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Exploring the Role of Counselors Amidst Governance Dynamics: Authoritarian in the Chinese Higher Education Context?

This article explores the unique role of college counselors in China, combining theoretical statements and case analyses. In China, the term "Fu Dao Yuan" refers to counselors who have a wider range of responsibilities and greater authority than their English counterparts. They are the backbone of ideological and political education for Chinese college students, serving as both teachers and friends. Counselors must have solid knowledge of socialism with Chinese characteristics, the Communist Party of China, psychology, and other relevant topics. They typically perform duties in nine sections, including ideological and political theory education, as well as Party and League construction. Counselors are on the front line of student affairs, acting as a bridge between the school and students. They help students with various problems related to life and study. Counselors hold authority for students, as their notices represent official school news. However, counselors are also sandwiched between students and the school, similar to a sausage in a hot dog. Comparing the handling mechanisms of student affairs in western universities, the author highlights the benefits of the counselor system to schools and students while counselors face pressure due to their authoritarian nature.

Key words: a counselor, student affairs, authoritative figure, Chinese higher education

Analiza roli doradców w kontekście zarządzania w chińskim systemie szkolnictwa wyższego

W prezentowanym artykule podjęto analizę wyjątkowej roli doradców uczelni w Chinach poprzez połączenie aspektów teoretycznych z analizami przypadków. W chińskim kontekście termin „Fu Dao Yuan” odnosi się do doradców, którzy posiadają szersze obowiązki i większy autorytet niż ich odpowiednicy w krajach anglojęzycznych. Pełnią oni kluczową rolę w kształtowaniu ideologicznej i politycznej edukacji chińskich studentów college’u, pełniąc także funkcje nauczycieli. Doradcy muszą dysponować dogłębną wiedzą na temat Komunistycznej Partii Chin, psy-

chologii oraz innych istotnych zagadnień związanych z edukacją. Zazwyczaj, ich obowiązki obejmują dziewięć obszarów działalności, m.in. edukację w dziedzinie teorii ideologicznej i politycznej, a także promowanie przynależności do partii i ligi. Stanowią oni pierwszą linię wsparcia dla studentów, stanowiąc łącznik między instytucją a uczniami. Pomagają oni studentom w różnych kwestiach związanych zarówno z życiem codziennym, jak i nauką. Ogłoszenia doradców reprezentują oficjalne komunikaty szkoły, pełnią oni funkcję „kierowniczą” w odniesieniu do studentów. Jednakże, równocześnie pełnią rolę pośredników między uczniami a instytucją. Autorzy porównują mechanizmy zarządzania sprawami studenckimi na zachodnich uniwersytetach, podkreślając korzyści wynikające z systemu doradczego w Chinach, zarówno dla instytucji, jak i studentów, akcentując unikatową rolę funkcji doradcy w chińskim systemie edukacji wyższej.

Słowa kluczowe: doradca, wsparcie studentów, autorytet w edukacji, chińskie szkolnictwo wyższe

Introduction

With the development of globalization, the concept of global village has been recognized by more and more young people who will take studying abroad as another choice. China has become one of the most popular international study destinations, and the total number of students studying in China every year is on the rise. Besides understanding Chinese higher education system, students who are considering or preparing to study in Chinese universities, must have a knowledge of counselor, a specialization in China's higher education system, whom everyone will have an intersection with.

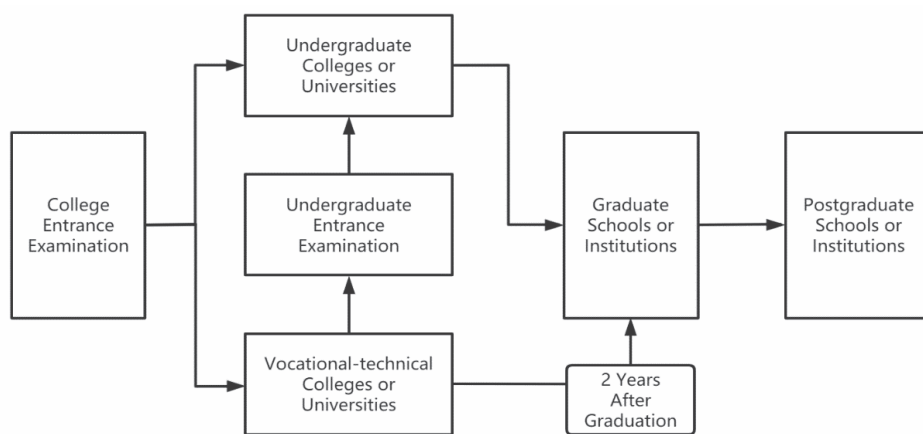


Figure 1. Higher Diploma Education System in China

Source: Base on the Higher Education Law of the People's Republic of China.

