

**Appendix D-6: "351 Talent Project" Document**

Notice on the Issuance of the "Implementation Measures for the '351' Talent Project of Hunan City University (2023 Edition)"

Xiangcheng Hospital Document No. 26 [2023]

Affiliated units:

“Hunan City University “351” Talent Project Implementation Measures (2023 Edition)” has been reviewed and approved by the school, and is now issued to you for compliance.

Hunan City University

August 15, 2023

# Implementation Measures for the "351" Talent Project of Hunan City University (2023 Edition)

## Chapter One General Principles

**Article 1** In order to accelerate the construction process of high-level application-oriented universities with distinct characteristics, focusing on “Shenbo” “Shengda” mid-term goals, we will vigorously implement the strategy of strengthening the school with talent, focus on building a high-level faculty team, promote the high-quality development of the school, and revise the implementation measures for Hunan City University’s “351” talent project (2019 version). In order to standardize the selection, assessment, and management of candidates for the “351” talent project, this method is specially formulated.

**Article 2** “351” The Talent Project is a policy implemented by the school during the “14th Five-Year Plan” development period to introduce, cultivate, and build a high-level faculty team. It aims to introduce, cultivate, and build around 30 leading talents in various disciplines (first level), around 50 academic leaders (second level), and around 150 academic backbone talents (third level) by 2025.

**Article 3** