A Study on the Construction of Graduate Student Guided Learning Community Model

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Abstract: "Three-whole nurturing", i.e., all-member, all-process, all-round nurturing, is an important principle to strengthen the ideological and political work of colleges and universities under the new situation, and is also the premise for colleges and universities to answer the fundamental question of "what kind of people to train, how to train people, and for whom to train people". In the training of postgraduates, the relationship between "guidance" and "learning" runs through the whole process of postgraduate training. In recent years, the relationship between supervisors and postgraduates has caused many problems, and in order to better solve the relationship between postgraduates' supervision and learning, the postgraduate supervision and learning community has emerged. The article describes the basic connotation of the graduate student guidance community, and puts forward the relevant path to build the graduate student guidance community.

1 INTRODUCTION

In recent years, the relationship between tutors and postgraduates has been plagued with many problems, such as the utilitarianism of the tutorial relationship (students are too utilitarian in their pursuit of studies, and tutors hire students to be free labourers for their scientific research projects), and the tutorial relationship exists in name but not in reality (tutors' sheep-type tutoring and scattering of their hands), and so on. The mentor-student relationship has emerged as a result of these contradictions, so much so that incidents of conflict in the relationship between mentors and graduate students have occurred from time to time, such as the incident of Tao Chongyuan, a graduate student of Wuhan University of Technology, who fell off a building in 2018, which shocked the academic community and society, and the incident of Lu Jingwei, a 24-year-old graduate student of Tongji Medical College, who fell to his death from the 5th floor of his laboratory. The emergence of the mentoring relationship problem has aroused the concern of the community about the relationship between mentors and postgraduates.

Under the new situation, facing the vision and mission of building a world-class university with Chinese characteristics, comprehensively implementing the responsibilities of postgraduate supervisors to promote moral education and constructing the relationship between supervisors and students in line with the first-class postgraduate education is an important issue to be researched and explored in the field of postgraduate education, and it is also the distinctive Chinese characteristics of first-class postgraduate education\textsuperscript{[1]}. In order to better solve the problems of postgraduate tutoring relationship, postgraduate tutoring community as a new idea of building postgraduate tutoring relationship is the development trend of building postgraduate tutoring relationship in the new era.

The "Guided Learning Community" is rooted in the Chinese cultural tradition of harmonious interaction between teachers and students and the growth of teaching and learning, conforms to the world trend of open development and collaborative innovation in graduate education, and responds to the mission of establishing morality and nurturing people's souls, which is the trend of the new era of the construction of postgraduate student-guided learning relationship\textsuperscript{[2]}. It is an important path for colleges and universities to promote the construction of the "mentoring community", which is an important way to fully implement the duties of mentors to establish moral integrity and realise the goals and missions of postgraduate education, and it is also the unique characteristics and advantages of China's postgraduate education in nurturing talents.
2 THE CONSTRUCTION OF POSTGRADUATE GUIDED LEARNING COMMUNITY PATH RESEARCH

2.1 Strict guide access system

As the front link of postgraduate education, no matter for tutors or postgraduates, the strict access system can guarantee the quality of postgraduate education development from the root. A perfect tutor selection system can reject those who don't have the qualification and potential of tutors, while those who are good at guiding learning and research will be admitted to the door, providing high-quality guides for postgraduates to become adults.

Firstly, to make a complete document for the selection of postgraduate supervisors. Colleges and universities should formulate graduate supervisor selection regulations and implementation rules in accordance with the relevant policies and regulations of graduate education promulgated by the state, which are in line with the law of development of graduate education and the situation of the university, so that the selection of tutors and access to the rules and regulations can be followed. Strengthen the attention to the guidance ability of "prospective tutors". Domestic colleges and universities generally pay too much attention to the academic level of the prospective tutors and less tendency to investigate their ability to guide postgraduates. However, numerous facts have proved that academic competence is by no means equivalent to teaching and guidance competence. The postgraduate instructor is a post for instructing and training postgraduates according to the needs of postgraduate education, and the person who occupies this post should first of all have strong ability to instruct and train postgraduates, which should be taken as the first criterion for the selection of the prospective instructor.

Secondly, to develop a fair and reasonable way of talent selection. From the core mission of graduate education to cultivate high-level talents and produce high-level innovation results, it should be a rational choice for graduate student enrollment to take into account procedural fairness based on the priority of physical fairness, and on this basis, it should also enrich the form of graduate student selection and enhance the scientific nature of the content of the investigation. In addition to the unified paper and pencil test, the proportion of comprehensive interview should be increased, and the situation test and psychological test should be added appropriately in the interview session to examine whether the candidates have a solid professional foundation, positive mental outlook and dare to open up, good cooperation and dedication to the quality of the candidates.