In China, higher education includes diploma education and non-diploma education. Higher diploma education can be divided into vocational-technical education, undergraduate education and graduate education. Higher education is

carried out by schools or other higher educational institutions. Universities and independent colleges mainly implement undergraduate education and above. Vocational-technical schools carry out corresponding education. With the approval of the administrative department of education under The State Council, scientific research institutions may undertake the tasks of graduate education (China's National People's Congress, 2019). It is shown as Figure 1. Other higher educational institutions can carry out non-diploma education which was incorporated in various forms and will not be centered on here.

The Ministry of Education of the People's Republic of China (MEPRC) has clearly pointed out that colleges and universities should set up full-time counselor posts in accordance with the overall teacher-student ratio of no less than 1:200, and in accordance with the principle of combining professional and professional, the full number of counselors should be in place (MEPRC, 2017). This means that all of the colleges and universities should set up counselor positions and every student could enjoy counselor's service. According to the data announced by Chinese National Bureau of Statistics (CNBS), in 2022, there are 3.65 million graduate students and 10.145 million vocational-technical and undergraduate students at school (CNBS, 2023). While, on March 17, 2022, the Ministry of Education press conference news, as of the time, there were 240,800 full-time and part-time counselors in colleges and universities across the country, which is about 5,2000 more than 2019 (Xin Hua, 2022).

The Role of Counselor in Chinese Higher Education

The Ministry of Education of the People's Republic of China defines "the counselor is an important part of the teachers and management team in colleges and universities, and has the dual identity of teachers and cadres (administrators). Counselors are the backbone of ideological and political education of college students, and they are the organizers, implementors and guides of daily ideological and political education and management of college students. Counselors should strive to be students' life mentors and intimate friends for healthy growth" (MEPRC, 2017).

In a word, counselor is an ideological and political teacher who will cultivate relative education, an students' affairs administrator who will implement the school student management regulations, and students' tutor who should devote himself or herself to addressing students' needs so that to promote students' whole development at same time. It is a compound profession focusing on student affairs.

Chinese counselor system begins from the war ages. At that time, military school set political instructors to firm soldiers' thoughts and spirits in the case of

material scarcity, thus forming a strong cohesion and combat effectiveness of the Chinese army. That was the prototype of a college counselor in China (Zhao, 2014).

In 1951, *Report on The Adjustment Program of The National Institute of Engineering* was issued by the Ministry of Education of the People's Republic of China. It puts forward the political counselor system in colleges and universities, which marks the beginning of the construction of college counselor team in China now.

In 1953, Tsinghua University, one of the best universities in China, applied to the Ministry of Education for the establishment of student political counselors, and after the request was approved by the MEPRC, Tsinghua University became "the forerunner of the political counselor system in universities, and also marked the first time that counselors became a fixed career category" (Zhao & Zhang, 2022).

