

# Dicussion on the Professionalized and Specialized and Experted Construction of Tutors Team in Colleges and Universities

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**Abstract**—To strengthen and improve the ideological and political education of college students, in this new period, is a significant and urgent strategic task that cultivating qualified builders and reliable successors. And to construct a high level of tutor team is the organized guarantee to accomplish this strategic task. File No. 16 of the central committee of the communist party of China, "on strengthening the construction of institutions of higher learning tutor teacher team opinion" and "the ordinary institutions of higher learning tutor team construction regulations" issued by the ministry of education, put forward the construction of college tutor team objective requirements. Therefore, to build up such a team that combines the professionalization and specialization, aims to professionalization, and perfection, is a significant method to strengthen and improve ideological and political education in colleges and universities in the current and future.

**Keywords**—*tutors; professional construction; expert*

## I. TO ESTABLISH A FAIR AND STANDARD SELECTION MECHANISM

File No. 16 of the central committee of the communist party of China and the order of No. 24 of the ministry of education come up with a series of regularity requirements to the equipment, election and application of tutors. On the premise of guarantee amount and in accordance with the principles of "powerful politics, efficient work, strict discipline and honest behavior", the courage and universities should equip and select their tutors. Under the guidance of this principle request, according to certain procedures, both ability and political integrity, dedication, and education, worship love industry talents have been promoted to positions of the tutor. The equipment of tutors should adhere to "main professions and combination of professions and specials", and strictly follow the principle that the student-faculty ratios cannot be lower than 1:200 while arranging the graduates' tutors. A certain number of tutors should be guaranteed in every grade. The selection and recruitment of tutors should obey the principles of "openness, impartiality and fairness" to select the best and enough talents by strict control, so that the new tutors team can have the high level of ideological and political quality, and have strong abilities of organizations and management. Also, they have high degrees, thus, the tutors

team have a high starting point, which ensures the high quality of this team from the source.

## II. TO ESTABLISH A REASONABLE PERFORMANCE EVALUATION SYSTEM

It is necessary to both advocate the advancement and carry forward the selfless dedication, and appropriate materials are also needed to encourage the tutors to be positive, initiative and creative. Colleges and universities can reinforce the tutors team following the basic ideas of "setting positions scientifically, taking responsible to the staff, making the quantitative assessment, clarifying the obligation, making sure the strict rewards and punishment". According to the work contents and tasks, they can also set up a perfect assessment system by which the results of the assessment can lead to rewards or punishment. The excellent performers in the assessment are able to enjoy priorities in the competition such as promoting, competing for the advanced or the best person rewards and selecting the cadres. At the same time, the title and salaries are closely related to the assessment results. On the other hand, the tutors failing in the assessment should be helped and adjusted timely, so as to optimize the entire tutor team.

## III. TO CONSTANTLY IMPROVE THE TUTOR TRAINING MECHANISM AND IMPROVE THE BUSINESS ABILITIES AND THE COMPREHENSIVE QUALITY OF TUTORS

Universities and colleges should proceed from the practical conditions to develop people-oriented training plans, and orderly arrange their tutors to participate in a variety of trainings. The trainings should stick with the principle of "three combinations", which is, "the combination of business diameter and training content, the combination of on-the-job training and off-the-job learning, and the combination of general improvement and key training". Universities and colleges should purposefully organize the tutors to participate campus training and off-campus study and inspection activities. Some well-conditioned schools can also organize to study abroad, etc., so as to draw lessons from other colleges and universities and learn the advanced management experience and the way of working. In that way, the tutor team can

constantly improve their work abilities and comprehensive quality, and their cohesion and combat effectiveness will increase accordingly. The training and study should be arranged according to the tutors' working time. Elder tutors who need to improve their education degree should participate in on-the-job training and off-the job learning. While the new tutors not only need to strengthen professional ethics and politics theoretical study, but also to be trained for work skills, network knowledge and mental health education knowledge, so as to improve their political quality and practical ability of working.

#### IV. TO ESTABLISH A FLEXIBLE MECHANISM ON THE PURPOSE OF RESPECTING FOR PERSONAL CHOICE

Solving the development problems of tutors is the basic guarantee of stable working mood of tutors, and also is the inherent requirement of stable and healthy development of tutor team. Universities and colleges should build up the development mode as combining the professions with specials and cultivating them by many ways in accordance with dynamic equivalent principle, paving the way for the subsequent development of tutors. Professionalization is just a developing orientation of a few professors and experts. Schools should combine the tutors' professional knowledge and comprehensive quality to make the professional plan for every tutor. For those who are willing to continue to work for students, schools should encourage them to orient to specialization and professionalization, also cultivate them as cadres of student working and backbones. Those who have strong working abilities and excellent performance can be applied and promoted as an important source of selection for reserve cadres of party and government. While those excellent tutors, who engaged in teaching and research and specializing in studying teaching methods, can take on teaching practice. Thus, an orderly system respecting personal choices and development, that men can be fully realized, is established.

#### V. SEVERAL RELATIONSHIPS THAT TUTORS MUST DEAL WITH FOR CONSTRUCTING A PROFESSIONAL TEAM

##### A. *The Relationship between Education and Management*

Tutors work at completing the student ideological and political education and ensuring the stability of students, around the center school work and following the principles of "mainly educating, paying equal attention to management and service". During tutors' work, the education function must be embodied, and education on students' ideological and political should be put at first. Tutors should educate in management and serve in education, that is to say, serving students in management and managing them in service. The basic principles should be obeyed that "education enjoys the priority, while managing and serving is subordinate". Complete system must be built up to clarify the responsibilities and obligations of tutors, and also tutors are capable of "refining their major work" under good management and a complete assessment mechanism.

##### B. *The Relationship between Flow and Stability*

Stability of working is a touchstone of benign flow of tutor team. To maintain the stability of tutor team, schools should deal with the balanced relationship between leaving and staying of tutors. The recruitment of tutors should set up "high criterion" to optimize the selection mechanism and remain talents, so as to ensure a higher ideological and political quality, organization and management ability of new tutors.

While the export of tutors should make a plan of cultivating "the excellent ones", which means, schools should cultivate tutors as reserve cadres of party and government and the reserve force for teaching and scientific research. In that way, a promising situation that tutors teams can maintain a dynamic balance basically and flow orderly. Professionalization requires the "flowing" and "flux" to be controlled in an appropriate range, so that to make sure tutor team in a "dynamic balance".

#### VI. TO PROFESSIONALIZE AND SPECIALIZE TUTOR TEAM REQUIRESTHE FOLLOWING TWO ASPECTS:

##### A. *Based on schools' point of view, three main tasks need be done.*

- To strengthen training, and make efforts to optimize their knowledge structure;
- To establish a platform and help head teachers to improve their vocational abilities;
- To establish and perfect the scientific evaluation mechanism, guide and encourage the tutor attaches great importance to the training to improve their professional ability.

##### B. *For individual, every tutor should persistently pursue work abilities, knowledge and research spirits*

- To practice and explore boldly;
- To pursue knowledge and adjust and improve the knowledge structure;
- To summarize the experience and improve constantly the work skills;
- To strengthen the investigation and study and make efforts to improve the abilities of solving students' new problem.

In a word, the tutor is the main force in the ideological and political education of university and college students. Only when a standard, scientific and reasonable assessment system is established, by which to perfect the training mechanism of tutors and build up a flexible developing system, a long-term effective system ensuring the effects of student thoughts and politic education, of constructing tutor teams can be established.

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