

The Proposed Strategy of Democratic Management in University Internal Governance

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Abstract: Democratic management is an important form of university internal governance, which is conducive to improving the management efficiency of universities and promoting the development of universities. However, there are some problems in university internal governance, such as insufficient democratic management and low decision-making efficiency. To solve these problems, this paper puts forward some suggestions and countermeasures, including strengthening democratic management and optimizing decision-making mechanism. It is hoped that these countermeasures can provide useful reference for the further development of democratic management in university internal governance.

Keywords: University internal governance, Democratic management, Suggested countermeasures.

1. Introduction

The university is an important place to train talents, and its internal governance is directly related to the development and education quality of the university. Democratic management is an important form in the internal governance of the university, which can improve the management efficiency and promote the development of the university.

2. Connotation and Characteristics of Democratic Management in University Internal Governance

Democratic management in university internal governance refers to a management mode that enables all stakeholders, such as teachers, students and staff, to participate in university governance by means of democratic decision-making, openness and transparency, and equal participation, so as to realize participation and supervision of the university internal governance process and promote the scientific, democratic, coordinated and effective operation of the university governance system. Democratic management is an important form of university internal governance, which can enhance the sense of participation and belonging of teachers, students and staff, so as to promote the development of universities. Therefore, strengthening democratic management is one of the keys to university internal governance.

2.1. Connotation of democratic management in university internal governance

2.1.1. Democratic decision-making

Democratic management within the university should adopt democratic procedures and methods, establish diversified democratic decision-making channels, including student congress, faculty congress, trade union congress and other forms, so that all stakeholders have appropriate voice and voting rights, and ensure that the interests of different groups can receive equal attention and concern. All decisions can be widely supported and approved by all members.

2.1.2. Openness and transparency

The democratic management within universities should

establish transparent and fair procedures to let all relevant parties know about the decision-making, management and operation of universities, as well as the financial and resource information of universities, so as to ensure the fairness and legitimacy within universities.

2.1.3. Equal participation

The university's internal democratic management should cover the interests of all teachers, students and staff, who should be able to participate in every link of decision-making, express their own views and opinions, and supervise and evaluate the decision-making process.

2.2. Characteristics of democratic management in university internal governance

2.2.1. Multiple participation

All members of the university should have equal opportunities to participate in the internal management of the university, so that teachers, students, staff and other relevant parties can have the right to speak and vote in the university management, so as to ensure the diversification and comprehensiveness of the university management.

2.2.2. Joint management

The internal management of a university should make joint efforts of all stakeholders to jointly safeguard the interests and image of the university, jointly promote the development of the university, and make the management of the university more coordinated, orderly and efficient.

2.2.3. Democratic supervision

The democratic management within the university should establish a sound accountability system, and the responsible person should be investigated and punished for improper or non-conforming decision-making, so as to ensure the fairness and legitimacy of decision-making and safeguard the legitimate rights and interests of all stakeholders.

3. Current Situation and Challenges of Democratic Management in University Internal Governance

3.1. The current situation of democratic management in university internal governance

As an organization with special social functions, university plays a vital role in the development of society. The governance of a university is the basis of ensuring its function and serving the society. Democratic management is one of the important principles of modern university governance. It originated from the university reform movement in Europe and America, aiming at improving the transparency and participation of decision-making within universities. With the rapid development of higher education and the continuous progress of society, people's demand for democracy and freedom has gradually strengthened. This is also reflected in the internal governance of universities, where students, teachers and other stakeholders have increasingly higher requirements to participate in school decision-making. In this context, the internal governance of the university has gradually begun to develop in the direction of democratization, science and legalization. Academic freedom, freedom of speech, student autonomy, and faculty participation in decision-making began to be promoted within the university. At present, many universities have established various democratic management mechanisms, such as the student congress, the faculty congress, the school democratic management committee, the school discipline commission and so on. The establishment of these mechanisms provides channels for students, faculty and staff to participate in the democratic governance of the university and promotes the democratization process of the university.

3.2. Challenges to democratic management in university internal governance

(1) The culture and interest relationship within the university are complicated, and the implementation of democratic management needs to solve the conflicts of interest in all aspects, testing the decision-making ability and wisdom of the management.

(2) Democratic management needs certain institutional and organizational guarantees, while the current management system and organizational structure of universities are often imperfect and need to be further improved and perfected.

(3) Democratic management requires the active participation and efforts of participants. However, the current cognition and acceptance of democratic management by university staff are not high, so it needs to be propagated and guided.

