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Notice on Issuing the *Criteria for Application and Assessment of Professional Titles in University Faculty Series of Kunming University*

All units of the University:

The *Criteria for Application and Assessment of Professional Titles in University Faculty Series of Kunming University* has been reviewed and adopted at the 5th President's Office Meeting on March 15, 2022. It is hereby issued for implementation in accordance with relevant provisions.

Kunming University

May 27, 202

Criteria for Application and Assessment of Professional Titles in University Faculty Series of Kunming University

Chapter I General Provisions

Article 1 These criteria are formulated in accordance with relevant provisions including the *Overall Plan for Deepening the Reform of Education Evaluation in the New Era* and the *Implementation Measures for the Administration of Professional Title Assessment in Yunnan Province (Trial)* (YRSF [2020] No. 57), combined with the actual situation of the University.

Article 2 Professional titles for university faculty are divided into three levels: junior, intermediate and senior. The senior level is further categorized into associate senior and full senior. The titles corresponding to junior, intermediate, associate senior and full senior levels are Teaching Assistant, Lecturer, Associate Professor and Professor respectively.

Article 3 For teachers of different types and levels, classified assessment is implemented under three categories: teaching-focused, teaching-research, and ideological and political education. The ideological and political education category is further subdivided into ideological and political theory course teachers and counsellors.

Chapter II Scope of Application

Article 4 These criteria apply to teachers engaged in teaching and scientific research, as well as full-time counsellors at Kunming University.

Article 5 Full-time on-the-job professional and technical personnel of the University may choose to apply under the teaching-focused, teaching-research or ideological and political education category based on their post characteristics and performance achievements.

Chapter III Application Requirements

Article 6 Applicants for professional titles in the university faculty series shall meet the following basic requirements simultaneously:

(1) Abide by the Constitution and laws of the People's Republic of China, implement the Party's education policy, consciously practice the core socialist values, possess sound ideological and political quality and professional ethics, conduct oneself with virtue, pursue scholarship with virtue, teach with virtue, remain dedicated to one's post, set a good example for students, and impart knowledge and educate people. Adhere to the unity of teaching and educating, the unity of words and deeds, and the unity of academic freedom and academic norms.

(2) Possess professional knowledge and education and teaching capabilities corresponding to the faculty post. The annual assessment results since assuming the current post have reached "Pass" or above for the required length of service for promotion to a higher-level title. Be physically and mentally sound with good psychological quality, and capable of fulfilling the responsibilities and obligations of the faculty post as required.

(3) Teachers applying for professional titles in the university faculty series shall hold a Higher Education Teacher Qualification Certificate.

(4) Young teachers applying for promotion to a higher-level title shall have at least one year of student work experience such as serving as a counsellor, class tutor or academic advisor, or have experience in voluntary teaching, poverty alleviation work, or participation in Confucius Institute or foreign aid exchange programs of international organizations.

Article 7 Applicants for professional titles in the university faculty series shall meet the following qualification requirements:

(1) Teaching Assistant: Hold a master's degree; or hold a bachelor's degree or bachelor's degree and have completed a one-year probation period with a pass assessment.

(2) Lecturer: Hold a doctoral degree; or hold a master's degree and have served as a Teaching Assistant for at least 2 years; or hold a bachelor's degree or bachelor's degree and have served as a Teaching Assistant for at least 4 years.

(3) Associate Professor: Hold a bachelor's degree or above, or bachelor's degree or above, and have served as a Lecturer for at least 5 years; or hold a doctoral degree and have served as a Lecturer for at least 2 years.

(4) Professor: Hold a bachelor's degree or above, or bachelor's degree or above, and have served as an Associate Professor for at least 5 years.

Chapter IV Assessment Criteria for Teaching-Focused Category

Article 8 Assessment criteria for Teaching Assistant (Teaching-focused)

(1) Possess theoretical foundation and professional knowledge of the discipline, and have certain teaching capabilities.

(2) Be able to participate in the teaching of 2 or more courses.

(3) Meet one of the following requirements for representative achievements:

1. Participate in university-level teaching reform and construction projects, and participate in university-level teaching competitions.

2. Publish academic papers as the first author (corresponding author) in public, or participate in the compilation of textbooks.

3. Participate in or guide students to participate in various discipline competitions, skill competitions, and various art and sports competitions and win awards.

Article 9 Assessment criteria for Lecturer (Teaching-focused)

(1) Possess theoretical foundation and professional knowledge of the discipline. Have strong teaching ability, outstanding teaching effects, and receive good comments from teachers and students. Have the ability to assist in guiding teaching reform, teaching research, programme development and discipline development in the discipline.

(2) The average annual teaching workload in the past two years shall be no less than 300 contact hours per year, and have independently taught 2 or more core courses.

(3) The main courses undertaken in two consecutive years have all been rated Grade B or above in course evaluation.

(4) Have outstanding education and teaching performance with emphasis on teaching effects, and win the third prize or above in university-level teaching competitions, or awards in provincial-level or above teaching competitions.

(5) Meet one of the following requirements for representative achievements:

1. Preside over university-level teaching reform and construction projects, or participate in department-level or above teaching reform and construction projects.