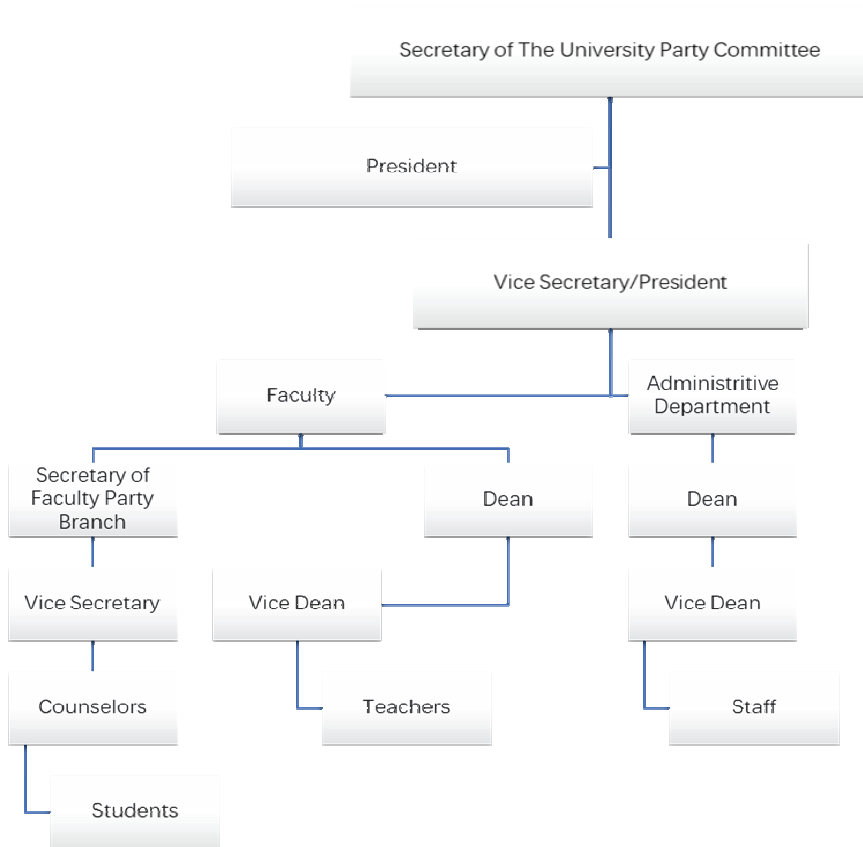


Figure 2. The Common Management System of Chinese Colleges and Universities

Source: Collected and Summarized from Official Websites of Chinese Colleges and Universities.

In 2004, the Central Committee of the Communist Party of China and The State Council stressed that counselors and homeroom teachers are the backbone of ideological and political education of college students in the file that *Opinions on Further Strengthening and Improving the Ideological and Political Work of College Students*. The document changed the title of political counsellor to counsellor for the first time (Zhao & Zhang 2022).

In 2005, 2006 and 2017, the Ministry of Education successively issued regulations on the construction of counselors in colleges and universities.

As is known that there are so many positions in Chinese universities and colleges. Why does the MEPRC, a state institution, issued regulations specifically for one position in a university several times? That speaks volumes about his importance. Why is it so important? If we conduct an overview of common management system in Chinese colleges and universities (Figure 2), we will conclude that counselor is the bottom of school's management system but the front-line of students' affairs professionals. Chinese universities practice the president responsibility system under the leadership of school's Chinese Communist Party Committee (CCPC). The school's CCPC is the top leadership core and make decisions for the major issues of the school. Since the secretary of the school's CCPC is its organizer, coordinator and supervisor, therefore, popular speaking, secretary is the head leader of a school and its priority is ensuring that all aspects of the school are under the leadership of the Party. The president is the legal representative of the university, organizes the implementation of the decisions of the Party Committee, and is fully responsible for teaching, scientific research and administrative management. The Party committee of the university is generally composed of the secretary, president, deputy secretary and vice presidents¹. Each party member is in charge of several departments or faculties.

As Figure 2 shows, counselors, teachers and administrators are equal class, why author mentioned counselors are at the bottom? Because among them, counselors spend most time getting along well with students and have a clear knowledge about students, so when teachers or administrators come across some problems about students, they'd like to contact counselors. For example, if the attendance of the class is poor, some teachers will reflect it to its counselor to deal with. Or, students didn't pay tuition fee timely, the finance and accounting department will send the students' list to counselors to inform the students. All kinds of affairs involving interests and needs of students are dispersed to different functional departments such as academic affairs, logistics, medical care, admissions and employment, defense, and sports departments. In other words, Chinese college counselors must carry out or acquaint themselves with all notices pertain-

¹ Summary from the university charter.

ing to student affairs from multifarious departments, assuming the added responsibilities of providing ethical, political, and career guidance, and dealing with different kinds of problems from students (D. He 2016; Chen 2022). In a word, every work as long as it should be done by students, it will be counselors' task finally, which forces counselors into an authoritative role consequently.

Authoritative, means having or arising from authority and demonstrating authority.² Altemeyer (1988, 1996) proposes a social learning explanation for authoritarianism and argues that people learn behaviors such as aggression toward outgroups, submission to authority, and extreme conventionalism from their social contexts (Gray, Durrheim 2012). Measures of authoritarianism then merely index attitudes towards whatever specific group relationships the individual had in mind (Gray, Durrheim 2012). For students, counselors represent the authority of the school, supervise and implement all rules and regulations, decide rewards and punishments for students, and are the authority of student management. Therefore, to a certain extent, counselors are the epitome of authoritarianism in colleges and universities. But it's worth noting that this is only from a student's perspective. From the perspective of the whole university management system, the counselors are the weak ones in the system since any administration can dictate to a counselor.

