

## Analysis of Subsidizing Capabilities of College Counselors

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### Abstract

Subsidizing poor students is an important part of college student affairs management. As the directors, organizers and practitioners of managing college student affairs, college counselors must have strong subsidizing capabilities to help poor students successfully finish their studies and become qualified builders and reliable successors of the future society. The subsidizing capabilities of college counselors mainly include managing capability, monitoring capability, and humanistic care and psychological counseling capability.

**Key words:** College counselors; Subsidizing capabilities; Poor college students

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### INTRODUCTION

Subsidizing poor students is an important part of college student affairs management, which in recent years has increasingly been faced up with a lot of new situations and new problems with the advancement of subsidizing poor students work. Moreover, the overall work of subsidizing poor students is not well adapted to the new situations, and there are many weak points. In order to

effectively solve the problems in the work, all parties should make sure to cooperate with each other closely. As the practitioner of daily education and management aimed at college students, the college counselors' important duty is to conduct the work of subsidizing poor students. Their capabilities of subsidizing students exert direct impact on the effectiveness of subsidizing poor college student work. This paper, on the basis of exploring the problems in subsidizing poor college students, mainly focuses on the subsidizing capabilities of the college counselors which should be enhanced.

### 1. MANAGING CAPABILITY

Management capability refers to the capacity of college counselors to effectively manage the work of subsidizing poor students so as to make the overall work go on smoothly. Currently, a vast majority of colleges and universities have initially established a subsidizing system which is centered on student loans, including scholarships, work-study funds, and allowances for students with special difficulties and tuition fee remission. In order to cope with the problems in the practical operation of the system, the college counselors should enhance the following managing capabilities:

#### 1.1 Identifying Capability

Identifying capability refers to the ability of college counselors to identify poor college students. It is the prerequisite of the work of subsidizing poor students, for it can ensure a fair, just and reasonable allocation of subsidies into the hands of poor students. The college counselors are suggested to proceed from the following the aspects in order to deal with the problems existing in the identifying procedure: first, team members for identifying poor students should be strictly selected. In order to avoid the subjective arbitrariness in the identifying work, college counselors should take care to

select members before setting up the identifying teams. For instance, college counselors could serve as team leaders; supervisors of every class could work as deputy leaders; the composition of the other members should have prominent feature of representativeness and broad base. In this sense, the members could include representatives of student leaders and ordinary students as well as one representative from each dormitory. In order to ensure the impartiality of the identifying work, anyone who has applied for the subsidy should not be included in the identifying team. Second, information should be broadly collected. College counselors could make use of such means as telephone, email, and letter to acquire the information of family economic conditions of student candidates; besides, they are recommended to ask the supervisors and the students for candidates' daily consumption, in particular, they can ask the candidates' roommates to get the relevant information, for the candidates' consumption behaviors in the bedroom tend to be more realistic. Third, commitment letter of integrity is suggested to be signed. After determining the list of poor students, college counselors could ask the poor students to sign a commitment letter of integrity, which clearly stipulates that false information given when applying for subsidies will negatively influence their later application for any subsidies and awards.

### **1.2 Capability of Managing Poor Students' Files**

Capability of managing poor students' files refers to the ability of college counselors to manage college poor students by virtue of establishing files. The files could not only serve as the evidences that poor students once received subsidies and awards in colleges, but also could help colleges and banks to monitor those students who delay the student loans with malicious intention after graduation. Therefore, the college counselors should have the capability of managing poor students' files in order to conduct a dynamic and comprehensive management for poor students. They are suggested to start from the following points: first, collecting information from multi-channels; college counselors can collect basic information of poor students such as their family condition, personal contact information, daily consumption, and conditions of their learning, working and living as well as their employment status from supervisors, teachers, student leaders, parents, and other ways. Second, dynamically managing poor students' files. College counselors should conduct a dynamic management of poor students' files, pay close attention to changes on part of poor students at any time, and update the files. For example, the file of student whose family undergoes an unexpected and major accident should be promptly established and be put together with the archives of other poor students; while the file of student whose family situation has improved markedly should be taken away and his or her subsidies should be cancelled without delay.

