The Comparison between the Management Mode of Tutorial System and Counselors’ System

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Keywords: Instructor system; Full process tutorial system; Cooperative breaking point; New exploration.

Abstract. It is nearly 60 years since the implementation of counselors’ system in China. In order to improve the quality of personnel training, research-oriented colleges have been carrying out the whole-process mentoring system for undergraduates. In this work, the basic situations of the counselor system training mode and the tutorial system training mode of research-oriented colleges were presented, and the differences between the traditional counselor system and the tutor system were revealed from the aspects of origin and development, guiding ideology, management index and student management, which carried out some new ideas about the combination and synchronous development of these two management modes for research-oriented colleges.

Introduction

Since the 1950s, China has established counselor positions in colleges to improve the ideological standards and moral standards of Chinese undergraduates. With the change of faculties and students, the work of counselors has been paid more and more attention by our party and state. In recent years, China's colleges and universities began learning much foreign experience in the scholastic management, and carried out tutor system training mode for the undergraduate. However, there are still some problems, such as unclear division of responsibilities, inconsistent guiding ideology, blocked communication and so on, which brings some troubles and challenges to the work of counselors. Therefore, the work of counselors should be improved from the value orientations, concepts, models, platforms, methods and other aspects.

The Counselor Management Training Mode

According to the “Provisions on the Construction of College Counselors”, the ratio of full-time counselors and junior college students or undergraduates should be not less than 1:200. Full-time jobs with other work should be the most recommended mode of counselors, and each school (department) should set up a full-time counselor. Each class should be equipped with a part-time class teacher\textsuperscript{[1]}. Counselors mainly engage in ideological education and
political education, daily management, employment guidance, mental health, student party building and other work.

In the course of counselors’ work, the class is mainly as a unit for the management, and the whole grades, classes, dormitories, small groups and individuals would be the point of penetration for counselors. Traditional counselors’ work like an Avalokitesvara, including in docking all departments of the school and arranging all students in the grades. Taking the overall situation in consideration and keeping the security and stability are the primary tasks of counselors. From 2009, the Beijing Municipal Education Work Committee vigorously promoted the in-depth counseling work of counselors in Beijing’s universities. “Every student should get at least once a targeted in-depth counseling” became the clear requirements to keep the counseling work exhaustive without any dead ends. Thus, the huge responsibilities and heavy tasks made counselors stay in the emergency stage, resulting the lack of time to take a deeper level of research into account.

Figure 1. Traditional counselor management scope and mode.

Cultivation Mode of Tutorial System for Undergraduates in Research-oriented Universities

Research universities, as an important academic foundation for creating knowledge, cultivating talents and spreading civilization, play an important role in national and social development[2]. Talent cultivation is an integral part of the work of research universities, and also an important part in the development of research universities. Tutorial system for undergraduates originated in the 14th century, the University of Cambridge and Oxford University[3]. In 1938, China’s Zhejiang University was the first to implement tutor system for undergraduates. However, the tutorial system for undergraduates was no longer popular after that as the times changing. Until 2002, Peking University took the lead in reforming tutorial system for undergraduates, creating a new beginning of tutorial system for undergraduates in China. In December 2004, the Ministry of Education issued “Some opinions on further strengthening undergraduate teaching in colleges and universities”, which stated clearly that conditional colleges and universities should actively implement the tutor system and strive to provide high quality and personalized service for students’ comprehensive development[4]. In recent years, according to the principle of highlighting the individualized education and training innovative talents, many universities have adopted tutorial system for
undergraduates. Therefore, the guiding role of teachers in the process of student development and the main role of students will be full displayed and the new teacher-student relationship will be established.

In general, tutorial system for undergraduates in our country is mainly for the selection of high-level, experienced teachers to guide students outside the traditional classroom. Tutorial system for undergraduates is divided into the following two modes: one is the academic mentor, who is mainly responsible for the extracurricular professional guidance to students, help them establish the correct professional thinking, and put forward the beneficial development direction to the students based on students’ individual differences. Another is the whole mentor, who is not only responsible for the students’ academic problems, but also the student management, such as understanding students’ thinking, life and so on. The whole mentor influences the students through their words and deeds.

China University of Mining and Technology (Beijing) carried out the education system of energy industry elite education and tutorial system for undergraduates has been fully implemented in 2014. The training mode is that the student chooses the mentor through the way combining the two-way selection between teachers and students and the arrangement of college after entering the university. Mentor must be full-time teachers with intermediate above title. A lecturer can guide 1-2 students, associate professors can guide 2-3 students and a professor can guide 3-4 students.

The team-based guiding model of “mentor-graduate students-undergraduate” can be adopted. For junior students, teachers should guide them familiar with the professional training programs and curriculum syllabus and help them establish the correct professional thinking. In view of the individual differences of students, the guidance of choosing professional development direction, learning methods, career design and other aspects should be suitable. At the same time, teachers should affect students with their rigorous academic attitude, excellent professional ethics and words and deeds of everyday. For senior students, teachers should focus on guiding them to participate in scientific research projects, cultivating students’ awareness of innovation, practical ability and overall quality, and guiding them to complete the thesis and so on. Cultivating students to grow into talent and develop should cover all aspects[5]. This has eliminated the phenomenon that the traditional teachers only teach students and students cannot find the teachers after-school, so that the entire people in the university can participate the tutorial system.

