

Kunming University Documents

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Notice of Kunming University on Issuing the " Outline of Kunming University's 14th Five-Year Development Plan"

All Units of the School:

The "Kunming University's 14th Five-Year Development Plan Outline" was reviewed at the 23rd President's Office Meeting on August 31, 2021, approved by the 29th Party Committee Meeting on September 10, 2021, and submitted for discussion and approval at the Second Session of the Third Faculty Congress on November 5, 2021. It is now officially issued and implemented; please ensure its thorough implementation.



Kunming University

January 7, 2022

Kunming University's Outline
for the Development
Plan of Its Institutions During the
14th Five-Year Period

January 2022

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Kunming University's Outline for the Development Plan of Its Institutions During the 14th Five-Year Period

To thoroughly implement the guiding principles of the 19th National Congress of the Communist Party of China and its Second, Third, Fourth, Fifth, and Sixth Plenary Sessions, fully carry out the important instructions delivered by General Secretary Xi Jinping during his inspection tour in Yunnan as well as his key remarks on education, promote high-quality development of the university, and embark comprehensively on a new journey to build a distinctive comprehensive applied university of high caliber, this plan is formulated in accordance with the "National Education Development Plan for the 14th Five-Year Period," the "Yunnan Provincial Education Development Plan for the 14th Five-Year Period," the "Yunnan Provincial Higher Education Development Plan for the 14th Five-Year Period," and the "Proposal of the CPC Kunming University Committee on Formulating the 14th Five-Year Plan of Kunming University." The planning period spans from 2021 to 2025.

I. Development Foundation

(I) Achievements During the 13th Five-Year Plan Period

1 The Construction of the Party Has Been Comprehensively Strengthened.

During the 13th Five-Year Plan period, the university's Party Committee fully implemented the Party's educational policies, upheld the Party's leadership, maintained the correct direction in education, adhered to the fundamental task of fostering virtue through education, continuously improved governance standards and capabilities, and effectively fulfilled its primary responsibilities for Party governance and institutional management. Guided by the Party's political development, it integrated political standards and requirements throughout all aspects of the Party's ideological, organizational, conduct, disciplinary, institutional, and anti-corruption efforts; thereby advancing comprehensive strict Party governance through political reinforcement and driving a holistic improvement in Party building quality. The university solidly promoted the normalization and institutionalization of the "Two Studies, One Action" learning campaign, and vigorously carried out the thematic education on "Staying True to Our Original Aspiration and Keeping Our Mission Firmly in Mind."

The theoretical study sessions of the Party committees at both institutional levels and the centralized learning activities of the Party branch leadership teams have been continuously strengthened, fully leveraging the guiding role of Party ideology and exemplary models. The primary platform for Party building and the main channel for ideological and political education have been effectively utilized, enabling the university's Party committee to firmly maintain control over ideological direction, leadership authority, and discourse power. Significant progress has been made in Party building and ideological-political work, achieving new breakthroughs. The university successfully convened its first Party Congress and elected a new Party committee. It has upheld and improved the president accountability system under Party committee leadership, steadfastly advanced law-based governance, and actively explored a modern university governance framework characterized by "Party committee leadership, presidential responsibility, academic excellence by professors, democratic management, social oversight, and open education." The organizational structure was enhanced, with 23 secondary Party organizations and 121 grassroots Party branches established; Party member recruitment processes were strictly standardized, fully demonstrating the vanguard role of grassroots Party organizations and Party members, resulting in numerous outstanding collectives and individuals. Cadre development was prioritized through a principle emphasizing both moral integrity and professional competence, with political standards taking precedence. Two rounds of department-level cadre appointments were completed, advancing the team's transformation toward greater revolutionary spirit, youthfulness, knowledge-based expertise, and professionalism. The Party's leadership over talent management was consistently implemented, fostering a scientific, inclusive, and efficient talent development system that comprehensively cultivates, attracts, and utilizes talents across all levels of the university. We have advanced the comprehensive and strict governance of the Party to greater depths, with its guiding and safeguarding role becoming prominent and supervisory effectiveness significantly enhanced. Disciplinary enforcement and accountability were rigorously implemented, case-based reforms were strengthened, disciplinary conduct and work style demonstrated renewed vitality, and the overwhelming victory in the anti-corruption campaign has been consolidated.

2 The Effectiveness of School Operations Has Significantly Improved.

It was the first among similar institutions in the province to be approved as a master's degree-granting institution, marking a significant elevation in its educational level. Two first-level discipline master's programs (China Language and Literature, Physics) and three professional master's programs (Agriculture, Materials and Chemical Engineering, International Business) were authorized for enrollment. In 2018, it successfully passed the Ministry of Education's review and evaluation of undergraduate teaching quality in regular higher education institutions. It was designated as a demonstration university for applied talent cultivation in Yunnan Province and elected as the inaugural chair institution of the Yunnan Applied Universities Alliance. It was selected as one of the first universities in the province to pilot credit system reforms, completed the construction of the "Three Centers," fully implemented student learning autonomy, and advanced comprehensive credit system reforms effectively. Professional development has yielded remarkable achievements: one program was selected as a national first-class program, ten programs became provincial first-class programs, and the Early Childhood Education program obtained secondary certification from the Ministry of Education for teacher-training programs. Educational outcomes have been outstanding, including one first prize and two second prizes for provincial teaching achievements, with additional contributions leading to one national second prize for teaching achievements. The quality of talent cultivation has steadily improved, with an average annual employment rate of 96.81% for undergraduates and 777 graduates admitted to master's programs.

3 The Level of Scientific Research Has Steadily Improved.

The list included 52 new national-level projects and 229 provincial/ministerial-level projects. The total research funding over the five-year period reached 274.6618 million yuan. The institution received 14 awards from the Provincial Philosophy and Social Sciences Awards, four third prizes among the three major provincial science and technology awards, and participated in winning one first prize. It published 493 papers indexed by the three major databases and CSSCI, obtained 301 patents, and released 47 monographs. Additionally, it established one Yunnan Provincial Key Laboratory, one Engineering Technology Research Center, four university key laboratories, three university-level scientific innovation teams, one university engineering research center, two municipal key laboratories, two municipal/department-level scientific innovation teams, one think tank, and four regional local research institutes (centers). The "Academician Zhang Quanxing Workstation for River and Lake Ecological Health Assessment and Restoration in Kunming City" has become a flagship initiative representing the university's high-level research capabilities.

Research Platform.

4 The Outcomes of Social Services Have Been Substantial.

Leveraging its disciplinary strengths, the institution has actively provided social services such as policy consultation, poverty alleviation, and education training, producing a series of high-quality policy advisory reports including "Recommendations on High-Level Promotion of Establishing a Medical and Health Radiation Center for South Asia and Southeast Asia," the "Security Report on the China-Pakistan Economic Corridor," and the "China Catering Industry Development Report" (Blue Book). It successfully completed poverty alleviation tasks at provincial and municipal levels, with targeted assistance programs in Honghe County, Dongchuan District, and Luquan County achieving poverty eradication. The educational poverty alleviation project "Poverty Alleviation Starts with Motivation and Intelligence – Kunming University's' Children's University' Program" was selected as a national exemplary case in educational poverty alleviation, and multiple specialized poverty alleviation training sessions commissioned by the Ministry of Foreign Affairs and Nanjing University were completed. The institution proactively served local communities, providing volunteer services for over 30,000 participants in major international events such as the Shanghai Cooperation Organization International Marathon, the Kunming International Sister Cities Cooperation and Development Seminar, and the Southern China International Fair. Utilizing the high-quality resources of its Continuing Education College, it conducted continuing education training programs for 61,513 participants, while its affiliated schools and kindergartens have become premium educational resources within the China (Yunnan) Pilot Free Trade Zone (Kunming Area).

5 The Development of the Teaching Staff Has Been Highly Effective.

The faculty's academic qualifications, professional titles, and age structure have been continuously optimized: among full-time teachers, 72.5% hold a master's degree or higher, 25% hold a doctoral degree, 44% hold senior professional titles, 56.7% are under 45 years old, and 26% are "dual-qualified" teachers with both teaching and research expertise. A total of 101 individuals have been recognized as talents at various levels, including recipients of the Yunnan Provincial Talent Program, Kunming City's "Chuncheng Plan," provincial-level outstanding awards, provincial subsidies, Yunnan Provincial Young and Middle-aged Academic and Technical Leaders and their successors, municipal-level outstanding awards, and municipal model workers. The systems for fostering teacher ethics and professional conduct have been steadily improved, and teacher ethics education has been effectively implemented. Performance-based salaries and position-specific appointments...

The reforms in personnel systems, including job classification and professional title evaluation, have been further advanced, effectively stimulating teachers' work enthusiasm and initiative. The overall quality of the teaching staff has significantly improved, providing robust momentum for the development of the institution, supporting its successful passage through accreditation evaluations, approval as a master's degree-granting university, and the advancement of its renaming process.

6 The Preservation of Cultural Heritage Highlights the Profound Heritage of a Society.

Implement the "Six Major Projects" for campus culture development. Take the lead in establishing a learning hub dedicated to Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era. The promotion and application of "Study to Strengthen China" have consistently ranked among the top in universities. The institution was approved as one of Yunnan Province's first comprehensive pilot units for the "Three-Pronged Education" reform and one of the first demonstration schools for socialist core values education. By leveraging Nie Er cultural resources and implementing the "Three-Year Action Plan to Promote Nie Er Culture," the red heritage has been deeply integrated into university culture. The achievements in civilizational development have been consolidated and further enhanced, earning the institution the title of "National Civilized Unit" for three consecutive terms.

7 International Exchanges Have Been Further Deepened and Expanded.

To support the national Belt and Road Initiative, the "China-SCO Youth Exchange Center" was successfully established at the university and has made significant contributions to youth exchanges, cultural interactions, and high-level visits within the SCO framework. International exchanges and cooperation have expanded regional reach and elevated their quality. Cultural and educational exchanges and collaborations have been extended to South Asia and Southeast Asia. An International College was established to enhance the management of international student education, providing multi-level programs for students from 29 countries. The center actively designs vocational training programs for international students, establishing itself as a flagship vocational training institution in Yunnan Province.

8. The Conditions for Education Continue to Improve.

We actively secured funding from national, provincial, and municipal authorities for the school's infrastructure development, successfully obtaining a RMB 100 million investment under the National Development and Reform Commission's Education Modernization Promotion Project.

The World Bank provided a special loan of \$10 million for preschool education (of which \$8.145 million was allocated for infrastructure), and Yunnan Province secured financing of 158 million yuan for its first batch of poverty alleviation projects in education and healthcare aimed at addressing deficiencies. These funds were used respectively to establish an innovation training base for engineering, science, and arts; a training base for preschool and special education; high-rise student apartments; canteens; and road water and power supply infrastructure, resulting in the construction of a total of 93,000 square meters of school buildings and significant improvements to campus facilities. By the end of the 13th Five-Year Plan period, the school's total building area reached 598,000 square meters, with total fixed assets valued at 2.107 billion yuan and a library collection of 3.44 million volumes. The school enjoys robust financial support, enhanced services for faculty and students, and substantial progress in building a safe, harmonious, beautiful, and civilized campus environment.

9 All Initiatives Should Be Advanced in a Coordinated Manner.

Under the comprehensive leadership of the Party Committee, the work of trade unions, mass organizations, united front activities, and retired personnel affairs has been carried out in an orderly manner; logistical services have been continuously improved; faculty and student satisfaction as well as social recognition have steadily increased; and the enthusiasm, creativity, and dedication of the teaching staff to the university's reform and development have grown significantly, laying a solid foundation for advancing high-quality development during the 14th Five-Year Plan period.

(II) The Situation During the 14th Five-Year Plan Period

1 . International Situation

The contemporary world is undergoing profound transformations unseen in a century: globalization and anti-globalization are in confrontation; the old and new industrial revolutions are transitioning; traditional and modern governance systems are evolving; emerging economies are rising while established developed nations are declining; these global shifts are compounded by the pandemic, leaving world development fraught with uncertainty. Simultaneously, the world is experiencing an accelerated transformation of developmental dividends—namely, the globalization dividend led by Western countries, the demographic dividend characterized by low-cost labor, and the investment dividend centered on infrastructure and real estate development.

These traditional advantages are gradually fading, while new development dividends are emerging: the new globalization dividend led by the Belt and Road Initiative, the talent dividend driven by consumption and services, and the technological dividend centered on the internet and the intelligent revolution. These new development dividends will inevitably bring about a revolution in our understanding of talent and in talent cultivation models, presenting a rare historical opportunity for educational development. This requires us to deeply grasp the trajectory of global higher education, understand the profound transformation of China's higher education from following to catching up and then leading in a complex environment, anticipate changes proactively, respond positively, and seek innovation actively to fully adapt to the challenges facing higher education.

2 . Domestic Situation

At present, China stands at the strategic crossroads of the great rejuvenation of the Chinese nation and the historical convergence of the "Two Centenary Goals."The role of higher education in China has evolved from being merely a "fundamental support" to a dual focus on both supporting and leading development, becoming the primary driving force for the country's sustainable growth. The pivotal role of higher education in a major nation's rise has become increasingly prominent. Since the 18th National Congress of the Communist Party of China, the Party Central Committee with Comrade Xi Jinping at its core has proposed a series of new ideas on educational development and made significant decisions regarding higher education, providing scientific answers to fundamental questions such as what path China's distinctive higher education should take, what kind of talents to cultivate, how to cultivate them, and for whom they are cultivated, elevating our understanding of the developmental principles of higher education to new heights. The Fifth Plenary Session of the 19th CPC Central Committee emphasized "improving the quality of higher education and building first-class universities and disciplines through categorized development," charting the course for institutional reform in the new era. The Ministry of Education's "Guiding Opinions on Guiding Some Local Regular Undergraduate Universities to Transition into Application-Oriented Institutions" has further clarified directions for the transformation of regional universities. China's higher education has entered a new chapter, where fostering virtue and nurturing talent has become a widespread consensus, and institutions face profound transformations. This demands that we thoroughly grasp the overarching trends in China's higher education development and embrace a comprehensive perspective.

Adhere to the "two overarching priorities," keep in mind the nation's fundamental interests, and proactively align with the Party's and the country's strategic objectives.

3 • The Situation Within the Province

The current new development landscape in Yunnan Province and Kunming City has endowed local universities with new missions. Higher education, as a crucial convergence point of science and technology as the primary productive force, talent as the foremost resource, innovation as the main driving force, and culture as the essential soft power, plays a vital role as an engine in serving major regional needs and socio-economic development. In recent years, the Yunnan Provincial Party Committee and Provincial Government have successively issued the "Yunnan Education Modernization 2035" and the "Yunnan Action Plan for Coordinating the Construction of First-Class Universities and Disciplines," providing clear policy guidance for the province's higher education development. Meanwhile, national strategic initiatives such as the Belt and Road Initiative, the Yangtze River Economic Belt development, and the Western Development Strategy have converged in Yunnan. The province's focus on building three world-class pillars—Kunming's strategies to become a "China Spring City," a "Historical and Cultural City," an "International Health City," and a "Regional International Central City" —alongside the modern industrial system development at both provincial and municipal levels, have created broader growth opportunities for application-oriented universities. This requires us to deeply understand the inherent logic of "one leap forward," "three positioning principles," and "four distinctive features," to base our efforts on Kunming, serve the region, foster university-city integration and university-local collaboration, and actively contribute to Yunnan's high-quality development.

4 The Situation in Higher Education

The contemporary effort to establish a diversified, high-quality higher education system imposes new and higher demands on university development. China's higher education has entered a stage of massification, with its diversity becoming increasingly pronounced. Public and private institutions, research-oriented, application-oriented, and vocational universities at all levels will undoubtedly flourish together, fostering a vibrant ecosystem of diverse educational approaches.

The convening of the National Vocational Education Conference signifies that vocational undergraduate programs will now join regular undergraduate programs in cultivating diverse types of high-quality talents for the Party and the nation. In Yunnan Province, the gross enrollment rate in higher education has reached 50.05%, aligning with the national trend toward universal access; however, deficiencies persist in both quality and quantity. Higher education resources are poised for substantial enhancement during the 14th Five-Year Plan period. The "Double First-Class" and "Double High" initiatives have secured Yunnan's universities a leading position among China's higher education institutions, while applied universities are expected to forge ahead and excel during this period, striving for excellence in both scale and quality. This demands that we steadfastly adhere to our application-oriented educational mission, prioritize high-quality development, pursue the goal of building world-class universities, address challenges from both renowned provincial institutions and regional universities, strengthen foundational capabilities, drive innovation, enrich academic offerings, remain committed to our founding vision, fulfill our responsibilities, and propel the institution toward sustained high-quality growth.

