

Research on the Working Status of Party Member Supervisor Function from the Perspective of Whole Staff Education

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Abstract. Adhering to taking the education as the priority is the radical task of higher education. Every teacher in colleges and universities is education worker. Among them, the party member teachers should play a leading role and take educational responsibilities consciously and actively, fully exploiting the education function of teaching, scientific research, management and other various jobs. This paper takes teachers and students of eight colleges which took part in Shanghai "the backbone teacher's teaching incentive plan" as the research objects to understand the working status and functions in education which the teachers especially party member teachers have in the process of teaching and provides reference in exploring the mechanism in which the party member supervisor to participate in the whole staff education.

The rise of the problem

The report of the 18th National Congress of the Communist Party of China puts forward that "moral education should be the fundamental task of education and socialist builders with the comprehensive development in morality, intelligence, physics and aesthetics should be cultivated." "The decision of Central Committee of the Communist Party of China on comprehensively deepening reform and other certain major issues" proposed to "deepen comprehensive reform in education field", which clarifies about the new requirement for the development of higher education reform under the new situation of the new requirements. Comrade Liu Yandong points out that the morality construction should be throughout the whole comprehensive reform process. Facing new opportunities, talent training must be firmly established in the centre of the reform of higher education, insisting on the principles of party spirit, adhering to the education, with moral education as the priority, and further promote the whole staff education, the whole process education and comprehensive education.

In this round of reform of higher education, Shanghai Municipal Education Commission launched the "backbone head would incentive plan", and tried it in eight colleges and universities as Shanghai University of Engineering Science, Shanghai University, Institute of Medicine of Shanghai Jiaotong University, Shanghai University of Traditional Chinese Medicine, Shanghai Normal University, Shanghai Maritime University, Shanghai Ocean University, Shanghai Second Industrial University. According to the planning of reform, implementing "backbone head would incentive plan" is a reform in which teachers are encouraged to teach in the through real movement to solve the problems and focus on giving priority to students, and improve the students' practical ability. In this plan, professor, associate professor must take the undergraduate course, and professors, associate professors should be encouraged to guide students' social practice, graduation design and graduation thesis, namely teach as a supervisor. In the process of guiding students at the same time supervisors especially party member supervisors should strengthen ideological guidance to consciously take the educational function, effectively play a role of educating and bring new enlightenment for the educational work in colleges and universities.

The research situation and results

This research takes the questionnaire form. As for the choice of research object, Shanghai University of Engineering and Technology and other 7 colleges which participated in Shanghai "backbone head would incentive plan" are selected. Questionnaire is divided into two kinds,

respectively takes teachers and students as the research objects to understand the status quo, difficulties and problems for teachers in teaching students. The investigation sent out 490 teacher questionnaires, and recovered 476, and the recovery rate is 97.1%; distributed 920 student questionnaires with 904 recollectd, and the recovery rate is 98.3%. There are 19 topics on teacher questionnaire, 18 of them are closed or semi-closed topics. 1 is open topic, and the content involves the basic situation of teaching, instruction content and guiding method, guide will as three aspects; Student questionnaire has 17 items, including 15 closed or semi-closed subjects, 2 open topics, and the content involves the teaching basic situation, mentor to guide contents and the way of guidance, guidance effect as three aspects.

Table 1. Statistic of investigation sample distribution

category	variable	variable definition				
Teacher Questionnaire	Politic status	Member of CPC 87.4%	Democratic parties 4.6%	General public 8.0%		
	professional and technical posts	Prof. 9.0%	Vice Prof. 34.0%	lecturer 50.4%	Assistant 3.4%	None 3.2%
	Teaching age	1-2years 17.0%	3-5years 14.1%	6-10years 32.1%	11-20years 26.1%	More than 20 10.7%
	Position nature	Teaching 63.0%	Research 16.8%	Managing 11.8%	Double role 8.4%	
Student Questionnaire	Politic status	Member of CPC 11.8%	League Member 83.7%	General public 4.5%		
	Grade	Freshman 48.7%	Sophomore 17.0%	Junior 23.3%	Senior 9.3%	Fifth year(Medical Major) 1.7%

The working foundation for party member supervisor to participate in the education.

