

Interdisciplinary exploration path of college counsellors with practical dilemma and professional ability improvement

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Abstract: Counselors are the bridge between colleges and students, and the first line of ideological and political education for college students. However, under the background of three-comprehensive education, interdisciplinary counselors have exposed the problems of lack of professional ability, low scientific research results, insufficient innovation ability, low work mood and other problems need to be solved urgently. Through the analysis of the practical difficulties faced by interdisciplinary university counselors, the evaluation mechanism, the integration of subject resources, increasing the training and other paths, it aims to improve the quality and competence of interdisciplinary counselors and realize the improvement of professional ability.

1. Introduction

College counselors are not only the ideological and political educators of college students, but also the managers of their daily life and the guides of their career. Therefore, the professional ability of college counselors is very important for the growth of college students. Especially in the background of the new era, the behavior habits, thinking modes and ideology of college students have changed greatly, which puts forward higher requirements for the professional ability of counselors, requiring counselors to have a broader international vision, more firm ideological and political ideas, and more professional guidance skills.

On December 7, 2016-8, the national ideological and political conference held in Beijing, the meeting general secretary xi made important instructions, he stressed "ideological and political work between colleges and universities cultivate what kind of people, how to cultivate people and the fundamental problem, to firm khalid ents as the central link, the ideological and political work throughout the education teaching process, education, comprehensive education, efforts to create a new situation of higher education career development in China"^[1]. The convening of this conference makes colleges and universities have to think again about the future ideological and political education work, especially how the college students who grow up in the face of the new era, new ideas and new ideas can really put the ideological and political work into practice and penetrate the people's hearts. This is the mission given to counselors in the new era, and also a new challenge for every interdisciplinary counselor, so it is imperative to improve the professional ability of interdisciplinary counselors.

2. The practical dilemma facing the interdisciplinary college counselors

2.1 Lack of professional ability

At present, the recruitment of counselors is relatively open. Under the requirements of graduate degree, in addition to the recruitment standards of "strong politics, strict discipline and positive style", there are no strict restrictions on disciplinary background and professional quality. Such recruitment can attract people from different academic backgrounds to join the counselor team, increasing the size of the counselor team and showing the characteristics of diversification. However, such recruitment also has some disadvantages. Due to the practical limitations after entering the post, some majors of the counselors are not matched with the majors of their students. There are differences in basic theoretical knowledge, subject thought and students, which leads to the lack of professional ability in daily student affairs management, academic guidance, freshman career planning, graduate employment guidance and other aspects. Students cannot believe in their teachers, also cannot kiss their way. The discipline advantages of the counselors cannot be brought into play, the sense of belonging and consciousness are weakened, and the teaching and management are in an embarrassing situation, which hinders the effective development of the counselors' work.

2.2 The indifference of professional emotion

The Regulations on the Construction of Counselors in Ordinary Institutions of Higher Learning point out that counselors have the dual status of teachers and administrators. However, for interdisciplinary counselors, due to the limitation of majors and the lack of support from disciplines, the school will not give many class opportunities considering the teaching quality. Therefore, interdisciplinary counselors will gradually be marginalized and dilute their teaching status. Although they are managers, because the scope of work of counselors is not clearly defined, many counselors are divided into the fields of administration, teaching assistance, logistics and so on, which should not only manage students, but also do various administrative and logistics work well. The ambiguity of this dual identity makes counselors suffer from misunderstanding and discrimination from teachers and students. Professional teachers believe that counselors are just graduates who cannot take classes, and there is no professional and development space. At the same time, many students also think that the counselors are just "senior nannies" for students, managing students' daily affairs, trivial things, without value. These prejudices from the society, teachers and students make the profession of counselors lack due attention, which leads to the lack of enthusiasm for work, low work mood and low work efficiency. In addition, some colleges and universities for counselor promotion channels and development direction and no clear planning, training strength is not enough, it will lead to counselors lack of confidence for the future career development, lack of social professional identity, lack of sustained power, not to achieve the counselor of professional, expert development.

2.3 Insufficient innovation ability

The work of counselors is trivial and has a high repetition rate, especially after a complete class of graduates, you will find that many jobs are the same. Long-term past many counselors will form a certain "mind-set" and "professional habits", then meet new problems, in order to save time and effort, according to the accumulated experience and thinking to deal with problems, inevitably will virtually reduce the work standard, lack of thinking about new problems, innovative to put forward some solutions and education strategy. Interdisciplinary counselors, due to the limitation of

professional, mentality and spiritual state, easy to form a kind of "small wealth is safe" thought, lack of work passion and innovation^[2].