(III) Existing Problems

While the university is experiencing rapid development, we must also clearly recognize and proactively address the numerous bottlenecks and challenges facing high-quality development during the 14th Five-Year Plan period and beyond. These issues primarily include: the capacity for talent cultivation requires further enhancement; the alignment between the undergraduate program structure and local industrial needs remains inadequate; disciplinary foundations are weak and underdeveloped, with disciplinary directions needing clearer definition, while both the scale and quality of graduate education require urgent improvement; the faculty workforce suffers from insufficient numbers and suboptimal composition, lacking high-level leading scholars and influential academic leaders; teaching and research activities lack landmark achievements; the application-oriented nature of the institution's mission remains underdeveloped; resource utilization efficiency needs optimization; governance systems and capabilities lag significantly behind institutional development requirements; and a comprehensive educational environment characterized by "all-round, whole-process, and all-staff" engagement is not yet fully established, with a distinctive university culture yet to take shape.

The level and quality of international exchanges and cooperation require improvement. These issues primarily stem from the university's insufficient alignment with national and Yunnan Province's development strategies, as well as its inadequate capacity and weak commitment to local economic and social development in Kunming.

II. Development Strategy

(I) Guiding Principles

Holding high the great banner of socialism with Chinese characteristics, we will thoroughly implement the spirit of the 19th National Congress of the Communist Party of China and the second, third, fourth, and fifth plenary sessions of the 19th Central Committee. Guided by Marxism-Leninism, Mao Zedong Thought, Deng Xiaoping Theory, the important thought of "Three Represents," the Scientific Outlook on Development, and Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, we will fully implement the important speeches delivered by General Secretary Xi Jinping during his inspection tour in Yunnan, his key remarks on education, and his instructions on upholding the goal of building world-class universities with Chinese characteristics. We will comprehensively carry out the directives from national and provincial education conferences, steadfastly adhere to the new development philosophy of innovation, coordination, green development, openness, and sharing, focus closely on the fundamental task of fostering virtue through education, maintain our application-oriented educational mission, actively serve national strategies, deeply integrate into the economic and social development of Yunnan Province and Kunming City, prioritize high-quality development as the core objective, strengthen institutional governance and enhance governance capabilities as safeguards, and leverage reform and innovation as the fundamental driving force to promote connotative development and distinctive growth. Our ultimate goal is to build Kunming University into a comprehensive, application-oriented institution of higher education with distinct characteristics.

(II) Basic Principles

1 • Uphold the Leadership of the Party

Comprehensively strengthen the Party's leadership over all aspects of the institution's operations, ensuring the Party committee fulfills its responsibilities in setting direction, overseeing overall affairs, making decisions, leading management teams, guiding staff, and guaranteeing implementation, thereby fostering strong synergy for institutional development.

2 ,Adhere to the Principle of Fostering Virtue Through Education.

We must firmly uphold the mission of cultivating talents for the Party and the nation, establish talent development as the central priority, strengthen foundational capabilities, prioritize quality, adhere to fundamental principles, advance the "Four Returns," and nurture well-rounded socialist builders and successors who excel in moral, intellectual, physical, aesthetic, and labor education.

3 • We Remain Committed to Serving Both Teachers and Students.

We remain committed to operating the institution with full reliance on faculty, staff, and students, drawing wisdom and strength from them; uphold respect for educators and education; support student growth; show genuine understanding and appreciation for students; enhance their sense of belonging, fulfillment, and satisfaction; and share in the achievements of the school's development.

4 • Continue to Leverage Distinctive Application Features.

Based in Kunming, studying Kunming, and serving Kunming, we seize opportunities, secure support, and pursue development through our services. We promote the concept of applied education, enrich the distinctive features of applied universities, and have achieved new successes in building a first-class applied university. By implementing a strategy of differentiated development and differentiated competition, we adhere to a clear focus on priorities while avoiding unnecessary commitments, concentrating efforts on developing a series of distinctive applied programs and establishing prominent specialized fields.

5 • Persist in Reform and Innovation

Implement the new development philosophy, advance comprehensive reforms, summarize and deepen insights into the operational principles of applied undergraduate education, strengthen the university's internal governance system and capacity building, thereby providing fresh momentum for its high-quality development.

(III) Goal Vision

1 . Overall Objective

During the 14th Five-Year Plan period, the overall objectives for the school's development are as follows:

By the end of the 14th Five-Year Plan period, the university will achieve a moderate scale with optimized hierarchical structure, a more comprehensive disciplinary and program system, significantly improved quality in talent cultivation, continuously enhanced capacity for scientific innovation, expanded scope of social services, markedly advanced modernization of governance capabilities, substantially strengthened overall faculty competence, sustained improvements in educational facilities, full implementation of its renaming initiative, and the initial establishment of a distinctive, comprehensive, applied, and high-level university.

2 . Tactical Goals

By 2025, achieve or strive to achieve the following specific goals:

The institutional structure has been appropriately adjusted. There are 20,100 full-time students, including at least 1,000 graduate students, accounting for 5% of the total full-time student population.

The academic program system has been continuously improved. There are 40–55 undergraduate programs, including 3–5 national first-class undergraduate program development sites and 15–20 provincial first-class undergraduate program development sites, with all programs achieving a comprehensive evaluation grade of C or higher.

The teaching quality has significantly improved. There are 1–2 nationally recognized first-class undergraduate courses and 15–20 provincially recognized first-class undergraduate courses, along with 2–4 national or provincial first prizes for teaching achievements.

Optimization of faculty structure. The total number of full-time teachers shall be no less than 1,120, with a student-to-faculty ratio of 18:1. Teachers holding doctoral degrees shall account for at least 36% of the full-time teaching staff. The ratio of full-time ideological and political education instructors to equivalent enrolled students shall be no less than 1:350, and there shall be no fewer than 120 professionals recognized at provincial and municipal levels across various categories. The institution will recruit and develop 5 academic leaders and 3 high-level research teams.

Discipline development has been further advanced. Seven to ten new master's degree programs have been established, covering nearly all existing academic disciplines at the university, while active efforts are underway to identify and cultivate doctoral degree programs.

The institution has established 3–4 key disciplines at the provincial/ministerial level or above, as well as 4–5 key laboratories and engineering centers at the same level or higher.

Research capabilities have continued to improve significantly. The achievements include: 60–80 new national-level projects; 215–255 new provincial/ministerial-level projects; 400 representative papers of high academic quality; 50–55 new academic monographs; no fewer than 320 new patents; total research funding reaching RMB 350 million; at least 20 technology transfer and commercialization outcomes; and 20–26 new provincial/ministerial-level or higher scientific research awards.

The institution's social service capacity has been significantly enhanced. By focusing on its core mission of cultivating high-quality, application-oriented professionals needed for Yunnan Province and Kunming City's socioeconomic development, it conducts applied research, provides technological services and consulting advice, and continuously strengthens its ability to support local cultural and social initiatives.

Exchanges and cooperation have been further expanded and deepened. One Sino-foreign cooperative education program and one overseas Chinese language teaching center have been established, with no fewer than three influential international conferences and forums held. Leveraging the "China–SCO Youth Exchange Center," efforts have been made to build a regional international youth exchange and cooperation platform that integrates a humanities exchange platform, a talent training platform, an innovation and entrepreneurship platform, and a think tank collaboration center.

Educational facilities have continued to improve. Support for teaching and research infrastructure has been strengthened, with additional investments of no less than 100 million yuan in educational and research equipment. The per-student value of such equipment reaches 19,000 yuan, with over 200 books per student, at least 70 square meters of floor space per student, and 20 square meters of administrative space dedicated to teaching and research per student.

Infrastructure has been continuously strengthened. An additional 70,000 square meters of school buildings were constructed, bringing the total campus floor area to 668,300 square meters. The second phase of campus landscaping has also commenced.

The landscaping project aims to enhance the aesthetics and color diversity of existing campus green spaces and key areas, elevating the overall cultural appeal of the campus. The water conservation project for the 7,500-square-meter civil air defense basement and the entire Yangpu campus has been completed. Active applications have been submitted for various construction projects, including a training hotel, an industrial incubation base, a student entrepreneurship training center, a comprehensive service building, a graduate school, and an industry-education integration base. During the 14th Five-Year Plan period, total infrastructure investment will reach no less than 700 million yuan.

Expansion and quality enhancement of digital campuses. Improve campus network infrastructure: ensure campus network exit bandwidth reaches at least 20 Gbps and backbone network bandwidth meets or exceeds 10 Gbps. Establish comprehensive big data support platforms, deliver one-stop online services, and develop secure, efficient operation and maintenance management systems.

3 Development Vision

By 2035, the school will have achieved remarkable accomplishments across all areas of its operations:

The university boasts a well-established first-class discipline system and distinctive first-class program offerings. Its high-quality applied talent cultivation model has become a renowned brand, with significantly enhanced scientific innovation capabilities and markedly improved contributions to societal services. Its regional influence and social reputation continue to grow, establishing the institution among China's leading applied universities.

III. Development Tasks

(1) Implement the Fundamental Task of Fostering Virtue and Nurturing Talents, and Continuously Improve the Quality of Talent Cultivation.

1 • Implement the Fundamental Task of Fostering Virtue and Nurturing Talent.

Implement the "Three Advances" initiative of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era. Fully implement the Party's educational policy, uphold the mission of cultivating talents for the Party and the nation, strive to establish a distinctive high-quality applied talent training system, and focus on fostering well-rounded socialist builders who excel in moral, intellectual, physical, aesthetic, and labor education.

Designers and successors. Strengthen the development of ideological and political courses (groups) centered on Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, promoting its integration into textbooks, classrooms, and students' minds. Actively advance curriculum reform and the development of ideological and political education within courses, leveraging their comprehensive educational role to ensure that all types of courses align with ideological and political courses in direction and purpose, thereby educating and guiding students to cultivate the belief and confidence to strive for the lofty ideal of communism and the common ideal of socialism with Chinese characteristics.

Improve the ideological and political work system. Strengthen the Party's comprehensive leadership over universities by establishing an educational governance framework characterized by unified Party committee leadership, joint management by Party and administrative bodies, and clear responsibilities among departments. Ensure that Party committees at both university and college levels fulfill their primary responsibility for Party governance, comprehensively coordinate all educational resources, and actively advance ideological and political education. Further enhance the development of leadership teams at secondary colleges through regular training and exchange programs to continuously improve their capabilities in ideological and political work. Build a integrated "seven-in-one" system encompassing theoretical instruction, disciplinary teaching, daily education, administrative services, safety and stability, team development, and evaluation supervision. Establish a holistic "three-all education" mechanism involving all faculty members, throughout the entire academic process, and across all aspects of campus life. Enhance the professional competence of ideological and political work personnel and further strengthen the development of Marxist colleges.

Strengthen the development of ideological and political courses. Deepen the reform and innovation of ideological and political education in the new era, and gradually establish a cluster of ideological and political courses centered on Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era. Ensure that all ideological and political courses are offered, with sufficient class hours allocated and qualified instructors assigned, thereby fully leveraging their primary role as the main channel for ideological and political education. Improve the teaching quality of these courses by adopting a three-pronged approach focusing on value cultivation, capability development, and knowledge transmission, thereby integrating ideological and political education with specialized course instruction.

We are fostering a new educational framework characterized by aligned objectives, collaborative efforts, and close integration, dedicated to developing a series of exemplary ideological and political education courses, and actively applying for the establishment of national and provincial-level model courses, demonstration centers, and teaching teams in this field.

We will comprehensively strengthen physical education. Leveraging the comprehensive reform of the credit system, we will continuously explore innovative approaches to sports-based education, ensure full coverage and high-quality delivery of physical education courses, fully implement the sports club system, and establish a teaching model that integrates "basic athletic skills with specialized sports competencies." Capitalizing on provincial-level first-class academic programs and professional degree initiatives, we will identify outstanding school-specific sports programs, nurture exceptional athletic talent, utilize existing high-level teaching, research, and training bases, develop distinctive sports curricula, cultivate applied sports professionals with unique expertise, and select and cultivate high-caliber sports teams with solid foundations, potential, and competitive advantages. We will integrate ideological education into physical education curricula and progressively develop advanced sports textbooks. A university-wide sports culture emphasizing collective participation and health promotion will be fostered, alongside improved student exercise regulations and enhanced support for student sports clubs. Active efforts will be made to promote the development of "one flagship sport per institution" and "multiple signature sports programs per institution."

Continuously improve aesthetic education initiatives. We actively leverage the role of aesthetic education, focus on enhancing the quality of art education programs, and steadily advance reforms in specialized art education and art teacher training. Public art curricula are standardized, with encouragement for the use of high-quality self-developed textbooks. In alignment with Yunnan's "Three Strategic Priorities," we strengthen research and innovation in ethnic music, traditional sports dances, and traditional costumes, helping students cultivate a strong sense of Chinese national identity while gradually expanding our institution's influence and reputation in these fields. We foster a campus culture that nurtures individuals through beauty, enriches character via aesthetics, and cultivates cultural heritage, consistently promoting high-quality art programs on campus and encouraging the establishment of outstanding student art groups.

Strengthen labor education comprehensively. Fully leverage the educational value of labor by integrating it throughout the entire talent development process, exploring ways to apply professional knowledge and skills in labor education, and enhancing students' ability to identify and solve problems through practical work experiences. This approach helps cultivate good labor habits and a strong professional spirit. Encourage students to apply new knowledge, technologies, techniques, and methods in practical tasks, improving their capacity to recognize challenges and develop creative solutions during production activities, thereby enabling them to produce valuable tangible outcomes through hands-on practice. Implement productive and service-oriented labor activities across various disciplines and fields to foster innovative working abilities, a commitment to honest and lawful labor practices, and well-established labor ethics and professional standards.

2 Continuously Strengthen the Development of Undergraduate Programs.

Rationalize the layout of undergraduate programs. Proactively align with the development strategies and positioning of Yunnan Province and Kunming City, upgrade traditional programs, and establish new programs scientifically, focusing on cultivating applied talents urgently needed for regional economic and social development while enhancing the alignment between program offerings and local needs. Improve the dynamic adjustment mechanism for undergraduate programs to achieve coordinated management of enrollment, employment outcomes, and comprehensive program evaluations; scientifically regulate the number of programs offered and student enrollments, ensuring that the student population in core disciplines meets the baseline requirements for a renamed university. Strive to build an undergraduate program system characterized by optimized structure, rational distribution, distinct features, and significantly enhanced capacity to serve local communities, thereby highlighting the institution's application-oriented educational focus. The total number of undergraduate programs should be maintained between 40 and 55, with annual enrollment in no more than 45 programs.

Strengthen the development of first-class academic programs. Focus on establishing top-tier undergraduate programs, enhance support for existing national and provincial-level first-class undergraduate program development sites, and ensure their sustained excellence.

All national and provincial first-class undergraduate program development sites have passed acceptance evaluations; university-level first-class undergraduate programs have been cultivated, establishing a comprehensive construction system for first-class undergraduate programs at the national, provincial, and institutional levels. The exemplary leadership role of these first-class programs is strengthened to guide and support high-quality undergraduate education across the institution, thereby achieving sustainable development in undergraduate education. Efforts will be made to advance the addition of new programs under the new round of the National Double Ten Thousand Plan for First-Class Undergraduate Programs, with the goal of reaching a total of 25 first-class undergraduate programs during the 14th Five-Year Plan period (3–5 at the national level and 15–20 at the provincial level).

We have fully launched professional accreditation initiatives. Seizing this opportunity, we have thoroughly studied and implemented the requirements and standards of various accreditation programs, actively enhanced the substantive development of academic disciplines, and leveraged accreditation to elevate professional development to new heights. In a phased and systematic manner, we have conducted accreditation for teacher education, engineering, business, and other disciplines, aiming for all 14 teacher education programs to pass secondary-level accreditation, certain programs to achieve tertiary-level accreditation, and more than three programs to obtain accreditation in engineering or business fields. All national and provincial first-class undergraduate program designations have successfully passed evaluation.

Continuously optimize the results of comprehensive professional evaluations. By leveraging Yunnan Province's undergraduate program evaluation system, we will steadily enhance the quality of program development, aiming to achieve breakthroughs in establishing nationally top-tier (Category B) programs during the 14th Five-Year Plan period, ensure a year-by-year increase in the proportion of Category C programs, and ultimately bring all programs up to the national average level (Category C) by the end of the plan period. We will strengthen the application of evaluation outcomes by incorporating them as key indicators for dynamic program adjustments, performance assessments, and resource allocation within universities.

3 ,Comprehensively Enhance the Capacity for Talent Development.

Advance the development of the "Four New Disciplines" and the "Six Excellence and One Top-tier" initiative. Aligned with the strategic needs of building new engineering, new humanities, new agricultural sciences, and new medical sciences, we will fully leverage our university's comprehensive range of academic disciplines, actively promote interdisciplinary integration, comprehensively advance new engineering programs, accelerate the development of new humanities programs, and steadily progress in new agricultural and medical science initiatives, thereby establishing a distinctive applied disciplinary system. We will rigorously implement various teaching reform projects—including new engineering research and practice programs, collaborative talent cultivation initiatives, and industry-education integration programs—at all levels. During the 14th Five-Year Plan period, we aim to add 5–8 national-level and 15–20 provincial-level educational reform projects, using these initiatives as drivers to elevate the quality and sophistication of teaching research.

