

Research on Academic Management in Colleges and Universities

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Abstract. The theoretical basis of academic management in Colleges and universities mainly includes governance theory, stakeholder theory, bureaucracy theory and social intervention theory. Academics in universities can be divided into narrow sense, middle sense and broad sense. The academic management of colleges and universities has the characteristics of democracy, scientificity and diversity, and has the principles of academic freedom, democratic management and bottom-up. The development of academic management in Colleges and universities includes teaching stage, teaching stage and teaching stage.

1. The theoretical basis of academic management in Colleges and universities

1.1 Governance theory

Governance theory originates from government failure and market failure in Western countries. Government failure mainly refers to the excessive expansion of government functions, excessive expansion of scale, poor service quality, low efficiency of institutions, etc. Market failure mainly refers to the failure of market mechanism to effectively allocate social resources, market can't solve non-economic objectives other than efficiency. The meaning of governance. Governance is the sum of many ways in which various public or non-public institutions manage their common affairs. Governance mainly refers to the use of public authority by official or non-governmental public management organizations to maintain order and meet the needs of the public within a given scope.

The main body of governance includes government, various public organizations, non-governmental organizations, non-profit organizations, private organizations, trade associations, scientific research academic groups and social individuals; the object of governance is all kinds of affairs and activities involved in real social production and life; the means of governance refer to the conventional means of the state and voluntary cooperation and equal coordination among various institutions and groups.

Governance is the management of public affairs by establishing (common goals, partners) relationships, forming (cooperation, consultation) interactions and other processes. Its essence is harmonious management, and its mechanism is multi-subject, common goal, reasonable decentralization, partnership, coordination and cooperation, and harmonious operation. As far as universities are concerned, any university is an academic organization based on discipline and specialty. Any discipline and specialty has its own relative independence and unique personality brought about by its own knowledge content and logic. Therefore, colleges and universities should establish a harmonious management system.

1.2 Stakeholder theory

Stakeholder theory holds that all stakeholders affected by enterprises have the right to participate in enterprise decision-making. Managers have the trust responsibility to serve the interests of all stakeholders. The goal of enterprises should be to promote the interests of all stakeholders, not just shareholders. That is to say, the enterprise is a "contract consortium" composed of multiple stakeholders. The owner of the enterprise is not limited to shareholders. All stakeholders, such as

employees, suppliers and creditors, are the owners of the enterprise. The risk of the enterprise is not assumed by all the shareholders, and other stakeholders are also assuming the risk of the enterprise.

1.3 Bureaucracy theory

Bureaucracy refers to an administrative (management) system that is continuously operated by well-trained professionals in accordance with established rules. It is an ideal type of highly rational organization with clear specialization, strict authority level, stable rules and regulations and universal talent standards. According to the nature of power, Marx Weber divided three types of power: traditional power (hereditary, such as hereditary monarchy in feudal society), evocative power (from personal charm, such as willingness to obey someone's personality or knowledge) and legitimate power (mainly from legal power in bureaucracy, such as power). Legitimate power is the basic manifestation of power in hierarchical organizations of modern society.

As a formal social organization, the scale of modern colleges and universities has been expanding and developed into a mega-organization. Its administrative affairs have been separated from academic affairs, and the personnel management system of colleges and universities must rely on bureaucracy management. Therefore, modern colleges and universities make bureaucracy as their management system framework.

1.4 Social intervention theory

Social intervention refers to the act of organs, organizations or citizens who are responsible for protecting the civil rights and interests of the state, the collective or the individual and bring forward the basic rules of civil action in their own name. Hegel believes that academic exploration and research must be controlled and interfered by the state, and the premise of academic freedom is to safeguard national interests. According to the theory of social responsibility, people have freedom of speech and learning, but there is no complete or absolute freedom; freedom and responsibility are unified, that is to say, freedom must be accompanied by responsibility. As guardians of public interests, the state has the right to intervene in organizations and individuals who enjoy rights but refuse to perform their duties or harm the interests of the state and others. As the bearer of academia, because of the tradition of academic freedom, any country intervenes in the development of colleges and universities by means of law, economy and administration.

2. Academic management in Colleges and universities

2.1 Academic

Academy is a system of specialized knowledge, that is, a system of specialized knowledge reflecting objective things; Ernest Boyer, an American higher education theorist, believes that academic discovery (discovering new knowledge through research), comprehensive learning (synthesizing knowledge through curriculum development), applied learning (discovering certain methods to link knowledge with contemporary problems) and teaching. Academic (imparting knowledge through counseling or teaching). Academy can be divided into narrow sense, middle sense and broad sense. The narrow sense of academy refers to the process and results of scientific research, that is, the behavior of scientific research and the system of specialized knowledge acquired; the middle sense of academy refers to the process and results of research, that is, the narrow sense of academy and teacher research teaching; and the broad sense of academy refers to the process and results of University teaching, scientific research, enrollment and academic exchange.

