A Study on the Construction of Tutorial System for Counselors in Private University in China

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Abstract. In view of the situation that current private university counselors have high requirements on occupation, this paper analyzes the current situation of counselors' lack of professionalism, role ambiguity, status of the unstable structure, We conduct special objective training for counselors by constructing Tutorial System, build their own "academic leaders", to accelerate the professionalism and professional growth of counselors

1. Introduction

“University Counselor Training Plan (2013-2017)” drawn up by The Ministry of Education of the Communist Party of China in May 2013 put forward the requirements of professional and specialized development of College Counselors. Since then, the construction of counselor team has made great progress in our country, and many universities have also carried out a lot of specialized and expert construction to make useful exploration and practice. However, because of the difference of the running system of private universities and public universities and the lack of support from the government funds, the introduction of high-level talents is facing serious financial difficulties; most counselors have low professional skills in private universities. Therefore, the construction of the internal training mechanism of private college counselors is particularly important. In a situation like this, how to speed up the private college counselors' growth is a major research content for all private university management staff.

2. The present situation of counselors in private universities in China

At present, with the expansion of private colleges and universities, the increase in the number of college students, the increase in employment pressure, the implementation of the University at their own expense led to the growth of poor students, the development of the Internet and a variety of cultural trends into the university campus crazy, The greater the pressure on the community, the demands of the community for counselors are getting higher and higher. Although the private colleges and universities in accordance with national policies have also developed a corresponding policy or documents, making the counselor team building has changed, but from the reality and existing literature can be found in China's private college counselors still exist corresponding The problem is mainly reflected in the following aspects:

2.1 The weak of career specialty and the lack of systematic professional learning

At present, our country has not set up a special profession for the counselors, beside the second degree class of ideological and political education, and general ideological and political education professional. Due to the relative lag of the current professional settings in private universities, the recruitment of counselors in private universities often requires only a definite degree of academic qualifications, instead of strict requirement for the profession. The newly recruited counselors are not familiar with the characteristics of students' work, lack of knowledge about education, management and psychology. The early counselors are mainly excellent school students that have different specialities from the University, the specialities are rarely associated with the ideological and political education or students' work, which results in the weakness of the counselor team in private universities.
Secondly, ideological and political education is a systematic discipline. If we want to improve the level and effectiveness of the counselors, we should have a profound ideological and theoretical foundation and skilled work skills. However, the work of counselors in private universities mainly depends on the "three grades" management system of School, Department, Class at present. The functions of student work are all set by counselors, which forms a situation that "thousand lines above, a needle below". On the one hand, spending a lot of time and energy on heavy business tasks, counselors do not have enough time and energy to be assigned to academic and academic research at ordinary times. According to the survey, counselors spend less than 1 hours studying each week. On the other hand, the current private universities attach great importance to the professional training of counselors, but most training is still in the traditional low-level, disorder primary development stage, without establishing a set of overall, coordinated, efficient operation of the scientific training mechanism. Although the training covers many aspects, such as psychological health education, student management, business skills, work methods, most of training the forms remain in lectures, books and other traditional ways. Content is often not a system, each expert teaches their own familiar content. The effect of counselors' professional promotion is not obvious, which makes counselors far from professional and professional.

2.2 Ambiguity of roles and unclear division of labor

At present, the latest document about the construction of the counselor team clearly points out that counselors have dual identities of teachers and cadres, which means that counselors are not only professional teachers in the work of moral education in colleges and universities, but also students' life mentors and intimate friends. In practical work, colleges and universities often ignore their teacher status, most counselors are only regarded as administrative staff, and bear heavy comprehensive work, such as psychological counseling, career planning, professional learning, daily management, employment guidance, work study and student caucus construction.

At the same time, most of the work of counselors is around the students, which makes the majority of the relevant departments of the school take it for granted that counselors are simply management staffs of student affairs work. Counselors have to obey the management department, finance department, league committee, security department and other departments, accepting the arrangements for the work of many departments. The ambiguity of the role of counselors and the unscientific job responsibilities lead to the overloading of roles.

2.3 The instability of the team and the irrationality of the structure

The instability of counselor team is mainly reflected in the concept of counselor induction. Because the rising channel is not obvious and the work is heavy, many private university counselors take their profession as springboard. After entering the university, the mind of counselors will be transferred to the teacher post or administrative post, and the mobility of the staff is relatively large.

For the above reasons, the overall trend of the counselors of private university is younger. The majority of counselors are 26-35 years old, and there are fewer counselors over the age of 40. It is difficult to form a rational structure of age distribution and an atmosphere of mutual help.

3 The Origin and Development of Tutorial System

Tutorial system originated from the undergraduate tutorial system of University of Oxford in Fourteenth Century [1], which purpose is to find ways to approach students, actively communicate with them, effectively solve their problems in life and study, and meet their reasonable needs in the course of their development so that they can finish their studies successfully [2]. Tutorial system has always been one of the most proud institutions in University of Oxford. In six hundred years, students in Oxford has a 64 Nobel Prize winners, 30 British Prime Minister[3], which has benefited from tutorial system.