We will spare no effort in conducting the audit and evaluation work. Adhering to the principle of "using evaluation to promote development, improvement, management, and enhancement," we will leverage the new round of undergraduate education teaching audit and evaluation conducted by the Ministry of Education to comprehensively identify and analyze issues identified during the 2018 assessment. Each identified issue will be addressed through targeted rectification measures. We will thoroughly study the new evaluation indicator system, develop a detailed action plan with clear tasks and timelines, and ensure full compliance with all requirements. By continuously advancing educational reform and strengthening all aspects of undergraduate teaching, we aim to successfully pass the new round of teaching quality assessment with high standards.

Deepen the comprehensive reform of the credit system. Further improve systems and measures including broad-based program design, major specialization options, major-minor systems, mentorship programs, mutual credit recognition, and credit-based fee structures. Adhere to a student-centered approach and fully implement students' four key autonomy rights. Strengthen the curriculum framework by steadily advancing course evaluation mechanisms and linking assessment results with performance-based compensation. Develop a robust faculty support system to maximize teaching resources and promote professional development. Establish a comprehensive student service system to enhance academic support services for students.

Enhance student service satisfaction. Fully implement the separation of teaching and assessment, and improve diversified evaluation methods for student learning outcomes. Strengthen the development of teaching resource support systems.

Rationalize and optimize talent cultivation programs.In response to the diversified talent demands of contemporary socioeconomic development and the requirements of the "Four New" initiatives, we have scientifically developed the 2023 undergraduate program curriculum framework. This initiative promotes reforms in talent cultivation models, emphasizes interdisciplinary integration across disciplines and specialized courses, increases the credit allocation for moral education, physical education, aesthetic education, and labor education, strengthens professional practice training, establishes a more scientifically structured curriculum system, updates teaching content appropriately, innovates instructional approaches, and introduces novel assessment methods.

We will vigorously advance the development of first-class courses.This includes creating top-tier "golden courses" while phasing out substandard ones, with a focus on developing four categories of premier undergraduate courses: online courses, blended online-offline courses, virtual simulation-based experimental courses, and social practice courses. Strict course management will be implemented, accompanied by the establishment of clear course standards and scientific evaluation mechanisms. During the 14th Five-Year Plan period, we aim to develop 1–2 national-level first-class courses, 15–20 provincial-level first-class courses, and 100 university-level first-class courses, thereby establishing a three-tiered first-class course resource system at the national, provincial, and institutional levels. We will enhance the development of course resource platforms to promote open sharing of high-quality educational resources, while reinforcing the exemplary role of first-class undergraduate courses in driving broader resource accessibility.

Comprehensively strengthen textbook development. Enhance the design and management of textbooks by improving relevant systems and mechanisms for selection, evaluation, and feedback, thereby continuously elevating textbook governance standards. Fully leverage textbooks' educational role through intensified research efforts and incentives for faculty members to participate in compilation, ensuring higher quality and fostering the creation of premium textbooks that cultivate character, nurture intellect, and inspire wisdom.

Select and cultivate outstanding teaching achievements. Improve the selection and cultivation mechanisms for the Outstanding Teaching Achievement Award, actively carry out a new round of university-wide selection and development initiatives, moderately increase the proportion and reward value of first prizes at the university level, support cross-disciplinary, inter-college, and inter-university joint applications for the award, strengthen cultivation efforts for these awards, and strive to achieve new breakthroughs in winning national-level teaching achievement awards or provincial first prizes during the 14th Five-Year Plan period, laying a solid foundation for the institution's upgrade to a university status.

Continuously enhance the level of informatization in teaching management. Accelerate the development of digital platforms for teaching and student management to improve precision and intelligence in administrative processes. Promote the application of modern technologies such as the internet, big data, artificial intelligence, and virtual reality in daily teaching and administration, explore networked, digitalized, intelligent, and personalized educational models, establish a cloud-based service system characterized by multi-party collaboration, rich content, broad applicability, and timely support, and create smart classrooms and laboratories that meet students' needs for self-directed learning, self-management, and self-service.

4 . Continuously Improve the Quality Assurance System.

Establish a systematic and scientific quality assurance framework. Shift teaching quality monitoring and evaluation from traditional instructor assessment to student-centered evaluation, and from teaching objectives to learning objectives. Focus on outcome-based assessment through students' learning experiences and course evaluations, while refining the evaluation systems for educational goals, graduation requirements, and course achievement standards. Integrate the philosophy of identifying issues, conducting research, and implementing improvements throughout the entire educational process to continuously enhance teaching quality. Actively foster a teaching quality culture characterized by self-awareness, self-reflection, self-discipline, self-inspection, and self-correction, thereby steadily improving the education quality assurance system and promoting sustained enhancement of undergraduate teaching quality and talent cultivation standards.

Revised and improved the "Kunming University Undergraduate Teaching Quality Monitoring and Evaluation Management Measures".

Advance reforms and innovations in course evaluation. Actively promote reforms in classroom teaching assessment systems, establish and implement undergraduate course evaluation mechanisms, provide objective and fair assessments of the learning process, and create a quality-oriented incentive framework for curriculum development. Develop a diversified assessment system that equally emphasizes both competency and knowledge acquisition, gradually replacing single-ended summative evaluations while enhancing monitoring, assessment, and feedback mechanisms for student learning progress. Increase the weight of formative assessments by defining clear criteria and standards to build a measurable evaluation system. Effectively utilize evaluation outcomes to establish a closed-loop cycle of "teaching implementation – evaluation feedback – instructional adjustment," ensuring continuous improvement in curriculum development.

Strengthen the primary role of secondary colleges in monitoring and ensuring teaching quality.

Refine the two-tier quality assurance coordination mechanism between universities and colleges to enhance its effectiveness. Further improve the big data platform for teaching quality monitoring, enabling intelligent big data analysis of all teaching elements to provide robust support for educational forecasting and decision-making, teaching quality monitoring and evaluation, and instructional assessment. Strengthen various teaching quality monitoring and feedback mechanisms, including classroom teaching observation, teaching inspections, leadership participation in classes, teaching supervision, student evaluations of instruction, teaching information feedback, and specialized teaching assessments.

(2) Give Equal Emphasis to Both Internal Development and External Recruitment, and Strive to Build a High-Quality Teaching Faculty.

1 Implement the "Virtue Cultivation" Project

Strengthen the development of the faculty Party member contingent. Select outstanding Party member teachers to serve as Party branch secretaries, implement the "Dual Leaders" cultivation program for these secretaries, and ensure full coverage of such leaders across all branches. Establish a robust "dual cultivation" mechanism that develops key faculty members into Party members and Party member teachers into leading figures in teaching and research. Maintain an adequate number of full-time Party affairs staff, and prioritize recruiting Party members among outstanding young educators and returned overseas scholars.

Strengthen the development of ideological and political education faculty teams. Improve the organizational management system for teachers' ideological and political work, strictly ensuring compliance in political integrity, professional ethics, and academic competence, to build a teaching staff primarily composed of full-time instructors combined with part-time professionals, with sufficient numbers and high quality. Implement the guidelines outlined in Yunnan Province's "Several Measures for Deepening Innovation and Reform of Ideological and Political Theory Courses in Schools in the New Era," provide additional position allowances for full-time ideological and political course instructors and full-time counselors, and fully leverage the coordinating role of the Party Committee's Faculty Affairs Department in advancing ideological-political education and professional ethics development. Strictly enforce the "Kunming University Counselor Team Development Implementation Measures (Trial)" along with the dual-track promotion system for counselor ranks and titles, while enhancing the development of full-time counselors, full-time organizational officers, and full-time mental health educators.

Improve the theoretical learning system for teachers. In conjunction with the school's Friday study session program, strengthen education on ideals and beliefs, uphold the "Four Unities," strive to become exemplary teachers with the "Four Qualities," serve as effective guides in four key aspects, continuously enhance the "Four Consciousnesses," reinforce the "Four Confidences," and ensure the "Two Upholds." Guide teachers to actively practice socialist core values, help them stay informed about national policies, trends in higher education development, and emerging requirements; implement decisions and directives from the central government, Yunnan Province, and Kunming City; strengthen their political theoretical foundation; and comprehensively improve their ideological and political competence as well as their ability to cultivate moral character and educate students.

Cultivate and promote exemplary professional ethics among educators. Enhance recognition efforts by conducting biennial selection ceremonies for the "Top Ten Outstanding Teachers." Innovate ethical education approaches by incorporating professional ethics standards into mandatory training programs for both new and current faculty members. Strengthen awareness campaigns through compelling stories of ethical excellence to inspire teachers' intrinsic motivation for moral development, guiding them to uphold integrity in personal conduct, academic practice, teaching methods, and student cultivation, thereby continuously improving their educational competence and ethical standards. Establish a sustainable mechanism for professional ethics improvement by rigorously implementing guidelines such as the "Ten Principles of Professional Conduct for University Faculty in the New Era" and Kunming University's Implementation Measures for Building a Long-Term Ethics Framework. Integrate education, publicity, evaluation, supervision, rewards, and penalties to ensure sustained ethical progress. Make professional ethics the primary criterion for teacher assessment and strictly enforce a "one-vote veto" system for ethical violations.

2 Implement the "Intelligence Attraction" Project

Enhance the recruitment of high-level talents. In line with the actual development needs of the university's academic disciplines and programs, and adhering to the principles of "demand orientation, market mechanisms, goal management, performance evaluation, and dynamic management," we will strengthen efforts in attracting top-tier professionals. We will further refine incentive policies for recruited talents, establish housing rental support measures for them, and seek approval for talent apartment programs at provincial, municipal, and district levels. Priority will be given to degree program development, emerging disciplines, first-class specialties, and provincial-level or higher research platforms. Our key objectives include recruiting five urgently needed leading experts and influential discipline leaders, along with three high-caliber individuals and teams with international backgrounds, thereby leveraging their exemplary leadership roles.

Enhance the recruitment of flexible talents. Continue to utilize the special funding for recruiting applied professionals through flexible channels, conducting rigorous scientific evaluations and strict reviews for all recruited individuals.

Implement protocol-based management and performance evaluation systems, with a focus on recruiting urgently needed high-level talents—particularly those who cannot be fully employed in the short term, highly skilled professionals possessing dual qualifications and competencies, and top-tier artistic talents—to enhance the effectiveness of flexible talent acquisition efforts.

Optimize the faculty structure.In line with the requirements of the "Four New Initiatives," disciplinary and program adjustments, and master's degree program development, promptly revise recruitment plans and focus areas for high-level and flexible talents to enhance the disciplinary composition of the teaching staff. Prioritize the recruitment of young professionals urgently needed for discipline development, provide targeted training for existing faculty members to elevate their academic qualifications, teaching proficiency, and professional expertise, and cultivate a cohort of academic leaders. Deepen reforms in title evaluation and position appointment systems by implementing short-term, provisional, and permanent employment mechanisms to attract top-tier educators. This will further optimize the age distribution, educational background, and professional titles of full-time faculty, ultimately building a team that meets institutional development needs, fulfills talent cultivation objectives, and demonstrates exceptional competence and balanced composition.

Improve the teacher employment system.Implement a provisional appointment system for teacher recruitment and prioritize the selection of short-term contract teachers. Strictly enforce the "Interim Measures for Teacher Position Employment Management at Kunming University." For colleges with significant staffing shortages where recruiting PhD holders proves challenging, adopt a provisional appointment system based on teaching needs. The recruitment process should be rigorously controlled, adhering to principles of openness, fairness, impartiality, and merit-based selection to ensure outstanding talents are engaged in academic work. Employing institutions must strengthen management and professional development for provisional teachers, leveraging their role as vital supplements and reserves for the university's faculty. Issue the "Management Measures for Short-Term Contract Teachers at Kunming University" to recruit such teachers within permitted ratios, thereby optimizing resource allocation.

3 • Implement the "Excellence Development" Initiative

Support teachers in pursuing doctoral degrees. Effectively implement the newly issued "Management Measures for Faculty Members of Kunming University Pursuing Doctoral Degrees and Conducting Advanced Studies," further clarifying eligibility criteria and relevant support/ incentive measures for in-service faculty members, standardizing internal talent development mechanisms, creating favorable conditions for doctoral studies, and actively assisting young teachers in obtaining doctoral degrees through specialized programs such as the "High-Level Backbone Talent Program for Ethnic Minorities" and the "In-Service Doctoral Program in Ideological and Political Education for University Counselors," thereby enhancing their academic qualifications.

Encourage teachers to pursue further education and academic exchanges. Based on disciplinary needs and team development requirements, support full-time faculty members in engaging in advanced studies at top domestic and international universities or research institutions through exchange programs, visiting scholarships, professional development courses, or specialized training, as well as participating in international conferences and collaborative research projects. Leveraging talent development initiatives such as the "Domestic Visiting Scholars Program for Young Key Faculty Members at Universities in Central and Western China," we prioritize essential needs by annually selecting a group of young key faculty members to undertake research visits at renowned domestic universities, thereby enhancing their teaching, research capabilities, and overall competence. New key faculty development programs will also be implemented.

Strengthen teacher training guidance. Strictly enforce qualification requirements for new teachers, prioritize General Secretary Xi Jinping's important remarks on education in teacher training programs, and consistently conduct pre-service training and professional skills development for new educators to ensure comprehensive teacher cultivation. Implement a mentorship system for young teachers by assigning mentors who demonstrate strong political integrity, high professional ethics, exceptional expertise, and a strong sense of responsibility to provide guidance and support. Improve the teaching assistant program by enhancing assistant support mechanisms, establishing trial lecture requirements for new courses, and implementing management systems for young teachers' practical training experiences.

To comprehensively enhance teachers' instructional capabilities, industry-academia-research-application integration skills, information technology application proficiency, and scientific research innovation capacity.

Strengthen the development of a "dual-qualified" faculty team. Enhance this initiative through talent recruitment and in-house training programs, support teachers in gaining external work or research experience, establish comprehensive policies for building an applied-oriented teaching workforce, and revise the "Kunming University Faculty Practical Internship Management Measures." Provide targeted support for cultivating dual-qualified educators by encouraging teaching staff to undertake on-the-job training at primary and secondary schools to improve their practical teaching skills. Strengthen university-industry collaboration by systematically arranging professional practice opportunities for faculty at enterprises and research institutions. Encourage teachers to actively engage in practical teaching tasks—including guiding social surveys, course design projects, graduation projects, and experimental instruction—to enhance their professional competence and technical development capabilities.

4 • Implement the "Team" Initiative

Strengthen the development of high-caliber teaching teams. Establish guidelines for building and managing specialized teaching teams, select outstanding leaders with strong expertise to form these teams, and encourage faculty members to engage in collaborative discussions aligned with program objectives and applied curriculum requirements to continuously enhance teaching quality. Motivate teachers to participate in university-wide, provincial, and national first-class course initiatives, as well as excellence programs for courses and disciplines. Integrate team-building capabilities into faculty evaluation systems to boost motivation and collaboration, integrate professional growth with disciplinary team development, and ultimately cultivate teaching teams with distinct academic characteristics.

Strengthen the development of high-level scientific research innovation teams. Revise and improve the "Implementation Measures for the Construction and Management of Scientific Research Innovation Teams at Kunming University." Adhering to the principles of "integrating resources, supporting key areas, highlighting distinctive features, and fostering dynamic development," fully leverage both internal and external research resources. Building upon the foundation of university-level outstanding research teams, supported by key research institutions and innovation platforms, with secondary colleges serving as operational bases, and major projects acting as connecting links, formulate comprehensive policies for team development, management, and incentives. Cultivate a cohort of research innovation teams that meet national, provincial, and municipal selection criteria; continuously refine disciplinary focus areas, consolidate academic expertise, nurture top-tier talents, and enhance faculty capabilities in undertaking major research projects and contributing to societal needs.

5 • Implement the "Reform" Initiative

Advance the reform of the management system. Gradually improve the two-tier management structure at both university and college levels, shift management focus downward, and expand the autonomy of secondary colleges in areas such as talent recruitment, performance evaluation, staff dispatch for advanced training, position appointment, professional title assessment, and compensation distribution, enabling them to become proactive and dynamic educational entities.

Improve the performance evaluation mechanism. Further standardize faculty and staff assessment practices by formulating the "Interim Measures for Faculty and Staff Evaluation at Kunming University" in accordance with the principles of "objectivity, fairness, transparency, and focus on actual achievements." These measures ensure accurate evaluation of employees' professional competence, ethical conduct, and work performance, motivate staff to enhance their political awareness and professional skills, fulfill duties diligently, and provide a basis for promotions, appointments, rewards/punishments, training programs, dismissals, and salary adjustments.

Improve the position appointment system. Following the principles of "strictly controlling total staffing levels, optimizing structure, implementing dynamic adjustments, and ensuring efficiency," reasonably determine the phased staffing quotas, number of positions, and job responsibilities for each unit, conduct dynamic adjustments, and enhance professional expertise.

The management of three categories of personnel—technical positions, managerial positions, and support staff positions. Concurrently, in line with the comprehensive credit system reform and the requirements for university renaming, the Interim Measures for Teacher Position Employment Management at Kunming University have been continuously refined to reflect the spirit of the "streamlining administration, delegating power, improving regulation, and optimizing services" reform. The measures strengthen incentive mechanisms for position appointments, gradually explore assigning professional technical positions to secondary colleges for autonomous allocation based on actual needs, reduce emphasis on identity distinctions while emphasizing position-specific responsibilities, clarify duties, implement rigorous evaluations, stimulate faculty and staff initiative and creativity, and progressively improve the employment mechanism that enables flexible entry, exit, promotion, and demotion of teachers.

