

Research on the Construction and Management of Postgraduate Tutors under the Background of “Morality Education”

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Keywords: Morality education, Tutor, Team building, Management, Study

Abstract: Postgraduate education is the main way to cultivate high-level talents and an important part of the national innovation system. Postgraduate tutors are the key force for postgraduate training in colleges and universities and the construction of tutor team is an important guarantee for improving the quality of postgraduate training. At present, there are many problems in the construction and management of the postgraduate tutor team in our country. Based on the research on the construction and management of the postgraduate tutor team under the background of “morality education”, this paper discovered the existing problems and shortcomings, found out new ideas and methods for its construction, put forward the construction of the postgraduate tutor evaluation index system oriented by “talent cultivation”, and continuously strengthen the construction level of the postgraduate tutor team.

1. Introduction

On January 17, 2018, the Ministry of Education issued the “Opinions on the Full Implementation of Postgraduate Tutor's Responsibility for Morality Education”, which clears that the tutor is the first person responsible for postgraduate cultivation, and requires tutors to be “politically competent, morally noble and professionally competent”, in addition, it clears the responsibilities of tutors to morality education.

As the top of the national education system, postgraduate education is the main way to cultivate high-level specialized talents, an important pillar of national talent competition, and a core element of building an innovative country. Postgraduate tutors are the key force for postgraduate training in colleges and universities and shoulder the mission and responsibility of training high-level innovative talents in the country. Based on the research on the construction and management of the postgraduate tutor team under the background of “morality education”, this paper discovered the existing problems and shortcomings, found out new ideas and methods for its construction, put forward the construction of the postgraduate tutor evaluation index system oriented by “talent cultivation”, and continuously strengthen the construction level of the postgraduate tutor team.

2. Compare the Seven Responsibilities of the Instructors and Find out the Problems in the Construction of the Instructors' Team.

(1) Whether the tutor always make unremitting efforts to improve ideological and political quality

Whether the tutor can understand the ideological trends of the postgraduate in a timely manner, have regular heart-to-heart talks and academic discussions, encourage the postgraduate to consciously integrate their personal ideal pursuit into the national and ethnic undertakings, and support and encourage the postgraduate to actively participate in the activities of the Party and League.

(2) Whether the tutor continuously improve their academic innovation ability

Whether tutors can actively participate in the formulation and implementation of postgraduate training programs, reform and innovate personnel training models, earnestly guide the opening and

writing of degree papers, guide postgraduate to follow the discipline frontier, regularly carry out research progress reporting exchanges, and support and encourage postgraduate to actively participate in academic exchange activities at home and abroad in accordance with the concept of individualized teaching and personalized training.

(3) Whether the tutor continuously strengthen the cultivation of practical innovation ability

Whether tutors can train postgraduate' ability to ask questions, analyze problems and solve problems, and strengthen the combination of theory and practice. To guide postgraduate to publish all kinds of research results, encourage postgraduate to actively participate in professional practice activities at home and abroad, and provide various conditions to support and enhance the innovation and entrepreneurship ability of postgraduate.

(4) Whether the tutor integrate the cultivation of social responsibility into daily life

Whether the tutor can cultivate the postgraduate' international vision and national feelings, help the postgraduate to formulate practical career development plans, support and encourage the postgraduate to participate in volunteer service activities such as volunteer work, student aid and poverty alleviation, and realize the value of life in the process of serving the people and contributing to society.

(5) Whether the tutor abide by academic ethics and integrate them into scientific research

Whether the tutor can cultivate the postgraduate' rigorous and serious research attitude and pragmatic scientific spirit, personally examine and supervise the postgraduate' scientific research achievements and dissertations in all aspects of the postgraduate' training, and put an end to academic misconduct such as plagiarism, fabrication of data and falsification of achievements.

(6) Whether the tutor regard optimizing the training conditions as his own responsibility for development

Whether tutors can actively provide and create favorable conditions for postgraduate study, scientific research and growth according to the requirements of postgraduate training in different disciplines and categories.

(7) Whether the mentor internalize the emphasis on humanistic care

Whether teachers can establish a good teacher-student interaction mechanism, strengthen humanistic care and psychological counseling, and do a good job in education and guidance. Pay attention to the postgraduate' academic pressure and employment pressure, and assist in the psychological and employment work of postgraduate.

3. According to the Seven Responsibilities of the Tutor, Establish a Tutor Assessment Index System

(1) Ideological and political guidance

Guide postgraduate to establish correct world outlook, outlook on life and values; Support postgraduate to actively participate in party activities, keep abreast of the ideological trends of postgraduate, have at least 2 heart-to-heart talks with postgraduate each semester, and organize postgraduate to study the strategies, plans and systems of the country and the school.

