Confusion and Solution Path of Student Management Work for College Counselor

LU Min[a],*

[a]Shandong Women’s University, Jinan, China.
*Corresponding author.

Received 20 June 2016; accepted 15 August 2016
Published online 30 September 2016

Abstract
In recent years, with the rapid development of colleges and universities, the number of enrollment increases, the association bridge of the counselor between students and school is becoming more and more prominent. The difficulty of management work of students’ by the instructor is also increased. How to deal with the problems in the students’ management by college counselor is the issue that every education person in charge should pay attention to. This paper will propose the targeted solutions to improve the work quality of college counselors based on the difficult problem in college counselor’s regular college students’ management work.

Key words: College counselors; Student management; Work difficulty; Coping strategy

INTRODUCTION
Counselors are college students’ ideological and political education and student management first-line workers, the growth of talent of students. Counselors are in the intermediate stage among colleges and universities, who are in charge of students’ daily life and study, timely help students solve problems, give students encouragement appropriately and reflect the specific circumstance of students to parents and school. It can be said that college counselors are the closest person of students on campus.

But there are some common difficulties of student management work for college counselors. Only by taking corrective measures and actively doing the management work can we provide a better environment for students’ daily life and learning behavior.

1. IMPORTANCE OF COLLEGE COUNSELOR’S WORK
The counselor is an important part of teaching body in institution of higher learning, a skeleton force engaged in moral education work, ideological and political education in college and university and also the conductor and guide for the healthy development of students. It can be seen that the university counselor is the backbone of the ideological and political education among students. They have to carry out ideological and political education activities under the leadership of school party committee and take the responsibility in students’ thought, learning and life.

1.1 Counselor Work Affects the Formation of Students’ Outlook on Life and Values
University period is an important stage for the formation of the outlook on life and values. In the psychological development and cognitive form, students enter into the higher education stage of self-learning from high pressure senior high school. Students are required to have self-management and independent control no matter in life and study. Their view on things gradually changes from the previous passive acceptance into independent thinking. Everything is strange to them after they enter college. And they cannot have independent judgment of everything they encounter and they have to take the counselors’ opinion as a reference. Therefore, the influence of the work method and value orientation of the counselor on students’ independent thinking is obvious, which influences the formation of students’ outlook on life and values to a certain extent.
1.2 Counselor Work is of Great Significance to Students’ Mental Health

Currently, students in institutions of higher learning are in face of various social problems, such as employment, interpersonal communication, independent personality, etc. Their mental health problems have become one of the prominent problems in higher education. The author has been engaged in college counselor work for many years. It is found that due to the poor learning ability of students, weak self-care ability and bad interpersonal relationship lead to the mental problem of students. The college counselor’s own interests and hobbies and personality characteristics and way to care for students play an important role in promoting the solution to students’ mental problem. It is required that college counselor should also act as the psychological consultation teacher in students’ daily education to help students get rid of psychological shadow by using all kinds of psychological counseling methods and promote the healthy development of students’ psychology.

1.3 College Counselor Work Plays an Important Guiding Role for Students’ Personal Success

The cultivation of high quality and skilled talents is the goal of our country’s higher education personnel training work. This is determined by the characteristics of higher education in our country at present. From the angle of students, students’ individual development goal has been determined since they enter college. All of the school resources are around this point. The responsibility of the college counselor is to let the students really master the professional skills and improve the comprehensive quality of students. As the terminal of student management work, the college counselor is the occupational planning instructor and active participant in the means and process of training of various talents. It is of great significance whether the students will be able to become the talent for the community and apply what they have learnt in actual work.

1.4 Diversification Characteristics of the Counselors’ Work Tasks

The counselor work should conform to the law of higher education. The counselor plays a variety of role, such as student employment guidance, off campus internship management and psychological counseling of students. The workload of students is enriched. The social extension determines that the college counselor should also be the ideological and political teacher, psychological consultation teacher, occupational guide teacher and teacher. It is required that college counselor should strengthen their own learning, read cursorily frontiers knowledge of student management and constantly improve their ability to deal with all kinds of problems. At the same time, the school should strengthen and improve the selection, assessment and evaluation mechanism of the counselors in order to introduce the college counselor in line with the requirement to the counselor team.

As an ideological and political education worker, the counselors should be made clear in their work responsibilities, the ideological education work, mental health education, style of study and academic guidance, party-building efforts, quality development guidance, active employment guidance and services, daily transaction management, to bear part of the ideological and moral cultivation, and the situation of political education, mental health education, career guidance and other related courses teaching.

