

Analysis on the Strategies for the Stability of College Counselors with High Academic Qualifications

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Abstract

Counselors are the backbone of the ideological and political education of college students. The quality of counselors is related to the healthy growth of college students. With the continuous increase of the state's emphasis on ideological and political education in colleges, the quality of counselors has also become higher and higher, and a large number of highly educated counselors have poured into colleges. Maintaining the stability of the team of highly educated counselors is of great significance to the development of universities. This paper analyzes the reasons for the instability of the team of highly educated counselors and proposes corresponding countermeasures.

Keywords

Highly Educated Counselor; Stability.

1. Introduction

As the country attaches great importance to the construction of college counselors, more and more highly educated counselors are entering colleges. It cannot be said that all high educated counselors are models of moral education, but after several years of higher education, it can play a positive role in guiding students and leading role models in learning methods, tempering of will and quality, and choice of life path. It is imperative to maintain the stability of highly educated counselors.

2. The Current Situation of College Counselors with Higher Education

As the country attaches great importance to ideological and political education in colleges, there has been an upsurge in all major colleges to equip high-educated counselors, and college counselors have basically achieved higher education. Due to their high level of education, high level of knowledge and high social expectations, highly educated counselors have high career expectations and demands. Highly educated counselors have many years of professional education, have high attainments in a certain field of knowledge, and are better at focusing on a certain field for a long time. However, the work of counselors is cumbersome and jumbled, covering a wide range, which conflicts with the education of highly educated talents. Many highly educated Counselors are unable to adapt and want to find another way out, leading to the instability of highly educated counselors.

3. Reasons for the Instability of College Counselors with High Academic Qualifications

3.1. Counselors have Low Professional Social Status and Low Professional Identity

Counselors have an awkward position in colleges and universities. They are neither professional teachers nor administrative staff. They deal with a large number of trivial matters every day without specificity. Any department can directly arrange counselors to assist in

completing the work. They have a low status in colleges. They have neither the power of administrative personnel nor the respect of professional teachers. The team of counselors is called "marginal people" without a clear social status, "marginal people" are characterized by no sense of psychological belonging and no pursuit of professional value. These secular concepts have also caused this group to be in a state of rapid differentiation [1]. As a highly educated talent, he has high self-awareness, strong self-esteem, and strives to obtain a high degree, but fails to obtain the corresponding social status and respect. He thinks that the work of the counselor has no technical content, feels that he is overkill and has a low sense of professional identity.

3.2. The High-degree Training Model Conflicts with Student Work

Highly educated talents spend a lot of time and energy in professional research. They are trained to be research-oriented talents with relatively fixed mode of thinking and behavior. Counselors need to do specific work to guide students' employment, Party member development, scholarship evaluation, psychological counseling and so on. Highly educated counselors are not good at dealing with micro trivial affairs, resulting in a low sense of achievement and honor, previous research experience can not be applied to work, resulting in psychological gap and psychological pressure.

3.3. It is Difficult to Evaluate the Professional Title

After years of scientific research and training, highly educated counselors are used to doing research and publishing articles and applying for projects, so as to evaluate their professional titles. However, once they become counselors, their majors are not important. Some colleges and universities even require counselors to evaluate professional titles only on the basis of the counselor's related articles and projects. Although they are highly educated talents who have been doing research and training for many years, they abandon the original major and re-engaging in counselor-related research is equivalent to starting from scratch without competitiveness. In addition, the energy of the counselor is occupied by tedious tasks, and it is difficult to have extra energy to engage in scientific research. This leads to the unwillingness and depression of the High-degree counselor, which affects the work effect.

3.4. It is Difficult to Solve Spouse's Work Problems

Most professional teachers in Colleges and universities have doctor's degree. The introduction of talents can bring their families to work in the school, which can solve the employment problem of their families, so that they can teach and do scientific research without worries. Similarly, as doctors, doctoral counselors have no relevant policies, so they can't bring their families to work in the school, which also makes them feel unfair, affecting work enthusiasm.

4. Strategies for the Stability of College Counselors with High Academic Qualifications

4.1. Improve Counselors' Social Status and Professional Identity

A good social environment is not only the material basis for the career growth of counselors, but also the external drive for the professionalization of counselors [2]. The society's disapproval of the work of counselors, and the society's prejudice against counselors' occupations have a negative effect on the cultivation of their professional emotions [3]. The work of counselors is extremely complicated and trivial, and it is exhausting. Many counselors cannot bear the high-intensity work and choose to transfer jobs one after another. For colleges and universities, the work of counselors is very important, which directly affects the management of students and the orderly operation of the school. Therefore, the work of counselors is indispensable. However, due to the complicated and trivial nature of the work, it

is usually considered to have no technical content and is called a “nanny”. It is neither respected as professional teachers nor as powerful as administrative staff. Any department can arrange counselors to do the work, and the status of counselors is extremely low. The counselor is not recognized in the society, and even ashamed to say that he is a counselor. The state should increase the publicity of counselors and introduce corresponding policies, improve the social status of counselors, and allow counselors to be respected in society, so that a large number of highly educated counselors can be willing to engage in this work.

4.2. Good Career Prospects

Highly educated talents need strong motivation to work as counselors, such as good professional treatment, bright career prospects, reasonable professional title evaluation policy, etc. Due to the low status and low salary of the counselors at present, the counselors with high educational background study hard, but they can't get the matching salary. In terms of promotion, highly educated counselors need to compete with other counselors to promote section level cadres, deputy department level cadres and even department level cadres. During this period, due to the nature of work, the advantages of highly educated counselors can not be reflected, which will also lead to the instability of highly educated counselors. In terms of job title evaluation, high talents with academic qualifications want to take the job title route, but high-educated counselors cannot compete with professional teachers, and even cannot compete with articles or topics in their own majors. Instead, they have to re-enter new majors. This is also a huge problem for high-educated counselors. In short, in order to maintain the stability of the team of highly educated counselors, corresponding salaries, more favorable promotion channels and reasonable job title evaluation policies must be given.

4.3. Solve the Problem of Spouse's Work

Highly educated counselors, especially doctoral counselors, also have doctoral degrees, but they can't bring their families to work in schools like professional teachers, which is unfair to highly educated counselors. On the contrary, it is precisely because the high-educated counselors are engaged in such hard work, it is even more important to solve the family problems, so that the high-educated counselors have no worries. Otherwise, the highly educated counselor will feel that he is inferior to others. The problem that needs to be solved urgently is the stability of the high-educated counselor team. Only by giving them more convenience and benefits, the high-educated counselors can be willing to contribute.

5. Conclusion

As the country attaches great importance to the ideological and political work of colleges and universities, in recent years, major colleges and universities have introduced highly educated counselors. How to stabilize this highly educated team has become an urgent problem to be solved. Only when the team of highly educated counselors is stable, the ideological and political work in Colleges and universities can be better, more excellent students will enter colleges and universities, and talents that the society needs will be cultivated.

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