2.2 Academic management

Academic management in Colleges and universities is the management of academic activities and academic affairs by managers according to the inherent logic of knowledge and the laws of teaching and scientific research. Academic activities in Colleges and universities mainly include teaching, research, enrollment, degree award and certificate issuance, publishing, academic exchanges and

intellectual services. Thus, the object of academic management in Colleges and universities is academic affairs and activities. The content of academic management includes teaching management, scientific research management, teacher management and enrollment management. The essence of academic management lies in coordination, standardization and control. Academic management is the core of University management.

From the middle ages to modern times, the management of colleges and universities is mainly academic management. Its main characteristics are university autonomy, that is, university is independent of society and has autonomy in running schools; second, professors run schools, elected by professors' associations and managed academic affairs; third, academic freedom, that is, teachers' academic activities are free and evaluated by academic communities.

In academic management, the basic way of management is democratic management, which has the characteristics of low focus, decentralization and non-compulsory. The main body of academic management is academic committees (professors' associations) and so on. The principle of management is peer expert review, and the way of management is to discuss and reach consensus. Academic management is often a subordinate concept of administrative management in Colleges and universities with bureaucratic system, and its role is often an important symbol of the good or bad governance of colleges and universities.

2.3 The characteristics and principles of academic management

2.3.1 The characteristics of academic management

Democracy of academic management in Colleges and universities. College academic activities are carried out and completed by the majority of teachers. Academic management must be approved and supported by the majority of teachers. Democracy is the main way to obtain the majority's consent and support. The scientific nature of academic management in Colleges and universities. The scientific nature of university academic management is determined by the exploratory nature of academic activities. Academic management should be managed according to the internal regularity of academic activities, which is the main connotation of the scientific nature of academic management. Diversity of academic management in Colleges and universities. Because different disciplines and specialties have their own characteristics, academic management will inevitably show diversity.

2.3.2 The characteristics of academic management

The principle of academic freedom. When there are different opinions in academia, consensus can be gradually reached through full and free discussion. Principles of democratic management. The decision-making and management of academic affairs should rely on professors and experts, and carry out democratic management. The bottom-up principle. Academic management should focus on disciplines and specialties, and implement bottom-up management.

3. The development of academic management in Colleges and universities

According to the relationship between administration and academic management, this paper divides the development of academic management into three stages: the first stage is called the teaching stage of professors, the second stage is called the teaching stage of professors, and the third stage is called the teaching stage of professors.

3.1 The teaching stage of the professor

The main characteristics of academic management in the teaching stage of professors are: administrative dominance, academic management assistance, that is, the administrative system with the hierarchy as the carrier manages the academic affairs and activities of colleges and universities subjectively. The institutional framework of academic management in the teaching stage of professors is that the management system is a hierarchical system, academic advisory bodies are academic committees or professors' associations, the management principles are democratic centralism and subordination of lower levels to higher levels, and the behavior norms are rules and regulations. In the teaching stage of academic management, administrative power plays a major role

in academic affairs and activities, that is, administration plays a major role, while academic power is in a marginal position, that is, academic management is marginalized. In the teaching stage of academic management, teachers (professors) mainly carry out teaching work.

3.2 The professor's academic stage

The main characteristics of academic management in the professor's academic stage are: academic management decision-making, administrative execution, that is, academic institutions with academic committees or professors' associations as carriers make scientific decisions on academic affairs, and administrative system with bureaucracy as carriers is responsible for execution. The institutional framework of academic management is that the management system is still bureaucratic, but academic institutions such as academic committees or professors' associations decide academic affairs and activities subjectively, that is, academic management system is responsible for scientific decision-making of academic affairs and activities, while administrative management system is responsible for the implementation of academic affairs and activities efficiently in accordance with subordinating subordinates to superiors and rules and regulations.

3.3 Professor management stage

The main characteristics of academic management in the professor's school management stage are: academic management is dominant and administrative management is assistant. The institutional framework of academic management is that the management system is still bureaucratic, and academic institutions such as academic committees or professors' associations manage academic affairs and activities subjectively, that is, academic management system is responsible for managing academic affairs and activities. Under the condition of flat management level, the administrative system cooperates with the implementation of academic departments and rules and regulations efficiently. In the stage of academic management, academic power decides the direction of academic affairs. Academic institutions, such as academic committees or professors' associations, manage academic affairs in an all-round way. Administrative institutions serve academically and efficiently cooperate with academic institutions.

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