Survey data show that in the teachers who have been surveyed, 75.4% of the teachers joined the "backbone teachers teaching incentive plan". According to the requirements of the project, teachers involved formed the project team in the way of projects with some college students. This shows that the teachers above have participated in the guidance and training to the students as mentors. According to the statistics of teachers, about 51.3% of the teachers supervise less than 10 students, and carry out educational work in small-scaled teaching team. This is good for education.

Table 2. The basic situation of the supervisor teaching

Category	Investigation Contents	Options				
Teacher Questionnaire	Whether joined the "backbone teachers teaching incentive plan"	Yes	No	Going to	Not clear about this	
		75.4%	16.8%	3.8%	4.0%	
	Number of college students supervised	1-2	3-5	6-9	10 and more	none
		8.6%	18.3%	24.4%	35.9%	12.8%
Student Questionnaire	Whether the supervisors are party members	Yes	No	Not clear		
		38.7%	4.0%	57.3%		

In addition, from the comparative analysis of the data we have found that among the teachers participate in the "backbone head would incentive plan", party member teachers accounted for 72.6%, and it is higher than the proportion published by party committee of Shanghai Municipal Education

Commission in 2014 that "about half of teachers in colleges and universities are party member teachers". It shows that among the teachers join the "backbone head would incentive plan" and teach as a supervisor, the ratio of party member supervisor is higher, which lays the foundation for the party member supervisors to participate in the educational work.

The educational methods are flexible for party member supervisor. The statistics of the questionnaire of the party member supervisor shows that the teaching methods of supervisors are diversified and flexible. Through methods with which supervisors appointed with single or groups of students regularly or irregularly, they keep frequent contact with students. 49.2% of the teachers meet once a week with the students, and 51.3% of teachers communicate with students for about 1 hour at a time. And as for the way of communication, as much as 90.1% of supervisors choose counseling by face to face, in addition, E-mail, phone, WeChat, QQ and Fetion are used by the teachers to communicate with students.

Table 3. Statistics on the ways of teaching method

Category	Investigation Contents	Options				
Teacher Questionnaire	Ways for guiding the student (Multi-optional)	Group appointment	Waiting for students	Single appointment irregularly	Group appointment irregularly	Other
		48.1%	15.5%	55.5%	25.2%	5.3%
	Frequency of the appointment with the students	Once a week	Once half a month	Once a month	Once a semester	
		49.2%	29.2%	15.8%	5.8%	
	Average time for communication	Within 30 mins	30mins to1 Hour	1hour to 2hours	2 hours and above	
		13.0%	51.3%	23.7%	12.0%	
	Methods for communication(Multi-optional)	Face to face	Email	Telephone	Wechat	QQ or Fetion
		90.1%	44.7%	44.1%	35.3%	29.0%

The organic combination of professional education and ideological education by party member supervisor. According to the survey, in educational practice, party member supervisor channels ideological education thoughts into professional guidance. 74.8% of surveyed teachers think that it is necessary to guide the student ideologically and politically in the process of teaching and take it as their own responsibility. In the analysis of the samples of party member teacher questionnaire also found that about 52.0% of the party member supervisors get involved in the activities including guiding students to write applications, making students join the party contacts, making students' party membership, participating in the party defense or investigation, writing the party identification for the students, etc. And the survey on students shows that 25.1% of the students would communicate with supervisors with current affairs and thoughts despite professional communication. 22.9% of the students had discussed with the supervisors to join the party.

Table 4. The status of the ideological teaching in education

Category	Investigation Contents	Options				
Teacher Questionnaire	Is it necessary to carry out ideological education in teaching?	Yes, it's teacher's responsibility	No. That's the responsibility of counselor and secretary	Other		
		74.8%	21.0%	4.2%		
Student Questionnaire	Have you participated in the cultivation for students to join the party?	Write application for students	As the contactor	As the introducer	Participate in the defense	Write evaluation for party membership
		21.6%	15.3%	11.8%	11.6%	16.8%
Student Questionnaire	In what aspects the supervisor has communication with you?(Multi-option)	Professional consultation	Scientific research	discuss on current affairs and ideology	Daily life	other
		54.2%	34.8%	25.1%	32.9%	5.3%
Student Questionnaire	Does your supervisor ask about your party membership?	Yes	No			
		22.9%	77.1%			

The connotation of party member supervisor education meets the requirements of the teachers and students together. As for the surveyed teachers' understanding of teacher guidance contents, in addition to teaching for the students, according to the survey data from high to low arrangement, teachers choose answering questions and helping students to participate in scientific research innovation projects, guiding curriculum design or graduation thesis, guiding career and life planning, guiding students in political ideology and values and guiding students to participate in social practices. In the survey of students we found that content required by students is very close to the teachers'. In order they are guiding curriculum design or graduation thesis, guiding to participate in scientific research and innovation projects, helping in career and life planning, guiding social practice, solving ideological confusion, tutorial and answering questions. The requirements of teachers and students on guide content are similar, which explains that resonate happens in learning educational needs and feelings of both sides.