2.4 Low scientific research achievements

In the professional title evaluation of counselors, in addition to the basic ideological and political accomplishment, professional ethics and professional ability, counselors are also required to have certain scientific research ability and can use the latest research results and experience to conduct in-depth analysis and guidance to student work. However, in the investigation, the counselors found that the scientific research ability is weak, and they will publish relevant academic papers in public journals due to the need of professional titles. However, the quality of the papers is low, which generally belong to ordinary journals. Although the core journal papers are rare, some topics belong to participants, and few people are the first host. The main reasons are as follows: First, the awareness of scientific research is weak. Many schools carry out work skills training rather than scientific research training, and think that counselors are young, unqualified, and difficult to set up projects, and do not give much support in terms of policies and funds. Second, knowledge structure dislocation, counselors' papers and topics mostly to the ideological and political level, not only need to marxist theory support, also need to have some philosophy, psychology, management, sociology, interdisciplinary counselor before learning is involved, but not deep, which led to the counselor in writing papers and do the lack of corresponding subject support, it is difficult to infiltrate knowledge into the ideological and political education, often overwhelmed. Finally, the work is heavy, and the time and energy are limited. Counselor and teaching and management, every day in all kinds of "big" and "small", "big" to the values cultivation, party construction, the lead, mental health education, career planning and employment guidance, "small" to the class discipline, dormitory health, grants, work-study job allocation, all kinds of professional "big" and trivial "small" things need counselors to coordinate, which occupy most of the counselor's time and energy, lead to physical and mental exhaustion, no time to do scientific research.

3. Exploring the path of professional ability improvement of interdisciplinary counselors

3.1 We will improve the evaluation mechanism and smooth the development channels of interdisciplinary counselors

According to the Regulations on the Construction of counselors in Colleges and Higher Learning (2017 edition), institutions of higher learning should formulate special evaluation and incentive mechanisms to meet the "double line" promotion requirements of full-time counselors, improve the work enthusiasm of counselors through mechanisms, and provide an important guarantee for the growth and stable development of counselors^[3].

Institutions of higher education should be integrated ideological and political education concept, collaborative personnel department, student affairs and other departments to establish and improve the interdisciplinary different post position / rank "double shoulders" fusion safeguard mechanism, under the premise of total constant, set a certain amount of interdisciplinary counselor position (title), single standard, single plan, separate review, make all counselors can participate in title evaluation^[4]. College counselors due to the particularity of work, when the title evaluation should not be with teachers one size fits all, and should combine the practical work of counselors, from the theory of scientific research, student work effectiveness, team work aspects, multi-angle, evaluation subject should also be diversified, not only is the department evaluation, and should take counselor self-evaluation, student evaluation, parents evaluation, counselor mutual evaluation way, improve the evaluation of education effect.

3.2 Integrate discipline resources and encourage team collaboration

Although the work of a counselor seems simple, it requires extensive theoretical knowledge and broad disciplinary vision, as well as diversified, refined and differentiated professional consultation and guidance. The lack of professional ability of interdisciplinary counselors will inevitably bring some obstacles to the work, but it can also fully explore the advantages of "first discipline" and turn inferior into excellent. College counselors, often have different subject background, colleges and universities can fully integrate internal discipline resources, give play to the role of related disciplines, innovation counselor professional development platform, such as the establishment of college students development research center, college students' ideological and political education center, by different subject counselor team as consultants, from different disciplines, different background, comprehensive for college students development, form a team cooperation. In addition, can set up counselor studio, counselor academic research team, jump out of the narrow working environment, try to cooperate with some academic research institutions in society, build interdisciplinary, cross professional team, play the social various aspects of force, realize full education, the whole society, promote the comprehensive development of college students and the professional growth of counselor team.

3.3 Enrich the theoretical knowledge of scientific research, and increase the training efforts

The scientific research level of the counselor reflects the process from practice to cognition of the counselor's work. Only when the counselor raises the work experience to the height of theory, can the professional quality of the counselor be improved at a deeper level to break the bottleneck of the counselor's work. As an interdisciplinary university counselor, first of all, we should identify our own theoretical level of scientific research, find out the advantages and disadvantages of our own scientific research, and apply the right medicine to strengthen learning. Second, colleges and universities need to provide their counselors

Platform and system guarantee, although interdisciplinary counselor for social science and culture knowledge is not proficient, but the graduate stage laid a certain foundation of scientific research, have certain research ability, as long as the school give counselors platform, intensify training, form "old with new" research echelon, counselor will slowly generate high yield and high quality of scientific research.

4. Conclusion

Strengthening the professionalization and professional development of college counselors is an effective way to implement the ideological and political education of college students. It is necessary to promote the professionalization of counselors with unique and interdisciplinary thinking through interdisciplinary integration and counselor team building, conform to the development of The Times, and truly realize the training goal of cultivating people by virtue.

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