New Exploration on the Work of Instructors in the Background of Undergraduate Tutorial System

Fang Shi¹,a, Bo Liu²,b, Ying-Xue Feng²,c,*

¹School of Mechanics & Architecture, China University of Mining and Technology
²Academic Affairs Office, China University of Mining and Technology
Beijing, China

ªshifang198511@163.com, bdr-boliu@163.com, czisemao88@163.com

Keywords: Component, Instructor System, Full Process Tutorial System, Cooperative Breaking Point, New Exploration.

Abstract. The implementation of counselor system in our country has been nearly 60 years. At present, all research universities to improve the quality of personnel training, the implementation of undergraduate education in the whole course of training mode. This paper makes a comparison of the basic situation of the management mode of the traditional tutorial system and the tutorial system of undergraduate students. Taking China University of Mining and Technology (Beijing) as an example, the implementation of undergraduate tutorial system for undergraduate students in research universities is analyzed, and how to develop and sort out the breakthrough point of the tutorial system and the tutorial system. Based on this, it carries on the summary and the ponder, carries on the reform to the undergraduate tutorial system under the instructor to explore and puts forward the feasible suggestion.

Introduction

In order to improve the ideological and moral standards of Chinese undergraduates, China has established counselor positions in colleges since the 1950s. With the change of faculty and students, the work of counselors has been paid more and more attention by the party and state. In recent years, our country universities have begun to implement tutorial system of undergraduates training mode by learning foreign experiences in running schools. However, at present, some problems, including unclear division of responsibilities, inconsistent guiding ideology and unblocked communication, bring some troubles and challenges to the work of counselors. Therefore, counselors should think and research the value orientation, philosophy, models, platforms, methods and other aspects to carry out the work. By analyzing the traditional counselor and undergraduate tutor systems and combining the actual work experience of China University of Mining and Technology (Beijing), we will review and summarize the cooperative breakthrough point in the process of implementing undergraduate tutor system in the universities and conduct new explorations of counselors' work.
A Comparison of Tutorial System and Counselor System in China

Origin and Development

Tutorial system of undergraduates applied in our country, introduced by Zhu Kezhen in 1938, the president of Zhejiang University, follows the British undergraduate tutorial system at Oxford University to train the elite and innovative talents. With the promotion of popular education and the demand of individualized education, the tutor system of undergraduates develops rapidly in our country. However, due to the differences between regional and university levels, tutorial system of undergraduates is evolving to form various modules. Thus, the tutorial mode of undergraduates is still at the stage of exploration mode with Chinese characteristics.

The political counselor originated in 1953, founded by Jiang Nanxiang, the president of Tsinghua University. The idea of establishment work is to establish an ideological and political work team among the teachers and students for guaranteeing university led by the party [1]. Political and ideological counselors are the own product of the socialist system. With the development of higher education, the requirements for the work of counselors and responsibilities become clearer in China.

It is found that, although the tutor system of undergraduates in our country started early, the implementation of tutorial system appears fault and develops slowly due to variations in teaching mode and thought. At present, the universities are still in the exploratory stage. In contrast, despite the counselor system’s late start, a clear position, unified ideology guidance and constantly development form a more complete counselor system with a clear development direction.

Guiding Ideology

Tutorial system of undergraduates focuses on the personalized and elite teaching philosophy. The aims are to train and educate students, cultivate students’ innovative ideas, professional ideals, and all-round growth.

For the guiding ideology of the counselors, full personal management and universal education are the guiding ideology. College counselors, which is an important part of the contingent of university teachers and management cadres, are the backbone to carry out ideological and political education, promote harmony and stability of campus [2]. Therefore, the counselors carry out ideological and political education of college students. Besides, the daily management of students is carried out at the same time.

Management Indicators

It is found that, major differences are between some aspects, including management number, teacher strength, guiding method and training directions. For a better understanding, a table is summarized as follows.

As the table shown, in the tutorial system, each tutor directs fewer students and counselors direct more students. Besides, tutorial education level is significantly higher than the counselors. Thus, the tutorial system makes up for the weakness of counselor system, and enhances the comprehensive strength of the students training management team vigorously. Secondly, the tutor system tends to guide in a fine group with more classes, and counselor system generally tends to manage overall by taking class and grade as a unit. Tutorial system also makes student cultivation more targeted, in-depth and detailed. In addition, in terms of
assessment method, the “College Counselor Professional Competency Standards (Interim)”, which clearly pointed out that the counselor's professional competence standards and requirements to provide the basis of the counselor job function and assessment indicators setting, are issued by the Ministry of Education in 2014. In contrast, the undergraduate mentor system is still in the exploratory stage with non-uniform implementation methods and scopes, therefore, there are still no corresponding assessment standards and requirements.

Table 1. A comparison of tutorial and counselor systems.

<table>
<thead>
<tr>
<th>Project</th>
<th>Mentor System</th>
<th>Counselor System</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Students</td>
<td>1:2-4</td>
<td>1:200</td>
</tr>
<tr>
<td>Faculty</td>
<td>Professor, assistant professor, doctor</td>
<td>Master</td>
</tr>
<tr>
<td>Guidance</td>
<td>Alone, echelon type group</td>
<td>Alone, small group, class, grade</td>
</tr>
<tr>
<td>Cultivating Direction</td>
<td>Academic guidance, Innovative people, morality education</td>
<td>Academic guidance, ideology guidance, standard management</td>
</tr>
<tr>
<td>Features</td>
<td>Less management students, highly targeted</td>
<td>More management students, difficulty in managing roundly</td>
</tr>
<tr>
<td>Evaluation Mode</td>
<td>No unified standard</td>
<td>Unified standard</td>
</tr>
</tbody>
</table>

Student Management

Undergraduate tutor system is mainly led by the school teaching system. The tutor team management system includes “tutor-doctor-master-undergraduates from the high to low grade”. Counselor system is mainly led by the school student system, which includes the "counselor-class adviser-student" student management system.

Thus, the tutorial system is mainly to lead different levels, different stages of the students to coordinate the role of educating people to form a vertical chain management system by the mentors. However, counselors’ system focuses on the same grade of undergraduate students to form horizontal through-type management system. According to the analysis and comparison, the tutorial system plays an important role of “whole-staff education”. Besides, tutors will pay more attention to the authority of the training and focus on the timeliness and consistency of education. For counselors, the tutor system promotes finer and in-depth education and management work.

The Cooperative Breakthrough Points of Counselor and Mentor Systems

Undergraduates and counselors coexist because of the credit system and ideological and political work. Under the student-centered education and teaching philosophy, their duties are differentiated and complemented, and do effort on the growth and development of students [3]. However, in practice, interaction between two aspects also highlights some contradictions and problems. For example, students feel confused due to unclear responsibilities, the student development appear fault due to lack of communication. Thus, the breakthrough point should be found to make counselors and mentors to develop uniformly and together.

Clear Responsibility Management, Focus on Own Duties

In the traditional counselor mode, the counselor is the commander of the student's major forces. However, the students do not consider the tutors staff as the only channel in this school,
as well as more solid professional knowledge, more broad academic vision, and more familiar with the professional development of the mentor. Therefore, in order to avoid comparison, it should be clear that the work focus of counselors and mentoring, and make students understand the main responsibility relationship. For example, counselors focus on student ideological and political education, such as dealing with day-to-day administrative work, management of day-to-day behavior, and caring for students to solve life problems. The undergraduate tutor more focused on learning guidance, academic thought and the direction of the guidance of students [4].

Specialist Master Own Field, Each in Own Element

At present, the counselors in colleges carry out counselor work just for staying in school. However, in a research-oriented college, teachers are generally with a doctoral degree (and above). What is more, associate professors and above account for more than 70%. Therefore, the level of academic qualifications of undergraduate tutors, scientific research is generally better than that of counselors. Starting from the school, the counselors will be compared with the mentor by students. Due to lack of official recognition, students will have a general understanding that the mentor level is higher. In fact, compared with the instructors, counselors understand the ideological characteristics, needs and path of psychological development of students. At the same time, counselors could be better to solve the students’ physical and mental health. Therefore, the school or even the whole society should affirm the importance of counselors more fully, and promote the counselor specialization, professionalization and expert road vigorously, so that the counselor industry is more specializing.

Training and Cultivating, Leading Together

Undergraduate stage is the crucial time to build correct life outlook and values. Students are out of a full of discipline and “Duck-stuffing” type learning, and set foot in an independent college life with full of curiousness. Therefore, counselors and mentors, closely related to students, become important leaders to help students to understand university life. Thus, students will feel anxious, if the guidance of counselors and mentors are not unified. This phenomenon is particularly common among low-grade students. Counselors and mentors should understand national and school-related policies and guiding ideology, and uniform the management ideas at first. Besides, the training ideas of counselors and mentors should complement each other, and help students to grow and development together.

Effective Communication, Merging Platforms

At present, the college counselors and tutors belong to different management systems. Taking China University of Mining and Technology (Beijing) as an example, the tutors belong to the educational administration management system, and the counselors belong to the student management system. Insufficient communication will result in a mess. Therefore, colleges should organize teachers and counselors to discuss new methods of education management and personnel training to ensure that comprehensive counselor and mentor training model achieve 1+1>2 effect [5]. To form a smooth communication mode between counselors and mentors, communication mechanism should be established.