The Position Responsibilities of Counselors

In the regulation of counselors' construction in Chinese universities and colleges issued by MEPRC in 2017, which is the latest regulation about counselors, it illustrates 9 items as the position responsibilities of counselors:

1. Ideological Education and Value Guidance

Education is a major strategy for the country and the Party. China is a socialist country under the leadership of the Communist Party of China (CPC). This means that our education must take training future builders and successors of socialism as its fundamental task, training generation after generation of useful talents who support the leadership of the Communist Party of China and China's socialist system and are determined to work for socialism with Chinese characteristics throughout their lives (Xi 2018).

During the entire school period, counselors should enhance student's understanding of the Communist Party of China and the socialist system, support the leadership of the Communist Party of China, and strive for socialism with Chinese

² From Wikipedia.

characteristics through thematic education, heart-to-heart talks, Party and League activities, and social practices. Counselors should understand the dynamics of students' thoughts and keep it in mind about students' basic information, such as family status, financial status, religious beliefs, hobbies, part-time jobs, relationships, and so on forth. At present, there are many ideological problems of college students in our country, such as personality publicity, rebellion, sensitivity, etc., which requires counselors to correctly grasp the students' mentality and emotions (Bai, Zhou 2021). And conduct education and guidance in time according to the hot spots and focus issues that students are concerned about. At the same time, they should carry out patriotism, gratitude, integrity, civilized etiquette, labor, traditional culture and other education, to help students develop a good psychological quality, establish a correct world outlook, life outlook and values, inherit and carry forward traditional virtues, and publicize traditional culture (MEPRC, 2017).

For instance, year 2021 is the 100th anniversary of the birth of CPC, every counselor held series of relative activities to celebrate it and to learn heroes' spirits, such as speech contest, watching movies and so on. The 20th National Congress of CPC (NCCPC) was held on October 16th, 2022. Before it was opened, counselor organized themed class meetings to learn the importance of this grand meeting and afterward, studied the Report of 20th NCCPC especially the part about education and youth carefully with his or her students³. Due to COVID-19, the campus was locked down during six semesters, so students had to stay at campus if without permission. During those periods, counselors organized online and offline meetings frequently to stress school's discipline, collect and meet students' needs, know students' mental and physical conditions so that to spare more attention to these fragile ones.

2. The Communist Party, The Communist Youth League and The Class Construction

It is necessary to select and train the backbone of the class, set up a class cadre team, and realize the daily benign operation of the class. Help students who want to join the Chinese Communist Youth League (CCYL), apply for membership, and encourage league members to participate in activities organized by the CCYL. Help league members who meet the requirements for membership to join the Communist Party of China (CPC), and organize party members to participate in party organization activities (MEPRC, 2017).

In that counselor's work is multi-ply, a functional cadre team is necessary to share some easy work, meanwhile team members will obtain more opportunities,

³ Many related news can be found on the website of universities and other official medias.

therefore it is a vital moment for both counselor and freshmen. Normally, the cadre team members will not be changed in the whole college life.

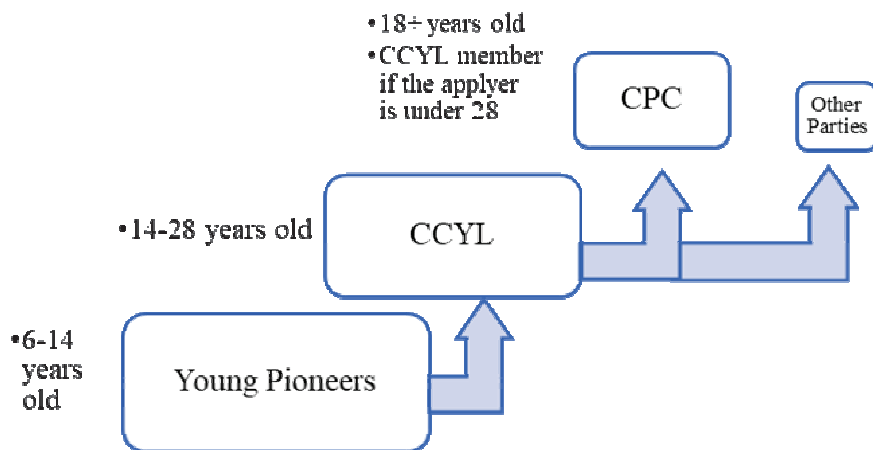


Figure 3. The Basic Political Party Path of Chinese Young Students

Source: Data from Constitution of the Young Pioneers of China, Constitution of the Communist Youth League of China, Constitution of the Communist Party of China.

