

Research on Collaborative Education Mechanism of Graduate Tutors and Counselors

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ABSTRACT

Graduate tutors and counselors are the main force of Ideological and political education for graduate students in Colleges and universities, but in reality, the two teams do not complement each other; the reasons are the lack of assessment indicators, unclear positioning of both sides, lack of long-term communication mechanism and overlapping responsibilities; this paper analyzes the characteristics and advantages of graduate tutors and counselors in Colleges and universities, puts forward the emphasis of both sides in the work, and studies the mechanism of building tutors and counselors' joint efforts in educating people from three aspects of improving cognition, team building and platform building, so that both sides can form a joint force and improve the quality of graduate education.

Key words: *Tutors, counselors, collaborative education, focus, mechanism*

1. INTRODUCTION

Graduate education is an important part of China's higher education and an important channel for cultivating top-notch innovative talents in China's socialist modernization construction. The Ministry of education in 2010 issued "some opinions on Further Strengthening and improving the ideological and political education of graduate students" which pointed out that "Some graduate students still have some problems in varying degrees, such as vague ideals and beliefs, weak collective concepts, anomie of academic morality, and lack of unity of knowledge and practice." "Strengthening and improving the ideological and political education of graduate students is a very urgent task in comprehensively promoting the ideological and political education of college students at present" [1].

Graduate tutors and counselors are the most contact with graduate students, and they are the main force of Ideological and political education for graduate students. However, in practice, the two teams often do not achieve complementary advantages, not only can not " $1 + 1 \geq 2$ ", and even " $1 + 1 < 2$ " situation [2]. Tutors and counselors can not form a joint force in the process of educating people, which leads to that both sides can not fully grasp the learning and living conditions of graduate students, which increases the difficulty of graduate education management and weakens the effect of education.

2. CAUSE ANALYSIS

2.1. Incomplete assessment and unclear positioning of both parties

When assessing tutors in Colleges and universities, the number of theses, project funds and achievement grades are taken as the main indicators, while the "education" quality assessment of tutors is weakened. In addition, the tutors have heavy scientific research tasks and limited energy and time, so they can only focus on academic guidance [4]; counselors have the dual identities of teachers and cadres, but in practical work, colleges and universities regard counselors as administrative cadres, which weakens their identity as teachers, and can not give full play to the role of Ideological and political teachers; some tutors believe that as long as they are responsible for the academic guidance of graduate students, ideological and political education and other work are the affairs of counselors [5]. As a result, tutors are busy with scientific research tasks and concentrate on academic guidance, while counselors are busy with administrative affairs and have no time to pay attention to ideological and political education. These two backbone forces of Ideological and political education for postgraduates can not give full play to their educational function, which objectively leads to the current situation of "attaching importance to knowledge but neglecting education" in Colleges and universities.

2.2. Poor communication and lack of long-term mechanism

The author selected 50 samples to investigate the communication between tutors and counselors. 12 people said that the two sides did not communicate, 29 people said that the two sides rarely communicate, 6 people said that both sides had more communication, and 3 people said that both sides often communicate. According to the survey results, 82% of the tutors and counselors usually communicate less, and the remaining 18% communicate more. Eight of the nine people communicate because of emergencies. There is no long-term mechanism for communication between the two sides. After the interview with the tutor and the counselor, the author found that there are two reasons for the lack of communication between the two sides: First, colleges and universities lack channels and platforms for regular communication between tutors and counselors. Both sides often communicate only in case of emergency, while there is not much involved in Ideological and political education; second, in Colleges and universities, there are differences in the identity and characteristics of tutors and counselors. Compared with tutors, counselors are younger and more active, but they have less right to speak. They are experienced and older, and lack of initiative, which leads to poor communication between the two sides.

2.3. Unclear division of responsibilities

According to national documents, there are many overlaps in the responsibilities of tutors and counselors. In the opinions of the Ministry of education on the full implementation of the responsibilities of graduate tutors in 2018, the responsibilities of graduate tutors were clearly defined [6]. In 2010, the Ministry of Education issued several opinions on Further Strengthening and improving the ideological and political education of graduate students, which requires: The tutor has the primary responsibility of Ideological and political education for postgraduates; they should understand and master the ideological situation of postgraduates, care about their growth comprehensively, and help them solve the difficulties and problems encountered in their study and life; it is necessary to cultivate good study style of graduate students in teaching and scientific research practice, and strictly require students to abide by academic ethics; we should provide employment guidance to graduate students and encourage them to make contributions to the socialist modernization construction; it is necessary to participate in the construction of the party, league and class collective and various activities.

According to the regulations of the Ministry of education of the people's Republic of China on the construction of College Counselors in 2017, the main responsibilities of counselors are as follows: ideological and theoretical education and value guidance, Party and League building and class building, the construction of academic

atmosphere, students' daily affairs management, Mental health education and consultation, network ideological and political education, coping with campus crisis events, career planning, employment and entrepreneurship guidance, theoretical and practical research [7].

According to the comparison between the provisions of the document, the main responsibilities of tutors and counselors cover all aspects of graduate students' study and life, and there are many overlapping work contents, the key points include ideological and political education, moral quality education of students, assistance and subsidy for students with difficulties, employment guidance, party and League and class construction. In the face of these overlapping tasks, if the tutor and the counselor can not distinguish the responsibilities. When an event is in the overlapping area, there will be two results: first, both sides think that the other party is the primary responsible person, so that they are passive and lazy in the face of the matter; second, both sides think that they are the primary responsible person and devote a lot of energy to the matter. The former will lead to management blind area, and there is no way to pursue responsibility after problems occur; for the latter case, although the matter itself has been given enough attention, but everyone is standing on their own point of view to consider the problem, resulting in a waste of resources and energy.

3. EXPLORE THE COOPERATION AND DIVISION OF LABOR BETWEEN TUTORS AND COUNSELORS

3.1. Explore the necessity of cooperation and division of labor between tutors and counselors

Since there are many overlapping parts in the work of tutors and counselors, both sides tend to choose the more convenient part and leave the difficult and unfavorable part to the other party. Therefore, who is mainly responsible for these difficult tasks depends on the results of the game between the two sides, rather than who is more suitable and should be mainly responsible for this part of the work. Therefore, it is very important to explore the cooperation and division of labor between tutors and counselors in the process of collaborative education: First, it is conducive to saving resources and energy, so that "good steel is used on the blade"; second, we should avoid the situation of mutual prevarication in some important and difficult tasks, and we can't be held accountable even if there are problems.

3.2. Characteristics and advantages of tutors and counselors

Most of the tutors hold regular meetings on a regular basis. Usually, graduate students are mainly in the tutor's research group, so there is frequent contact between the

two sides; under the current education system, the tutor decides to a great extent whether the graduate can graduate smoothly, so the tutor has authority over the graduate student; tutors are often experts in various fields, and their profound knowledge and noble morality are naturally respected and respected by graduate students [9]; tutors have profound resources in this industry, which is conducive to the career development of graduate students. Counselors are the political leaders of college students. They have firm political beliefs, can consciously implement the party's education policy, and guide graduate students to establish a correct world outlook, outlook on life and values; graduate counselors tend to graduate soon, with the same age as the graduate students, more affinity, it is easy to become their intimate friends, some inconvenient to communicate with the tutor, can communicate with the counselor; it is convenient for counselors to integrate resources and create an atmosphere; counselors pay close attention to employment trends and information, and can provide guidance and help for graduate students; counselors have a strong ability of organization, management and coordination, and facilitate the cultivation of Postgraduates' literacy beyond scientific research through the second classroom.

3.3. Research on the work focus of tutors and counselors

According to the respective advantages of tutors and counselors, both sides should focus on the work content in the process of collaborative education. Two principles should be followed when dividing the focus of work of both sides: first, it is conducive to the cultivation of high-quality talents. The purpose of the focus division is to cultivate high-quality talents and enable both sides to perform their respective duties, rather than to draw a clear line; second, it can give full play to the characteristics and advantages of both sides and avoid the situation of twice the effort and half the result in the management of graduate education.