4. Suggestions and Countermeasures of Democratic Management in University Internal Governance

4.1. Strengthen institutional construction

4.1.1. Establish a sound democratic management mechanism

In order to achieve democratic governance, universities need to establish sound mechanisms. To be specific, universities can set up student congresses, faculty congresses,

staff congresses and other institutions so that representatives can participate in university management and decision-making. At the same time, the university should also establish various forms of feedback channels, so that teachers, students and staff can express their opinions and suggestions to the university at any time.

4.1.2. Cultivate a good democratic management culture

Universities should strengthen the democratic consciousness and quality of teachers and students by cultivating the democratic management culture. This requires university administrators to establish a sense of democracy, respect the opinions and suggestions of teachers, students and staff, and let everyone feel the value of their participation. At the same time, universities should enhance the democratic quality of teachers, students and staff by strengthening democratic education, so that everyone knows how to participate in university management and decision-making.

4.2. Optimize the decision-making mechanism

In addition to strengthening the democratic management system, it is also necessary to optimize the decision-making mechanism, involving teachers and students, fully listening to different voices, and ensuring a fair and transparent distribution of power.

4.2.1. Establish an effective mechanism for soliciting opinions

Every member of the university should have the right to express his or her own opinions and suggestions. To this end, some effective mechanisms for soliciting opinions can be established, such as online surveys, forums, conferences and so on. These mechanisms should be widely publicized and participated in to ensure that everyone has the opportunity to participate in the decision-making process.

4.2.2. Strengthen the disclosure of decision-making information

As far as possible, decisions within the university should be made public to all members so that they can understand the background, reasons, objectives and other information of the decision and give feedback and suggestions on it. This can be done by setting up a website, Posting notices, organizing meetings, etc.

4.2.3. Strengthen the transparency and fairness of decision-making

Decision-making within universities should be fair, transparent and follow democratic principles and prescribed procedures. For important decisions, all members should be involved in decision-making through public voting and other means to ensure the fairness and transparency of decision-making.

4.2.4. Promoting cross-departmental cooperation

A good collaboration mechanism should be established among different departments and institutions within the university to promote information sharing and mutual support, so as to better realize democratic decision-making. This can be done by organizing cross-departmental meetings, workshops, etc.

4.2.5. Establish an effective decision-making evaluation mechanism

An effective evaluation mechanism should be established for decision-making within the university in order to timely understand the effect and problems of decision-making implementation and to adjust and improve it. This can be

achieved by conducting regular evaluation studies and monitoring the implementation of decisions.

4.2.6. Strengthen leadership and management ability training

Leaders and administrators within universities should receive relevant leadership and management training to better understand the principles and methods of democratic management and apply them to the decision-making process.

4.3. Improve democratic oversight

The development of university democratic management needs to be based on sufficient democratic supervision.

4.3.1. Hold student representative meetings

The student representative conference is the foundation of democratic university management. It can provide a platform for students to express their opinions and suggestions, and supervise the practice of university management. Therefore, the student representative conference should have the right to participate in important matters so that students can have a greater say in the management and development of the university.

4.3.2. Implement the democratic evaluation system

Universities can engage faculty, students and staff in the evaluation and supervision of university management and operation by developing a democratic review system. Among them, student evaluation of teachers is a universal democratic supervision mechanism, which can help ensure the teaching quality and ethics of teachers. The review system should be fair and transparent, allowing faculty and students to express their opinions and suggestions freely, while protecting their individual rights and safety.

4.3.3. Establish a supervisory committee

The University may establish an independent Board of Supervisors, composed of students, faculty and other staff, to oversee the operation and management of the University. The committee should have access to the university's financial statements, review policies and decisions, and make recommendations to school leaders.

4.3.4. Hold public hearings

In the process of making major decisions, public hearings can be held to invite students, teachers and other staff

members to participate in discussions and express their views. Such mechanisms can ensure that voices are heard and promote fair and transparent decision-making.

4.3.5. Strengthen information disclosure

The university should enhance the disclosure of information so that students, faculty and other staff are informed about the operation and management of the university. Information disclosure can help people better understand the policies and decisions of the university, so as to better exercise the power of democratic supervision.

4.3.6. Make good use of information technology

Universities should actively promote the application of information technology and expand the scope and channels of internal democratic participation. For example, more teachers, students and staff can participate in university management and decision-making by establishing online discussion platforms and conducting online democratic voting.

Through the above suggestions and countermeasures, we can further optimize the operating mechanism of democratic management within the university, improve the quality and efficiency of democratic management, and promote the harmonious development within the university.

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