Fair Assessment, Accessible Regulations

Counselor mode of work has a relatively mature evaluation of employment, management, assessment, training, awards and other models. However, the tutorial system is just getting
started and in the exploratory stage. Therefore, the phenomenon of unequal management and uneven quality of the mentor appear. First of all, the evaluation of the mentor assessment and other aspects should be improved as soon as possible. For example, some measures, including the calculation of workload, the title examination system linked to the implementation of teacher-student response to the system level of reward and punishment system, can be considered. Then, we can learn from the relatively mature counselor model, explore the counselor and tutor integration assessment model, such as student performance on the supervisors of the impact evaluation.

New Explorations on the Undergraduate Tutorial System and Counselors System in Research Universities

The Implementation of Undergraduate Tutor Responsibility System, the Exploration of the Main Responsibility

Undergraduates' whole-course mentoring system is under the background of innovation and entrepreneurship education in contemporary China. It is also the duty of research universities to improve their global competitiveness and cultivate elite talents. To implement the whole process of undergraduate tutor system, the right responsibility should be limited. Clear allocation of rights and responsibilities can provide support and continuous supervision and incentive for undergraduate tutors [6]. To implement Undergraduate Tutor Responsibility System, instructors are required to cultivate undergraduates in a whole-process and all-round training mode, which is similar to the Tutor Responsibility System of Graduate Students. Undergraduate tutors and students form a one-on-one fixed relationship. To communicate with students from the ideological, life, learning and other aspects can well understand the personality and characteristics of students. It can better “guide the heart and direction”.

To implement undergraduate tutor responsibility system for the whole process, instructors are required to build a comprehensive “mentor-graduate-undergraduate” team, change “find a guide if needed” status. Tutors should become the main person in charge of undergraduate students, and provide the vertical chain team guidance. The instructor is responsible for the same grade, the same class of students to carry out horizontal guidance and management, learning American career development model counselors, focusing on the bias to supply of the ideological and psychological, career planning and other professional guidance. Thus a crisscross grid student management mode is formed.

Origin and Development

Counselors Leading the Feedback System

Counselors are engaged in the student education and management, which are the backbone of their student management. Counselors should serve as the role of a bridge between tutors, students, colleges and schools. On the one hand, the instructor should be able to comprehend the latest guiding ideology of the state and the school, grasp the overall trend of the students, and use the methods of questionnaires and random interviews to understand the students' satisfaction and expectation. Counselors are required to give full play to the role of leading and coordinating organizations. Offline: regular meetings to meet, the formation of counselors-instructors regular meeting system. Online: full use of multimedia platforms, WeChat, QQ and other timely communication methods. On the other hand, counselors are required to feed back
the student achievement, evaluation, exchange, communication and other aspects in a form of a report to the college school. At present, China University of Mining and Technology (Beijing) College of Mechanical Engineering has made “mentor-counselor communication manual” and “teachers and students headache record manual”. Counselors are required to make a communication at least 1-2 times per month and record the situation and hand over the record handbook and summary at the end of each semester. Counselors should make an evaluation of student satisfaction at least once every semester, summarize the implementation of the Tutorial System undergraduate and report to the College and School, which can form the good development trend of full participation, full communication and full attention.

The System of Hiring Counselor for Instructor Team

With the promotion of undergraduate tutor responsibility system, tutors four years’ accumulation will form a student group from first grade to fourth grade, combining mentors, doctoral students and master students. We call this group “instructor class”. In order to solve the problem of how to realize the optimal management of “Instructor Class”, the tutor can employ the counselor to assist the tutor to manage the “tutor” class and provide counseling to supplement the mentor's mentality by the management professional knowledge and management experience and solve the problems of lacking configuration. Then a mentor class to explore “instructor class counselor system” mode is formed. Mentors and counselors have a two-way selection and close cooperation. The school and university explore the mentor counselor team assessment mechanism, effectively making tutor and counselor two teams into one and enhancing mentor and counselor communication.

Encourage Counselors to Become Experts and Explore the Support Relationship

New System of College Students' Ideological and Political Education

The ideological and political education work team is the organizational guarantee to strengthen and improve the ideological and political education of college students [7].

The implementation of whole-process tutorial system of undergraduates, which makes ideological and political education of students not only the responsibilities of ideological and political courses teachers and counselors, but also responsibilities of all the teachers, greatly enriched the diversity and flexibility of the ideological and political education team.