2.2 Improve the Matching System of Supervisors and Students

As high-level creators and potential high-level creators respectively, postgraduate supervisors and postgraduates have their own unique ways of thinking and styles of action. In order to achieve efficient cooperation under the premise of full development of their personalities, the core lies in ensuring that the supervisor's guiding style matches the postgraduates' learning styles. To this end, we need to seek help from the mentor-student matching system to reduce or prevent potential conflicts between mentors and postgraduates in the process of future interactions.

Firstly, a mentor-student matching test is organised. In addition to the tutor's curriculum vitae, research fields, scientific research achievements and projects, etc., the tutor's information webpage should also include the introduction of "tutor's guiding style", i.e., the tutor's "style", so as to provide convenience for postgraduates to understand the tutor more comprehensively. At the same time, the college should conduct psychological tests on learning styles, academic interests and tutors' expectations for postgraduates after their enrollment, and compare them with the tutor data on tutor's guiding style and students' expectations, so as to calculate the degree of matching between tutors and postgraduates in terms of their personality traits, behaviours, learning expectations and interaction styles, etc., and offer matching suggestions between tutors and postgraduates in accordance with the principles of compatibility matching and complementary matching. It also provides matching suggestions for mentors and postgraduates according to the principles of compatibility matching and complementary matching.

2.3 Reform the evaluation mechanism of supervisors and students

The establishment of a sound appraisal system for postgraduate supervisors is an important guarantee for the sustainable development of postgraduate supervisory team building. A scientific and reasonable dynamic evaluation mechanism can play an important role in motivating, promoting and supervising graduate tutors.

Change the single scientific research oriented evaluation structure, and make clear the primary position of postgraduate guidance in the assessment of postgraduate supervisors. In November 2018, the Ministry of Education once again exerted its efforts to make the selection of master's degree supervisors and doctoral degree supervisors as a way to clean up the "Five Onlys" ("Thesis Only, Hat Only, Title Only, Academic Qualification Only"). The selection of master's graduate instructors and doctoral graduate instructors is one of the key directions to clean up the "five cronies" ("only papers, only hats, only titles, only qualifications, only awards"). In this context, colleges and universities should change their concepts, reform the assessment mechanism that focuses on scientific research or even scientific research only, take the success of postgraduate students as the primary factor in the assessment of supervisors, and formulate scientific and reasonable assessment rules for postgraduate supervisors and operable evaluation indexes.
2.4 Improvement of Tutor Education Mechanism

Strengthening the construction of postgraduate tutor team is the basic project to achieve the high-quality development of postgraduate education.

Establish a regular working mechanism for tutor training. At present, China's tutor education is mainly carried out in the form of regular training, but on the whole, tutor training has not yet attracted enough attention in China's colleges and universities. Most colleges and universities in China pay more attention to the pre-service training of newly promoted postgraduate tutors, but the frequency and time span are very limited, the training form is single, and the on-the-job training is very weak, and some colleges and universities have never even carried out tutor training. Therefore, the establishment of a regular working mechanism for tutor education has become a necessary measure to promote the professional development of tutors.

2.5 Weak sense of belonging and ineffective synergy

Postgraduate education is a process in which tutors, teachers, counselors and administrators resonate with each other around the goal of promoting moral education, and the role of any one of them is indispensable. The current daily management of graduate students in the process of multi-attributed management problems, counselors undertake most of the work, some tutors thus mistakenly think that the ideological and political education of postgraduate students is the responsibility of counselors and administrators, and has little to do with their own. The deep-seated reason for this phenomenon is that postgraduate supervisors do not have a strong sense of moral education, postgraduate education belongs to multiple administrations, and the synergy between them is not effective. Some tutors believe that they are only responsible for the academic training of postgraduates, postgraduates daily management, ideological dynamics and other aspects of the guidance is the responsibility of counselors and administrators, and has little to do with their own. The deep-seated reason for this phenomenon is that postgraduate supervisors do not have a strong sense of moral education, postgraduate education belongs to multiple administrations, and the synergy between them is not effective. Some tutors believe that they are only responsible for the academic training of postgraduates, and their own roles and counseling duties to do a clear artificial separation. In fact, tutors are the most important interactive role in the daily study and research life of graduate students, and they can understand the abnormal ideological trends of graduate students at the first time, but due to the lack of awareness of some tutors on the work of moral education and the lack of awareness of joint efforts to educate people, which leads to the loss of the best time to intervene. Counselors in the daily management of graduate students in the first line, but their daily contact with graduate students is mainly limited to the specific level of transactional work. Due to the limitation of the division of responsibilities and other reasons, the counselors have insufficient information interaction with the graduate tutors, and it is difficult to understand the difficulties and problems of the graduate students' scientific research in detail. Administrative staff in the process of postgraduate training bear the role and task of managing and educating people, but due to the current assessment mechanism of the administrative department's assessment criteria focus on the main business, it is easy to ignore the evaluation of administrative staff's work in moral education.