Figure 2. Management system and method of tutorial system.
A comparison of Tutorial System and Counselor System in China

Comparison of Origin and Development

China’s undergraduate tutor system was introduced by President Zhu Kezhen of Zhejiang University in 1938, which followed the British Undergraduate Tutorial System at Oxford University. Its aim is to train the elite and innovative talents. With the spread of popular education and the demand of individualized education, the tutorial system of undergraduates in our country developed rapidly. However, due to the difference of region and university level, tutorial system of undergraduates is evolving to form various models, one hundred schools of thought contend, one hundred flowers blossom, we are still in the exploration of tutorial mode of undergraduates with Chinese characteristics.

The political counselor system originated in 1953, founded by the President of Tsinghua University, Jiang Nanxiang, the thinking of this system establishment is that establishing an ideological and political work team in teachers and students is the party’s fundamental guarantee for university leadership[6]. Political counselors are the product of the socialist system. With the continuous development of higher education in China, the requirements for the work of counselors and responsibilities become clearer.

Through the comparison, it is found that, although the tutorial system of undergraduates in our country started early, the teaching mode and the teaching thought has changed, making the implementation of the tutorial system appear some gaps. The development was slow. At present, the universities are still in the exploratory stage. The counselor system, although starting late, but because of being in a clear position, the guiding ideology of unity, therefore constantly developed and improved the formation of a more complete counselor system, and the direction of development is clearer.

Comparison of Guiding Ideology

Undergraduate tutor system tends to individualized education, elite education and teaching philosophy. It aims to train and educate all the students throughout, cultivate students’ innovative ideas, cultivate students’ professional ideals, and cultivate students’ all-round growth.

The guiding ideology of the counselors is to manage all students and put universal education as the guiding ideology. College counselors are important parts of the contingent of university teachers and management teams, and also are the backbones to carry out ideological and political education, and promote harmony and stability of the campus[2]. Therefore, the meaning of the counselor is to carry out ideological and political education for college students and do the daily management of students at the same time.

Comparison of Management Indicators

The comparison shows that the number of tutorial system and counselors system are different in management number, teacher strength, guiding style, training direction and so on, meanwhile the difference is large. Summarized as follows:
Table 1. A comparison of tutorial and counselors’ system.

<table>
<thead>
<tr>
<th>Project</th>
<th>Number of students</th>
<th>Faculty</th>
<th>Methods of guidance</th>
<th>Training direction</th>
<th>Features</th>
<th>Assessment method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tutor system</td>
<td>1:(2-4)</td>
<td>Professor, Associate</td>
<td>Separate, echelon-style small team</td>
<td>Academic guidance, talents innovation,</td>
<td>The number of students is small, targeted</td>
<td>No national uniform quantitative assessment standards or basic requirements;</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor, Ph.D.</td>
<td></td>
<td>Educating students</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Counseling system</td>
<td>1:200</td>
<td>Master</td>
<td>Separate, small group, class, grade</td>
<td>Academic guidance, lead of thinking,</td>
<td>The number of students is too large, difficult to consider all</td>
<td>Having corresponding assessment standards and requirements</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>standard management</td>
<td></td>
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As can be seen from the above table, first of all, the number of the students one tutor manages is small while that of one counselor is too large, and the tutor’s education was significantly higher than the counselor, so the appearance of mentoring system makes up the disadvantage of the large number of students in the counselor system and vigorously enhances the comprehensive strength of the students training management team. Second, in the two modes of guidance, the tutorial system tends to fine group counseling and counselors’ system tends to class, grade comprehensive counseling more. The emergence of tutorial system makes the management of students more targeted and more refined, and broadens the significance of deep counseling. In addition, in terms of assessment, the “College Counselor Professional Competency Standards (Interim)” issued by the Ministry of Education in 2014 clearly pointed out the professional competence standards and requirements of the counselor, which provides basis for the counselor job function settings and assessment indicators. The tutorial system of undergraduates is still in the exploratory stage. Implementation methods and scope are not uniform, and there is still no corresponding assessment standards and requirements.

**Comparison of Students Management**

Undergraduate tutor system is mainly led by the school teaching system, who establishes tutorial team management system, including “mentor-doctoral-master-undergraduates from the high to low grade”. Counselors’ system is mainly led by the school student system who establishes student management system of “counselor-class teacher-student”.

Thus, the main function of tutorial system is for the mentor playing a role of educating to lead students of different grades, different stages to form a vertical chain management system, while counselors’ system mainly plays a role of educating for the undergraduate students of same grade to form a Horizontal through-type management system.

From the comparative analysis of the tutorial system and the counselors’ system, the emergence of the tutorial system gives full play to the role of “full education”, so that the teacher can pay attention to all-round cultivation of students, and focus on timeliness and continuity of training in the process of guidance. For counselors, the education and management work of counselor is finer and deeper.
Acknowledgement
This research was financially supported by 2015 Beijing higher education reform project key project “The exploration and practice of tutorial system of undergraduates to cultivate students’ innovative ability as the core.” Authorized No: 2015-ZD05.

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