2. Publish 2 academic papers as the first author (corresponding author) in public, or participate in the compilation of 1 officially published academic monograph or textbook.

3. Win university-level Teaching Achievement Award.

4. Participate in or guide students to participate in various discipline competitions, skill competitions, and various art and sports competitions, and win the first prize at university level (top 3) or awards at department level or above.

Article 10 Assessment criteria for Associate Professor (Teaching-focused)

(1) Possess solid theoretical foundation and extensive professional knowledge of the discipline, have rich practical experience and solid professional foundation, keep abreast of the development trends of the discipline, and have the ability to pioneer new research fields. Have strong teaching ability, outstanding teaching effects, and receive high praise from teachers and students.

(2) Have rich teaching experience and remarkable teaching achievements, and play a backbone role in teaching reform, teaching research, programme development and discipline development of the discipline.

(3) The average annual teaching workload in the past five years shall be no less than 360 contact hours per year, and have independently taught 2 or more specialized courses or basic courses.

(4) The main courses undertaken in three consecutive years have all been rated Grade A in course evaluation.

(5) Win the second prize or above in university-level teaching competitions, or the third prize or above in provincial-level teaching competitions, or the taught courses have been recognized as provincial-level or above first-class courses.

(6) Have served as a class tutor, counsellor or academic advisor and won honorary titles such as university-level or above Excellent Class Tutor, Advanced Class Collective, Advanced Individual in Student Work and Employment Work; or have more than half a year of practical training experience in enterprises, industries or scientific research institutions in the past five years; or have served as a village-resident work team member. For teachers of preschool education, teacher education courses for primary education, and subject curriculum and teaching theory courses for secondary education in teacher education programmes, they shall have more than one year of practical training experience in primary and secondary schools or kindergartens.

(7) Meet any one of the following conditions in Group A or Group B for representative achievements:

Group A (meet one requirement):

1. Win the second prize or above in national-level teaching competitions.

2. Guide students to win the second prize or above at national level in National Class A Competitions as the first supervisor.

B. Group B (meet two requirements):

1. Preside over 2 department-level teaching reform projects, or 1 provincial-level or above teaching research and reform project, or participate in national-level teaching reform and construction projects (top 5 participants).

2. Publish 4 influential academic papers in the discipline as the first author (corresponding author), among which 2 must be teaching research and reform papers.

3. Serve as the first chief editor of 1 textbook published by Class B or above publishers.

4. Have solid theoretical foundation and extensive professional knowledge, participate in important teaching research or teaching reform, and win provincial-level Teaching Achievement Award: top 6 for the Special Grand Prize, top 4 for the First Prize, top 2 for the Second Prize.

5. Guide students to win the second prize or above at provincial and ministerial level in National Class A Competitions as the first supervisor.

6. For art teachers, their creative works or performance achievements win the third prize at provincial and ministerial level (ranked 1st); or have presided over large-scale project design at department level; or guide students to win the second prize or above in provincial and ministerial-level professional competitions (performances) as the first supervisor.

7. For physical education teachers, participate in or serve as the head coach to guide students to participate in national-level sports events; or win top 6 in team events or top 4 in individual events in provincial and ministerial-level sports events; or hold national-level referee qualification or above and have served as a referee in provincial-level or above events.

Article 11 Assessment criteria for Professor (Teaching-focused)

(1) Possess solid theoretical foundation and extensive professional knowledge of the discipline, have rich practical experience and solid professional foundation, keep abreast of domestic and international development trends of the discipline, and have the ability to pioneer new research fields. Have strong teaching ability, outstanding teaching effects, and receive high praise from teachers and students.

(2) Have rich teaching experience and remarkable teaching achievements, and play a leading role in guiding teaching reform, teaching research, programme development and discipline development of the discipline.

(3) The average annual teaching workload in the past five years shall be no less than 360 contact hours per year, and have independently taught 2 or more core courses, which must be major compulsory courses or public compulsory courses.

(4) The compulsory courses taught in the past three years have all been rated Grade A in course evaluation (only for course leaders).

(5) Win the first prize at university level, or the second prize or above at provincial level, or the third prize or above at national level in teaching competitions; or the taught courses have been recognized as national-level first-class courses; or serve as the person in charge of national-level first-class programme construction.

(6) Have more than half a year of practical training experience in enterprises, industries or scientific research institutions in the past five years, or have served as a village-resident work team member. For teachers of preschool education, teacher education courses for primary education, and subject curriculum and teaching theory courses for secondary education in teacher education programmes, they shall have more than one year of practical training experience in primary and secondary schools or kindergartens.

(7) Meet any one of the following conditions in Group A or Group B for representative achievements:

Group A (meet one requirement):

1. Win the first prize in national-level teaching competitions.

2. Serve as a member of the National Teaching Guidance Committee for first-level disciplines.

3. Guide students to win the first prize at national level in National Class A Competitions as the first supervisor.。

Group B (meet two requirements):

1. Preside over 2 provincial-level or above teaching reform and construction projects, or participate in national-level teaching reform and construction projects or Ministry of Education humanities and social science fund projects (top 3 participants).。

2. Publish 6 highly influential academic papers in the discipline as the first author (corresponding author), among which 4 must be teaching research papers.

