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A brief discussion on the characteristics of the recruitment methods of Chinese universities for doctoral students

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Abstract: The way of doctoral recruitment has always been a common concern in Chinese higher education and even in the whole society. Since the establishment of the doctoral degree system in 1980, China has been improving its doctoral recruitment methods. At present, there are four types of doctoral recruitment methods in China, namely, general recruitment, direct doctorate, master's degree and "application-assessment" system. In the evolution and development of doctoral recruitment methods, a series of characteristics have been presented, forming a diversified system of doctoral recruitment methods with different characteristics and obvious differences.

Keywords: Chinese universities and colleges; Doctoral students; Recruitment methods; Characteristics.

1. Introduction

Doctoral education is the highest level of academic education, which represents the level of talent cultivation in a country and is an important source of high-level innovative talents, and is of great significance to the construction of national innovation system and the realization of the strategic goal of innovative country. As the starting point of doctoral education, the quality of doctoral education is based on the quality of the student source structure by ensuring the "entrance gate". With the expansion of the enrollment scale of China's graduate students in recent years, the recruitment method of doctoral students has been changing, and the state and many universities have been exploring effective selection methods and improving the selection mechanism of innovative talents.

2. Main recruitment methods for doctoral students in China

Since the development of China's doctoral education in the 1980s, a more complete system has been formed, and the recruitment methods have been continuously developed in the exploration and reform, and the main recruitment methods are as follows.

2.1. General recruitment examination

The general admission method refers to the admission method in which doctoral students are admitted by the same standard in each discipline through the admission process of self-appointed questions, unified organization of entrance examinations and retests in accordance with the policy requirements of the competent educational departments. The general entrance examination is the most important and longest recruitment method since 1981, when China started to construct the doctoral education system. It is the earliest and still the most popular admission method used by some admission units in China.

The enrollment target of this mode presents universal characteristics. The usual application requirements are: working people who have already obtained a master's degree or recent master's degree graduates or those with master's degree equivalence. There is no clear differentiation in the enrollment targets, and all citizens who meet the basic requirements have the right to apply for or study for a doctoral degree. The quality of students is checked through the entrance examination and the review examination, which examine the professional level, knowledge structure and innovation potential of applicants. The subjects of the unified entrance examination usually include foreign languages and professional synthesis, and the retest mostly takes the form of an interview, but there is also a combination of written test and interview. The approach includes the organization of the application, examination and retest, platform public announcement, admission and other links. The relevant policies and rules of each link should be publicized to the society on a certain platform to accept social supervision, reflecting the standardization and transparency of doctoral enrollment and focusing on the reasonable and legal procedures of enrollment, so as to ensure the fair and equitable procedures of doctoral enrollment and pursue the fair and equitable admission results.

The uniformity, procedure and strictness of the general recruitment examination have ensured the fairness of selection to a certain extent and promoted the development of doctoral education in China for a considerable period of time. However, with the development of society, the way of general recruitment examination presents certain limitations.

2.2. Recommended for exemption

The recommendation exemption method refers to the enrollment method in which undergraduate freshmen, undergraduate graduates or current master's students who meet the conditions for exemption from doctoral admissions are directly granted the qualification to pursue doctoral degree without going through doctoral entrance examination upon their own application and examination by doctoral admissions units. It can be divided into three forms: direct doctoral study, master's-doctoral study and early doctoral study, considering the different points of the applicant's qualification for doctoral

study.

The enrollment target of this method is not universal, but focuses on a special group of outstanding students. Combined with the different types of recommendation and exemption, the admission of master's and doctoral students is for the excellent freshmen of the unit who have reached the corresponding conditions; the admission of direct doctoral students is for the excellent graduates of the unit or other units who have reached the relevant conditions; the admission of early doctoral students is for the excellent second-year master students of the unit who have reached the conditions for early doctoral students. In a nutshell, it means that the outstanding students in a certain group will be the target of their admission. This method mainly examines the applicant's academic performance, general quality and innovative potential. Applicants are generally evaluated on the basis of their overall performance in school, including university grades, awards, foreign language proficiency, research, and participation in comprehensive practical activities. Generally, applicants submit their applications to the admissions units, the doctoral admissions units organize unified review examinations, publicize the proposed admissions list, and complete the approval process and admissions according to the system requirements.

The recruitment method of recommending and exempting from examination aims to explore a way of cultivating through-going doctoral education. At present, most of the key universities in China have this kind of doctoral enrollment method, through which a long academic system is constructed, and the doctoral education goals are designed from the overall student training system, which can be targeted, making up for the shortcomings of the single way of doctoral recruitment in China, and to a certain extent, promoting the improvement of the quality of doctoral students.

