Brief Discussion on the Construction of the Mode of “One Body with Two Wings” in the Student Work Group in Private Colleges—Taking Jiangxi Institute of Fashion Technology as An Example

Jian-Rong ZHANG
Jiangxi Institute of Fashion Technology, Jiangxi Province, China
491052039@qq.com

Keywords: Private colleges; Student work group; One Body with Two Wings; Construction.

Abstract. With the development of private colleges, the student work group in private colleges plays a more and more important role in the student education management. In view of schools and students’ real situation, the implementation of the mode of the student work group with “one body with two wings” is in accordance with the actual situation of private colleges. “One body with two wings” means counselors are as the main body (counselors consist of staff in departments of the student management office including branch secretaries, directors of the student management office and full-time counselors), full-time teachers or other administrative staffs who are pluralistic class advisers are as one wing, while student Party members and student cadres are as another wing. This mode can better arouse the enthusiasm of counselors, teachers and key members of students, and can better carry out the education management work of students.

Background of the Mode of “One Body with Two Wings” in the Student Work Group in Private Colleges

Currently, institutions of higher learning are to equip the student work group according to documents such as the Central Committee of the Communist Party of China and the State Council’s Opinions on Further Strengthening and Improving Ideological and Political Education of College Students and the Ministry of Education’s Regulations on the Counselor Team Construction of General Institutions of Higher Education. In general, public colleges and universities are to equip student management staff according to the pattern of “(deputy) secretary of the party committee—student management office - department secretary—counselor”, but in view of the actual situation of private colleges, this pattern cannot well solve the problems arising from the student education management in private colleges. The reason is that the school-running system and operational mechanism of private colleges are different from those of public universities.

Different Financial Situation

Public colleges and universities have the support of national finance so they have financial resources to be equipped with the student work group strictly according to the provisions of the Ministry of Education. But private colleges are different because they have no financial support of the country. Take Jiangxi Institute of Fashion Technology as an example. The investment subject of our school is single, and our school belongs to the unit of “running depending on school fees”. So it’s impossible to invest more manpower and material resources into the construction of the student work group in the case of comparatively tense financial resources.

Different Workloads of Student Management Staffs

Public colleges and universities are equipped with more staffs and the division of labor is more detailed there, but private colleges staffs are keen-witted and capable and one worker has to do several kinds of work, for example, counselors in private colleges have a lot of other affairs and tasks to do in addition to the contents stipulated by the Ministry of Education of Standard of Counselors’ Professional Ability. Therefore, it’s really difficult to only rely on counselors to implement all kinds of student work on campus.
Different Student Sources and Levels

From the perspective of admissions, compared with the same level of colleges and universities, private colleges have poorer source of students and their admission score is lower. Some higher vocational professional students can be admitted basically without score, and they have lots of problems including poor sense of discipline, comparatively laziness and distinct personality. It’s hard to manage these students. Therefore, it’s difficult to achieve satisfactory results only through relying on the full-time student management team on campus.

Based on the above reasons, in recent years, Jiangxi Institute of Fashion Technology boldly explores and innovates in the process of the education management for students to gradually form the mode of student work team with “one body with two wings”, which conforms to the actual situation of private colleges and is beneficial to well conduct the education management work for students.

Basic Situation, Realization Approach, Implementation Effect and Existing Problems of the Mode of the Student Work Group with “One Body with Two Wings” Implemented by Jiangxi Institute of Fashion Technology

Basic Situation

According to the actual situation of the student work team construction in our school, let counselors, part-time head teachers and key members of students bring out their respective best to gradually build the mode of students work with “one body with two wings”. “One body with two wings” means counselors are as the main body (counselors consist of staff in departments of the student management office including branch secretaries, directors of the student management office and full-time counselors), full-time teachers or other administrative staffs who are pluralistic class advisers are as one wing, while student Party members and student cadres are as another wing. The three forces jointly form the students work team with “one body with two wings” in our school. In our school, there are 10596 students, 47 counselors, 197 part-time head teachers and 993 students of all kinds of backbone.