### **1.3 Capability of Assessing Scholarship and Grants**

Capability of assessing scholarship for poor students refers to the ability of college counselors to carry out the assessment of poor student scholarships and grants and other related work. Currently, there is a large amount of scholarships and grants, but only a limited number of poor students could win it. So the effectiveness of the assessment work is not only related to the rational allocation of subsidies but is also crucial for the campus harmony and social stability. To ensure scholarships and grants to be really given out into the hands of poor students, college counselors can improve their capabilities from the following aspects: First, rationally determining the number of students who could get the subsidies; when allocating the quota of scholarships and grants, the college counselors cannot adopt a "one size fits all" approach. Instead, they should comprehensively take the circumstances of each class into consideration. For example, quota should be increased for the class whose number of poor students is bigger, and quota should be reduced appropriately for the class in which there are less poor students. In this way, a fair and reasonable allocation will be ensured. Second, comprehensively assessing. Considering the fact that there is a large amount of scholarships and grants but only for quiet limited poor students, college counselors should comprehensively considering students' family economic situation, their daily consumption and performance in school when conducting the assessment work. The subjects of scholarships for poor students are those who are excellent in character and learning but with difficulty economic problems. In this sense, when evaluating the family economic situation of applicants, college counselors should pay high attention to the hard work and diligence in learning. As for the subjects of subsidies or grants for poor students, they are those who have difficult family economic problems. So the college counselors should attach great importance to students' family economic situation without attaching many other conditions. Third, publicizing the result in classes. Publicizing the result in classes is rather vital in the assessment of poor student scholarships and grants, for the result will inevitably have errors due to the limited number of assessment team members. If we publicize the results in classes, it will not only make the result further inspected but also reduce the controversy from other students.

### **1.4 Capability of Managing Poor Students' Work-Study**

Capability of managing poor students' work-study is the ability of college counselors to organize poor students to work while studying. Work-study is the best way for poor college students to "self-help" and "self-teach", which could not only provide a certain amount of money for their living, but also enhance their oval

qualifications. In particular, the highly specialized work-study posts will be of great benefit for their present learning and future employment. Although work-study is organized and administrated by the department of subsidizing and management in colleges in a unified manner, college counselors play an important binding role. On the one hand, they provide the information of college's work-study policies and demand of posts for students; on the other hand, they could help college's department of subsidizing and management to strengthen its education and supervision of work-study students. The college counselors could start from the following aspects to enhance their binding role: first, conveying work-study information to poor students without delay; the college counselors should disclose the demand of work-study posts such as teaching assistant, research assistant, management assistant, and worker in college-run enterprises, libraries, and logistics group. Second, enhancing the ideological and moral education on part of work-study students. College counselors should strive to intensify work-study students' ideological and moral education, guiding them to develop such spirits of self-reliance, hard work, unity, and dedication. For those students who are afraid of dealing with difficult jobs, college counselors should try to persuade them into facing difficulties and adversities in life by giving them a thorough and detailed education.

Third, enhancing the safety education for work-study students. Due to the limited number of jobs given to students by colleges, a large number of poor students have to achieve work-study outside campuses. But in that situation, colleges are unable to conduct a unified management for all work-study jobs, so there are big security risks. To avoid such security risks, college counselors should strengthen safety education for work-study students and guide them to comply with the regulations in work, enhance their awareness of safety and encourage them to safeguard their own security and benefits. Fourth, increasing off-campus job opportunities. In order to combine work-study and students' academic study as well as with their future careers, college counselors should actively contact the companies and enterprises that are relevant to students' majors outside the colleges to develop off-campus work-study channels, building off-campus work-study base. When carrying out this work, college counselors could take advantage of the college's alumni resources, especially some well-known alumni, for their companies and enterprises can provide jobs for poor students. Then college counselors could recommend poor students to those companies for work-study.

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## 2. MONITORING CAPABILITY

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Monitoring capability means the ability of college counselors to supervise and control the subsidizing work for poor students, making it operate in a fair, just and

open manner. In this sense, to facilitate the subsidizing work, college counselors should have a strong monitoring capability, and earnestly engage in the relevant work. In details, they could start from the following points: First, monitoring the economic situation of poor college students' family. The subjects of subsidizing work are students from poor families, and the main aim is to help students from poor families complete their studies successfully. So the economic situation of poor students' family is the focus of subsidizing work. But the pity is that the economic situation is a variable which is constantly changing. For example, some students are from economically disadvantaged families when they initially go to the college, so they are unable to successfully complete their studies at first sight, then a subsidizing or funding system for poor students is need to help them. However, when the economic situation improves, the subsidizing system will not work for them. So at this moment, the poor students will not receive subsidies from the system. On the contrary, some students' families are in good economic situation when they first arrive at colleges. Later they still need the help from the subsidizing system for an unexpected and significant accident happening to their families to support their successful completion of studies in college. To ensure the distribution of the subsidies to real poor students, college counselors should monitor the family economic situation of the students by means of strengthens of their own jobs such as frequent and long contact with students. Second, monitoring poor students' daily consumption. Daily consumption of poor students is a real reflection of the economic situation of poor students. Some students apply for being candidates of receiving subsidies "with their tears streaming down their cheeks"; nevertheless, when they are successfully identified as poor students and get subsidies, they go to buy high-profile laptop, use high-end mobile phones, and frequent off-campus restaurants. It not only negatively affects the fair distribution of funding resources, but also exerts bad influence on students. To avoid such situations, college counselors should take advantage of their contact with poor students to monitor their daily consumption. In particular, college counselors should try to find the reasons behind great consumption of poor students and figure out whether it is due to incorrect values on consumption or because they are not poor at all. If it is the first circumstance, college counselors should educate them; if it is the second one, their qualification for subsidies should be revoked and the money they have got should be retrieved.