Improve the professional title evaluation system. Focus on assessing teachers' moral integrity, professional competence, and academic achievements to achieve categorized evaluations with diversified criteria. Establish tiered assessment standards tailored to different career paths, disciplinary fields, and research types, upholding the principle of combining moral excellence with professional competence while emphasizing capabilities, tangible results, and contributions. Revise and refine evaluation methods and performance requirements that align with institutional realities, ensuring the system effectively serves as a guiding mechanism for faculty development.

Deepen the reform of the compensation system. Establish a coordination mechanism that aligns institutional development with steady income growth for faculty and staff, further advance reforms to the performance-based salary distribution system by linking pay to specific targets and tasks, and develop an integrated management and evaluation framework encompassing positions, responsibilities, tasks, quality metrics, and performance outcomes. Create a compensation incentive mechanism that emphasizes actual achievements, contributions, and accountability to fully mobilize the enthusiasm, initiative, and creativity of all faculty members, thereby maximizing the motivational impact of performance-based compensation.

Implement the Special Appointment Position System. The "Implementation Measures for Special Appointment Positions at Kunming University" were formulated and issued, establishing a dedicated program for full-time faculty members to fill special appointment positions, recognizing their contributions in teaching and research, discipline development, team building, and social services.

Outstanding talents with remarkable achievements and exceptional contributions shall be appointed as special faculty members under a term-based evaluation system with annual salary compensation. This initiative aims to foster the emergence of top talent, attract high-caliber professionals to join the university, strengthen its high-level teaching and research teams, accelerate sustainable institutional development, create an environment that encourages talent growth, and fully leverage the guiding and exemplary role of these special positions in advancing the university's talent development strategy.

(3) **Comprehensively Strengthen Discipline Development Efforts, Focusing on Building a First-Class Disciplinary System.**

1 • Actively Promote the Development of Academic Disciplines

Strengthen the development of first-class disciplines. With fostering moral integrity and talent cultivation as the fundamental principle, and guided by support for the innovation-driven development strategy and service to economic and social progress, we will enhance the construction of first-class disciplines. A discipline development leadership group and dedicated working bodies will be established, focusing on provincial-level key and distinctive disciplines to achieve the objectives of first-class discipline development. We will clarify disciplinary positioning, leverage foundational and applied disciplines to meet societal needs, optimize disciplinary structures, refine research directions, highlight unique characteristics, formulate comprehensive development plans, and strengthen the substantive development of first-class disciplines to elevate the institution's overall academic standards. By 2025, we aim to establish 3–4 provincial-level or higher first-class key disciplines.

Strengthen the development of distinctive applied discipline systems. Proactively align with regional economic and social development needs by conducting systematic analyses of existing disciplinary strengths and potential. Adopt a strategic approach that prioritizes key areas while addressing gaps, formulate plans for professional degree programs and specialized discipline development, integrate effective resources, and enhance disciplines that support local economic growth, ecological conservation, and meet the institution's own developmental objectives. Break down disciplinary barriers and guide disciplinary development based on societal and economic demands.

We encourage interdisciplinary integration across various fields, actively explore emerging disciplines that combine social sciences with natural sciences, and strive to cultivate interdisciplinary talents with comprehensive competencies.

2 Strengthen and Expand the Master's Degree Programs.

Strengthen the disciplinary foundation of programs with established degree-granting qualifications. Cultivate a strong disciplinary awareness, solidify disciplinary foundations, prioritize discipline development as the core focus, leverage degree program establishment as a key driver, and utilize specialized evaluations and application reviews for degree-granting programs to enhance the substantive development of existing disciplines and foster distinctive academic characteristics. Promote discipline integration and optimization to build a comprehensive system that integrates leading disciplines with specialized fields, combines fundamental research with applied studies, and synergizes traditional disciplines with emerging areas. Enhance discipline cluster development to boost collaborative innovation capabilities across flagship and distinctive disciplines, fully leveraging their joint research strengths, with particular emphasis on developing three major discipline clusters.

Actively apply for new master's degree authorization programs. Identify gaps and weaknesses by comparing with existing master's degree authorization criteria, develop a three-year action plan scientifically, prioritize the establishment of professional degree programs, moderately expand academic master's programs, and actively seek additional authorization. Building on existing programs, continue leveraging both internal and external resources to expand master's degree programs across existing disciplines, aiming to cover all academic fields within the university. By 2025, the number of authorized master's programs is expected to reach 12–15, with enrolled master's students accounting for over 5% of the total student population.

3 ▲ Selection and Development of Doctoral Programs

Aimed at providing talent support and intellectual resources for the economic and social development of Yunnan Province and Kunming City, and in alignment with the university's needs for internal development and transformation, this initiative establishes a comprehensive pathway for cultivating high-level applied talents while leveraging and integrating the institution's existing resources.

By leveraging both internal and external resource advantages, we will strengthen the substantive development of existing master's degree programs and enhance their overall quality. Through implementing the "Cloud Peak Climbing" initiative, we will identify outstanding candidates among existing master's programs to develop them into doctoral degree programs in accordance with the fundamental requirements set by China's Ministry of Education for doctoral degree program establishment. Resources—including funding, research capabilities, faculty expertise, experimental facilities, and talent exchange opportunities—will be prioritized and allocated to these emerging doctoral programs.

4 Comprehensively Promote the Development of the "Four New Areas".

Establish a development mechanism for fundamental disciplines, formulate plans for cultivating innovative talents in these fields and building first-class disciplines, strengthen the development of faculty teams in fundamental disciplines, and nurture and attract leading talents urgently needed for their advancement. Aligned with Yunnan Province's strategic initiatives—including implementing the "Three Positionings" and developing its world-class "Three Cards" —we will leverage disciplines with solid foundations, rich heritage, and distinct advantages to break down disciplinary barriers, foster mutual support and synergy among disciplines, enhance the capacity of applied disciplines to serve local economic and social development, and establish a disciplinary landscape characterized by interdisciplinary integration, collaborative innovation, and joint research efforts, while actively advancing the implementation of the "Four New" construction projects.

5 ● Focus on Building Strong Academic Teams.

Strengthen the development of leading academic talent teams. Actively recruit and engage influential discipline leaders and program directors, leveraging the unique strengths and characteristics of each discipline or degree program to enhance faculty development and elevate overall academic standards. In line with disciplinary features and professional requirements, encourage young scholars and mid-career academic leaders to pursue advanced training at top-tier universities and renowned research institutions worldwide. All educational institutions should create favorable conditions to support young faculty members in undertaking rotational assignments at industry-academia collaboration training bases, thereby enhancing their practical engineering capabilities.

Leverage theoretical knowledge and practical experience to enhance comprehensive competence and professional proficiency. Develop and refine the Young Top-Talent Cultivation Program.

Explore innovative management models for disciplinary teams. Guided by economic and societal needs, establish disciplinary teams with balanced compositions in terms of academic background, professional titles, age distribution, and educational qualifications, fostering teams with clear objectives, rational division of labor, and optimal utilization of individual talents. Strengthen team culture development by creating a supportive environment conducive to member growth, cultivating an innovative spirit, and enhancing team identity and sense of belonging. Improve laboratory facilities and continuously enhance research and office conditions to provide solid material support for disciplinary teams. Implement performance evaluation systems based on overall team achievements to facilitate the realization of developmental goals. Support and encourage the formation of interdisciplinary and cross-college innovation teams.

6 • Provide High-Quality Training for Graduate Students

Strengthen the ideological foundation for graduate students. Provide comprehensive and high-quality ideological and political theory courses, gradually establishing a robust and optimized curriculum system for such courses. Fully leverage and enrich the ideological and political education resources inherent in various courses, promoting their organic integration with ideological and political education. Leveraging the "Yunxi Project," continuously enhance the capacity of specialized courses to incorporate ideological and political education. Each year, select exemplary courses and outstanding cases in this regard to develop high-quality graduate courses. Fully utilize supervisors' guiding role by integrating professional education with ideological and political education, serving as both academic mentors and life coaches. Innovate approaches to Party building work among graduate students.

Enhance the quality of graduate education. Fully implement the "Yunyan Project," deepen reforms in graduate education, continuously improve educational standards, prioritize meeting local needs, advance reforms in examination and admission systems, and establish robust mechanisms aligned with economic development requirements.

A regulatory mechanism for graduate enrollment plans that aligns with socio-economic development needs. Closely addressing these needs, we will refine core curriculum design and develop high-quality courses, establish a repository of exemplary case-based teaching materials for professional degree programs, emphasize industry-academia collaboration by creating joint training demonstration bases, encourage faculty to produce outstanding graduate textbooks, and promote the sharing of quality educational resources. We will also streamline pathways for graduate students to choose their academic tracks.

Strengthen the development of mentor teams. Implement categorized training programs for academic and professional graduate students, promoting education through "integration of science and education" as well as "industry-education collaboration." Establish comprehensive selection criteria and training systems for graduate supervisors, and develop a tiered evaluation mechanism for supervisors of both academic and professional degree candidates. Implement an annual supervisor assessment system integrated with annual enrollment qualification reviews, dynamic adjustment of admission quotas, and supervisor allowance distribution. Enhance mentor team development to elevate overall faculty competence, and establish a responsibility framework for collective guidance and quality assurance.

Improve the quality supervision mechanism for graduate education. Focus on core elements such as talent cultivation outcomes, research innovation quality, and societal contributions. Advance quality assurance measures by refining evaluation systems across all training stages, establishing a public disclosure system for thesis review feedback, setting reasonable requirements for research achievements related to degree conferral, and developing a comprehensive, multi-dimensional quality assessment framework to address outdated evaluation practices. Utilize integrated approaches—including institutional accreditation evaluations, targeted quality inspections, and thesis sampling reviews—to strengthen external oversight of graduate education quality, with assessment results serving as key factors in adjusting degree program qualifications and allocating graduate enrollment quotas.

Ensure effective support for graduate students' employment and entrepreneurship. Establish a comprehensive framework for graduate employment and entrepreneurship, characterized by "unified planning by the university, implementation by training institutions, and specific execution by supervisors."

Implement a three-tier service system. Offer courses such as "Professional Ethics Education" and lectures on "Employment Guidance" for graduates to cultivate proper professional and employment perspectives, guiding them to pursue careers in positions where the country has greatest need. Establish an employment guidance support team primarily composed of training institutions and mentors, leveraging the expertise of advisors, specialists, and key faculty members along with their influence in relevant fields and industries to invite enterprises and organizations to conduct campus recruitment. Strengthen mentor accountability and ensure graduate students secure employment.

(4) Fully Leverage Its Distinctive Educational Strengths to Continuously Highlight a Distinct Applied Focus.

1 • Promote the Establishment of Modern, Application-Oriented Industrial Colleges.

Actively integrate into national and regional development strategies, guided by the urgent needs of local industrial development, actively promote deep integration of industry, academia, and research, strengthen university-enterprise collaboration, drive reforms in talent cultivation programs, curriculum systems, and teaching methodologies, highlight the distinctive features of application-oriented education, pioneer the development of modern industrial colleges, cultivate applied talents essential for high-quality regional industrial growth, transform industrial colleges into integrated innovation platforms combining teaching, training, R&D, production, and skills certification, solidify the cultivation of application-oriented talents, and enhance graduates' employability.

2 Develop Distinctive and Competitive Disciplines and Programs With an Application-Oriented Focus.

Adhering to the application-oriented educational mission, we focus on the development of regional strategic emerging industries, strengthen disciplinary foundations, optimize program structures, and enhance the cultivation of applied professionals in fields closely linked to modern industries and social development in Yunnan Province and Kunming City—including education, engineering, literature and arts, economics and management, and health sciences. We will intensify efforts in building applied disciplines and application-oriented programs to foster talent development.

The industrial chain, innovation chain, and value chain have formed a virtuous cycle, achieving breakthroughs in key areas and establishing distinctive hubs that serve local economic development. Unique disciplines and programs with distinct characteristics, significant advantages, and exceptional standards have emerged, ranking among the top tier both provincially and nationally, thereby continuously enhancing the university's capacity to support and contribute to regional socioeconomic development.

3 Reforming the Training Model for Innovative, Application-Oriented Talents

Deepen the reform of talent cultivation models for applied undergraduate education. Actively promote industry-education integration in collaborative talent development, refine corresponding mechanisms, and enhance industry enterprises' involvement in setting training objectives, designing curriculum systems, delivering instruction, and supervising graduation projects. Strengthen practical teaching components and establish a comprehensive training system focused on cultivating application-oriented professionals, fostering organic alignment between educational frameworks, talent pipelines, and industrial needs to enrich the essence of applied education. Building upon solid teacher education foundations, implement a tripartite model integrating "colleges, skills centers, and internship schools" for cultivating applied educators, with emphasis on developing students' instructional capabilities, thereby establishing distinctive strengths and characteristics for teacher education within the province.

Explore reforms in professional master's education models. Actively develop innovative approaches for cultivating professionals with professional degrees under the modern apprenticeship framework, prioritizing practical skill development. Vigorously establish joint graduate training bases, strengthen dual-supervisor teams for professional degree candidates, and enhance students' practical innovation capabilities. Promote deep collaboration and integrated innovation among government, industry, academia, research institutions, and end-users. Establish a new high-level applied talent cultivation model featuring "dual educational stakeholders," "dual student identities," "dual supervisors," "dual curriculum systems," and "dual certification evaluations," advancing talent development toward high-quality, substantive, and distinctive goals.

4 • Provide Applied Scientific Research and Development Services

Build teams and establish platforms. Conduct research and analysis on local economic and social development trends to identify core needs in key industries, sectors, and projects, define target beneficiaries for priority services, actively recruit high-level professionals in relevant fields, integrate scientific, talent, and information resources between universities and local authorities, and promptly establish 2–4 key research teams and platforms aligned with major national, provincial, and municipal development strategies and the new development paradigm—with focused efforts on their enhancement. These initiatives will deliver timely applied scientific services, providing robust intellectual support for regional economic and social development.

Strengthen applied research. Focus on critical technological bottlenecks, shifting research approaches from being solely problem-oriented to integrating both problem-solving and market-driven strategies. Target cutting-edge scientific frontiers and modern industries by collaborating with other universities, research institutions, and enterprises through joint innovation initiatives, technical collaboration projects, and co-established research teams. Prioritize specialized scientific services and applied research in areas such as Dianchi Lake pollution control, modern urban agriculture, biomedicine, chemical materials, stem cells, novel organic optoelectronic materials, plateau konjac cultivation, and acoustic metamaterials. Aim to produce 10–15 replicable and applicable research outcomes, thereby enhancing the productivity of applied research, the rate of technology commercialization, and its societal impact.

Promote the commercialization of scientific and technological achievements. Establish a comprehensive framework covering basic research, applied development, achievement transformation, and industrialization; advance the establishment of technology transfer centers; and improve mechanisms for transferring and commercializing research outcomes. Actively facilitate the commercialization of university-generated scientific achievements by fully leveraging the role of university-based technology transfer centers, including through initiatives such as the Yunnan Provincial Department of Science and Technology's Special Program for Technology Transfer Promotion.

The construction of this project has laid a solid foundation for the university to facilitate the transfer and commercialization of scientific achievements and support local economic development.

Innovate institutional mechanisms. Further implement the principle of academic governance led by professors, fully leverage the role of academic committees, strengthen management and guidance of research activities, and enhance the governance capacity and standards of scientific research. Clarify the responsibilities, rights, and interests among the university, secondary colleges, and project leaders to establish a management framework characterized by "unified leadership, clear objectives, collaborative cooperation, and individual accountability." Promote the transition from research management to research service-oriented approaches by progressively revising and improving systems for project process management, government-industry-academia-research collaboration, technology transfer, and academic exchange, thereby standardizing research practices and improving service efficiency. Leveraging innovation platforms such as Academician Workstations, provincial key laboratories, engineering (technology) research centers, and talent recruitment bases, accelerate the establishment of joint research incubation hubs with local governments and enterprises.

5 · Continuously Advance the Development of Specialized Colleges With an Application-Oriented Focus.

Strengthen the development of the Nie Er Conservatory of Music, explore innovative models for building small-scale yet specialized academic programs, and provide reference for reforming the institution's distinctive program development approach. Accelerate the establishment of specialized colleges such as the Free Trade College, Yunnan Catering Business College, Zhongguancun Software Park College, and Asian Culinary Arts College, fostering a collaborative model where universities, government agencies, enterprises, and social organizations support each other, engage in mutual cooperation, leverage complementary strengths, share resources, and benefit collectively, thereby advancing integrated talent cultivation through collaboration among government, industry, academia, and research institutions.

(5) Actively Promote Collaborative Innovation in Science and Technology to Continuously Enhance the Level of Scientific Research.

1 Strive to Enhance Our Capacity for Scientific and Technological Innovation.

We will vigorously enhance the quality of scientific research. By leveraging distinctive disciplinary strengths, robust research teams, and advanced research platforms, we will strengthen fundamental research and original innovation.

Strive for steady growth in the number of projects funded by the National Natural Science Foundation and the National Social Science Foundation. Enhance the core capabilities of scientific researchers and innovation teams in technology development and application, guide them to actively align with national and local development strategies, focus on Yunnan Province's "Double Hundred" Industrial Development Project, target strategic emerging industries and key sectors in Yunnan Province and Kunming City, and actively promote collaborative innovation in fields such as advanced manufacturing, aviation logistics, digital economy, headquarters economy, and life sciences. Aim to achieve breakthroughs in major provincial special programs and key R&D initiatives, thereby elevating the overall quality and impact of scientific research. Strive to secure 3–5 provincial/ministerial-level awards for scientific and technological progress from leading institutions, and obtain at least 17–21 provincial/ministerial-level awards in philosophy and social sciences.

Deepen the integration of science and education. Proactively support national, provincial, and municipal socioeconomic development strategies by aligning with regional modern industrial systems and integrating into enterprise-driven regional and industry-specific technological innovation chains. Focus on addressing critical "bottleneck" technological challenges, strengthen specialized applied research, promote interdisciplinary collaboration, and enhance the applied research capabilities of application-oriented undergraduate institutions. Actively acquire independent intellectual property rights, produce original innovative outcomes, effectively improve the commercialization efficiency of scientific achievements, and secure no fewer than 50 horizontal cooperation projects aligned with provincial and municipal key industrial development initiatives.

Accelerate the development of scientific innovation teams. Refine research priorities, leverage team strengths, and enhance the capacity of innovation teams to undertake major national, provincial, and municipal scientific research projects. Encourage young researchers to select appropriate research directions and join dedicated teams, fostering their achievement of significant results; increase support for cultivating outstanding young scientists. Identify and nurture academic leaders to promote healthy development of research teams. Vigorously cultivate and attract high-level academic leaders while strengthening the establishment and recruitment of academic teams. Fully utilize provincial resources to support these initiatives.

The municipal talent program plays a pivotal role in cultivating and supporting young and middle-aged academic and technical leaders. Particularly under Kunming's "Spring City Plan" — including its four specialized initiatives: "High-Level Talents of Spring City," "High-end Foreign Experts of Spring City," "High-level Innovation and Entrepreneurship Teams of Spring City," and "Leading Science and Technology Talents of Spring City" —the city has intensified application efforts to secure more project approvals, gradually establishing an effective talent development model that leverages exemplary cases to drive broader progress.

Continuously increase funding allocation for academic research. Implement the "Several Opinions of the General Office of the State Council on Reforming and Improving the Management of Central Government Research Funds" as well as relevant provincial and municipal supporting research funding management systems, advance reforms in research funding management, enhance support for high-quality research achievements and teams, stimulate faculty enthusiasm for research, and encourage researchers to produce more and higher-quality results. Expand funding sources by intensifying applications for various types of research projects at all levels (horizontal and vertical), ensuring steady growth in research investment: horizontal project funding allocated to the university shall reach no less than 10 million yuan, with total research funding reaching 350 million yuan by the end of the 14th Five-Year Plan period.

2 • Actively Develop Platforms for Scientific and Technological Innovation.

Strengthen existing scientific research platforms. Focus on enhancing the development of high-level research institutions such as the Yunnan Provincial Key Laboratory of Organic Optoelectronic Materials and Devices, the Yunnan Provincial Key Laboratory for Basic Research on Bone and Joint Diseases, the Yunnan Provincial Engineering Technology Research Center for Plastic Film Products, the Yunnan Provincial Engineering Technology Research Center for Urban Characteristic Agriculture, and the Kunming Academician Workstation for Ecological Health Assessment and Restoration of Rivers and Lakes. Explore the establishment of relatively independent management mechanisms and operational frameworks characterized by "openness, mobility, collaboration, and competition," enabling these platforms to conduct advanced scientific research, attract and cultivate outstanding scientific talent, and facilitate high-quality academic exchanges.

It is a pivotal base equipped with advanced research facilities, delivering abundant scientific achievements, and exerting a radiating influence on the development of its academic discipline.

Actively apply for the establishment of high-level scientific research platforms. Focusing on cutting-edge disciplinary frontiers and key technological areas critical to Yunnan Province's economic and social development, we will steadily advance both basic and applied research, promote disciplinary progress, attract and cultivate outstanding scientific talents, facilitate domestic and international academic exchanges, and transform university-related platforms and teams into vital hubs for sharing advanced innovation resources. We encourage interdisciplinary research collaboration and integrated innovation resource utilization to lay the foundation for applying for national and provincial/ministerial-level high-level research platforms.

Enhance the development of think tanks. Explore mechanisms for integrating think tank development with academic advancement to foster high-quality research outcomes. Strengthen research on ecological environment, humanities and social sciences, ethnic cultures, science and technology, and regional economies at provincial, municipal, and South/ Southeast Asian levels; encourage faculty members to actively provide policy advisory services and science popularization initiatives; improve the quality and efficiency of policy consultation while elevating the societal impact of advisory services. Establish a leading hub for humanities and social sciences research, identify new research frontiers, cultivate high-caliber scientific projects, and produce a series of landmark research achievements.

Innovate organizational structures for research institutions. Promote the establishment of horizontally integrated platforms and R&D service networks, with a focus on co-building and sharing innovation platforms such as those with national (or ministerial-level) key laboratories, as well as joint research laboratories. In response to major strategic needs and development plans at the local level, establish new university-local government and university-industry science and technology innovation bases and innovative research institutions. Develop platforms including university science parks, maker spaces, and specialized small and micro-enterprise demonstration parks to fully leverage functions in integrating innovation resources, facilitating technology commercialization, supporting tech entrepreneurship incubation, and nurturing innovative talent. Break down barriers between universities and other innovation entities to maximize the utilization of key innovation factors such as talent, capital, information, and technology.

To foster vitality and create an environment conducive to collaborative innovation, we aim to establish 4–5 key laboratories or engineering centers at the provincial/ministerial level or above, as well as 1–2 university-enterprise scientific innovation bases by the end of the 14th Five-Year Plan period.

3 . Continuously Improving the Evaluation System for Scientific and Technological Innovation

Refine the secondary-level management framework. Implement the research goal accountability system between universities and colleges to enhance management efficiency. Revise and improve existing research management regulations and incentive policies, providing preferential support for outstanding young talents and specialized professionals. Establish a fault-tolerance, error-correction, and liability exemption mechanism for research projects to maximize the motivation and creativity of researchers. Develop appropriate development objectives for research activities at secondary colleges and research institutions based on disciplinary characteristics, balancing evaluation with support through a dual-tier assessment system at university and institutional levels while granting them full autonomy in internal evaluations, thereby ensuring robust management support for overall academic research advancement.

Improve the internal assessment and evaluation system. Guided by the principle of serving technological innovation and industrial development, conduct scientific, rational, objective, and fair evaluations of various types of scientific and technological talents. Strive to eliminate the entrenched problems associated with the "five-only" criteria (only publications, only awards, only rankings, only honors, and only titles), effectively address the current overemphasis on indicators related to SCI, SSCI, and CSSCI papers in research evaluations, standardize the use of high-quality publication metrics across all assessment processes, establish a representative work evaluation system, and gradually develop a talent assessment framework that places greater emphasis on technology commercialization and patent inventions. Enhance recognition of the market value of technology transfers, patent inventions, and intellectual property rights in all evaluations. Strengthen the assessment and certification of major platforms, large-scale teams, significant projects, and outstanding achievements while progressively raising evaluation standards. Establish robust error-tolerance mechanisms and exemption provisions for research projects to maximize the motivation and creativity of researchers.

Establish a peer review system. Foster a correct evaluation orientation and cultivate an innovative research environment that values excellence, openness, and inclusivity. Develop and progressively refine the peer review mechanism by adhering to the fundamental principles of dynamism, openness, and diversity; standardize expert inclusion criteria, broaden recruitment channels, improve classification standards for experts, and maintain a dedicated expert talent database. Continuously strengthen institutional frameworks to regulate peer review processes and procedures at every stage, eliminating favoritism-based evaluations and clique culture, thereby ensuring fair, impartial, authentic, and effective review outcomes. Enhance academic integrity standards and strengthen credit management to foster a clean and ethical academic environment, guaranteeing the scientific validity and effectiveness of the upcoming peer review system.

(6) Proactively Align With Local Development Needs and Substantially Enhance Social Service Capabilities

1 • Optimize the Quality of Talent Supply

Enhance the alignment between talent cultivation and the needs of local economic and social development. Guided by Yunnan Province's focus on developing its three world-class strategic pillars, as well as Kunming City's development objectives of becoming a "China Spring City," a "Historical and Cultural City," an "International Health City," and a "Regional International Central City," we will closely align with industrial development demands, continuously optimize the structure of academic disciplines and programs, and improve their relevance to regional industrial growth.

Strengthen the alignment between talent cultivation and local socioeconomic development needs. Establish and refine a talent development system focused on cultivating application-oriented professionals, deepen industry-education integration, advance reforms in collaborative education models, management systems, and support mechanisms between schools and enterprises, enhance school-enterprise collaboration frameworks, encourage social organizations and businesses to participate throughout the entire talent development process, establish new benchmarks for applied talent cultivation, and improve the responsiveness of talent training programs to the workforce demands of regional industries and enterprises.

Enhance the satisfaction of local socioeconomic development with the talent supply provided by educational institutions. Leveraging the development opportunities presented by the China (Yunnan) Pilot Free Trade Zone (Kunming Area), we will capitalize on the distinctive features of the Free Trade College to actively cultivate applied and interdisciplinary talents with innovative spirit, entrepreneurial awareness, and international perspective. We are committed to training and supplying high-quality teacher education graduates for Yunnan Province and Kunming City, expanding the enrollment scale and strengthening the cultivation of publicly-funded (free) teacher education students, actively securing special training assignments under Yunnan Province's "Excellent Teachers Program," and providing talent support for cultivating exemplary teachers with the "Four Qualities" and building a high-quality primary and secondary school teaching workforce.

Enhance the achievement of objectives in cultivating application-oriented talents. Establish a graduate tracking service and feedback mechanism, improve the annual reporting system for graduate employment quality, adopt an output-oriented approach to analyze the needs of talent development in relation to socioeconomic development, dynamically adjust disciplinary structures and talent cultivation frameworks, advance enrollment system reforms, and continuously establish integrated mechanisms linking admission quotas with talent development, graduate employment outcomes, and program evaluations. Strengthen the quality assurance system for talent cultivation by implementing real-time monitoring of training processes, making timely adjustments to curricula, continuously improving educational quality, and promptly addressing societal concerns, thereby steadily enhancing the fulfillment of talent development goals.

Enhance education and support services for graduates. Strengthen education on ideals and beliefs, as well as a talent development perspective and employment mindset that aligns with societal needs. Improve innovation and entrepreneurship education to enhance graduates' capabilities in pioneering new ventures and securing employment in emerging sectors, thereby boosting their competitiveness in innovative development, self-employment, and job markets. Actively expand employment channels by organizing coordinated online-offline recruitment events tailored to local conditions, precisely matching job openings with job seekers to achieve seamless alignment between supply and demand.

2 • Improve the Quality of Education and Training Programs.

Strengthen the academic education and continuing education systems. Schools must fully fulfill their role in providing educational services for local economic and social development, adhering to the concept of lifelong learning, demand-driven approaches, and market-oriented operations to establish a well-structured framework encompassing academic education, vocational training, and teacher development. Enhance research on national policies and market demands, while improving the design, delivery, and regulation of educational offerings. Develop educational programs aligned with societal needs and implement feasible solutions for talent cultivation. Address the balance between work and study requirements in accordance with educational principles, effectively managing all components of continuing education to deliver education that meets public expectations. Based on industry analysis, optimize curriculum offerings by launching specialized programs such as targeted improvement courses for underperforming schools, undergraduate-level programs for preschool educators, postgraduate degree advancement for practicing teachers, and self-taught examination programs for culinary specialties. Provide tailored, effective, and high-quality educational services tailored to the needs of sectors including human resources, trade unions, military personnel transition programs, and free trade zones.

Improve the hardware infrastructure for adult education. Adopt a strategy that involves establishing platforms, integrating resources, and conducting limited independent development to enhance the construction of online educational resources for continuing education. Strengthen collaboration with pilot universities designated by the Ministry of Education for online education programs; building upon self-developed platforms, introduce high-quality online educational resources to establish a comprehensive online education system for school-based continuing education and vocational training.

Explore flexible educational cooperation mechanisms. Integrate high-quality educational resources from schools and society to establish online platforms for adult education and vocational training, providing the public with high-quality programs that effectively address work-study conflicts. Strengthen collaboration with government agencies, industry partners, and educational institutions by adopting diverse approaches such as self-operated programs, joint ventures, and project outsourcing, thereby creating a multi-faceted educational partnership framework and enriching collaborative models for adult and vocational education. Implement both online and offline delivery methods.

By adopting a combined approach, we will organize educational activities to enhance the timeliness, practicality, and relevance of educational services. Leveraging the school's geographical advantage in the China (Yunnan) Pilot Free Trade Zone (Kunming Area) and its established cooperation foundation with South and Southeast Asian countries, we aim to explore international vocational education initiatives, providing effective talent cultivation services for the development of the Belt and Road Initiative and the establishment of a new domestic-international dual-circulation development framework.

3 • Provide Quality Services for Rural Revitalization

Enhance political awareness. Thoroughly implement the central government's major directives on advancing the rural revitalization strategy, as well as provincial and municipal arrangements for consolidating poverty alleviation achievements and ensuring effective linkage with rural revitalization initiatives. Prioritize consolidating poverty eradication outcomes and preventing large-scale relapse into poverty as the foremost political task. Strengthen support and guidance for designated assistance recipients, establish robust dynamic monitoring and intervention mechanisms to prevent poverty recurrence, and actively promote the implementation of relevant policies, projects, and measures during the transition period. Develop comprehensive strategic frameworks for school-based targeted assistance programs, draw lessons from poverty alleviation experiences, strictly adhere to the "Four Non-Removals" requirements during the five-year transition period, rigorously enforce accountability mechanisms, and fully fulfill the provincial-level "county-assisted township-village pairing" responsibility system along with municipal-level village-specific assistance obligations.

Strengthen organizational leadership. Ensure effective integration between poverty alleviation and rural revitalization by leveraging the school's high-quality resources and adapting to local conditions. Complete tasks such as selecting resident assistance teams and designing support projects, optimize assistance approaches, identify key focus areas, precisely define support initiatives, and continuously improve assistance quality.

Refine the operational mechanisms. In line with the overall requirements for evaluating the effectiveness of provincial and municipal targeted assistance programs, further establish and improve efficient, practical assistance mechanisms to ensure that school leadership takes charge of coordination, all departments work in synergy, and personnel and financial resources are properly allocated.

Comprehensive support measures—including financial, material, and institutional provisions—are fully implemented. Regular thematic working meetings are held to study, discuss, and coordinate solutions for new issues and challenges arising during targeted assistance efforts. Communication with Party committees, governments at all levels, and rural revitalization departments in designated assistance areas across provinces and cities is strengthened to promptly monitor progress, foster collaborative efforts, and assist local authorities in consolidating poverty alleviation achievements, ensuring effective integration with rural revitalization initiatives, and building beautiful villages.

Advance project implementation.In line with the requirements for revitalizing rural areas across five dimensions—industry, talent, culture, organization, and ecology—and addressing dynamic needs during the development of designated assistance sites, we prioritize support projects as key focal points and operational tools. Through list-based management and project-driven execution, we implement six major assistance initiatives: capacity building, resident support programs, motivation and knowledge enhancement, industrial development, infrastructure construction, and consumption-driven poverty alleviation, ensuring tangible outcomes.

4 Exploring the Interactive Development Between Schools and Urban Areas

Promote deep integration between schools and local communities.Highlight the distinctive regional characteristics of each school and leverage their unique strengths.

Leveraging the comprehensive range of academic disciplines and taking the Free Trade College as a fulcrum, we actively promote effective alignment between the university and local industrial development as well as practical productive forces, striving to become a hub for industrial technology upgrading and accelerating regional innovation-driven development in Kunming City and the China (Yunnan) Pilot Free Trade Zone Kunming Area (National Kunming Economic and Technological Development Zone).

Promote deep integration among government, industry, academia, research institutions, and application sectors.Based in Kunming and serving the entire province, we will further expand collaborations between our university and government agencies as well as enterprises, actively advancing comprehensive integration across these stakeholders. We continue to fulfill our responsibilities as the chair institution of the Yunnan Provincial Applied University Alliance, fully leveraging our role as a model institution for cultivating applied talents in Yunnan Province.

The university, as the leading member of the Yunnan Provincial Alliance of Applied Universities, plays a demonstrative and guiding role by actively advancing reforms in applied talent cultivation models, enhancing applied research capabilities, improving social service capacities, strengthening cultural innovation and heritage preservation, fostering international cooperation and exchange, and elevating the overall capacity of Yunnan's applied universities to serve local economic, social, and industrial development.

