The Management Mode and Personnel Quality of International Students Management in Colleges and Universities

Yuhong Chen, Xiaozhuo Huo, Nannan Chen*

Inner Mongolia University of Technology, Inner Mongolia, Hohhot, 010051, China; E-mail: chenyh0510@163.com
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Abstract: The education system of colleges and universities is in the process of reform, and the internationalization of education has become a major trend of development. The number of foreign students is increasing, so the management of foreign students must be reformed. According to the current situation, in the management of foreign students, on the one hand, we should carry out a new management mode for foreign students in accordance with the requirements of the times; on the other hand, we should pay attention to improving the comprehensive quality of foreign students and those who stay in China.

Keywords: Overseas Students in Universities; Management; Management Mode; Personnel Quality

1. Introduction

With the acceleration of the process of global economic integration, the degree of opening to the outside world of higher education is gradually increasing. In order to cope with this situation, colleges and universities should understand the management differences between Chinese students and foreign students in the process of development, actively explore the reform of the education system, and provide a good environment for foreign students to study in China. There are still many challenges in the management of international students. In face of these challenges, relevant educators must proceed from the actual situation, analyze specific problems, and propose highly targeted measures to effectively improve the management level so that international students can feel at home in their study and life. The reputation of Chinese education among overseas students provides impetus for the development of education and the goal of the internationalization of universities in this way can be realized.

2. Common problems in the management of foreign students

At present, there are the following common problems in the management of foreign students:

2.1 Management efficiency

From the statistics of the problems reported by foreign students, it can be found that the management personnel of foreign students have the most common problem of low efficiency. For a long time, China's education model and education ideas are different from those of foreign countries. Chinese students are subject to many constraints while foreign education is relatively free. Under the educational environment of their own countries, foreign students advocate freedom but have relatively weak self-restraint, which leads to contradictions in the educational management of foreign students. Compared with Chinese students, the way of dealing with foreign students is probably different. If there is a
lack of communication between the management personnel and the foreign students, it is inevitable that the actual working efficiency is not high.

2.2 Information processing

Effective acquisition of information is very important for international students to understand and adapt to school life. However, the actual situation is that many schools see the trend of education internationalization, but only focus on the expansion of the scale of international students in action. But there is no corresponding information platform for foreign students to use. Foreign students cannot obtain important information from the internal information system of the university, which leads to a long period of time for students to adapt to and understand the university after entering the university.

2.3 Special problems in education

Allowing foreign students to pursue specialization is also a major problem. In the actual management work of the university, the administrators often relax the policy towards foreign students. On the same issue, foreign students are always treated more leniently than Chinese students. For example, in terms of basic dormitory management, foreign students from China need to abide by relatively strict rules and regulations. However, considering the differences in their daily habits, the requirements on them are relatively relaxed. Even if they violate the rules, they will not be punished as severely as Chinese students. This phenomenon of specialization has actually affected the equal exchange between Chinese students and foreign students, and is not conducive to the formulation of a new management model, hindering the comprehensive development of the university.

3. Management mode of international students in universities

3.1 Admission management mode

International student recruitment is the premise of management. The purpose of enrollment is not only to expand the source of students, but also to improve the quality of foreign students. The admissions officer should be good at showing the charm of the university to foreign students, so as to attract more students who want to study in China, but cannot accept all of them. The number of foreign students in the university should be stable, and the passive should be active to ensure the quality of foreign students.

First, integrate school resources and integrate international students into the overall framework of running a university. In order to maximize the efficiency of existing resources, it is necessary to consider the whole and make scientific integration and utilization.

Second, explore new ways of cooperative education. For example, we will try our best to establish intercollegiate educational exchange programs with foreign universities and colleges, exchange students and visiting scholars, and deepen mutual understanding.

Third, the use of modern information technology to increase the recruitment of publicity. The Internet is an efficient and convenient communication tool. Chinese colleges and universities can improve the content of international students' enrollment pages, and use the Internet technology to release international students' enrollment plans, requirements and other information, so as to display the characteristics and charm of Chinese colleges and universities.

Fourthly, the management personnel should go out of the country, go to targeted enrollment field and communicate with students. They should explain the characteristics of foreign students' education face to face, to reflect the sincerity of China's recruitment, and to deepen the understanding of foreign students' education to students who want to come to China through face to face answering questions of doubts.