Counselors work in the final objective: to enable students to have a clear and firm political direction, with the idea of serving the people wholeheartedly and lofty moral character, with a lofty communist ideals of faith, who are enterprising and make contributions to the mental state that can correctly handle the individual, collective, the relation between the state, honest, and trustworthy, mutual friendship.

Counselors are often unconsciously busy in enrollment distribution, upload issued, convene meetings, supervised learning, the development of party members, credit evaluation concepts will be appraised, individual talk...Some people are faced with hundreds of people. Counselors every day beset by these trivial, but also the ideological and political work, workload, scope of work and work intensity of the flexibility is very large, making it too busy to take into account the many students of the deep-seated ideological problems, ignoring their own best time should be spent to do. Counselors can give full play to the role of students leaders with some of the routine work to them to deal with to complete, but is does not mean that you can wash its hands of the counselors.

The four main school counseling program interventions used include: school counseling core curriculum classroom lessons and annual academic, career/college readiness, and personal/social planning for every student; and group and individual are counseling for some students. School counseling is an integral part of the education system in large numbers of countries and in others it is emerging as a critical support for elementary, middle, and high school learning and/or student health concerns.

An outdated term for the profession was guidance counselor; school counselor is preferred due to school counselors’ role in advocating for every child’s academic, career, college readiness, and personal/social success in every elementary, middle, and high school. In the Americas, Africa, Asia, Europe, and the Pacific, some countries with no formal school counseling programs use teachers or psychologists to do school counseling with a primary emphasis on career development.

Countries vary in how a school counseling program and services are provided based on economics (funding for schools and school counseling programs), social capital (independent versus public schools), and school counselor certification and credentialing movements in education departments, professional associations, and national and local legislation. In 2013, school counseling is established in 62 countries and emerging in another seven.

An international scoping project on school-based counseling showed school counseling is mandatory
in 39 countries, 32 USA states, one Australian state, 3 German states, 2 countries in the United Kingdom, and three provinces in Canada. The largest accreditation body for Counselor Education/School Counseling programs is the Council for the Accreditation of Counseling and Related Educational Programs (CACREP). International Counselor Education programs are accredited through a CACREP affiliate, the International Registry of Counselor Education Programs (IRCEP).

In some countries, school counseling is provided by school counseling specialists (for example, Botswana, China, Finland, Israel, Malta, Nigeria, Romania, Taiwan, Turkey, United States). In other cases, school counseling is provided by classroom teachers who either have such duties added to their typical teaching load or teach only a limited load that also includes school counseling activities (for example, India, Japan, Mexico, South Korea, Zambia). The IAEVG focuses primarily on career development with some international school counseling articles and conference presentations.

Both the IAEVG and the Vanguard of Counselors have promoted school counseling internationally.

2. DIFFICULTIES OF STUDENT MANAGEMENT WORK FOR COLLEGE COUNSELORS

2.1 Unclear Responsibilities Orientation of College Counselors

In college and universities in China, there exists the phenomenon of unclear role orientation of counselors. Because some counselors cannot accurately distinguish the two roles of “administrator” and “teacher,” which results in the overpressure and improper management of student management work (Guan, 2014). College counselors are the front line guide for students, but lots of counselors have unclear responsibility orientation and their work is short of order and purposiveness. The counselor’s management work includes the management of the students themselves, communication with parents and timely situation report to school. Because the complexity of their work, they are unclear of their role task. Although counselors are often busy with the various affairs of students, parents and school leaders, they have no time to think about the essence of their work. Secondly, students’ ability to solve their own problems is weak and they depend largely on their counselors. It indirectly adds to the work pressure of counselors to a certain extent. However, when counselors spend most of their time and energies on students’ work, they will ignore their roles of “teacher” and reduce their theoretical knowledge level. The unclear responsibility orientation of college counselors makes their physical and mental pressure too large and their work efficiency decline.

2.2 Counselors and Students have Conflicts in Views and Value

With excellent political learning thought, the college counselors adhere to their own principles. Their traditional management way is easy to be in conflict with the student’s views and values (Sun, Wen, & Chen, 2015). Most of the college students are post 90s. They have their own individual characteristics and have quite different ways to deal with problems compared with traditional way. The solidified traditional views and values of the counselors are in disharmony with students. Students are in the pursuit of avant-garde thinking and work style and even have unique way to deal with problems, which cannot be accepted by counselors, resulting in conflicts. But in fact, the avant-garde way to deal with different matters may be more reasonable and effective than the traditional method. In the era of rapid development of information technology, if we cannot fully grasp the trend of the information, we will derive from the times and have contradictions with students.