In China, primary students above 6 years old will all be a member of Young Pioneers and leave it automatically until over 14 years old when they can apply for a member of the Chinese Communist Youth League (CCYL) while the outstanding ones will be approved. Members of the CCYL who over 28 years old will withdraw automatically. Data from the CCYL, there are 73.715 million members of the CCYL up to the end of 2021 and the number decreased to 73.583 million at the end of 2022 (Bai Du 2023), from which it shows the admission of the CCYL is shrinking. Ordinarily, when people who under 28-year-old submit the application of joining the CPC, should meet both conditions that are over 18 years old and a member of the CCYL. College is the peak period for Chinese youth to join the Party (CPC). Because of the precious quota, stiff competition and strict procedure, counselor has duty to recommend brilliant ones who must recognize the program and constitution of the Party and love the Party to be the candidate.

3. Studying As Students' Priority- Study Atmosphere Construction

Cooperate with the class cadre team to form a positive and excellent class style and diligent learning style through activities, create a mutual help, unity and friendly class atmosphere, so that students have a sense of belonging, identity and happiness in the class. Master the training plan and employment prospects of

students' majors, and enhance students' professional identity and learning enthusiasm (MEPRC, 2017).

When the counselor knows that the number of people taking self-study classes in spare time is small, or the class participation is not particularly active, he needs to figure out the real reason. Is the course too difficult? Have students recently been addicted to certain games? After finding out the real reason behind, guide the class committee to organize related activities, such as reading clubs, experience sharing and so on, gradually lead the class to form a healthy and active learning atmosphere.

4. Student Daily Affairs Management

Assist new college students in getting acquainted with and adjusting to campus life by providing lectures, themed discussions, and other resources. Encourage students to adhere to school regulations and follow disciplinary procedures. Additionally, allow students who require leave to request it. Help students with financial difficulties to apply for national grants, national student loans, work-study positions, etc. To apply for student cards, discount train ticket cards, and organize freshmen to do the physical examination. Verify the identity of new students to prevent non-recorded registration. To complete the work of evaluation and award. Inspect students' dormitories, supervise students not to use electrical appliances illegally, go back dormitory on time and build their unique dormitory culture. To collect the needs of students' study and life, then help them solve practical problems, and make their student life smoother and happier (MEPRC, 2017).

Taking time off from school campus during the pandemic is a headache for counselors. Because of the virus, the campus is lockdown during six semesters, and students who have to go out for emergency must write leave notes after permitted by counselor. Counselor would give an account of permission to the dean who must sign on the note if the leave was approved. And the vice president's signature is required if student was going to leave the city. Counselors need to report students' absence every day. Before student returning to school, counselor must check the nucleic acid results of students and register the travel track of students during leave, confirm that students have not returned from high-risk areas, and after report to the students' affairs department, students can return to campus. In the whole period, counselors were very stressful, on the one hand, they should solve the practical problems of the students, on the other hand, they had to resist the risk of the epidemic. If one of their students brings the virus onto campus, the counselor would be the first person responsible and even be disciplined. It was the norm for counselors at that time.

5. Mental Health Education and Counseling

Assist school mental health agencies in conducting psychological screening. Carry out investigation and guidance of the students' initial psychological problems and properly channel common public psychological troubles. Organize mental health activities to help students cultivate their sentiment, exercise their will and improve their mental health level (MEPRC, 2017).

Challenging as it is, but mental health education is currently one of the priorities of a counselor. College students are in adolescence, with rich and changeable emotions. To open their hearts to talk requires counselors establish a trusting relationship with them. Once in a night, a girl who previously had psychological problems was out of control because of some small inconsiderable conflicts with strangers. After back to dormitory, she was emotionally flooded and one idea that jump from the window run into her mind. Fortunately, she was stopped by her roommates at the edge of window of fifth floor. Having received the massage, the leaders and counselors on duty rushed to the scene immediately. However, not trusted by the girl, their efforts were in vain. The girl didn't move until her counselor arrived. Maybe she achieved the sense of safety and release at the moment of seeing her dear counselor. The girl left the window and had a long heart-to-heart talk with her counselor. The girl was enlightened by the counselor and returned to the dormitory at ease. It turned out that the counselor was well informed of the girls' condition since she had found her unusual early and used to talk with her, even encouraged her to seek professional treatment from a psychological doctor. After regular interaction with the girl, this counselor was trusted by her and resolved a crisis successfully.

6. Online Ideological and Political Education

With the development of new media, students have more diversified channels to get information, whose content is more abundant, however the authenticity of information is uncertain. Counselors should pay attention to the establishment of online ideological education positions. Through the Internet, strengthen communication with students, promote advanced culture, get familiar with network terms, understand hot network public opinions, help students rationally judge information, beware of being cheated, and improve students' independent thinking ability (MEPRC, 2017).