3. Serve as the first chief editor of 2 textbooks published by Class B or above publishers.

4. Have solid theoretical foundation and extensive professional knowledge, participate in important teaching research or teaching reform, and win provincial-level Teaching Achievement Award: top 5 for the Special Grand Prize, top 3 for the First Prize, 1st place for the Second Prize; or win national-level Teaching Achievement Award.

5. Guide students to win the first prize or above at provincial and ministerial level in National Class A Competitions as the first supervisor; or guide postgraduate students to win provincial-level excellent thesis award for their graduation theses.

6. For art teachers, their creative works or performance achievements win international excellence awards, or national third prize, or provincial and ministerial second prize (all top 2); or have presided over 2 large-scale project design projects at provincial and ministerial level; or guide students to win the third prize or above in national-level competitions as the first supervisor, or win the first prize in provincial and ministerial-level professional competitions (performances).

7. For physical education teachers, participate in or serve as the head coach to guide students to participate in national-level sports events; or win top 4 in team events or top 2 in individual events in provincial and ministerial-level sports events; or hold national-level referee qualification or above and have served as a referee in national-level events.

Chapter V Assessment Criteria for Teaching-Research Category

Article 12 Assessment criteria for Teaching Assistant (Teaching-research)

(1) Have certain theoretical knowledge and practical skills, and be competent in teaching work of the discipline.

(2) Be able to participate in course teaching.

(3) Meet one of the following requirements for representative achievements:

1. Participate in university-level teaching reform and construction projects and scientific research projects.

2. Publish academic papers as the first author (corresponding author) in public, or participate in the compilation of textbooks.

3. Participate in guiding students to participate in various discipline competitions, skill competitions, and various art and sports competitions and win awards.

Article 13 Assessment criteria for Lecturer (Teaching-research)

(1) Possess necessary theoretical knowledge and practical skills of the discipline, and be competent in teaching specialized courses and basic courses for undergraduates.

(2) The average annual teaching workload shall be no less than 120 contact hours per year, with good teaching effects.

(3) Meet one of the following requirements for representative achievements:

1. Preside over university-level teaching reform and construction projects and scientific research projects, or participate in 1 department-level or above teaching reform and construction project or scientific research project (top 3 participants), or participate in horizontal research projects or consulting projects.

2. Publish 2 academic papers as the first author (corresponding author) in public, or participate in the compilation of 1 officially published academic monograph or textbook (top 3 contributors).

3. Win university-level Teaching Achievement Award.

4. Participate in guiding students to participate in various discipline competitions, skill competitions, and various art and sports competitions, and win the second prize at university level (top 3) or above; or win the third prize or above in department-level competitions.

Article 14 Assessment criteria for Associate Professor (Teaching-research)

(1) Possess systematic theoretical knowledge, solid professional foundation and relatively rich practical experience of the discipline, and keep abreast of domestic and international academic development trends of the discipline.

(2) Play a backbone role and achieve remarkable results in discipline research, programme development, education and teaching reform, teaching research or laboratory construction.

(3) The average annual teaching workload shall be no less than 120 contact hours per year, which must include 1 specialized compulsory course.

(4) Have undertaken student work, teaching and research management, or skill practice work and achieved good results.

(5) Meet three of the following requirements for representative achievements:

1. Have served as a class tutor, counsellor or academic advisor and won honorary titles such as university-level or above Excellent Class Tutor, Advanced Class Collective, Advanced Individual in Student Work and Employment Work; have more than half a year of practical training experience in enterprises, industries or scientific research institutions in the past five years; or have served as a village-resident work team member. For teachers of preschool education, teacher education courses for primary education, and subject curriculum and teaching theory courses for secondary education in teacher education programmes, they shall have more than one year of practical training experience in primary and secondary schools or kindergartens.

2. Preside over 1 provincial-level teaching research and reform project or scientific research project, or participate in 1 national-level teaching research and reform project or scientific research project (top 3 participants).

3. Preside over horizontal research projects (including industry-university-research cooperation projects) with cumulative actual received funds of no less than 100,000 RMB for social science categories and no less than 200,000 RMB for natural science categories.

4. Publish 4 highly influential academic papers in the discipline as the first author (corresponding author), among which 2 are indexed and abstracted, or a single paper has an impact factor of 3.0 or above.

5. Research reports or policy recommendations are adopted by provincial-level or above authorities, or receive positive written instructions from incumbent provincial and ministerial-level leaders.

6. Publish 1 academic monograph (translated work) with academic value as the first author (150,000 words) or 1 textbook as the first chief editor by Class B or above publishers.

7. Industry standards, local standards or technical specifications officially approved and issued by provincial-level standardization administrative authorities.

8. Have solid theoretical foundation and extensive professional knowledge, participate in important teaching research or teaching reform, and win provincial-level Teaching Achievement Award in the discipline: top 6 for the Special Grand Prize, top 4 for the First Prize, top 2 for the Second Prize; or win provincial and ministerial-level science and technology awards (Natural Science Award, Technological Invention Award, Science and Technology Progress Award): top 7 for the Special Grand Prize, top 5 for the First Prize, top 3 for the Second Prize, top 2 for the Third Prize; or win provincial and ministerial-level Outstanding Achievement Award in Philosophy and Social Sciences: top 5 for the Special Grand Prize, top 4 for the First Prize, top 3 for the Second Prize, top 2 for the Third Prize.

9. Guide students to win the second prize or above at provincial and ministerial level in National Class A Competitions as the first supervisor.

10. For art teachers, their creative works or performance achievements win the third prize at provincial and ministerial level (ranked 1st); or have presided over large-scale project design at department level; or guide students to win the second prize or above in provincial and ministerial-level professional competitions (performances) as the first supervisor.

11. For physical education teachers, participate in or serve as the head coach to guide students to participate in national-level sports events; or win top 6 in team events or top 4 in individual events in provincial and ministerial-level sports events; or hold national-level referee qualification or above and have served as a referee in provincial-level or above events.

12. Win 1 National Excellent Patent Award as the first accomplisher, or obtain 3 national authorized invention patents as the first inventor, among which at least 1 has been commercialized through achievement transformation.

Article 15 Assessment criteria for Professor (Teaching-research)

(1) Possess solid theoretical foundation and extensive professional knowledge of the discipline, have rich practical experience and solid professional foundation, keep abreast of domestic and international development trends of the discipline, and have the ability to pioneer new research fields.

(2) Have the ability to lead teaching, scientific research, programme development and discipline development of the discipline, and can preside over and guide discipline construction, programme development, education and teaching reform, and laboratory and textbook construction.

(3) The average annual teaching workload in the past five years shall be no less than 120 contact hours per year, which must include 2 specialized compulsory courses.

(4) Have undertaken student work, teaching and research management, or skill practice work and achieved good results.

(5) Have more than half a year of practical training experience in enterprises, industries or scientific research institutions in the past five years, or have served as a village-resident work team member. For teachers of preschool education, teacher education courses for primary education, and subject curriculum and teaching theory courses for

secondary education in teacher education programmes, they shall have more than one year of practical training experience in primary and secondary schools or kindergartens.

(6) Meet two of the following requirements for representative achievements:

1. Preside over 1 national-level teaching research and reform project or scientific research project, or 1 Ministry of Education humanities and social science fund project, or 2 provincial-level teaching research and reform projects or provincial-level scientific research projects.

2. Preside over horizontal research projects (including industry-university-research cooperation projects) with cumulative actual received funds of no less than 200,000 RMB for social science categories and no less than 400,000 RMB for natural science categories.

3. Publish 6 academic papers with outstanding influence in the discipline as the first author (corresponding author), among which 3 are indexed and abstracted, or a single paper has an impact factor of 5.0 or above.

4. Publish 1 academic work (translated work) with high academic value as the first author (200,000 words) or 2 textbooks as the first chief editor by Class B or above publishers.

5. Research reports or policy recommendations are adopted by central and national ministries and commissions, or receive positive written instructions from deputy national-level leaders.

6. Have solid theoretical foundation and extensive professional knowledge, participate in important teaching research or teaching reform and win provincial and ministerial-level Teaching Achievement Award: top 5 for the Special Grand Prize, top 3 for the First Prize, 1st place for the Second Prize; or win national-level science and technology awards (Natural Science Award, Technological Invention Award, Science and Technology Progress Award); or win provincial and ministerial-level science and technology awards: top 5 for the Special Grand Prize, top 4 for the First Prize, top 2 for the Second Prize, 1st place for the Third Prize; or win provincial and ministerial-level Outstanding Achievement Award in Philosophy and Social Sciences: top 4 for the Special Grand Prize, top 3 for the First Prize, top 2 for the Second Prize, 1st place for the Third Prize.

7. Industry standards or technical specifications officially approved and issued by national standardization administrative authorities.

8. Guide students to win the first prize or above at provincial and ministerial level in National Class A Competitions as the first supervisor; or guide postgraduate students to win provincial-level excellent thesis award for their graduation theses.

9. For art teachers, their creative works or performance achievements win international excellence awards, or national third prize, or provincial and ministerial second prize (all top 2); or have presided over 2 large-scale project design projects at provincial and ministerial level; or guide students to win the third prize in national-level competitions as the first supervisor, or win the first prize in provincial and ministerial-level professional competitions (performances).

10. For physical education teachers, participate in or serve as the head coach to guide students to participate in national-level sports events; or win top 4 in team events or top 2 in individual events in provincial and ministerial-level sports events; or hold national-level referee qualification or above and have served as a referee in national-level events.

11. Win the China Patent Award as the first accomplisher, or obtain no less than 4 national authorized invention patents as the first inventor, among which at least 2 have been commercialized through achievement transformation.

Chapter VI Assessment Criteria for Ideological and Political Education Category

Article 16 Assessment criteria for Teaching Assistant (Ideological and Political Theory Course Teacher)

(1) Fully implement the Party's education policy, adhere to the guiding position of Marxism, adhere to the socialist direction of running schools, and fulfill the fundamental task of fostering virtue through education. Take the initiative to guide students to cultivate moral integrity and aspire to success.

(2) Have certain theoretical knowledge and practical skills, and be able to participate in course teaching. Actively participate in activities such as Party lectures, political theory publicity, and Communist Youth League lectures within the University.