2.3. "Application-appraisal" system

The "application-assessment" system is a method of doctoral recruitment in China that has emerged in recent years, and this method has been used in foreign countries for a long time. The "application-examination" method means that those who meet the application requirements submit application materials including academic achievements, knowledge structure, participation in scientific research, scientific research achievements, application for supervisor, etc. to the admissions unit, and the management of the admissions unit reviews the application requirements and forms a group of experts to conduct a comprehensive assessment of the applicant's The management department of the enrollment unit will review the application requirements and form a group of experts to conduct a comprehensive evaluation and review of the innovative ability and potential of the applicant.

The conditions for the applicants of this method are generally set between the basic unrestricted of the general recruitment method and the high requirements of the recommendation exemption, and pay more attention to the scientific research ability and innovation ability of the applicants. Each admissions unit has different qualifications for applicants, and the application threshold varies from high to low, but all of them put forward clear requirements for scientific research achievements and academic performance as the basic criteria for qualification examination. In this approach, the panel members put more emphasis on the non-cognitive ability of the applicant when reviewing the applicant. This approach is largely the same as the recommended exemption approach, and the main procedures include: candidates submit application materials, the management of the enrollment unit reviews the applicants' qualifications, and those who meet the requirements are referred to the expert group for comprehensive examination, evaluation and preliminary elimination, and then the supervisor (or supervisory group) decides whether to admit, and after the admission list is publicized, the admission list is determined after approval by the enrollment unit according to the relevant procedures.

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3. Features of the recruitment method of doctoral students in Chinese universities

China's doctoral recruitment methods present a series of features in the evolution and development, forming a diversified system of doctoral recruitment methods with distinctive features and obvious differences.

3.1. Diversified governance structure

No matter which recruitment method is used, the stakeholders include government, admissions unit, examination team, doctoral supervisor or supervisory group, applicants or applicants, etc. Under the background of certain external institutional environment and internal management system of admissions unit, government, admissions unit and doctoral supervisor or supervisory group reach mutual equilibrium through mutual game, forming three types of subjects: government, admissions unit and doctoral supervisor or supervisory group. The government, enrollment units and doctoral supervisors or supervisory groups have reached a mutual balance through mutual games, resulting in the division and definition of responsibilities and powers among the government, enrollment units and doctoral supervisors or supervisory groups, and thus different types of recruitment methods. Along with the deepening of China's postgraduate education reform, the governance structure of China's university doctoral enrollment gradually changes from a single government management to the joint governance of the government, universities and supervisors. In the first stage when the general entrance examination was the only way to enroll doctoral students, the government was the only dominant force in the way to enroll doctoral students, which was influenced by the constraints of China's education management system at that time, and was also closely related to the recent resumption of enrollment of doctoral students in China, which was the result of the external conditions and institutional environment at that time. In the second phase of government-led university collaboration, the new doctoral admission mode of recommended exemption emerged. At this stage, although the general entrance examination is still the mainstream mode, the recommended exemption mode embodies the governance characteristics led by universities and presents the reform direction of government simplification and decentralization and further expanding the autonomy of universities. At the stage of multi-governance by government and university supervisors, the new method of "application-assessment" system for doctoral students has

emerged. The application and examination system emphasizes tutor-led, university supervision and government guidance, which further transforms the reform of doctoral enrollment to academic organization-led and returns to the nature of talent selection as academic evaluation and decision-making activities; the governance method changes from one-way, sectional management to multi-way, interactive and consultative governance, which further mobilizes the enthusiasm and initiative of multiple subjects and presents the leading force from single The governance method and method change from one-way, sectional management to multi-degree, interactive and consultative governance, further mobilizing the active and initiative of multiple subjects, showing the transformation of the leading force from single government management to the governance structure with the participation and cooperation of multiple subjects of government, universities and tutors.