2.3 The Newly-appointed Counselors Cannot Deal with the Relations with Students Appropriately

In some colleges and universities, a batch of new and young counselors are recruited in order to avoid disordered problem of management work and teachers’ work, divide the two roles completely and adjust the original counselor team (Lv & Zhu, 2012). Because most of the newly-appointed young counselors are postgraduate students and their ages are unreasonable, it is difficult to feedback students’ opinions to school or deviations of related circumstances. Thus, the link role of counselors are greatly reduced and students are naturally discontent.

2.4 The Management of Student Cadres is Becoming more and more Difficult

As the student cadres are also mostly a generation of distinctive personality, it causes the great difficulty of student cadres management for college counselors, thus the student work cannot be carried out smoothly. The student cadres are in charge of the daily affairs of a class and have timely communication with the counselors on behalf of the interests of students. However, the counselors have more contact with the student cadres and issue the school index to the student cadres. Then the student cadres pass on it to the students in class. The student cadres are good helping hands to counselors. But the reform of the education system provides excellent learning and living conditions for students. The student cadres are lack of sense of ownership and just pass on the command task of counselors passively and have no concept to serve everyone, which makes it difficult for counselors to carry out student management work.

3. MEASURES TAKEN FOR WORK DIFFICULTIES

3.1 Reform the Policy System and Clarify Counselor’s Responsibility
With the continuous progress of society, the requirements for college counselors are also constantly improving and the essential meaning of counselors reaches a new degree of depth and extent. Requested by colleges and universities, it is necessary for counselors to summarize the teaching experience and seek new development path in constant practice in order to improve the efficiency of the work (Zhang, 2013). Therefore, all colleges and universities should change the disordered management system in the past, reform the relevant policies and regulations, make the role orientation of counselor clear and provide opportunities for the individual development of counselors. At the same time, we should pay attention to the ideological construction of counselors, timely care the ideological change of counselors and provide job security to make them have a sense of security.

3.2 Have the Courage to Accept New Things from the Perspective of Students

In colleges and universities, counselors have frequent contact with students. They should actively listen to the students’ suggestion and seize the trend of the times from the perspective of students (Cui, An, & Li, 2014). In the information age, the counselor must have the courage to accept new things, accept students’ unique ideas, change the traditional mode of education, explore and innovate in constant changes and actively mingle with the students. The counselor should constantly improve their ideological and moral qualities, lead students to set up correct three outlooks, strengthen their comprehensive quality training in their spare time and promote the integrated development of them so as to become a college counselor of a new generation.

3.3 Optimize the Allocation of Talents and Match the Age Structure of the Counselors

Colleges and universities have unreasonable adjustment of the counselors, which leads to imbalance of the overall age structure of the counselors and has a certain effect on student management work. The work object of the counselor is complex and the work task is heavy, so colleges and universities must improve requirement for counselors. In the adjustment of the counselor team, we should optimize the allocation of talent, have a reasonable matching of age structure and look for counselors with rich experience and strong ability. In addition, counselors should seek enjoyment from student management work, constantly accelerate work experience, do a good job in contact between students and school, try their best to bring substantial help for students’ daily life and study and realize their own value.

3.4 Have Democratic Selection of Student Cadres and Carry out Targeted Training

In the election of student cadres, we must develop a comprehensive selection and assessment for cadres, so as to choose student cadres with a strong sense of responsibility and service awareness. First of all, we must implement fair election system. Students cadres should be voted by all students and students with most popular feelings will be elected student cadres, so as to increase democracy in election and win the trust of students for counselors indirectly. In addition, the student cadres elected must have targeted training. We should improve the leadership and service capacity of student cadres enhance the awareness of the initiative to provide services for students through strengthening the training of student cadres, so as to lay the foundation for the management of student cadres in the future.

CONCLUSION

College counselors are the association bridge between students and school. However, with the increasing demands of higher education in our country, the college counselors of colleges and universities are in face of great challenges. How to deal with the problems in student management effectively? The college counselors need to stand at the forefront of the times, summarize the experience and lessons, grope forward, continuously improve work efficiency and make a contribution to the overall and healthy development of college students.

Colleges and universities should focus on strengthening the construction of counselor team, build a variety of platforms to improve their occupation ability, improve the counselors’ work environment, improve their political and economic benefits and work status, accelerate the pace of work of counselors occupation in order to let the counselors work in a relatively relaxing atmosphere, have active thinking, grasp the inherent law of students daily management and make them become the real life tutor to open students’ mind.

REFERENCES