(3) Complete the training tasks and continuing education tasks stipulated for ideological and political theory course teachers by the state and Yunnan Province, and obey the arrangements of the University and the college for visiting study and research tasks.

(4) Meet one of the following requirements for representative achievements:

1. Participate in university-level teaching reform and construction projects and scientific research projects, or participate in horizontal research projects or consulting projects.

2. Publish articles related to ideological and political theory disciplines as the first author (corresponding author) in major municipal media, Party newspapers and periodicals, or teaching platforms; or publish academic papers; or participate in the compilation of academic monographs or textbooks.

3. Participate in guiding students to participate in various discipline competitions, skill competitions, and various art and sports competitions and win awards.

Article 17 Assessment criteria for Lecturer (Ideological and Political Theory Course Teacher)

(1) Fully implement the Party's education policy, adhere to the guiding position of Marxism, adhere to the socialist direction of running schools, and fulfill the fundamental task of fostering virtue through education. Take the initiative to guide students to cultivate moral integrity and aspire to success.

(2) Possess necessary theoretical knowledge and practical skills of the discipline, and be competent in teaching specialized courses and basic courses for undergraduates. Actively participate in activities such as Party lectures, cadre training courses, political theory publicity, Young Marxists Training Program, and Communist Youth League lectures within the University. The average annual teaching workload shall be no less than 300 contact hours per year, with good teaching effects.

(3) Complete the training tasks and continuing education tasks stipulated for ideological and political theory course teachers by the state and Yunnan Province, and obey the arrangements of the University and the college for visiting study and research tasks.

(4) Meet one of the following requirements for representative achievements:

1. Have outstanding education and teaching performance with emphasis on teaching effects, and win the third prize or above in university-level teaching competitions or awards in provincial-level or above teaching competitions.

2. Preside over university-level teaching reform and construction projects and scientific research projects, or participate in department-level or above teaching reform and construction projects and scientific research projects, or participate in horizontal research projects or consulting projects.

3. Publish 2 excellent articles with extensive influence related to ideological and political theory disciplines as the first author (corresponding author) in major national or

Yunnan provincial media, Party newspapers and periodicals, or teaching platforms; or publish 2 academic papers; or participate in the compilation of 1 academic monograph or textbook officially published by Class B or above publishers.

4. Win university-level Teaching Achievement Award.

Article 18 Assessment criteria for Associate Professor (Ideological and Political Theory Course Teacher)

(1) Fully implement the Party's education policy, adhere to the guiding position of Marxism, adhere to the socialist direction of running schools, and fulfill the fundamental task of fostering virtue through education. Take the initiative to guide students to cultivate moral integrity and aspire to success.

(2) Possess necessary theoretical knowledge and practical skills of the discipline, and be competent in teaching specialized courses and basic courses for undergraduates. Actively participate in activities such as Party lectures, cadre training courses, political theory publicity, Young Marxists Training Program, and Communist Youth League lectures within the University. The average annual teaching workload shall be no less than 360 contact hours per year, with good teaching effects.

(3) Complete the training tasks and continuing education tasks stipulated for ideological and political theory course teachers by the state and Yunnan Province, and obey the arrangements of the University and the college for visiting study and research tasks.

(4) Meet three of the following requirements for representative achievements:

1. Have served as a class tutor, counsellor, academic advisor or employment and entrepreneurship guidance teacher and won honorary titles such as university-level or above Excellent Class Tutor, Advanced Class Collective, Advanced Individual in Student Work and Employment Work; have more than half a year of practical training experience in enterprises, industries or scientific research institutions in the past five years; or have served as a village-resident work team member.

2. Win the first prize at university level or the second prize or above at provincial level in teaching competitions; or the taught ideological and political courses have been recognized as provincial-level or above first-class undergraduate courses; or serve as the person in charge of provincial-level first-class ideological and political programme construction.

3. Preside over 2 department-level or above teaching reform and construction projects or scientific research projects, or 1 provincial-level teaching reform and construction project or scientific research project, or participate in 1 national-level teaching reform and construction project or scientific research project (top 5 participants).

4. Preside over and complete 1 horizontal scientific research project related to Marxist Theory discipline, or provide decision-making consulting reports for municipal-level governments.

5. Publish 4 influential academic papers related to ideological and political theory disciplines as the first author (corresponding author) in major national or Yunnan provincial media, Party newspapers and periodicals, or teaching platforms.

6. Publish 1 academic monograph (translated work) of Marxist Theory discipline as the first author, or 1 textbook as the first chief editor by Class B or above publishers.

7. Have solid ideological and political theoretical foundation and extensive professional knowledge, participate in important teaching research or teaching reform related to Marxist Theory discipline, and win provincial-level Teaching Achievement Award: top 6 for the Special Grand Prize, top 4 for the First Prize, top 2 for the Second Prize.

Article 19 Assessment criteria for Professor (Ideological and Political Theory Course Teacher)

(1) Fully implement the Party's education policy, adhere to the guiding position of Marxism, adhere to the socialist direction of running schools, and fulfill the fundamental task of fostering virtue through education. Take the initiative to guide students to cultivate moral integrity and aspire to success.