Advance talent services from merely "approaching local communities" to truly "engaging with local communities." Adhere to the principle of sharing talent resources, enhance support for university faculty in serving corporate R&D initiatives, and encourage teachers to engage in technological entrepreneurship through incubation programs or technology equity participation. Encourage faculty members to conduct in-depth research on major theoretical and practical issues concerning Yunnan Province's and Kunming's socioeconomic development, facilitate the transformation of scientific research outcomes into tangible productive forces, and provide robust intellectual support for promoting comprehensive, coordinated, and sustainable regional economic and social development.

(7) Steadily Expand International Exchanges and Cooperation, and Continuously Deepen the Substantive Aspects of Open Education.

1. Leverage the Role of the SCO Center as a Platform

Establishing a platform to build a brand.By proactively aligning with national strategies and leveraging Yunnan's geographical, human, and cultural advantages, as well as Kunming's role as a provincial capital with exemplary influence, we have actively developed a youth exchange platform for SCO member states. This initiative fosters dialogue, mutual learning, and friendly exchanges between young people across nations. Upholding the "Shanghai Spirit," we focus on creating a series of international youth cultural exchange brands in areas such as cultural tourism, education and technology, think tank activities, youth leadership development, artistic creation, and plateau sports.

Supporting young people in enhancing their competencies. By strengthening youth talent education, vocational training, and human resource development within the SCO framework, in collaboration with Yunnan Province's development initiatives

Chinese language education centers, vocational education and training bases, and innovation and entrepreneurship hubs serving South Asia and Southeast Asia have established an interconnected collaborative mechanism to create a youth international education and vocational training platform. These initiatives support the SCO in developing human resources for its member states' youth, facilitate the cultivation and orderly mobility of young talent, and enhance the employability of youth from SCO member states as well as South and Southeast Asian countries for future careers.

2 • Enrich the Content of International Exchange and Cooperation

Enhance the school's international reputation and influence. Leveraging distinctive strengths such as the "China–SCO Youth Exchange Center," Kunming University–Asian Culinary Arts Institute, Free Trade College, and Nie Er Conservatory of Music, deepen cooperation with countries along the Belt and Road, particularly those in South Asia, Southeast Asia, and the Indian Ocean region, expand the scale of exchanges, and elevate their quality. By organizing or participating in influential international conferences, academic seminars, and various cultural and sports events, as well as joining educational community alliances, promote bilateral exchanges and mutual mobility between domestic and international faculty and students, thereby progressively enhancing the school's global recognition and impact.

Advance international cooperation initiatives. Expand language learning exchange programs with governments worldwide, and deepen collaboration in areas such as faculty and student exchanges, mutual credit recognition, and joint degree programs. Import high-quality international educational resources to promote Sino-foreign cooperative education programs and joint training initiatives, aiming to achieve breakthroughs in overseas Chinese language teaching centers and collaborative educational projects, thereby enhancing the global competitiveness of talent development.

Expand channels for attracting expertise and talent. Closely aligned with regional development needs, we continuously broaden international pathways for recruiting professionals and actively promote Sino-foreign collaboration in teaching and research. We strengthen support for young and mid-career faculty members to pursue advanced training abroad, fully leveraging high-quality international resources.

Develop talent in high-end, specialized, cutting-edge, and scarce fields, and enhance the quality of overseas training programs for teaching and research personnel.

Deepen exchanges and cooperation in the fields of culture and arts. Encourage students to participate in various international study programs to broaden their global perspectives and enhance their cross-cultural communication skills. Actively engage in the development of Kunming as an international sister city. Undertake the important tasks of training overseas Chinese language teachers and promoting Chinese culture. Strengthen cultural exchanges among young people in art, culture and other fields, further expand social networks, and effectively communicate China's stories. Conduct international vocational skills training programs for countries in South Asia and Southeast Asia to serve nations along the Belt and Road.

3 Innovating and Developing Education for International Students

Innovate the training model for international students in China. Seize the significant development opportunities presented by the national Belt and Road Initiative and Yunnan Province's efforts to establish a radiation center for South Asia and Southeast Asia, emphasize the application-oriented characteristics of education, select faculty members for full English-language instruction at eligible secondary colleges, develop a range of distinctive high-quality English courses, and gradually enhance the international education capabilities of these colleges. Secure funding and projects through multiple channels to establish innovation and entrepreneurship platforms for international students, focusing on cultivating innovative talents with outstanding comprehensive qualities. Strengthen the teaching management system by progressively building a comprehensive data analysis platform for international students, improving the personalization and relevance of their training, and continuously enhancing the quality of student development. Establish support mechanisms to help international students understand China's national conditions, become familiar with China's history and culture, recognize its developmental achievements, adapt to studying and living in China, and steadily elevate the university's international influence.

Gradually increase the number of international students admitted. Leveraging the university's broad range of academic programs, we will steadily expand enrollment for international students and actively develop short-term international student initiatives.

The program integrates academic education with training initiatives, combining Chinese-language instruction with foreign-language teaching. It prioritizes social benefits and cultural dissemination while enhancing the quality and country-specific composition of international student enrollment.

Introduce high-quality international educational resources. Conduct various forms of international educational exchange and cooperation, make rational use of domestic and international educational resources, and support the national Belt and Road Initiative as well as Yunnan Province's strategy to build a radiation center for China facing South Asia and Southeast Asia. With capacity building as the core focus, establish and improve the admission, training, monitoring, and evaluation systems for international students, promote scientific and standardized management of teaching quality in international student education, and effectively enhance management standards and teaching quality.

Establish a social organization for international students. Maintain close communication and provide proactive guidance to enhance the college's global reputation and overseas influence, fostering high-quality, substantive development in international student education. Strive to improve learning and living conditions for international students while offering enhanced humanistic support. Effectively utilize government scholarships and actively seek funding from various government agencies and private sources to enrich academic resources, ensuring successful completion of studies for international students.

Carry out a variety of rich and colorful international cultural activities. Through these activities, international and domestic students can appreciate the cultural beauty of different countries and ethnic groups around the world, engage in mutual learning and appreciation among cultures, and achieve the goal of educating people through culture. Under the normalized external work context of COVID-19 prevention and control, actively explore new forms, content, and fields for international cooperation and exchange, extensively integrate international educational science paradigms, establish a comprehensive education management system for international students, an international promotion system for China's culture, and an international exchange system for on-campus students, with a focus on enhancing the quality of international student education and building the university's brand in this field.

4 Enhance the Level of Domestic Exchange and Cooperation.

Strengthen and deepen inter-university collaboration.Continue to enhance cooperative initiatives with universities such as Nanjing University, Lanzhou University, and University of International Business and Economics, fostering comprehensive cooperation in areas including joint student training programs, collaborative research projects, and faculty exchange programs.

Continuously expand areas of collaboration.Strive to establish partnerships with more domestic universities by exchanging scholars and experts for lectures, establishing academician expert workstations, and enhancing the institution's teaching and research capabilities through collaborative projects. Leverage the university's strengths in talent cultivation, disciplinary research, and policy advisory services to foster a multidimensional, interactive, and integrated open educational ecosystem.

5 • Pool Alumni Savings to Fuel Development Momentum.

Accelerate the development of alumni associations.Establish the "Kunming University Alumni Association Preparation Office" with a focus on serving alumni, tasked with formulating plans, strengthening organizational structures, and assigning personnel. Develop the association's charter, secure funding for activities, comprehensively advance the organizational development of grassroots alumni associations, establish robust organizational frameworks for secondary college-level alumni associations, and define their respective responsibilities.

Unite alumni and social resources.Establish a communication platform for alumni, enhance their profile information, strengthen organizational connections with graduates nationwide, integrate resources, and continuously welcome new members. By appointing designated alumni liaisons, establishing operational mechanisms, and improving management systems, we will create a new framework for alumni engagement that combines internal and external efforts with cross-level collaboration.

Foster a cultural atmosphere of a "Home for Alumni."Actively organize distinctive activities and commemorative events organized by the alumni association, inviting alumni to return home to reminisce about their academic years, share their growth journeys, discuss their achievements, and collaborate on the development of the alma mater. Initiatives include the "Series of Reports on Outstanding Alumni Achievements," the "Series of Reports on Alumni Entrepreneurship," and other related programs.

The alumni series of lectures, primarily featuring events such as the "Thematic Series on Personal Growth and Success," includes organizing symposiums with current student alumni, delivering orientation lectures for new students, using outstanding alumni as role models, and leveraging their exemplary achievements to guide freshmen in laying a solid foundation for their lives. The university has launched an alumni association website, leveraging online platforms to establish a dedicated portal and communication hub, create alumni networks, and regularly host various social events—all aimed at enhancing alumni services.

(8) Accelerate the Development of Digital Campuses to Achieve High-Level Educational Modernization.

1 Develop a Comprehensive Top-Level Design for the Construction of a Digital Campus.

Closely aligned with the university's objectives of high-quality development, name transition, and comprehensive reform, and centered on the fundamental mission of fostering virtue through education, this initiative addresses the operational needs of teaching, research, administration, and services. By fully leveraging information technologies—particularly advanced solutions like big data, the Internet of Things, and cloud computing—it aims to continuously enhance the development of four key components of the digital campus: infrastructure, information resources, application services, and operation management. The ultimate goal is to achieve an advanced and reliable infrastructure, rich and interconnected information resources, intelligent and user-friendly application services, as well as secure and efficient operation management.

2 • Improve the Infrastructure of the Campus Network.

Based on the current state and expected goals of the school's informatization development, and adhering to the principles of safety, reliability, technological maturity, and moderate advancement, the school will plan and construct digital campus infrastructure including the campus network, data center, campus card system, information-based teaching environment, and information-based educational environment. Under the premise of ensuring data security compliance, cloud services will be appropriately utilized as a supplement to this infrastructure. The basic network will also be upgraded and enhanced.

The school has established a new regional low-voltage power system and upgraded its foundational network infrastructure, achieving centralized resource management, meeting operational requirements, and complying with security regulations. It has expanded the provision of information-based teaching facilities by constructing new multimedia classrooms, upgrading standard smart classrooms, and renovating the public computer labs in the Weishi Building area, thereby supporting the school's educational reform initiatives. Additionally, other information infrastructure is being progressively enhanced, including the implementation of a paperless conference system to improve automated and resource-efficient management practices.

3 • Established a Comprehensive Data Support Platform for the Entire School

Enhance the quality and value of school information resources. Recognize the pivotal role of information resource development by establishing data standards, implementing data governance measures, ensuring information security, and promoting the sharing, innovation, and application of information resources. Gradually establish a comprehensive information sharing repository characterized by complete content, accurate data, organized structure, extensive interconnectivity, timely updates, robust security, and high-quality services, thereby providing robust informational support for school administration, teaching, research, and operational services. Develop specialized data governance subsystems covering full-scale information standardization management, comprehensive data management, data quality control, cloud-based data integration, and data service interface management. Establish a school-wide data governance platform to securely and controllably collect, clean, store, exchange, and share various types of data generated from educational activities based on specific needs. Transform critical school data into valuable assets, enhance data utilization capabilities, and maximize the overall value of institutional data.

4 • Improve the Quality of Digital, Convenient Services

Enhance the development of school application services to provide faculty and students with intelligent, convenient one-stop online and offline solutions. Adhering to the principles of application-driven innovation and data integration, and aligned with the institution's reform and development objectives, we will establish an open, unified foundational application service platform that comprehensively supports teaching and research activities, administrative services, and campus operations.

For business systems supporting operational activities, develop a simple, user-friendly, and intuitive human-computer interaction interface, leveraging big data to provide decision-making support for the school's high-quality development. Establish a "one-stop" online service portal by streamlining all institutional workflows and implementing them progressively based on maturity level and priority, ultimately achieving comprehensive workflow integration to enable centralized online processing of most administrative tasks with standardized procedures and controllable workflows.

5 Establish and Improve an Efficient Operation and Maintenance Management System.

Refine management systems, clarify administrative responsibilities, and implement management accountability. Regularly update management protocols in accordance with national, provincial, and municipal requirements to standardize the development, operation, and maintenance of digital campuses. Enhance cybersecurity capabilities by integrating network security measures into information technology projects from planning through implementation, strengthen risk analysis and prediction to prevent cybersecurity incidents, and bolster IT workforce development by increasing staffing quotas and creating specialized positions as needed. Establish a well-structured, dedicated team of full-time and part-time professionals skilled in digital campus technologies to support all IT initiatives. Promote digital literacy education by combining online and offline learning methods, expanding educational content, and fostering user proficiency in leveraging technology for learning, research, and work. Develop tailored data management policies and evaluation mechanisms aligned with the institution's data assetization progress. Complete large-scale IPv6 deployment and obtain certification for information system security compliance, establishing sustainable mechanisms for IT infrastructure management, operations, and security governance. Attract high-caliber professionals specializing in big data, cloud computing, and IoT, while adopting diverse talent acquisition strategies to drive digital campus advancement.

(9) Continuously Advance Cultural Inheritance and Innovation, and Foster the Development of Distinctive University Culture.

1 Tell the Story of Nie Er and the National Anthem Well.

In line with the overall requirements for building a culturally strong socialist country with Chinese characteristics, we must adhere to guiding university cultural development with socialist core values, inherit the red gene, carry forward the red legacy, and study, interpret, learn, and tell the stories of Nie Er and the national anthem. By exploring the university's history as a thread, we will trace the red gene and fully utilize red resources to enhance the cultural foundation of the campus. Using ideological and political education as a vehicle, we will comprehend the red gene and integrate red culture into textbooks, classrooms, and students' minds. Through campus activities, we will inherit the red gene, meet cultural needs, and expand methods for preserving and promoting red culture on campus. Leveraging grassroots party building as a driver, we will implement the red gene by integrating red cultural education into grassroots party work. By telling the red stories of Kunming University well, we will solidify the ideological foundation for young students' growth and development, strengthen the sense of belonging among faculty and staff, foster pride among alumni, and enhance societal recognition.

2 • Establish a System for Expressing Campus Culture

Environmental and Cultural Expression System. Enhance the development of cultural infrastructure by establishing campus cultural facilities such as a school history museum, Nie Er Culture Theme Square, team-building culture-themed corridor, sports culture center, and mental health education hub. Strengthen ecological environment improvement through enhancing cultural landscapes within architectural complexes and upgrading greening along major scenic areas. Maximize the educational impact of the Dianchi Lake Basin Ecological Culture Museum by initiating its Yuanyanggou Ecological Water System Renovation Project. Utilize environmental protection organizations to conduct ecological culture education activities. Develop distinctive campus architectural culture that fully reflects the institution's educational mission, development objectives, and secondary academic goals.

The academic disciplines and cultural characteristics of the building foster a distinctive campus culture, enhancing both faculty and students' sense of cultural belonging and identity.

Visual Symbol Expression System.The visual expression system is developed around the school's logo, standard font, standard colors, and auxiliary graphics, systematically establishing and refining the design and presentation framework for the school's visual symbols while gradually standardizing their use and management. The design, production, updating, and improvement of signage for the Yangpu Campus, Kunshi Road Campus, and other campuses have been completed in phases, laying the foundation for a unified and comprehensive campus signage system. Efforts are underway to develop distinctive cultural and creative products featuring the school's symbols, which will be standardized for use on stationery, envelopes, PowerPoint presentations, brochures, souvenirs, as well as in external promotional materials and exchanges. This visual approach effectively communicates the school's educational philosophy and cultural ethos, enhancing the dissemination of its visual identity.

Behavioral Activity Expression System.Adhering to the philosophy of "student-centeredness and student-driven innovation," we have innovatively developed campus cultural activities and established a distinctive brand system for youth league and student organizations at Kunming Conservatory of Music. Utilizing ceremonial events such as opening and graduation ceremonies as key platforms, we enhance their ceremonial design and cultural significance, establishing distinct cultural traditions during the academic year commencement and conclusion periods. We have created platforms for academic and cultural exchange, promoting broader academic and cultural activities. Continuous efforts include initiatives like high-art programs on campus, sports club activities, and student organization events, which have fostered sports culture brands such as the Campus Running Series, Sports Dance Festival, and Winter Sports Games, alongside renowned cultural events including the "Alumni Nie Er Works Exhibition," Campus Culture Festival, and Student Organization Expo. Embracing the university motto "Virtue leads to excellence; knowledge and action benefit society," we strive to cultivate an exemplary teaching ethos, learning environment, and institutional culture that is widely recognized and actively practiced by faculty and students alike.

Network cultural expression system.Guided by the principles of "guidance, integration, management, and service" for campus network culture development, it encompasses the construction of the school's official website and comprehensive multimedia platforms.

With integration as the focus, we will comprehensively strengthen the development of online cultural platforms. We will enhance the quality and standards of website clusters at both university and college levels, primarily consisting of portal sites that cover four major categories: ideological education, information services, public support, and academic resources. Management practices for new media platforms—including Weibo, WeChat, and QQ Official Accounts—will be further standardized and guided. We will continuously innovate and improve campus media platforms such as the Kunming University News, actively promoting the integrated development of traditional and new media to jointly serve as key platforms for disseminating positive messages about Kunming University and effectively telling its stories.

