a high theoretical level of Party building. He has been to private universities for many times for investigation and inspection. He is also familiar with private universities. Zhou Qihong also served as president of Wuhan Donghu University in November 2013, the second year after he was Secretary of the Party Committee and supervisor. The administrative levels of the five supervisors are all at the deputy office level.

### 3. Analysis on the effect of supervisory commissioners in private universities

#### 3.1 Continuous improvement of school-running conditions

After five independent colleges were transformed into independent private colleges, they were separated from their original universities, and the investors gained full control. With the support and assistance of the Supervisory Commissioner, the conditions of running schools in five universities have been continuously improved. These five universities themselves belong to better hardware units before they are transferred. For example, four universities have more than 1000 mu campus area, and

Wuchang Institute of Technology has reached 745 mu, which greatly exceed the minimum standard set by the Ministry of Education of 500 mu.

After the relocation, Wuhan Technology and Business University built a new dormitory building, all students' dormitories were equipped with air conditioners and water heaters, which greatly improved the living conditions of students. In 2016, the experimental building was renovated by investing more than 10 million yuan, taking advantage of the opportunity of teaching qualifications assessment of Newly-built Undergraduate University established by the Ministry of Education, and its economic management experimental center was awarded the title of Hubei Experimental Teaching Demonstration Center. Wuhan Donghu University covers an area of more than 1500 mu, with a total construction area of more than 500,000 square meters. It has apartment-style dormitories for students, a teaching complex for 20,000 students at a time, a library for 4,000 people to read, and a gymnasium for 5,000 people. Wuchang Institute of Technology covers an area of 1413 mu, and each secondary college has a teaching and experimental building. The value of teaching and research instruments and equipment per student, the number of seats in multimedia classrooms and voice labs, and the number of computer stations for teaching all exceed the "Ministry of Education Standards". In order to run an applied university well, Hankou University is actively preparing for the construction of the German Industrial Park of Hankou University, which is planned to use 4000 mu of land. The main contents of the construction are the University Area of Applied Technology, the High-tech Enterprise Area, the Incubation Area of Scientific and Technological Achievements and the Service Area of Scientific and Technological Entrepreneurship (German Town).

After the transfer, the number of teachers in five private universities has increased rapidly, and the quality has also been improved. At present, the number of full-time teachers in schools is over 700. In order to meet the evaluation of undergraduate teaching qualifications in Newly-built Colleges and universities, Wuhan Technology and Business University recruited new teachers on a large scale in 2015-2016, paying special attention to introducing high-level talents such as doctoral and senior professional titles. Among them, 12 teachers were introduced into accounting major in two years, accounting for 50% of the existing full-time teachers. Five colleges and universities have given new teachers with doctoral degree higher treatment, such as a swing house and tens of thousands of yuan of research start-up funds, new doctors or associate professors with outstanding scientific research ability, and salaries of more than 100,000 yuan per year. More than 30% of full-time teachers are associate professors or above.

At the same time, the Supervisor urges colleges and universities to increase their investment in daily teaching, take various measures to improve the treatment of outstanding young teachers, and tilt to front-line teachers. For example, we should add young backbone teachers, outstanding academic leaders and double-qualified teachers, improve the standard of remuneration, and increase the incentives for scientific research.

After the transfer, the Supervisor urged the investors of colleges and universities to pay a certain compensation fee to the original independent colleges and universities in accordance with the agreement of termination of the transfer, and to settle the management fees that were in arrears before, thus laying a good environmental foundation for the private universities after the transfer.

### **3.2 Regularization of Running Schools Continuously Upgraded**

Before the establishment of the independent colleges in Hubei Province, there were many problems, such as enrollment violations, low level of teaching management and extensive management. After the transfer, with the replacement of senior and middle school leaders including principals and the appointment of party secretary and supervisor Commissioner by provincial education department, the school has taken on a new look. The inspectors' supervision has achieved good results, and the regularization of running schools in five universities has been continuously improved.

In terms of enrollment, the above five private universities were transferred, of which four were criticized by the Ministry of Education for illegal enrollment in 2004, and the enrollment scale was reduced in 2005. With the accreditation of supervisors, there has been no violation of enrollment regulations since 2012. In 2014, Wuhan Donghu University and Hankou University enrolled two

students for the first time, and the quality of freshmen improved significantly. In 2016, with the abolition of the three editions in Hubei Province, five private universities enrolled two students in the province, and the score line was much higher than that of the two editions. Since 2014, five universities have jointly trained postgraduates with Wuhan Engineering University, Wuhan Light Industry University, Wuhan Textile University and Central China Normal University. In 2014, all five colleges and universities obtained full-time general junior college enrollment qualifications.

With the independent development after the re-establishment, the management of the five private universities has changed greatly. The principals, vice-principals and deans of secondary colleges (or Department heads) have changed greatly. The supervisors support the work of middle and senior leaders after the re-establishment. After the establishment of Wuhan Technology and Business University, Professor Zhang Zhaoguo, chairman of the Accounting Department of Huazhong University of Science and Technology, was invited to serve as Dean of the School of Management. The School of Management has become an excellent secondary school for four consecutive years, and has made great progress in teaching and scientific research. In just five years, three professors and 19 associate professors have been born among young teachers, which has effectively improved the title structure of young teachers.

Before the provincial education department appointed party secretary and supervisor, no Party Congress was held in five universities, even the Congress of faculty and workers and the Congress of trade union members. With the appointment of Party Secretary and Supervisory Commissioner, the Party's organizational structure has begun to improve. Organizations such as Party Committee Organizational Department, Propaganda Department and United Front Department have been set up one after another. The Secretary of Discipline Commission and the President of Trade Union have been appointed, and Party members' congresses, faculty congresses and trade union members' congresses have been convened. Around the central government's deployment, party building activities such as 30,000 activities, two visits, two innovations and benchmark poverty alleviation were carried out one after another, which aroused the enthusiasm of Party members and teachers.

With the support of supervisors, five private universities have carried out teaching reform one after another. In view of the situation of applied private universities, they have revised the training plan of applied talents, standardized the management of teaching archives, and continuously issued normative documents from examination papers, graduation papers, practice bases, classroom management, etc., so as to improve the level of teaching management. Using the flexibility of the mechanism of private universities, supervisors support school functional departments from focusing on management to focusing on service, school management level towards refinement and regularization, and teachers' satisfaction with functional departments is also rising.

#### 4. Enlightenment

Supervisory Commissioners are stationed in private universities and serve as Party Committee secretaries. They have great responsibility for supervising schools. Judging from the group characteristics of the first batch of supervisory Commissioners in private universities in Hubei Province, we should select the young and powerful cadres aged 45-55 who have many years of experience in Party building, administration and teaching management. They usually have a bachelor's degree or above and a Vice-Senior title or higher. The proportion of men and women should be balanced properly, and women who can devote more energy to work should be given priority under the same conditions.

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