Fifth, establish a good reputation among the existing international students. In this information sharing era, information has reached a certain degree of transparency, and the evaluation of existing international students will be communicated to more people through a variety of platforms and ways. We can make the foreign students recognize our teaching and service, establish a good reputation among them, and foreign students will naturally come.
3.2 Mode of legal management

The management of international students should also proceed from the reality and formulate a practical legal system, which is also in line with the requirements of the current legal process in China. A sound system and a perfect management system for foreign students play an important and beneficial role in legalizing the work of retention and administration, making it possible to have laws to follow, rules to follow, management in accordance with the law and regulations.

3.3 Implement emotional and open "convergence management"

Foreign students have the dual status of students and foreign friends, and they are a special group. The management work should not be too systematic and impersonal, nor should it be too humane and overly courteous, thus losing the function and significance of management. The control of this "degree" can be achieved through the combination of legal management and emotional education, which can be organically combined to avoid the strong administrative means leading to the rebellious psychology of overseas students, as well as avoid the pure emotional education leading to the formalization of the system and the loss of the authority of the system. Legal management and emotional education should complement each other and play an equally important role in the work of retention and management.

4. Quality requirements and cultivation of personnel in charge of foreign student administration

University administrators represent the image of the country in international education and shoulder the responsibility of safeguarding the dignity and interests of the country. Due to the special nature of the work of the personnel in charge of foreign student administration, they need a higher comprehensive quality, and the overall quality and structure of the personnel in charge also requires development, so as to better represent the words and deeds of the country and maintain the reputation of the country.

4.1 The personnel in charge should have noble ideology and moral character

No matter who should have patriotic feelings, the personnel in charge should especially carry forward the spirit of patriotism in foreign management work, neither humble nor arrogant, and they maintain national pride. What they have to show is the Chinese nation's traditional virtue and the times new style, make the different political, religious and cultural backgrounds foreign students in contact with the staff, and enable students to have a better understanding of China's reality and traditional culture, to understand the Chinese people, and to be in the hope of the future training for its friendly, smart talents to our country. The work of the management staff requires the staff to have the mind of bearing no complaints and the selfless dedication spirit. They need to work for a long time in a large number of in-depth details, or even all-weather work, which requires the spirit of teamwork. In the work, the whole management team unified command, joint action, overall planning and management. The spirit of patriotism, collectivism and teamwork are all necessary for the managerial personnel and their work.

4.2 The personnel shall have a sound knowledge structure

Management of foreign students is a complicated management work, which requires not only knowledge of management, management psychology and management behavior, but also knowledge of teaching rules, curriculum setting, teaching contents and courses, as well as knowledge of Chinese and foreign cultures and folk customs. Besides, the complexity of the work requires them to be good at teamwork and work independently. In addition, they must be proficient in at least one foreign language before they can communicate with foreign students. The personnel need to have a higher comprehensive quality, management level and a sound knowledge structure. Therefore, the school can consider providing opportunities for the personnel to learn and study, and the personnel should also improve their abilities in daily work. The development of the times requires that the personnel who are in charge must be all-rounders.
in various aspects, master the knowledge of relevant policies, laws and regulations and extensive scientific and cultural knowledge, as well as the knowledge of foreign languages and modern information technology.

4.3 Personnel shall have flexible management means

The work is all-round, and various problems may be encountered at any time. We should try our best to solve the problems in the shortest time. In this way, it is required that the personnel who are in charge should be flexible in solving practical problems and emergencies, combining principle with flexibility. In order to ensure the success of the work, the personnel's operational planning ability, organizational ability, coordination ability and decision-making ability must be online at any time. And in case of emergencies, they can use their own ability to solve problems flexibly and promptly.

5. Conclusion

The education of foreign students has an important impact on politics, economy, culture, education and other aspects of our country, and the comprehensive quality of the personnel in charge of the management affects the integration of the management mode, which further affects the development of the education on foreign students. Therefore, the improvement of the quality of the personnel in charge and the integrated development of the management mode are the key points that China needs to pay attention to and strive for in the development of foreign students' education.

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