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## 3. HUMANISTIC CARE AND PSYCHOLOGICAL COUNSELING CAPABILITY

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Humanistic care and psychological counseling capacity refers to the ability of college counselors to care for poor

college students and promote their healthy growth to be a comprehensive talent by means of humanistic care and psychological education. The financial difficulties of poor students could be eased by offering subsidies, while their inner thoughts, morals, and psychological problems should be paid high attention and need much care. Working in the front line of the ideological and moral education, college counselors should make full use of their job advantages such as long and frequent contact with students to strengthen humanistic care and psychological counseling for poor students. Besides, college counselors should strive to become mentors and close friends of students. To deal with poor students' problems in terms of ethical, moral and psychological issues, college counselors should enhance following relevant capabilities: First, capability of conducting mental health education. Freud once said: "Good psychology is a panacea and inspiring; on the contrary, it is a yoke and can make people die." Therefore, good psychology is an essential element of poor college students' healthy growth. When conducting daily education, college counselors should strengthen communication with poor students, and try to discover those students who are self-abased, anxious and sensitive. Besides, college counselors should try to eliminate their psychological pressure through intensive work, helping improving their psychological adjustment and mental endurance. For those poor students with mental or psychological disorders, college counselors should take the initiative to contact professional teachers in the field of mental health education and ask them to deal with the disorders, thus actively helping students walk out of the psychological shadow. Second, capability of conducting integrity education. Mencius once said: "Integrity is the law of the universe; pursuing integrity is the law of human being's behaviors". In this sense, integrity is not only the guidance principle of poor students, but also a key factor of subsidizing system to sustain its operation. Such behaviors going against integrity as providing false evidence when applying for the identification, offering false academic marks in scholarship and grants assessment work, and defaulting on student loans with malicious aims not only undermines the integrity of poor students, but also seriously affects the smooth running of the subsidizing system. In daily work, college counselors could take advantage of classroom education and daily education to strengthen the integrity education. When conducting classroom education, college counselors could guide students to raise the awareness of integrity, consolidate the determination in integrity, comply with practices and regulations of integrity, and develop the habit of being honest. When conducting daily education, college counselors could use methods such as typical case analysis, class meetings, seminars, debate competition to strengthen the integrity

education for poor students, and guide them to have a correct understanding of the various subsidies and encourage them to serve society with all hearts. Third, capability of conducting thanksgiving education. As what is said by Nietzsche, "Gratitude is health of soul." Hence thanksgiving education is of great benefit for ennobling poor students' soul. In daily education, college counselors should first guide poor students to recognize the fact that it is the humanistic care from the country, the retrenchment of their parents, the hard work of teachers, and the concern from the social community that help themselves to successfully complete academic studies. In this sense, when enjoying the subsidies from the college, poor students should be grateful for country, parents, teachers, other people, and society. And upon graduation they should repay the country and society with their knowledge and abilities. Meanwhile, college counselors could use their spare time to organize activities for thanksgiving education, educating poor students in an implicit way by creating a grateful atmosphere. Fourth, capability of educating students to become self-reliant. "As heaven maintains vigor through movements, a gentle man should constantly strive for self-perfection. As earth's condition is receptive devotion, a gentle man should hold the outer world with broad mind." For poor students, self-reliance is not only an attitude towards life to live independently, but also an inexhaustible driving force. However, some poor students have little awareness of self-independence, and it is a widespread phenomenon that they always "wait for", "depend on", and "ask" others to do things for them. So when managing student affairs on a daily basis, college counselors could guide poor students to establish lofty ideals, under the guidance of which the students could make unremitting efforts to create a world of their own. Moreover, college counselors could set some typical examples to poor students so as to encourage poor students to work hard. Fifth, capability of educating interpersonal skills. Carnegie, a renowned expert excellent in interpersonal relations, points out, "85% of success comes from personal connections, 15% from expertise." So having harmonious interpersonal relationships is a necessity of becoming a comprehensive competent person for poor students. Nowadays, poor interpersonal atmosphere is the main reason accounting for poor college students' reluctance, fear, and inability to communicate with others. So in order to deal with the problem, college counselors should first guide students to establish a correct value of interpersonal communication, and advocate benign communication mode. Meanwhile, college counselors should also guide the poor students to join interpersonal communication with a sound mentality, bravely going out from "their own house".

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## CONCLUSION

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It is an undeniable social problem that the phenomenon of poor college students has developed constantly, which should not be ignored. As the backbone of ideological and moral education and daily management work, college counselors, should take social responsibility and comply with the professional regulations to care about poor students, guiding them to grow up in a sound and comprehensive way. In order to achieve this, college counselors should start from the problems in subsidizing work, and enhance the relevant capabilities.

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