

去行政化后高校领导的应然角色—— 伯恩鲍姆大学领导观分析

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摘 要

罗伯特·伯恩鲍姆在他的著作《大学运行模式》中,人为地构建了四种高校组织模式,即学会组织模式、官僚组织模式、政党组织模式和无政府组织模式,在每种模式中领导的角色都是大相径庭的。而现实生活中的高校组织模式可以被描述为控制组织模式,文章对该模式中领导的特质、责任和各种工作方法的论述,对我国高校去行政化改革有着重要的启示和借鉴作用。

关键词

学会组织模式, 官僚组织模式, 政党组织模式, 无政府组织模式, 控制组织模式

Abstract

In his book *How Colleges Work: The Cybernetics of Academic Organization and Leadership*, Robert Birnbaum differentiated four institutions in universities, namely the collegial institution, the bureaucratic institution, the political institution and the anarchical institution, in each of which the university leader plays a quite different role. However, the organizational pattern of a university in reality can be described as a controlling institution. The present paper dwells on the traits, the duties and the managerial methods of the university leader in this institution with a view to shedding light on the de-bureaucracy in China's colleges and universities.

Keywords

The Collegial Institution, The Bureaucratic Institution, The Political Institution, The Anarchical Institution, The Controlling Institution