(2) Academic research guidance

Actively participate in the formulation and implementation of postgraduate training plans and training programs, earnestly guide the opening, mid-term assessment, defense, etc. of postgraduate, overall arrangements of practice and scientific research activities, and master the scientific research progress of postgraduate. Provide favorable conditions for postgraduate to carry out scientific research, and provide corresponding financial support. Encourage postgraduate to publish high-level academic papers or be rated as excellent degree papers, support postgraduate to participate in academic exchanges at home and abroad during their studies, and conduct academic discussions or research progress reports with postgraduate at least once every two weeks.

(3) Innovative practice guidance

Pay attention to training postgraduate' ability to analyze and solve problems, and strengthen the combination of theory and practice. Postgraduate are encouraged to take part in innovative and practical events and are given time and financial support. Support full-time professional degree

postgraduate to carry out professional practice for at least half a year during their study period, guide them to the practice base at least once during the study period, conduct practical safety education for postgraduate, and actively communicate with external cooperation instructors. Support postgraduate to participate in summer school activities or social practice activities at least once during their studies.

(4) Social Responsibility Guidance

Strengthen the social responsibility of postgraduate and encourage postgraduate to combine their personal development and progress with the development needs of the country and the nation. To guide postgraduate to make practical career plans and cultivate postgraduate' national feelings and international vision. To guide postgraduate to establish a correct concept of job selection and employment, to transmit relevant employment information to postgraduate in a timely manner, to recommend suitable jobs, and to create conditions for postgraduate' employment within their capabilities; For postgraduate with entrepreneurial ideas, encourage them to carry out entrepreneurial practice; Support and guide postgraduate to practice in post-related practice bases. The postgraduate under the guidance shall participate in at least one social practice activity each semester.

(5) Scientific moral guidance

Hold regular group meetings at least once every two weeks; Strengthen academic standard training, personally review research results and degree papers published by postgraduate, and put an end to plagiarism, experimental fraud, data fraud and other acts; In all aspects of postgraduate training, strengthen academic standard training, strengthen professional ethics education, and enhance academic moral self-restraint; Cultivate postgraduate to respect the labor achievements of others and enhance their awareness of intellectual property protection. Give a lecture on academic ethics to postgraduate every semester.

(6) Humanistic Care Guidance

Concerned about the physical and mental health of postgraduates, make full use of interviews, WeChat, QQ, email and other ways to grasp the psychological status and living conditions of postgraduates in real time. Guide postgraduates to maintain a good state of mind and correctly face rewards, honors and difficulties and setbacks. Pay attention to the academic pressure and employment pressure of postgraduate, and assist in the employment of postgraduate. At the same time, full-time postgraduate should be given certain research assistance subsidies according to school regulations and in combination with their participation in scientific research. The initial employment rate of postgraduate under guidance is higher.

(7) Self-improvement

Tutors should consciously strengthen the study of political ideology and theory, and run it through the whole process of their tutors' career to continuously improve their ideological quality. The new tutor should take the initiative to participate in tutor training, academic salons and other learning activities, besides, they should continue to explore and practice in teaching and scientific research work, so as to improve the cultivation and teaching ability in moral cultivation.

In addition, in accordance with the “Opinions of the Ministry of Education on Establishing and Improving a Long-term Mechanism for the Construction of Teachers' Ethics in Colleges and Universities”, “Guiding Opinions on the Handling of Teachers' Ethics Misconduct in Colleges and Universities” and “Ten Guidelines for Teachers' Professional Conduct in Colleges and Universities in the New Era”, the “one vote veto” is applied to teachers' ethics misconduct in colleges and universities.

This paper studies and analyzes the current problems of the graduate tutor team by comparing the seven duties of the tutor set forth in the document “Opinions on the Full Implementation of Postgraduate Tutor's Responsibility for Morality Education” issued by the Ministry of Education. Through the full implementation of the tutor's duties, and under the background of “moral education” and performance evaluation in colleges and universities, an evaluation index system for graduate tutors guided by “talent cultivation” is established, the postgraduate tutor evaluation system is gradually implemented, the construction and management of the tutor team are

strengthened, and efforts are made to create a graduate tutor team with ideals, beliefs, moral sentiments, solid knowledge and benevolence.

Acknowledgment

1) Research Projects of Degree and Postgraduate Education of China Degree and Postgraduate Education Society-Research on the Construction and Management of Innovative Postgraduate Tutor Team in Medical Universities (No .B2-YX20190501-01)

2)Jilin Province Education Science “The 3th Five-Year “ Plan Special Project of Ideological and Political Research in Colleges and Universities-Research on Ways of Improving the Ideological and Political Education Ability of Postgraduate Tutors under the Morality Education(No .GS17055)

3)The 13th Five-Year Social Science Project of the Jilin Provincial Department of Education “Research on the Establishment of College Graduate Instructor Evaluation Mechanism and Countermeasures in the New Era” (No .JJKH20190485SK)

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