3 • Strengthen the Sense of Community Among the Chinese Nation.

Fully leverage the school's role as a national ethnic unity education base in Yunnan Province by coordinating efforts to strengthen its development and conducting extensive publicity campaigns and thematic practical activities. Promote interaction, exchange, and integration among all ethnic groups, foster a spiritual home for ethnic unity, advance education on ethnic unity and progress, and cultivate a strong sense of community for the Chinese nation among teachers and students. Educate and guide educators and students to become active practitioners, promoters, and guardians of ethnic unity in the new era. Utilize disciplinary expertise to actively participate in preserving and transmitting outstanding minority cultures, rescuing and protecting ethnic cultural heritage, inheriting intangible cultural heritage of ethnic minorities, integrating culture with tourism, and cultivating specialized talent in ethnic cultural studies.

4 We Are Striving to Build a Nationally Recognized Civilized Campus.

We will vigorously strengthen the development of socialist spiritual civilization, guiding teachers and students to cultivate ideological concepts, spiritual outlooks, civilized practices, and behavioral standards that meet the requirements of the new era. We will fully align with the "National Management Measures for Civilized Campus Creation" and the "Implementation Opinions on Deepening Civilized Campus Development" issued by the Central Office of Civilization Construction and the Ministry of Education, using the creation of civilized units, classes, dormitories, and families—as fundamental building blocks—to continuously consolidate and expand achievements in national-level civilized unit initiatives.

Therefore, it is essential to establish a robust long-term mechanism for the sustained advancement of civilized campus initiatives, ensuring comprehensive mobilization, full coverage, broad participation, and dedicated efforts to build nationally exemplary civilized campuses.

5. We Will Focus on Fostering and Promoting the Spirit of Universities.

Building upon the findings and refinement from the 13th Five-Year Plan period, efforts will be further focused on distilling the university spirit of Kunming University. This involves achieving a harmonious integration of traditional values, contemporary ethos, and institutional spirit through the balance between inheritance and innovation, while nurturing this spirit with socialist core values. The university spirit will also be cultivated by upholding and promoting the Nie Er Spirit. Adhering to a student-centered approach guided by faculty leadership, the initiative aims to foster a university spirit that embodies the institution's long-standing historical traditions, distinctive educational features, educational philosophy, value pursuits, and unique characteristics; reflects values such as the pursuit of truth, innovation, goodness, beauty, as well as pragmatism, diligence, integrity, and harmony; and encompasses elements including patriotic, democratic, and progressive ideals; a people-oriented humanistic spirit; a scientific spirit emphasizing truth-seeking and practicality; an innovative spirit dedicated to continuous improvement; and a research-oriented spirit committed to excellence. Comprehensive efforts will be made to strengthen the development of the university's archives system.

6 • Promote the Mutual Growth and Prosperity of School Culture and Urban Culture.

Strengthen the promotion of university culture, explore mechanisms for opening cultural resources such as university libraries, museums, sports stadiums, and concert halls to the public, deepen collaborative initiatives between urban and university cultures, and facilitate the active integration of Kunming University's culture into Kunming's profound millennia-old cultural heritage, thereby nurturing contemporary campus culture through the city's distinctive cultural identity. Enhance theoretical research on university and urban cultures, actively foster positive interactions between them, fully leverage the university's role as a cultural leader and its radiating influence as a cultural hub, and contribute to elevating Kunming's overall cultural sophistication while achieving seamless integration of university and urban cultures.

Interaction, mutual growth, and shared prosperity.

(10) Continuously Improve the University Governance System and Strive to Enhance Institutional Governance Capabilities.

1 ,Promote the Governance of Schools in Accordance With the Law.

Implement the newly revised Education Law of the People's Republic of China, employ legal thinking, principles, and approaches to deepen reforms and maintain stability, and integrate the spirit and principles of the rule of law into all aspects of school operations. Adhere to the Evaluation Indicators for Legal Work in Higher Education Institutions to comprehensively advance law-based education management, institutional governance, and campus administration, while enhancing the standardization and scientific rigor of legal affairs. Further streamline institutional mechanisms to establish a collaborative legal work framework led by the Legal Affairs Office with coordinated efforts from relevant departments. Strengthen legal awareness campaigns through diverse educational activities, foster a robust campus culture of legal compliance, and cultivate an environment where faculty, students, and staff actively study, understand, observe, and apply legal provisions. Improve the effectiveness of information disclosure practices and elevate the overall level of law-based governance within the institution.

2 . Improve the Institutional Framework

We advanced institutional innovation by revising and publishing the Kunming University Charter, establishing a comprehensive system of university regulations centered on this charter. Supporting systems for law-based university governance were developed, including initiating systematic revision and normative review of institutional rules; compiling the Compilation of Party Committee Regulations and the Compilation of Administrative Regulations; and establishing standardized procedures for establishing, amending, and repealing regulations to ensure full coverage and sustained implementation of institutional oversight. Special emphasis was placed on strengthening institutional development and supervision in key areas and critical processes such as major decision-making, personnel appointment, enrollment admissions, and talent recruitment, thereby laying a solid foundation for enhancing the university's internal governance capabilities and risk prevention capacity.

Degree foundation.

3 . Improve the Governance System

Adhere to and improve the president accountability system under the leadership of the Party committee, and establish a modern university governance structure with Chinese characteristics characterized by "Party committee leadership, presidential responsibility, academic governance by professors, democratic management, social supervision, and open education." Leverage the academic guidance role of academic bodies such as the Academic Committee and Teaching Guidance Committee, as well as the democratic oversight role of trade unions, faculty congresses, and student congresses, to continuously enhance the university's democratic decision-making and supervision mechanisms. Fully utilize the functions of faculty congresses at both university and college levels to strengthen the implementation of proposals. Establish a student service and support mechanism. Give full play to the positive roles of representatives from various levels of people's congresses, members of the Chinese People's Political Consultative Conference, members of democratic parties, and non-party individuals in democratic consultation and supervision. Accelerate the establishment of alumni associations at both university and college levels to broaden channels for social participation in university governance.

4 • Improve the Level of Governance

Continuously standardize and optimize work processes to establish a comprehensive system encompassing formulation, implementation, evaluation, and feedback of regulations, thereby enhancing their enforceability and binding force. Strengthen the governance capabilities of the administrative staff to improve their management and service proficiency. Develop robust assessment mechanisms for faculty and staff to maximize the utilization efficiency of educational resources and enhance institutional governance effectiveness. Fully leverage the roles of functional departments, secondary colleges, and grassroots Party organizations to create an efficient, coordinated, and smooth operational framework. Improve the internal control environment, significantly boost the service efficiency of functional departments, streamline the two-tier management structure at both university and college levels, and further stimulate the vitality of secondary colleges in educational operations. Strengthen grassroots Party organization development by focusing on core priorities in Party building and leveraging it to drive development, providing solid support for improving talent cultivation quality. Utilize digital campus initiatives as a foundation to advance the modernization of university governance approaches. Implement these measures comprehensively.

Adhere to the national security concept, balance development and security, and build a higher-level harmonious and safe campus.

5 Reforming the Education Evaluation System

Comprehensively implement the "Overall Plan for Deepening Education Evaluation Reform in the New Era," using education evaluation reform as a driving force to coordinate reforms in key areas such as educational approaches, institutional models, management systems, and support mechanisms. Resolutely overcome the chronic problems of overemphasis on test scores, college admission rates, diplomas, academic papers, and academic titles; earnestly uphold value orientations that prioritize teacher ethics and professional conduct, genuine expertise and substantive learning, and quality contributions; establish an education evaluation system oriented toward quality outcomes; and promote high-quality, connotative development in higher education. Carry out categorized reforms and integrated innovations in systems governing school resource allocation, professional title (position) assessment, performance-based compensation, evaluation mechanisms, recognition of outstanding achievements, and continuing professional development.

IV. Safeguard Measures

(1) Comprehensively Strengthen Party Building

1 Strengthen the Party's Comprehensive Leadership.

Adhere to the correct political direction. Unite and lead all faculty and students in thoroughly studying and implementing Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, enhancing the "Four Consciousnesses," strengthening the "Four Confidences," and upholding the "Two Upholds." Closely align with national strategic needs as well as the socio-economic development requirements of the province and city, and cultivate builders and successors for socialism. Strengthen the Party's leadership over ideological and political work, moral education, work related to retired cadres, mass organizations, academic organizations, and faculty congresses; integrate Party leadership throughout the entire process of school administration, teaching, and student development; and mobilize all faculty and students to promote high-quality development of the university.

Fully implement the Party's educational policy. Fully implement the Party's fundamental theories and principles.

This roadmap and fundamental strategy fully implement the Party's educational policy. It closely revolves around the fundamental question of "what kind of people to cultivate, how to cultivate them, and for whom to cultivate them," adheres to the new requirements of "serving the people, serving the governance of the country by the Communist Party of China, serving the consolidation and development of the socialist system with Chinese characteristics, and serving reform, opening-up, and socialist modernization." It remains committed to nurturing talents for the Party and the nation, continuously fostering well-rounded socialist builders and successors who excel in moral, intellectual, physical, aesthetic, and labor education.

Uphold and improve the president accountability system under the leadership of the Party committee. Strictly implement the Regulations on the Work of Grassroots Organizations of the Communist Party of China in Regular Higher Education Institutions, firmly maintain the leading core role of the Party committee, accurately define its responsibilities, and adhere to the principles of the Party's oversight over educational direction, cadre management, talent development, and ideological guidance. Lead reform and development efforts, support the president in carrying out duties proactively and independently in accordance with the Higher Education Law of the People's Republic of China, ensure the completion of teaching, research, administrative management tasks, and guarantee the effective implementation of the Party's education policies and decisions made by the Central Committee.

2 ,Adhere to Exercising Comprehensive and Strict Governance Over the Party.

Guided by political development, we unwaveringly implement the "Two Upholds."We firmly adhere to the socialist orientation in education, educating and guiding Party members, officials, faculty, and students to maintain a sound political stance, preserve political clarity, strictly observe political discipline, and steadfastly uphold the "Two Upholds," always maintaining full alignment with the Central Committee of the Communist Party of China with Comrade Xi Jinping at its core in terms of political position, direction, principles, and path. We continuously strengthen the political oversight role of Party organizations, consolidate political foundations, foster a healthy political ecosystem, mitigate political risks, preserve our political integrity, and enhance political capabilities.

Taking ideological development as the foundation, we will continuously strengthen theoretical armament. We will thoroughly implement the "Opinions on Strengthening and Improving Ideological and Political Work in the New Era," actively cultivate and encourage teachers and students to become firm believers and loyal practitioners of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era. By comprehending and internalizing this thought, they will deepen their ideological understanding and apply it to solve practical problems. We will continuously explore innovative approaches and mechanisms for the Party's ideological development in the new era, firmly uphold the fundamental task of fostering virtue through education, improve the accountability system for ideological work, and maintain firm leadership over such efforts. We will promote collaborative educational outcomes through ideological and political courses, daily education programs, and philosophy and social science courses, ensuring comprehensive ideological and political education for both teachers and students. Additionally, we will persistently enhance publicity and education on the "Four Histories" and institutionalize ideal and belief education as a regular practice.

Building upon organizational development, we will continuously enhance the quality of Party building work. This involves establishing and improving organizational frameworks, institutional systems, and operational mechanisms. We will rigorously implement the principle of democratic centralism, focus on the fundamental task of fostering virtue through education, and develop a scientific and efficient evaluation system. Efforts will be made to standardize and regulate Party branch operations, improve their overall effectiveness, and fully leverage the role of grassroots Party organizations as strongholds and the exemplary leadership of Party members. Additionally, we will strengthen cadre development by enhancing qualifications, improving capabilities, optimizing structures, and cultivating a team of officials with strong Party commitment, professional expertise, and robust execution skills.

By focusing on improving work style, we must earnestly establish new conduct characteristics for the new era. We will unequivocally combat the "four malpractices" and rectify unhealthy trends, establishing a regular mechanism for analyzing these issues to accurately identify problems and innovate improvement measures. Leading Party members and officials should set an example by promoting diligent learning, thorough research, pragmatic implementation, and frugality, while addressing prominent issues strongly raised by faculty and students. We will prioritize critical junctures and continuously strengthen oversight in key areas and crucial aspects.

Conduct supervision, identify issues, investigate and penalize them strictly, and publicly expose violations. Address both symptoms and root causes by strengthening oversight, disciplinary enforcement, and accountability mechanisms to foster a clean campus environment and cultivate a healthy political ecosystem characterized by integrity and fairness.

With disciplinary development as the foundation, we will strengthen disciplinary constraints on Party members and officials. We will fulfill the primary responsibility for exercising comprehensive and strict governance over the Party, enforce accountability in accordance with regulations and discipline, and reinforce the political responsibilities of Party organizations at all levels. By combining punishment with prevention and effectively managing key personnel, we will urge leading Party members to maintain integrity and exercise power strictly. We will improve mechanisms for constraining and supervising the exercise of power, establishing a comprehensive oversight system. The application of the "four forms of supervision" will be further intensified to enhance disciplinary enforcement and accountability. Party members and officials will be subject to rigorous education, management, and supervision.

Institutional development should be integrated throughout all aspects to vigorously advance the fight against corruption. In advancing the Party's various construction efforts within schools, we must prioritize practical exploration before formalizing insights through summarization; promptly elevate effective practices into institutional regulations that embody the principles of Party governance; strictly enforce these systems to prevent them from becoming mere "scarecrows"; and ensure compliance with the Party Constitution and rule-based governance permeates every facet of school Party building, thereby strengthening the Party's overall resilience and effectiveness.

3. Make Every Effort to Improve the Quality of Party Building.

Continuously enhance the vitality of Party organizations at all levels. Grounded in firm ideals, convictions, and mission commitments, with a focus on strengthening organizational capacity, we will reinforce grassroots foundations, leverage the leading role of Party committees, address critical bottlenecks, and activate frontline units, thereby consistently maintaining the Party's advanced nature and purity while boosting the dynamism of Party organizations across all levels. By improving institutional frameworks and operational mechanisms, we aim to mobilize the enthusiasm, initiative, and creativity of Party organizations and members, fully leveraging the Party's role as a bastion of strength and the exemplary leadership of Party members.

We actively promote the deep integration of Party building with academic and operational work. This involves integrating Party building efforts with talent development, scientific research, social services, cultural heritage preservation and innovation, as well as international exchanges and cooperation. We vigorously advance joint initiatives and collaboration between university Party organizations and those of government agencies, local authorities, and enterprises, ensuring close alignment between disciplinary development, industrial needs, societal demands, and cutting-edge technological advancements. These efforts collectively facilitate the transformation and innovative application of Party-building achievements, providing ideological, political, and organizational guarantees for the university's reform, development, stability, and fulfillment of major strategic tasks set by the Party and the state.

Fully leverage the role of Party organizations and members. By focusing on cultivation as the foundation, emphasizing development as the priority, utilizing exemplary models for guidance, and advancing comprehensively, we will continuously drive innovation and quality improvement in school Party building. Adhering to the working principles of integrating software development with hardware infrastructure, combining overall planning with phased implementation, and balancing holistic enhancement with brand building, we aim to establish distinctive Party-building brands, strengthen political capabilities, and cultivate a number of nationally and provincially recognized characteristic Party-building initiatives. By fully leveraging the vanguard and exemplary role of Party members, we will promote comprehensive progress across all aspects of the university's endeavors and advance its high-quality development through robust Party building practices.

(II) Making Every Effort to Strengthen Resource Support

1 We Are Committed to Improving the Efficiency of Fund Utilization.

Strengthen budget revenue management. Scientifically and rationally formulate the school's revenue budget; strictly implement policies regarding per-student financial allocations and tuition fees under the credit system reform; enhance the verification and management of non-tax revenues; regularly collect outstanding tuition and accommodation fees to ensure all revenues are fully collected, thereby securing stable and reliable primary income sources for the institution. Leveraging the university's name change as an opportunity, actively seek annual special budget funds from provincial and municipal governments to meet funding needs for key initiatives. Develop comprehensive annual departmental budgets, coordinate the allocation of various budget revenues and surplus funds, monitor expenditure progress, mitigate debt risks, and ensure compliance with annual budget targets.

Meet the needs of school development.

Standardize budget expenditure management. Firmly establish a service-oriented mindset, thoroughly implement the requirements of the "streamlining administration, delegating powers, improving regulation, and optimizing services" initiative, refine and revise financial regulations, fully enforce economic accountability systems, simplify financial reimbursement approval procedures, shorten processing timelines for expense reimbursements, and significantly enhance reimbursement efficiency. Actively advance the development of internal control frameworks and financial informatization management. Guided by quantitative internal control evaluations, utilize the establishment of internal control manuals as a foundation and internal control information systems for monitoring to standardize economic activities, operational processes, and safeguard mechanisms in key positions within the institution. This effectively achieves power checks and balances, mitigates economic liability risks at the institutional level, enhances internal governance standards, and strengthens integrity risk prevention mechanisms.