(2) Possess necessary theoretical knowledge and practical skills of the discipline, and be competent in teaching specialized courses and basic courses for undergraduates and postgraduates. Play a backbone role in discipline construction, programme development, teaching reform and research. Actively participate in activities such as Party lectures, cadre training courses, political theory publicity, Young Marxists Training Program, and Communist Youth League lectures within the University. The average annual teaching workload in the past five years shall be no less than 360 contact hours per year, with good teaching effects.

(3) Complete the training tasks and continuing education tasks stipulated for ideological and political theory course teachers by the state and Yunnan Province, and obey the arrangements of the University and the college for visiting study and research tasks.

(4) Have more than half a year of practical training experience in enterprises, industries or scientific research institutions in the past five years, or have served as a village-resident work team member.

(5) Meet two of the following requirements for representative achievements:

1. Win the first prize or above at provincial level in teaching competitions; or the taught ideological and political courses have been recognized as national-level first-class undergraduate courses; or serve as the person in charge of national-level first-class ideological and political programme construction.

2. Preside over 1 national-level teaching reform and construction project or science and technology project, or 1 Ministry of Education humanities and social science fund project, or 1 provincial-level scientific research project for ideological and political theory courses, or 2 provincial and ministerial-level teaching reform and construction projects and scientific research projects.

3. Preside over and complete 1 horizontal scientific research project related to Marxist Theory discipline, or provide decision-making consulting reports for provincial-level governments.

4. Publish 6 highly influential academic papers related to ideological and political theory disciplines as the first author (corresponding author) in major national or Yunnan provincial media, Party newspapers and periodicals, or teaching platforms.

5. Publish 1 academic monograph (translated work) with academic value of Marxist Theory discipline as the first author (150,000 words), or 2 textbooks as the first chief editor by Class B or above publishers.

6. Have solid ideological and political theoretical foundation and extensive professional knowledge, preside over important teaching research or teaching reform related to Marxist Theory discipline, and win provincial-level Teaching Achievement Award: top 5 for the Special Grand Prize, top 3 for the First Prize, 1st place for the Second Prize; or win national-level Teaching Achievement Award.

Article 20 Assessment criteria for Teaching Assistant (Counsellor)

(1) Conscientiously implement the Party and state's education policies, be loyal to the people's education cause, abide by teachers' professional ethics norms, set a good example for students, impart knowledge and educate people, have good ideological and political

quality, professional ethics and academic ethics, and be responsible for the daily ideological and political education of college students.

(2) Independently complete counsellor work, be able to carry out daily ideological and political education for students with relevant policies and theories, and properly handle students' ideological, study and life problems.

(3) Meet one of the following requirements for representative achievements:

1. Participate in teaching reform projects or scientific research projects.

2. Publish academic papers related to ideological and political theory disciplines as the first author (corresponding author) in public, or participate in the compilation of academic monographs or textbooks.

3. Participate in the Counsellor Competence Competition in person, or guide students to participate in discipline competitions, vocational skill competitions, innovation and entrepreneurship competitions, career planning competitions, and various art and sports competitions and win awards as the supervisor.

Article 21 Assessment criteria for Lecturer (Counsellor)

(1) Conscientiously implement the Party and state's education policies, be loyal to the people's education cause, abide by teachers' professional ethics norms, set a good example for students, impart knowledge and educate people, have good ideological and political quality, professional ethics and academic ethics, be responsible for the daily ideological and political education of college students, and adopt scientific and effective working methods.

(2) Independently complete the counsellor work for one grade, and have served as a counsellor for more than 2 consecutive years. Proficiently carry out daily ideological and political education for students with relevant policies and theories, and timely handle students' ideological, study and life problems.

(3) The counsellor work is well received by students, the college and the Student Affairs Department, and the student satisfaction rate in the assessment reaches more than 85%.

(4) Meet one of the following requirements for representative achievements:

1. Participate in provincial-level or above undergraduate teaching reform projects or scientific research projects.

2. Publish 1 influential academic paper related to ideological and political theory disciplines as the first author (corresponding author) in public.

3. Participate in the compilation of 1 officially published academic monograph or textbook.

4. Participate in the Counsellor Competence Competition in person, or participate in or guide students to participate in discipline competitions, vocational skill competitions, innovation and entrepreneurship competitions, career planning competitions, and various art and sports competitions and win the second prize or above at university or municipal level as the first supervisor.

5. Win awards in the Yunnan Provincial Counsellor Competence Competition.

Article 22 Assessment criteria for Associate Professor (Counsellor)

(1) Conscientiously implement the Party and state's education policies, be loyal to the people's education cause, abide by teachers' professional ethics norms, set a good example for students, impart knowledge and educate people, have good ideological and political quality, professional ethics and academic ethics, achieve remarkable results in daily ideological and political education of college students, and adopt scientific and effective working methods.

(2) Independently complete the counsellor work for one grade, and have served as a counsellor for more than 5 consecutive years. Proficiently carry out daily ideological and political education for students with relevant policies and theories, and make significant contributions to student cultivation.