Nowadays, counselors and their students are friends on social platforms, and communication through social platforms can reduce the sense of distance between teachers and students and better understand the status of students. However, with the increase of people's Internet usage, cyber violence has become a hot

issue. Taking it as the core topic, author organized a seminar in the form of case analysis in her class, to let everyone profoundly understand the harm of network violence, so as to suppress their speech impulse in the virtual space.

7. Campus Crisis Incident Response

Daily, to prevent the occurrence of campus crisis events. If there is an emergency, the first time to arrive at the scene, clearly know the real process of the incident, calm the students, report to the superior and convey the official information, properly and orderly guide the students, beware of escalation of the incident (MEPRC, 2017).

Once during the epidemic, a male student who should be outside for an internship sneaked into the campus and was finally identified as a close contact of COVID-19. He didn't know what to do but immediately called his counselor to report his journey track. Having told the students to stay where he was, the counselors comforted him to cooperate with the next step of the school, after collected the information, reported it to the director and the epidemic prevention and control office. The leaders of the school decided to put all the students who came into contact with him into the isolation dormitory, and immediately disinfect all places. With the male student's help, his counselor listed every person who have encountered him and informed everyone. In the end, fortunately, no one was infected.

8. Career Planning and Employment and Entrepreneurship Guidance

Give advice on career planning in students' daily life and convey government or school policies on employment and entrepreneurship. Counselors should carry out employment education for fresh graduates, popularize employment channels, convey employment information, and encourage them to work in places where the motherland needs them. Form statistics on the employment of students, and help students with employment difficulties (MEPRC, 2017).

Student who struggles between continuing his or her education and going to work can turn to his or her counselor who will analysis student's conditions such as dreaming career, family economics, characteristics with student together and help student to find answer by his or her own.

9. Theoretical and Practical Research on Counselling

Conduct theoretical or practical research on the problems encountered in the above work, form papers or projects, etc., and improve comprehensive ability.

Participate in academic exchange activities inside and outside the school, and professional training activities to enhance their skills and better adapt to their own work. Pursue or further study for a doctorate in ideological politics, education, psychology or some related majors (MEPRC, 2017). The counselors also have unique opportunities in pursuing academic studies, as the state has officially pushed to further their education. For instance, the “2006–2010 plan for the training of counselors in ordinary higher education institutions” put forward a four-year program for 1,000 counselors to pursue master’s programs in political education across 30 universities. A similar program was initiated in 2008 at the PhD level (Doyon 2023).

These 9 items cover the daily work of the counsellors and are regarded as guidance for counselors. The examples mentioned above are real cases in author’s schools and they are so common in Chinese universities and colleges that often are taken as test questions in Chinese National Counselors Quality and Competence Competition⁴ which is held annually by the MEPRC to test the coping skills of counselors as well as to improve the ability of counselors to connect theory with practice. Every university attaches great importance to the Competition, and will select excellent counselors to participate in the competition at one level or another.

In 2014, the Ministry of Education issued the *Professional Ability Standards for College Counselors (Interim)*⁵, which standardized and required the position overview, basic requirements and ability standards at all levels of college counselors. Counselors are divided into junior, middle and senior levels, who should have a bachelor degree or above, must be a member of the Communist Party of China, and participate in on-the-job training on time. Counselors should be patriotic, abide the law, be dedicated, give top priority to cultivating the integrity of students, lifelong learning, and be an exemplary teacher. Possess the basic theory and method of ideological and political education; the theoretical system of socialism with Chinese characteristics; basic theory and knowledge of party building; basic knowledge on psychology, sociology, education, human resources and other; national policies on college student awards and grants, enlistment, entrepreneurship, and so on.

Previously, because the promotion path of counselors was not clear enough, many people could not see the hope of promotion or salary increase, resulting in greater turnover of counselors. In response to this phenomenon, the Ministry of Education has clearly given instructions that colleges and universities should implement the “double line” promotion requirements for full-time counselors (MEPRC, 2017).

⁴ The competition is usually divided into school competition, provincial competition, national competition, including written tests, on-site case analysis and heart-to-heart talk.

⁵ Released on the website of MEPRC.

Path 1, counselors have the status of teachers and can pursue professional titles, such as the development path of teaching assistant, lecturer, associate professor and professor which require counselors to conduct research by publishing papers, participating in projects or by any other means. Path 2, counselors have cadre status and can strive on the path of administrative ranks, such as section officer, section chief, deputy director, director, and then promoted to higher positions in the school or out of school, which require counselors have excellent skills in management and social.