Realization Approach

Perfecting the organization. In principle, building the student work team with “one body with two wings” requires the counselors team to be “keen-witted and capable”, the head teachers team to be “genuine”, and the student Party members and cadres team to be “large”. Counselors in our school compete for the post. Those staffs who have powerful work ability and are also willing to be engaged in the work of counselors are selected. This team is comparatively capable and they can actively mobilize and guide the work of part-time class advisers and backbone students. The team of part-time head teachers is selected by the branch secretaries who select teachers and administrative staffs with high ideological quality and powerful working ability. At the same time, the student management office coordinates with the department of personnel to launch the “regulations on shift time requirements of teachers for evaluation of professional titles”, to improve the treatment of part-time head teachers taking personal charge of the shift and stabilize the team. Backbone students are selected from student Party members, activists and student cadres for elaborated training to make this part of students participate in the education management work of students. So students’ sense of being master will be strengthened and their enthusiasm for work will be improved, and the work effect will be better.

Improving systems. According to the actual situation in our school, our school has established documents including Counselors’ Management Methods in Jiangxi Institute of Fashion Technology, Assessment Criterion for Counselors, Monthly Assessment Criterion for Full-time and Part-time Class Advisers and Counselors Workbook, to implement all kinds of policies on counselors of the Ministry of Education and Educational Department, which arouses the working enthusiasm of student management staffs and standardizes their work behavior.

Perfecting stimulating systems. Build the distribution system of “more pay for more work and
better payment for better work”. The key to the construction of the student work group is to maintain the relative stability of the group. Therefore, outstanding ideological and political education workers should be rewarded, so as to arouse the enthusiasm and creativity of the team. At the same time, the incentive mechanism of the combination of rewards and punishment should be established and the flexible allowance system should be adopted, so as to solve the problem that “doing is the same with not doing, and doing well is the same with not doing well”.

Implementation Effect

Three kinds of student work team staffs of “one body with two wings” bring out the best in each other and complement each other in the education management work of students, so the effect is good.

In addition to finish the ideological and political work of the class taken charge of by full-time counselors, they mainly undertake one ideological and political educational work, such as mental health education, at the same time, they should coordinate the student affairs management of one grade. From the student-faculty ratio, this team basically conforms to the student-faculty ratio requirement of 1:200 of the Ministry of Education, which not only solves the problem of insufficient counselors in private colleges, but also develops a new way of students' self-management. It is also advantageous to the development of counselor professionalization and specialization.

As part-time head teachers, full-time teachers and administrative staffs solve the state of relative separation among teaching, management and student work, and solve the phenomenon of nominal head teachers in some colleges from system design. Add one part of job duties of counselors into the work of part-time head teachers, which enhances the sense of belonging of part-time head teachers in their work and also deepens the feelings between students and teachers. The work focus of the part-time head teachers team composed of teachers and administrative staffs is on students' school work and the work related to learning. They participate in students’ ideological education and daily management through class management and other means to lead students’ personalized development.

The team of student Party members and cadres participates in the party construction among students, student learning, student education management and the student ideological and political education and some other aspects, which mobilizes a large number of party members and key activists to be involved in the student work. So the functions of self-education, self-management and self-service can be developed better, and students' senses of masters will be improved remarkably.

Existing Problems

There Is Insufficient Expenditure

The actual situation of most private colleges is underfunded, so expenditure for the construction of the student work group is less. As thus, the salary of student management staffs in the vast majority of colleges is not high and the stability of the student management team is comparatively poor, which is unfavorable for the construction of the student work team.

The Task for Part-Time Head Teachers Is too Heavy

This problem is also decided by the nature of private colleges. The salary of a full-time teacher is directly linked with his class hours. He not only has to finish the class task, and complete the scientific research task, but also has to take charge of his class. As thus, his time becomes very limited, so there are many teachers in charge of a class wanting to “sneak away” in the midway.
References