(3) The counsellor work is well received by students, the college and the Student Affairs Department, the student satisfaction rate in the assessment reaches more than 90%, and no major safety accidents have occurred among the students under supervision for two consecutive years.

(4) Have more than half a year of practical training experience in enterprises, industries or scientific research institutions in the past five years, or have served as a village-resident work team member.

(5) Meet two of the following requirements for representative achievements:

1. Win honorary titles such as university-level Advanced Individual in Student Work and Employment Work; or the class under supervision wins honorary titles at municipal level or above.

2. Have solid theoretical foundation of ideological and political education and professional knowledge of counsellors, and win the second prize or above in the Yunnan Provincial Counsellor Competence Competition.

3. Participate in 1 provincial-level scientific research project for ideological and political theory courses, or preside over 1 university-level curriculum ideological and political teaching or scientific research project.

4. Publish 2 influential academic papers related to ideological and political theory disciplines as the first author (corresponding author) in public.

5. Participate in the compilation of 1 academic monograph (translated work) of Marxist Theory discipline (top 3 contributors) or 1 textbook (top 3 contributors) published by Class B or above publishers.

6. Have excellent teacher ethics, win the honorary title of Provincial Excellent Counsellor, or win the titles of Provincial Counsellor of the Year, Most Beautiful Counsellor, or Most Welcomed Counsellor by Students.

7. Guide students to win the second prize at provincial and ministerial level (top 3) in discipline competitions, vocational skill competitions, innovation and entrepreneurship competitions, career planning competitions, and various art and sports competitions as the first supervisor.

Article 23 Assessment criteria for Professor (Counsellor)

(1) Conscientiously implement the Party and state's education policies, be loyal to the people's education cause, abide by teachers' professional ethics norms, set a good example for students, impart knowledge and educate people, have good ideological and political quality, professional ethics and academic ethics, achieve outstanding results in daily ideological and political education of college students, and adopt scientific and effective working methods.

(2) Independently complete the counsellor work for one grade, and have served as a counsellor for more than 7 consecutive years. Proficiently carry out daily ideological and political education for students with relevant policies and theories, and make outstanding contributions to student cultivation.

(3) The counsellor work is well received by students, the college and the Student Affairs Department, the student satisfaction rate in the assessment reaches more than 95%, and no major safety accidents have occurred among the students under supervision for four consecutive years.

(4) The annual assessment result has been "Excellent" for one year during the term of the current post.

(5) Have more than half a year of practical training experience in enterprises, industries or scientific research institutions in the past five years, or have served as a village-resident work team member.

(6) Meet three of the following requirements for representative achievements:

1. Have solid theoretical foundation of ideological and political education and professional knowledge of counsellors, and win the first prize in the Yunnan Provincial Counsellor Competence Competition.

2. Participate in 1 national-level scientific research project or Ministry of Education humanities and social science fund project; or preside over 1 provincial-level scientific research project for ideological and political theory courses, or 2 department-level scientific research projects.

3. Publish 4 influential academic papers related to ideological and political theory disciplines as the first author (corresponding author) in public.

4. Publish 1 academic monograph (translated work) of Marxist Theory discipline as the first author (150,000 words), or 1 textbook as the first chief editor by Class B or above publishers.

5. Have excellent teacher ethics, win the honorary title of Provincial Excellent Counsellor, or win the titles of Provincial Counsellor of the Year, Most Beautiful Counsellor, or Most Admired Counsellor by Students.

6. Guide students to win the third prize at national level or the first prize at provincial and ministerial level (top 3) in discipline competitions, vocational skill competitions, innovation and entrepreneurship competitions, career planning competitions, and various art and sports competitions as the first supervisor.

Chapter VII Exceptional Assessment Criteria

Article 24 Conditions for exceptional assessment

(1) Preside over 1 national-level project as the principal investigator.

(2) Publish 3 highly influential academic papers as the first author (corresponding author) that are indexed and abstracted, or 1 paper with an impact factor of 5.0 or above.

(3) Publish 1 academic monograph (translated work) with academic value as the first author, or 1 textbook as the first chief editor by Class B or above publishers.

(4) Win provincial and ministerial-level Teaching Achievement Award: top 5 for the Special Grand Prize, top 3 for the First Prize, 1st place for the Second Prize; or win national-level science and technology awards (Natural Science Award, Technological Invention Award, Science and Technology Progress Award) regardless of ranking; or win provincial and ministerial-level science and technology awards or provincial and ministerial-level Outstanding Achievement Award in Philosophy and Social Sciences: top 4 for the Special Grand Prize, top 3 for the First Prize, top 2 for the Second Prize, 1st place for the Third Prize.

(5) Win the China Patent Award as the first accomplisher, or obtain 4 national authorized invention patents as the first accomplisher, among which at least 2 have been commercialized through achievement transformation.

(6) Have 1 research report or consulting report adopted by provincial-level or above competent authorities (official certification from the competent authority is required), or

receive positive written instructions from incumbent provincial and ministerial-level and above leaders.

(7) Undertake horizontal scientific research projects as the project host, with cumulative received funds of 200,000 RMB for applying for associate senior title, and 400,000 RMB for applying for full senior title.

(8) Participate in national-level teaching competitions and win the third prize or above at national level.