Pros and Cons of Authoritative Counselors in Chinese Higher Education

No matter in China or other countries the educational philosophy of colleges and universities is similar to promote the all-round development of students. Therefore, each university has a student affairs management department, which is the key element of school management and vital branch to solve the actual needs of students. *Student Personnel Point of View* (American Council on Education, 1937) asserted the role of student affairs in collaborating with faculty to encourage the development of the “whole person”, including intellectual, emotional, and social dimensions. A group of student affairs experts developed a concise and practical document, *The Principles of Good Practice for Student Affairs* (American College Personnel Association & National Association of Student Personnel Administrators, 1997), which articulated the seven principles for student learning (Doyle, J. 2004). These principles were identified as follows:

1. *Engaging students in active learning;*
2. *Helping students develop coherent values and ethical standards;*
3. *Setting and communicating high expectations for student learning;*
4. *Using systematic inquiry to improve student & institutional performance.*
5. *Using resources effectively to achieve institutional missions and goals.*
6. *Forging educational partnerships that advance student learning;*
7. *Building supportive and inclusive communities* (Doyle 2004).

However, distinctions between Western and Chinese student affairs management are significant because of the differences in behavior concepts and ways (Figure 4).

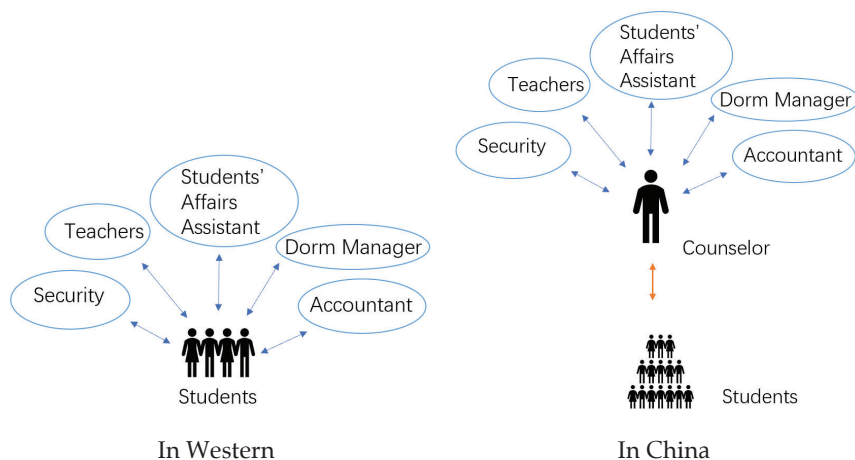


Figure 4. Student Affairs Processing Mechanism in Western and China

Source: Based on the Information Collected by Author.

The division of responsibilities are different. In the Western, many administrators inform students directly by email, streamlining work links, improving work efficiency and reducing the pressure on student affairs staff. In China, maybe due to the large number of students, administrators prefer counselors to aggregate students' data or to contact with students. For example, student question his grade about one subject. In Western, student can write an e-mail to teacher who responsible for it. In China, student report to counselor firstly who will summarize the application in general and submit to educational staff, which increases the work burden of counselors invisibly. Hence, counselors become information transfer stations in dealing with students' affairs which serve as a bridge between managements and students. Eventually, for students, counselor is an authoritarian who is dominant in their school life and holds the right to award or punish as authoritarianism emphasize dominance and submission (Smither 1993).

Behavioral consciousness is different. Reserving has been a habit in the Western countries, but it has gradually been accepted by the Chinese in recent years. For example, a student wants to apply for a certificate for an internship. In Western, he will make an appointment with teacher who in charge it through e-mail. In China, even though some students will text to counselor firstly, most students will go directly to the counselor's office, indicate their needs, and expect to get a certificate right away.