After the tutorial system came into our country, most colleges and universities are mainly applied it to the training of young teachers, which becomes one of the effective ways to promote the growth of young teachers. The mentoring system for young teachers mainly refers that the universities select a
group of teachers with high moral standards, outstanding achievements in teaching and education, rich teaching experience and good teaching results, according to certain standards and procedures. So that they can make the "pass, help and guide" effective measures, use the "dyad form" of "help learning" work, and comprehensively improve the young teachers' ideological and political quality, professional level, practice ability, adapt to education as soon as possible, grow into qualified and excellent teachers in Universities.

4 Construction of Tutorial System for Counselors in Private Universities

In the current colleges and universities, compared to professional teachers, counselors need to improve their professional ability as the guide of students' guiding people. Therefore, in recent years, the CPC Central Committee, the State Council promulgated a series of relevant documents to enhance counselors occupation ability, which promotes the college counselors explored many occupation and professional construction [4].

The system and present situation of private universities are different from public universities. In this situation, private universities should draw on the successful experience and practice of the tutorial system of University of Oxford, and train the counselors with targeted training through "expert tutors". Compared with the traditional "mess" type of training, the Tutorial System not only quickly enhance the occupation level of counselors, but also strengthen the ideological construction of counselors, strengthen their ownership and value, which will undoubtedly promote China's long-term stable development of private universities counselor team.

In this paper, the counselor team is equipped with "professional tutor" as the breakthrough point; the construction of Tutorial System is studied. Based on the theory of higher education and the theory of teacher development, this paper analyzes the history, present situation and future direction of counselor team [5], and puts forward specific measures to implement the tutorial system in the private university counselor team.

4.1 Selection of professional tutor

At present, many colleges and universities in our country are conducting separate evaluations of instructors that are rated as an associate professor and professor. This is, of course, a very important measure, so that counselors can reach their peak career and greatly mobilize the enthusiasm of the work of counselors. However, both the associate professor and the professor are accredited only for the level of their individual work, without giving them the duty to guide and help other counselors [6]. Therefore, the status quo is that good counselors tend to outshine others, the others are independent counselors.

Therefore, we might choose named "experience tutor" in various professional direction, forming a guiding and being guided by the relationship with other instructors, regularly carry out business guidance, FAQ, mutual discussion, jointly improve. Or we can employ experts who are closely related to students' work as mentors, the types of mentors can be divided into academic, professional and ideological mentors. Through hiring all kinds of tutors, the counselors should be trained with special aims at specializing in work, to create their own "academic leaders of counselors".

4.2 Guarantee of tutorial system

First of all, a complete tutor management mechanism is supposed to be established. Some tutors, due to their own scientific research tasks, under the pressure of heavy work, forget the basic responsibility of Instructors in the guidance of the counselor's professional ability development. Therefore, it is very important to establish a scientific and standardized personnel management system, to strengthen the process assessment, and to enhance the sense of responsibility of tutors. To assess the instructor's behavior norms, guidance ability and work attitude, we should comprehensively assess the effectiveness of the tutor, and encourage the overall quality of the tutor team.

Secondly, the quality evaluation system should be established. The objective and fair evaluation and evaluation mechanism is the quality assurance of the sustainable development of Tutorial System.
for Counselors. Therefore, we should establish a scientific evaluation system, strengthen process evaluation and personality assessment, and enhance the right to speak in the process of evaluation, so as to give full play to its due role in motivating Counselors.

Finally, the mentor promotion system should be established. The universities need to formulate effective methods to manage the staff, attract a batch of outstanding experts to join in the instructor team. As for the campus environment, the universities should create the atmosphere that academic experts actively serve as counselors. As for the professional assessment, post promotion and other personal development, the universities should give preferential treatment to counselors [7].

4.3 The operation mode of tutorial system

The mentors are responsible for developing training programs, conducting business guidance regularly, answering questions, and ensuring that the professional qualities of counselors are obviously improved after the tutorial system has been developed. Through the construction of "one guides one" and "one guides ones" mode, the mentors full play to the role of teacher "pass, help and guide". When imparting professional knowledge, the mentors help counselors through their own experience and experience, leading them to rapid growth.

4.4 Bidirectional performance appraisal of Tutorial System

Using PDCA method to carry out target management, the universities conduct a bidirectional performance appraisal of counselors and tutors in terms of behavior norms, guidance ability, work attitude, etc. Through the standardized examination, the whole quality of the tutor team is improved.

5. Conclusions

The university students think that the teacher's positive influence on their thought and behavior is far more than that of the tutor himself. Similarly, counselor's words perhaps can change a student's outlook on life and values. A sense of responsibility of counselors may be able to save a precious life. The professionalization and specialization construction of instructors in private colleges and universities is an urgent need for college students' management staff. It is of great significance to train qualified builders and reliable successors in society.

6. References