In the work related to graduate students' academic ethics and academic guidance, tutors should take the main responsibility and counselors should actively cooperate; in the ideological education, comprehensive quality improvement, platform building and cultural atmosphere building, party and League class management, daily management, difficulty funding, emergency handling, maintaining campus security and stability, counselors should bear the main responsibility and the tutors should actively cooperate.

But in addition, there are many work can not clearly divide the rights and responsibilities of tutors and counselors, including career planning, ideal and belief education, academic style of study, mental health and other work, so they need to adopt the way that conforms to their own advantages and characteristics. For example, tutors and graduate students have frequent contact, so the tutors should give full play to their advantages and pay attention

to the guidance and education of graduate students; counselors should fully integrate resources to conduct centralized education and management of graduate students.

4. CONSTRUCT A COLLABORATIVE EDUCATION MECHANISM FOR TUTORS AND COUNSELORS

4.1. Enhance the understanding, strengthen and improve the ideological and political education of Postgraduates

The ultimate goal of the collaborative education of tutors and counselors is to cultivate qualified builders and reliable successors of socialism with Chinese characteristics, who are both red and expert, have both political integrity and ability, and develop in an all-round way. In the process of education, colleges and universities should not only focus on students' scientific research ability and the number of papers, but also attach importance to the ideological status, psychological quality, humanistic quality and moral quality of graduate students. Colleges and universities should strengthen the ideological and political education of postgraduates and implement the ideological and political education of postgraduates. The graduation of students should not only be related to graduation thesis, but also correct the "scientific research only" viewpoint of students and teachers.

4.2. Clear positioning and strengthen the team construction of tutors and counselors

First, make clear the positioning of both sides. In terms of tutors, they should realize that they are the primary responsible person for the ideological and political education of postgraduates and avoid turning themselves into the "boss" of Postgraduates [8]. In terms of counselors, they should realize that they have the responsibility of "Ideological and theoretical education and value guidance", and avoid becoming "waiters" and "administrative officials".

Secondly, strengthen the construction of tutors and counselors. For tutors, schools should enhance their moral education awareness and related knowledge, and optimize the evaluation system. In addition to the number of papers published, project funds and other indicators, the quality of tutors' education should be included in the daily management and evaluation system. For counselors, the school should promote the professional and professional development of graduate counselors to avoid excessive mobility. When assessing the counselors, we should set up indexes around the effect of education and make them operable.

4.3. Build a platform and establish a long-term mechanism for communication between the two parties

In actual situations, tutors and counselors have unequal discourse power in colleges and universities. In the communication process, one party is proactive and the other party passively copes with it. Therefore, it is often that the party with less discourse power takes the initiative to contact the party with more discourse power. One-way communication. Therefore, it is necessary to stipulate the work content of the communication between the two parties, and clarify who takes the initiative and who cooperates.

For the work that the tutor undertakes the main responsibility, the tutor should take the initiative to contact with the counselor; for the work that the counselor undertakes the main responsibility, the counselor should take the initiative to contact the tutor. If there is a problem, the main responsibility should be investigated. For the work that cannot be clearly divided, the school should build a regular communication platform between the two sides and formulate incentive policies. For example, the supervisor's management of graduate students mainly relies on the scientific research team, while the Counselor's management mainly relies on the class and Party branch. A graduate student is not only a member of the scientific research team, but also a member of the Party branch. We can try to set up graduate class or Party branch based on scientific research team, so that the organization managed by tutor and counselor belongs to the same team, which is more conducive to collaborative education.

5. CONCLUSION

Graduate tutors and counselors are the main force of Ideological and political education for graduate students, in order to form a joint force between the two teams, we need to give full play to their respective advantages and do a good job in coordination and division of labor; to improve the understanding of both sides and put the ideological and political education into practice; strengthen the team building of tutors and counselors, and clarify the responsibilities and positioning of both sides; do a good job in building a platform and establish a sound communication mechanism. In this way, we can form a "1+1 ≥ 2" mode, better collaborative education, and improve the quality of graduate education.

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