3.2. Varying values

It is because of the different dominant forces of various doctoral enrollment methods, and the differences in the organizational (or individual) attributes of the government, enrollment units, doctoral supervisors or supervisory groups as stakeholders of doctoral enrollment methods, the different interests of the three types of subjects, the different value orientations, the changing dominant forces of the three stages, the different stages of value orientations due to the different dominant forces and differences in interest claims, and the constant conversion. . In the single government-led stage, the government, as a social public management organization, is bound to provide public goods, maintain the orderly operation of society and achieve social justice as its goal pursuit, which is reflected in the way of doctoral admissions by providing policy supply, striving for and ensuring the procedural and substantive fairness of doctoral admissions, and assuming the role of "guardian" of social justice. "In the stage of government-led university collaboration, the universities and colleges have been working together. In the stage of government-led university collaboration, universities are between the government and doctoral supervisors (or supervisory groups), and present different value orientations in different modes due to the differences in their status, changing identity roles and different roles. As the main body of postgraduate education, the interest of universities is to ensure and continuously improve the quality of doctoral students, and to improve the overall quality of postgraduate education of the unit as its value pursuit. In the stage of shared governance of multiple subjects of governmental university supervisors, the role of doctoral supervisors as academic subjects is highlighted, and their interest demands are to recruit good quality of individual doctoral students in order to effectively carry out scientific research and innovation and establish academic community. Although the position and role of doctoral supervisors or supervisory groups as academic subjects differ and change in different ways, their value orientation as academic subjects does not change, and they always take the assurance and improvement of the quality of doctoral students, especially the quality of individual doctoral students, as their interest pursuit. Therefore, in the evolution of the enrollment method of doctoral students in China's universities, its value orientation has gradually changed from giving priority to equity and quality to giving priority to quality and equity.

3.3. Various enrollment methods

The development of China's doctoral examination has so far formed four main recruitment methods, and most of the admission units use one of them or a combination of them for selection. In addition to the general recruitment examination and the gradual formation of master's degree and direct doctoral study in the process of exploration, the "application-examination" system borrowed from the Western top universities has also become a competitive way for admissions units to adopt. The "application-assessment" system discards the drawbacks of traditional written examinations and focuses on the applicant's scientific research ability, innovation ability and comprehensive quality in the past study period, combined with interviews and other means of comprehensive evaluation to determine the applicant's academic potential, as a key factor for admission. However, due to the special situation of China, there is still no self-contained monitoring mechanism, which may cause unfairness in the recruitment process. Therefore, universities actively introduce the "application-assessment" system on the one hand, and use various ways of admissions in conjunction with the traditional recruitment examination on the other.

3.4. Recruitment and examination activities specification

Most of the recruiting units use a variety of ways to recruit students, but the recruitment process is basically the same, reflecting the consistency of the examination process, and the whole recruitment activity shows the characteristics of standardization and strictness. From the process of recruitment examination, the admissions units need to prepare our admissions plan according to the national admissions documents, submit the examination and approval and then release the admissions brochure, receive the candidates' materials and audit, then organize the examination and admission, the whole recruitment examination procedure is standardized and strictly implemented, although the whole process is organized by the admissions units themselves, each time is not the same, but ultimately aims to select outstanding talents. From the admissions results, the admissions unit must publicize the admissions list to the community, including the results and ranking of candidates at all stages of the examination, through the "application - assessment" system of admissions candidates, the admissions unit must also publicize the relevant content of their application materials to confirm the admissions candidates to meet the application and admissions conditions The admissions unit will also publish the relevant contents of the application materials to confirm that the candidate has met the application and admission requirements.

3.5. The recruitment object is different

Different value orientations are manifested in different system designs and presented in the specific contents of different enrollment methods. In the process of historical transmutation, the enrollment of doctoral students in China's universities has changed from undifferentiated masses to a few outstanding groups. In the single government-led stage, its general recruitment method takes fairness and impartiality as the main value pursuit, and its enrollment targets are those who have received master's degree, fresh master's graduates or those with equivalent academic ability, which has a certain sense of universality, and there is no differentiated

institutional design in the enrollment targets, which reflects its fairness in the enrollment targets. At the stage of government-led university collaboration, the newly emerged recommendation exemption model has the admission target of excellent undergraduate freshmen or undergraduate graduates or master students in the unit, and the excellent ones in a certain group as the admission target, which reflects its pursuit of the quality of student source in the admission target. At the stage of multi-governance of governmental university supervisors, the "application-examination" system has emerged recently.

3.6. The examination content has its own focus

Due to the differences in the value orientation and the target students of various admission methods, their evaluation orientation is different, and the content of the examination also differs. The main reason is that it is difficult to evaluate and measure the academic performance of candidates from different training units on the same standard, and if the academic performance is used as the examination This is mainly because it is difficult to evaluate and measure the academic performance of candidates from different training units by the same standard. The recommendation and exemption method focus on selecting the best candidates from a certain level of education group, and using the elements that can be objectively evaluated, such as academic achievement, comprehensive qualities and innovative potential of different candidates, as the test content, so as to select the suitable talents on the basis of merit. The "application-assessment" system is a more comprehensive and systematic assessment of the academic development potential and academic development ability of applicants through a comprehensive consideration of their academic performance, creative ability and non-cognitive ability, and then selects them on the basis of merit.

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