Authoritarianism is widely conceived as destructive phenomenon that threatens liberal societies. However, some scholars suggest that authoritarianism is beneficial both for individuals' sense of control and goal attainment within groups (Magdalena 2022). Authoritarian leadership implies that the supervisor urges

subordinates to fulfill tasks, controls subordinates' performance, and demands complete obedience from subordinates (Farh, Cheng 2000; Xia, Yang, Xu 2019). In the higher education context in China, the authoritarian leadership of supervisors is derived from professional or academic authority (Xia, Yang, Xu 2019). Above all, the author summarizes the significant pros and cons of China's counselor which seems like authoritative in the daily management of students. They look as follows:

1. Pros

Ensure that students are politically correct. The most important task of Chinese counselors is to publicize the leadership of the Party, realize the ideological status of students, and intervene as soon as possible in the face of inappropriate views and positions of students, so as to ensure that the talents cultivated by Chinese education support the leadership of the Communist Party of China which is the only ruling part in China, depend the central leadership of the Party Central Committee, and are willing to work hard for the great rejuvenation of the Chinese nation. The Communist Party of China is the only ruling party in China, and when it comes to political correctness, counselors are needed to exert their authority and ensure that the talents produced by the schools are available to China.

China's counselor system is in line with the development needs of Chinese students. Due to its unique education concept that college entrance examination is the turning point of one's life destiny and before college, a student's life was all about how to do well on the college entrance exam, Chinese students are protected well by teachers and parents from primary school to high school. In college, the learning and living environment changes greatly, as teachers and parents can't accompany them all the time, which will lead to significant changes in students' mood and emotion. At this time, the counselors will give students a great sense of security, since students can turn to them for help whenever and whatever they come across, which will allow students to become independent step by step, giving students enough time and opportunities to adapt to society. Moreover, as mentioned before, counselors are authoritarians in some degree so that students can turn to counselors directly and unhesitatingly without asking or going around which also give students a sense of supporting. If students are not satisfied with the results of the counselor's treatment, they can not only directly tell the counselor, but also through the principal's mailbox and other channels to complain.

2. Cons

Counselors are under great pressure to study. The post of counselor requires high comprehensive ability, continuously learning and progress. However, counselors are required to turn on their mobile phones 24 hours a day so that they can solve students' emergencies in time. The number of students facing the counselor is relatively large (about 200), hence transactional work occupies more than 90% of their work. As university counsellors' work is the most basic work with large workload, high work pressure as well as low social status and treatment (Jiang 2014). For example, when there is a conflict in the student dormitory, counselor need to know the true ideas of both sides of the conflict, find the crux of the problem, resolve the conflict through communication or communication fails, change the dormitory for students, finally the coordination and solution of the whole incident takes almost a week, in the meantime counselor also has to deal with other things of other students. Naturally their time for study and pondering are shrank, and pressure is increasing if they lack of input for a long time. The high turnover rate of Chinese college counselors has become an emerging issue in recent years, which has fallen within the research scope of many scholars (Chen, Muktar 2022).

The work division of counselors is not specific when it comes to student affairs. The duties of counselors are more abstract and complex. In practical daily management, almost all tasks or problems encountered by administrative departments will be assigned to counselors. For example, when the finance department needs to refund students, the counselor needs to send the form to the students to check. If students want to change dormitories, it is counselors who communicate with staff in logistics services to solve the problem, which leads to an overload of counselors. In addition, after being forced to become an authority figure, counselors also face complains from two sides. One side is administrative department and leaders who will find fault with counselors when students didn't cooperate well even though counselors had done what they could. The other side is students who always complain about counselors when they believe the arrangement of something is unreasonable even if the decision is conveyed by counselors not made by them. In time and space, counsellors' work has the nature of continuously expanding contact and the characteristics of no boundary. Because there is no clear boundary, counsellors do not know in deed when he has finished the work. This creates a contradiction between counsellors' needs to see achievements and the invisibility of many achievements in their role playing. In addition, as counsellors feel institutional arrangements and the way people treat them in the society are different from the social status and self-image they expected, role conflicts arise (Jiang 2014). The professional position of counselors

and professional teachers is different greatly, and the existing promotion methods of colleges are not suitable for counselors (Wang, Zhang, Li, Chen 2020).

The above is the brief introduction of college and university counselors in China. Forced into an authoritative position, counselors like the sausage in the hot dog which is the spirit of students' affairs and responsible for both school and students. If you ask a college student who study at Chinese college or university do you have a counselor? There is no doubt that the answer is yes even though their comments vary! Every college or university student has their counsellor who will accompany the students until they graduate, no one will be left out. That is why you have to know the role of counselor if you want to study at Chinese colleges or even you want to know something about the Chinese higher education. Schools and educational institutions at all levels attach great importance to the growth and development of counsellors, so special counsellors training programs are offered every year to provide opportunities for counsellors to improve in many topics. Some schools with doctoral qualifications set aside quotas for counselors although it is small compared with the overall number of counselors. At present, education units at all levels are working together to promote the development of counselors, and strive for more talents who can stay in the counselor position and devote oneself to it.

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