Table 5. The statistics of the teaching contents

Category	Investigation Contents	options						
Teacher Questionnaire	What contents should be taught(Multi-optional)	Teaching courses	Solving problems and consultation	Consulting students to participate in innovation projects	Course design or paper design	Instructing students to participate in social practices	Guild student's value systems and ideology	Guild with career planning
		68.7%	82.1%	80.5%	70.0%	54.2%	55.0%	56.7%
Student Questionnaire	What contents do you want your supervisor to guild you?(Multi-optional)	Individual tutorship	Guidance with researched	Guidance with course design and paper design	Guidance with social practice	Guidance with ideology	Guidance with career planning	
		40.2%	61.5%	61.8%	42.9%	40.9%	54.9%	



a. The expectations from students to the connotation of education b. The expectations from teachers to the connotation of education

Fig. 1. The requirement of teachers and students on education contents are unified

Party member supervisor plays a significant role in the process of education. In the survey we found that 54.4% of the surveyed students think that teachers have influence on their studies and thoughts, and 74.7% of the students hope to continue this kind of learning, and 40.2% of the surveyed students think the supervisor has the most profound influence on their growth and development. The strong approval of students to teacher is the positive attitude towards the supervisors. Although teaching work adds the teachers' workload, 62.6% of the respondents think the supervising work brought educational achievement, and they are willing to continue to teach, and 22.9% of teachers think the supervising work can be organically combined with teaching scientific research, and they don't feel burdened obviously. It shows that teacher education is sustainable.

Table 6. Statistics on the influence of the supervisors

Category	Investigation Contents	options			
Teacher Questionnaire	Whether teaching add additional tasks to your job	It adds the working task but also brings the sense of achievement, I'd like to continue	It can be combined with my own research on education, there's no obvious burden	It adds many tasks and I don't have high initiative	It has contradiction against my research and management work, I don't want to teach
		62.6%	22.9%	9.7%	4.8%
Student Questionnaire	Whether the supervisor gives you positive influence	Both on study and ideology	On study, but less on ideology	No influence	
	Are you willing to continue this relationship	Yes	indifferent	No	
	Who has the deepest influence on your growth	supervisor	teacher	counselor	other
		54.4%	24.9%	20.7%	
		74.7%	22.0%	3.3%	
		40.2%	29.1%	25.3%	5.4%

Meditation and suggestion

Party member supervisor should be the important part of the whole staff education work in colleges. Education is the first priority of higher education and every teacher in the college is educator. Education is not only about the imparting of knowledge and skills, but also includes the ideological and moral cultivation, promotion of physical strength and intelligence, etc. In the practice of the college education, subject teaching is the most economical, the most basic way and the natural platform for the party spirit education of college students. The charms of the personality, knowledge level, education attitude of party member supervisor will have unconscious influence on students. Fully exert the educational potential of this team of party member supervisor and introduce the thoughts of party member supervisor into the whole process of talent cultivation and make party

member supervisor take the political responsibility of talent cultivation. Talents with qualified political qualities and enhance the whole staff education effectiveness.

Establish a scientific mechanism to guarantee party member supervisor to play a role in education. In the research, the surveyed teachers and students hold a positive attitude towards the party member supervisor in teaching but part of the surveyed teachers have doubts or concerns such as sustainability in the party member supervisor's positioning. Therefore, to ensure education effect, we shall establish a scientific mechanism to make sure the party member supervisor cultivation in full play, such as establishing a scientific system of teacher selection, and put forward requirements on the structure and formation of party member supervisor, enrich the education team; and as manage the education of party member supervisor by project operating, establishing clear educational target with process supervision to ensure the quality of education; and set up regular exchange platform for party member supervisors. The teachers and students can interact to communicate and share educational experiences and arouse the enthusiasm of teachers.

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