Strengthen project reserve management. Under the leadership of the school's designated functional departments, with active guidance from the finance department and coordinated efforts from relevant units, develop a portfolio of projects covering teaching reform, research platforms, team development, and infrastructure enhancement. Establish a robust project selection and dynamic elimination mechanism: project application departments shall promptly adjust proposals based on annual changes to ensure they address forward-looking needs, contain detailed parameters, and specify clear performance targets; designated functional departments shall conduct dynamic project evaluations according to overall institutional requirements, selecting initiatives with distinct features, sound justification, and mature implementation conditions, while actively seeking special funding support from central, provincial, and municipal authorities.

Expand self-generated revenue sources. Strengthen communication with tax and finance authorities to clarify financial transactions and invoice issuance procedures for revenue-generating activities, define standardized financial processes for various revenue-generating initiatives, guide secondary colleges and relevant departments in conducting social services in a compliant manner, enhance self-sustaining capabilities, and diversify funding channels. Further specify the revenue distribution ratios between university and college levels, and refine operational details for different types of revenue-generating activities.

Clarify responsibilities and rights, define corresponding financial obligations, ensure funding for the development of secondary colleges—particularly by specifying the amount and distribution methods for performance-based incentives—and establish incentive mechanisms to fully motivate each college in securing educational resources, thereby breaking away from the traditional mindset of waiting for assistance or relying on external support.

Advance the reform of fund allocation mechanisms. Fully leverage results from discipline assessments and program evaluations, using government accounting reform guidelines as benchmarks and cost accounting refinement as a guiding principle. Eliminate the egalitarian mindset of "equal distribution for all," avoiding uniform allocation to truly reflect the principle of "more work, more pay; better performance, higher rewards" in fund distribution. Improve the performance evaluation system for project expenditure, standardize the setting of expenditure targets, implement ongoing monitoring during project execution, engage third-party institutions to conduct objective performance assessments, and effectively utilize evaluation outcomes. This will establish a closed-loop performance management system for budget expenditures, significantly enhance fund utilization efficiency, and reduce administrative operating costs.

2 • Fully Maximize the Efficiency of Equipment Utilization.

Strengthen laboratory development. Increase financial investment in laboratory construction by securing funds through multiple channels, particularly for key disciplines and newly established programs. Further optimize laboratory configurations and improve hardware facilities as well as environmental conditions. Refine laboratory regulations and leverage scientific management approaches and legal frameworks to maximize the utilization of existing educational resources, enhancing overall institutional efficiency. Utilize campus networks to implement computerized management of personnel, finances, and materials, establishing a systematic, standardized, and institutionalized laboratory management system. Streamline laboratory governance structures, adjust facility scales and configurations, adopt diverse high-quality resource-sharing models, establish a resource-sharing information platform, optimize resource allocation, foster an effective resource-sharing environment, and improve access to premium resources.

Maximize the utilization benefits of resources and fully leverage the laboratory's crucial role in cultivating application-oriented talents.

Develop asset procurement plans scientifically.In accordance with national regulations and the requirements for institutional renaming, these plans should align with the university's key disciplines, program development, master's degree program establishment, and departmental academic needs, while considering annual financial allocations. Focusing on providing material support for cultivating applied talents, the plans shall incorporate efficiency evaluations of resource allocation based on government cost accounting guidelines. A 3E performance management approach—emphasizing efficiency, effectiveness, and economy in asset utilization—should be adopted. Annual procurement of teaching and research equipment must be linked to specific organizational objectives, ensuring systematic and standardized implementation of procurement plans.

Optimize resource utilization to enhance efficiency.Adhering to the principles of clear ownership, security and integrity, risk control, and performance orientation, we maintain comprehensive asset inventories by conducting regular audits of fixed assets to accurately reflect their quantity, value, and usage status, ensuring consistency between accounts, records, and physical assets. While safeguarding state-owned assets, we actively revitalize idle resources and establish mechanisms for sharing and reallocation of long-term underutilized or idle assets, thereby improving operational efficiency and preventing waste. We continuously strengthen service awareness, elevate management standards, optimize resource allocation, enhance the utilization efficiency of existing equipment, and actively promote improved sharing, maintenance, and upkeep mechanisms for major instruments.

3. Continue to Enhance the Development of Book Resources.

Thoroughly organize and utilize the collection resources.While optimizing existing assets, continuously improve internal control standards, actively expand resource utilization, advance targeted development and refined management, and emphasize resource sharing. Strengthen long-term preservation of archived academic data.

We will advance the development of hardware infrastructure and establish an emergency service platform for archiving digital information resources, ensuring sustained accessibility and utilization of documentary information resources. Tailored to the specific needs of different academic disciplines and service requirements, we will develop specialized resource databases to facilitate organization, aggregation, and centralized presentation of resources. This approach balances reader demands with budgetary capabilities, aligns emerging disciplines with key disciplines, and balances electronic versus print resources, thereby better promoting academic excellence and advancing cultural heritage preservation.

Continuously strengthen service awareness. Deepen institutional development, enhance scientific management of resource allocation and emergency response capabilities, expand service offerings on existing digital platforms, optimize service processes, and improve service quality. Strengthen collaboration and information exchange between the library and secondary colleges, expand reference services, pilot the subject librarian system, and enhance the library's capacity to meet faculty and students' information needs. Proactively establish college-specific libraries in partnership with secondary colleges, implement joint cataloging and data sharing initiatives, and optimize the utilization of self-purchased books. Enhance collaborations with other universities and academic libraries to promote regional information resource sharing. Establish streamlined channels for addressing information needs and provide tailored services for teaching and research. Offer diverse access to electronic resources and actively integrate into the university's digital campus initiative, enabling efficient access to digital materials via wired and wireless means. Foster industry-academia and library-enterprise partnerships to leverage resource advantages, diversify service formats, elevate service quality, build distinctive brand services, and cultivate unique cultural characteristics.

Strengthen the digital infrastructure development of libraries. Coordinate the management of the "one library with two campuses" system, promote resource sharing, enable cross-campus borrowing and returning of printed materials, dynamically adjust the collection resources of both library campuses, and enhance the efficiency of paper book lending and returning. Develop flagship projects and establish distinctive programs.

The library has developed a teaching content and system for information literacy courses that reflects its unique characteristics, fully leveraging the advantages of its resource collection to explore innovative models for information literacy education and services, thereby achieving comprehensive coverage of such education among university students. It has established an electronic textbook and teaching reference database, proactively bridging online learning with students, and ensuring robust support, delivery, and maintenance of online educational resources. A comprehensive emergency information service system has been implemented, continuously enriching the library's contributions to local economic and cultural development. Efforts are underway to accelerate the development of automated and intelligent service systems: automated services extend operating hours and service reach, while intelligent services enable faculty and students to access resources more efficiently and accurately.

4 Continuously Improve All Aspects of Educational Facilities and Conditions.

Build a resource-efficient and environmentally friendly campus. Implement the fundamental principles of environmental protection, land conservation, water conservation, energy conservation, and material conservation. Adopt a people-oriented approach with comprehensive planning, act pragmatically within feasible limits, adhere to established standards, operate conservatively, maintain appropriate pacing while ensuring safety, continuously enhance decision-making capabilities for infrastructure development, and maximize investment returns.

Balance immediate construction needs with long-term development goals. Scientifically manage the relationship between campus expansion projects and existing facilities, actively engage faculty, students, staff, and the public in decision-making processes, ensure that campus planning metrics align with the university's 14th Five-Year Plan objectives and renaming requirements, thereby fostering sustainable institutional growth. Accelerate campus development by prioritizing projects essential for teaching and research activities, securing critical infrastructure improvements, and supporting initiatives aligned with national strategic priorities.

Complete the campus planning, layout design, and landscaping construction to a high standard. Optimize resource allocation and enhance utilization efficiency. Ensure the high-quality establishment of teacher training centers and research facilities.

The projects include the practical training base, the innovative practice base for engineering and arts education, and the cafeteria expansion project. Efforts are being made to advance the construction of civil air defense basements, a campus rainwater collection system, a reclaimed water system, and landscape greening works within Phase II of the site, all designed to complement the campus architecture.

Standardize management and strictly adhere to procedures. Strengthen communication with relevant higher-level departments, secure funds through multiple channels, continuously improve regulations governing capital construction, refine project decision-making mechanisms, enhance investment efficiency, rigorously implement capital construction procedures, elevate the contribution of capital construction to the institution's development strategy, and achieve comprehensive upgrades in educational facilities.

(3) Building a Safe and Harmonious Campus

1 – Further Advance the Development of Safe and Harmonious Campuses.

Strengthen the modernization of campus safety governance systems and capabilities. Guided by the holistic national security concept, we must firmly establish a safety-oriented development philosophy and integrate safety considerations into all aspects and processes of school operations. We will promptly identify and mitigate potential risks, enhance comprehensive campus safety management, and foster a "holistic safety and stability" framework to create a secure and harmonious campus environment. Key areas such as fire safety, laboratory safety, public health, and food safety will receive innovative management approaches. By continuously improving human, physical, and technological safeguards, we aim to significantly elevate safety awareness and prevention capabilities among faculty and students, thereby laying a solid foundation for robust campus security.

Refine the operational framework for campus safety management. Fully leverage the roles of security personnel, deputy secretaries of secondary Party organizations, counselors, homeroom teachers, dormitory management teams, and student leaders in safety management efforts. Enhance awareness and vigilance regarding safety issues, conduct thorough investigations to promptly identify potential hazards and emerging trends, analyze identified risks and report them accordingly. Implement effective preventive measures to eliminate all unsafe factors and unstable elements at their inception, ensuring that all potential risks are detected early.

Proactive prevention and early resolution of issues at their initial stages will establish a comprehensive safety management framework characterized by collective participation, coordinated efforts, multidimensional approaches, systematic organization, and sustainability.

Refine various emergency response plans and interdepartmental coordination mechanisms on campus. Adopt a problem-oriented approach by identifying root causes and implementing targeted solutions to establish a comprehensive safety management system characterized by vertical integration, horizontal collaboration, and coordinated efforts. Relevant university departments and colleges must strictly implement the monthly safety work conference system, continuously improve safety management regulations and emergency response protocols, and proactively prevent, effectively mitigate, and properly address potential incidents. Strengthen ongoing legal education on campus safety for both faculty and students, innovate in the content, formats, methods, and approaches of safety education, actively integrate safety awareness into classroom instruction, and cultivate a distinctive campus safety culture.

Strengthen and improve mental health education and crisis intervention efforts. Promote the scientific, standardized, and systematic development of mental health education for college students, enhance humanistic care and life education, widely disseminate mental health knowledge, and foster students' self-management awareness regarding mental health. Refine the student psychological crisis prevention and intervention system by establishing a dynamic database of at-risk students through psychological screenings and counseling services. Develop a four-tier psychological protection network encompassing universities, colleges, classes, and dormitories; improve the timely reporting mechanism for students exhibiting psychological abnormalities at the college level; and establish a rapid crisis response system involving students, counselors, class advisors, colleges, and universities, forming a comprehensive framework for early prevention, detection, assessment, and intervention.

2 Developing a New Logistics Service Support System

Comprehensively enhance logistical service capabilities. Aligned with the university's core priorities and reform objectives, we continuously advance standardized, regulated, and refined management of logistical services. By implementing the "6T" practical management framework and the "Open Kitchen" initiative, we have improved food service quality.

We are committed to enhancing food service standards by exploring a new catering management model characterized by "comfortable environment, diversified structure, superior quality, and exceptional service," continuously improving the management and service levels of student dormitories, and optimizing their educational environment. We will further consolidate and advance the "Seven Special Campaigns" under the Patriotic Health Initiative while refining and implementing specific tasks such as waste sorting.

We will steadily advance comprehensive logistics reform. Full efforts will be made to shift the focus from "operation-oriented" to "management-oriented" approaches. Based on scientifically formulated plans and thorough evaluations, we will progressively implement relevant procurement services for logistical support while strengthening supervision to continuously improve service quality. We will actively explore management models for resources such as water and electricity, enhance energy conservation management practices, foster a culture of energy efficiency, and promote the development of green campuses. Through in-depth research and analysis, we aim to identify optimal pathways for gradually optimizing employment relationships and reducing workforce-related risks. Multiple measures will be taken to conduct training programs, thereby continuously improving the overall competence of logistics management personnel and ensuring that service-oriented education is effectively implemented.

Strengthen and improve the integrity risk prevention system for logistics services. Strictly comply with national laws and regulations, uphold and refine the school's collective decision-making, democratic decision-making, and scientific decision-making mechanisms in logistics management. By establishing a modern logistics support system aligned with the institution's reform and development goals, we aim to continuously enhance logistics service capabilities, steadily improve service quality, and consistently increase satisfaction among faculty and students, thereby providing robust logistical support for the school's advancement.

Attachment: Development Indicators for Kunming University during the 14th Five-Year Plan Period

Kunming University's Development Indicators for the 14th Five-Year Plan Period

Class	Project	End of 2020	2025	Attribute Property	Remarks
Organization Scale	Number of full-time students (people)	23701	20100	Expectation	
	Number of graduate students (people)	167	1000	Expectation	
	The proportion of graduate students among full-time enrolled students (%):	0.7	5	Binding force	
Teaching body	Total number of full-time teachers (people)	1099	1120	Expectation	
	Teacher-to-student ratio	20.98:1	≤18:1	Binding force	
	Proportion of doctoral-degree holders among full-time faculty (%)	25.2	≥36	Binding force	
	Total number of talents at all levels and types across provincial, municipal, and county areas (in individuals)	101	≥120	Expectation	
	The ratio of full-time teachers for ideological and political education courses to the equivalent number of enrolled students (%):	1:349	≥1:350	Binding force	
	The total proportion (%) of full-time party affairs staff and ideological-political workers relative to the total number of faculty and students on campus	1:82.2	≥1:100	Binding force	
Academic Discipline and Program Development	Number of master's degree program admission quotas (number):	5	12-15	Expectation	
	Key disciplines at the provincial/ministerial level or above	2	3-4	Expectation	
	Key laboratories and engineering centers at the provincial/ministerial level or above (number):	3	4-5	Expectation	
	Number of undergraduate programs (number):	65	40-55	Expectation	
	National First-Class Undergraduate Programs (Development Sites) (Number):	1	3-5	Expectation	
	Provincial-level first-class undergraduate programs (construction sites): [Number]	10	15-20	Expectation	
Personnel training	National First-Class Courses (Number of Courses)	0	1-2	Expectation	
	Provincial First-Class Courses (Number of Courses)	5	15-20	Expectation	
	National Teaching Achievement Award or First Prize at the Provincial Level for Teaching Achievements (item)	1	2-4	Binding force	
	Number of practical training bases (units)	207	250-300	Expectation	
	Undergraduate-to-Master's Program Transition Rate (%)	4.9	6-10	Expectation	
	Awards received in the National College Students' Professional Skills Competition (number of awards):	220	300	Expectation	
	Provincial-level and above undergraduate innovation and entrepreneurship training program projects (number):	166	250	Expectation	

Scientific Research	New national-level projects (Social Sciences/Earth Sciences) (number of projects/5 years)	52	60–80	Expectation	Among these, social sciences. .. There must be no fewer than 10 projects.
	New provincial/ministerial-level research projects (Social Sciences/Natural Sciences) (number of projects/5 years)	229	215-255	Expectation	Among these, social sciences. .. There must be no fewer than 40 projects.
	Total Research Funding (Vertical and Horizontal) (Ten Thousand Yuan per Year)	5493. 2	7000–7200	Binding force	
	New Representative Papers (Number):	493	≥400	Expectation	Among these, the humanities.. . No fewer than 80 papers in social sciences.
	New academic monographs (series)	47	50–55	Expectation	
	New Patent (Item)	301	≥320	Expectation	
	Projects for the transfer and commercialization of scientific and technological achievements (number of projects):	20	≥20	Expectation	
	New awards (or projects) for scientific research achievements at the provincial/ministerial level or above have been added.	16	20~26	Binding force	
	Provincial Scientific and Technological Innovation Teams (number)	2	1–2	Expectation	
	Provincial and ministerial-level scientific research platforms; bases for philosophical and social science research (number unspecified)	0	1–2	Expectation	
International Cooperation and Social Services	Number of Think Tanks (count)	1	2	Expectation	
	Regional Local Research Institutes (Centers) (Number):	4	8–9	Expectation	
	Chinese and Foreign Cooperative Education Programs (Number of Programs):	0	1	Expectation	
	Overseas Chinese Language Teaching Centers (number):	0	1	Expectation	
Eligibility Requirements	Total fixed assets (in billions of yuan over 5 years)	21. 07	21. 57	Expectation	
	Value of teaching and research equipment per student (yuan)	14352	19000	Expectation	
	Number of books per student (in copies)	147. 4	≥200	Expectation	
	Per-student land area (square meters)	67. 68	≥70	Expectation	
	Per-student teaching, research, and administrative space (in square meters)	14. 51	20. 0	Expectation	
	Total School Revenue (Billion Yuan over 5 Years)	28. 3	33. 55	Expectation	
	Campus Network Export Bandwidth (Gbps)	13. 5	≥20	Expectation	
	Campus Network Backbone (Gbps)	1	≥10	Expectation	