(9) For art teachers, their creative works or performance achievements win international excellence awards, or 2 national third prizes.

(10) For physical education teachers, participate in or guide students to win top 3 places in national-level sports competitions.

Article 25 Exceptional application for Associate Professor. Applicants who do not meet the basic qualification requirements for regular assessment but have outstanding performance may apply for exceptional assessment of the Associate Professor professional title, on the premise of meeting the regular assessment criteria for the university faculty series and simultaneously satisfying 2 conditions listed in Article 24.

Article 26 Exceptional application for Professor. Applicants who do not meet the basic qualification requirements for regular assessment but have outstanding performance may apply for exceptional assessment of the Professor professional title, on the premise of meeting the regular assessment criteria for the university faculty series and simultaneously satisfying 3 conditions listed in Article 24.

Article 27 Performance achievements used for regular application shall not be reused as qualifying conditions for exceptional assessment.

Chapter VIII Supplementary Provisions

Article 28 Relevant explanations on assessment criteria

(1) Publicly published academic papers must have ISSN or CN numbers, excluding supplementary issues, special issues, themed issues and conference proceedings.

(2) "Indexed and abstracted" refers to papers with official retrieval reports, and certification from authorized retrieval institutions is required. Corresponding authorship is only recognized when the first author is a student of this University.

(3) Papers must be officially published in print or online. If the same paper is published in both Chinese and foreign language versions, only 1 paper will be counted.

(4) Publicly published academic works and textbooks must have ISBN numbers and be in the applied major or closely related fields. Class A publishers include The Commercial Press, Zhonghua Book Company, SDX Joint Publishing Company, People's Publishing House, Science Press, China Social Sciences Press, Higher Education Press, Social Sciences Academic Press, and prestigious international university presses. Class B publishers refer to publishing houses affiliated with national ministries and commissions, and publishing houses of 985 universities.

(5) National-level scientific research projects refer to projects funded by competent authorities such as the Ministry of Science and Technology, the National Natural Science Foundation of China, and the National Office for Philosophy and Social Sciences.

(6) Provincial and ministerial-level scientific research projects refer to projects funded by competent authorities such as the Ministry of Education, the Provincial

Department of Science and Technology, the Provincial Development and Reform Commission, and the Provincial Office for Philosophy and Social Sciences.

(7) National-level teaching reform and construction projects include: national first-class courses, first-class programmes, teaching teams, Emerging Engineering Education research and practice projects, industry-university cooperation collaborative education projects, curriculum ideology and politics demonstration courses, virtual simulation experiment teaching projects, teaching reform research projects, and curriculum ideology and politics teaching research demonstration centers.

(8) Provincial-level teaching reform and construction projects include: provincial first-class courses, first-class programmes, teaching teams, Emerging Engineering Education research and practice projects, industry-university cooperation collaborative education projects, curriculum ideology and politics demonstration courses, virtual simulation experiment teaching projects, teaching reform research projects, curriculum ideology and politics teaching research demonstration centers, and teaching achievement cultivation projects.

(9) Scientific research and teaching reform and construction projects must be supported by official approval documents, project award notices or project task statements.

(10) Horizontal projects must be supported by official project contracts, and the amount of received funds shall be subject to the certification issued by the Finance Office.

(11) National-level, provincial and ministerial-level, and department-level scientific research achievements and teaching achievement awards refer to awards evaluated and granted by relevant government authorities, and shall be subject to official documents or award certificates.

(12) Awards for creative works or performance achievements of art teachers refer to those evaluated and awarded by relevant government authorities. Undertaking project design requires formal project contracts from competent authorities of corresponding levels.

(13) National-level sports events refer to the National Games, the National Urban Games, the National University Games, and national sports competitions organized by the General Administration of Sport of China and the Ministry of Education.

(14) Provincial-level sports events refer to the Provincial Games, the Provincial University Games, and provincial sports competitions organized by the Provincial Sports Bureau and the Provincial Education Department.

(15) National Class A competitions include: China "Internet+" College Students Innovation and Entrepreneurship Competition, "FLTRP Cup" National English Speaking Competition for College Students, National College Students Structural Design Competition, National College Students Mechanical Innovation Design Competition, National College Students Engineering Training Comprehensive Ability Competition, National College Students Electronic Design Competition, National College Students Intelligent Car Competition, National College Students Logistics Design Competition, National College Students Mathematical Modeling Competition, National College Students Advertising Art Competition, and "Challenge Cup" Chinese College Students' Business Plan Competition.

Article 29 These criteria shall be deliberated and approved by the University Academic Committee, reviewed by the President's Office Meeting, examined and finalized by the University Party Committee, and submitted to the Provincial Department of Human Resources and Social Security and the Provincial Department of Education for review and filing before implementation.

Article 30 These criteria shall come into force as of the date of issuance. In case of any inconsistency between previous provisions and these criteria, these criteria shall prevail.

The former *Implementation Rules for the Assessment Criteria of Professional Titles in University Faculty Series of Kunming University* and *Implementation Rules for the Assessment of Professional Titles in Ideological and Political Education Discipline for Full-time Counsellors of Kunming University (Trial)* (KYR [2018] No. 4) shall be repealed simultaneously.