2.6 Promoting Collaborative Parenting

Life-long learning is the fundamental task of education, and tutors, counselors and administrators in the cultivation of graduate students should work together around the fundamental task of lifelong learning to contribute to the cultivation of high-quality talents in the new era. In order to effectively promote the work of postgraduate moral education, it is also necessary to strengthen the synergistic effect of multiple subjects. The multiple subjects in the process of postgraduate training must always bear in mind that the fundamental task of education in the new era is to establish moral integrity. The main actors need to establish the overall awareness of the work of postgraduate moral education, and play an advantage in their respective positions, in order to truly form a synergy of education, and comprehensively promote the implementation of the work of postgraduate tutors to promote moral education. To build up a tutor, counselor and administrative staff communication platform and mechanism, truly realize the whole process of postgraduate ideological and political education work seamless. Establishing a communication mechanism for multiple subjects and giving full play to the role of tutors in the daily management activities of graduate students is an important foundation for realizing collaborative education. There are problems such as imbalance of evaluation and ambiguity of evaluation in the work of postgraduate tutors, which affect the enthusiasm of postgraduate tutors to carry out the work of moral education. The evaluation mechanism is an important guarantee to enhance the sense of achievement and honor of graduate tutors from the work of moral education, for which the evaluation mechanism of the work of graduate tutors in the new era should be constantly improved. Establish a scientific tutor selection system. Most colleges and universities emphasize scientific research over teaching in the selection of tutors, and the selection mechanism is unreasonable, too much on the level and number of scientific research results to be qualitative requirements, and the selection of teaching tutors is not fair and equitable enough. Improve the evaluation and assessment mechanism. Reform the tutor selection and assessment methods, improve the mutual selection mechanism of graduate student tutors, and establish a dynamic evaluation and recruitment mechanism for tutors. Change the single scientific research-oriented, comprehensively consider the tutor's moral performance, academic level, scientific research
tasks and training quality, and take the growth and success of postgraduates as the tutor's assessment factors. Reinforce that tutors have the responsibility to conduct academic ethics for graduate students and enhance their sense of mission, responsibility and dedication to society and people. Educational administrative departments shall incorporate the establishment of moral character into the index system of tutors' teaching evaluation and disciplinary evaluation, focusing on the evaluation of the implementation effect. Postgraduate training units shall formulate assessment methods for the tutors' responsibility of cultivating moral integrity in the light of the actual situation, and implement a hierarchical and systematic evaluation system that combines the academic degree committees of the university, the departments for monitoring the quality of teaching, and the self-evaluation of postgraduates and tutors. Clearly safeguard the reward mechanism.[5] Each year, each university shall take the results of the evaluation and assessment of the postgraduate tutors' moral character as an important basis for the evaluation of the tutors' job titles, the allocation of allowances within the university, and the selection of excellent models. Regularly select outstanding tutors and outstanding tutor teams, give spiritual and material recognition and rewards, and organize experience exchanges among outstanding representatives to play a leading role in demonstration. For the tutors who do not fulfill the duties of moral education or have problems, the postgraduate training units may take measures such as prompting, interviewing, limiting and suspending the recruitment according to the situation.

Establishing a scientific supervisory mechanism for supervisory team. Most colleges and universities have a serious lack of supervisory mechanism for tutor team management, and they do not effectively supervise the tutors from the aspects of "selection - onboarding - training process - guidance effectiveness". At present, the center of tutor team management is in the tutor's college. In order to solve the problem of tutor team supervision mechanism, it is necessary to establish a four-fold supervision and management mode of "governmental agencies, university departments, tutor's college and discipline group". In order to form a clean and favorable environment for human education.

3 CONCLUSIONS

The construction of graduate student guidance community is a systematic project, which needs to coordinate all aspects of power. It is necessary for all departments of colleges and universities to work together to build a scientific postgraduate guidance community and to form a mechanism of all-member, all-round, all-process collaborative education.

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