![Diagram of Formation of Tutor Class](image1.png)

Figure 1. Formation of tutor class.
Mentor participation makes a combination of the students' ideals, beliefs, values and natural and professional knowledge cultivation, which is more conducive to innovation, entrepreneurial talent training. Counselors should improve their ideological and political theory. Regular exchanges with the mentor are needed to explore the process of training students, which is about how to integrate the ideological and educational training to the daily management of students to education.

**Cultivating Expert Counselor Mechanism**

As a special group of teachers and administrators, the counselors play multiple roles. With the requirement of professional, specialization and expertization in the work of counselors at the national level and the implementation of full-time mentoring system for undergraduates, colleges and universities should pay more and more attention to the work of counselors and vigorously implement the mechanism of cultivating expert counselors. On the one hand, it can solve the confidence crisis of students in the ability of counselors. On the other hand, counselors and mentors can take advantage of each other and make a complementary development.

First of all, to strengthen the training of counselors, the approach of “going out and bringing in” should be adopted, transporting the backbone of counselors to domestic and foreign universities to learn excellent student management and education and training experience, at the same time, inviting the National Counselor, and the ideological and political education experts in the field to do the experience sharing. Second, the counselor studio should be established. The work of counselors and their team counselors to carry out special work and academic research, practical exploration, seminars and exchanges should be supported. Counselors should strive to form a professional and effective work mode or results and become psychological counseling experts, career planning, business guidance experts, and ideological and political education experts. Finally, opening up the counselor promotion mechanism to encourage counselors to carry out research, teaching courses, evaluation of associate professor, professor title system, which is necessary.

It is of great significance to cultivate the qualified builders and reliable successors of the socialist cause. It is an urgent need to strengthen ideological and political education, do well in guiding students' development and management of student affairs, and actively carry out the professionalization and expert construction of counselors.

**Implementation of Individual Training Program Mechanism, to Promote the Exploration of the Relationship**

The higher education, which bears the heavy responsibility of personnel training, has always been striving to cultivate innovative talents with a solid foundation, comprehensive quality and scientific innovation spirit, with the aim of respecting individuality, developing individuality, individual success and individual development [8]. Therefore, with the continuous development of higher education in our country, the whole process of tutorial system of undergraduates, on the one hand, is conducive to individualize students and cultivate students' awareness of innovation. On the other hand, students can accept or seek help and guidance from mentors or counselors, and have a variety of options to receive information.

As the undergraduate training management team grow, teachers have more energy to focus on individual students, to further understand the personality of students. Aiming at students’ characteristics, training programs are developed and train thoughts are unified. Counselor
system combined with the mentoring system can make students more three-dimensional and all-round.

In the course of tailor-made programs for students, first of all, the wishes and ideas of students will be fully considered. Second, mentors, counselors and parents will give advice. Counselors should summarize it and feed it back to the parties, and make a final customization program. In the implementation process of tailor-made programs, the mentor and counselor should instruct and guide students purposely according to plan, and communicate with students in a timely manner. At the same time, counselors should well play a link role between students and parents, and get the support and cooperation of the family. For example, student Zhang in civil engineering of 2013 class, determined to do scientific researches after graduation. In the process of following the instructor to do physical experiments, he found that he had a strong interest in mechanics. At this point, in the mentor and counselor's encouragement, he concentrates on researches and is recommended for admission to do fluid mechanics researches in the Chinese Academy of Sciences.

**Conclusion**

The implementation of undergraduates' whole-course tutor system in the research-oriented Universities make undergraduate education management system move toward a fine, individual and elite development. The emergence of full-time mentoring system for undergraduates has not only created troubles for the traditional counselor system but also created opportunities. How to realize a collaborative development for undergraduate tutor system and counselor system is not only a long-term research and exploration of the subject, but also a major move in improving the quality of education reform for the undergraduate education.

![Figure 2. Student docking training mode.](image)
In this paper, working ideas of counselors which is based on the mentoring system are integrated, and collaborative education mechanisms are explored to enhance the quality of personnel training, in order to form the tutor responsibility system of undergraduate tutor responsibility form, form “instructor class counselor system” and form an individualized training mode. At the same time, counselors work has a long way to go, which should follow the times, innovate ideas, and strive to take the professional, professional, expert road, and fully demonstrate the vitality of the work of counselors.

Acknowledgments

Thank funded projects: 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 Numb: 2015-ZD05.

References


[3] Li Jiasheng, Chang Shenghao and Guan Yangtai, “Study on the role and responsibility of undergraduate tutors in colleges and universities.”


[14] Article in a journal:


[16] Article in a conference proceedings: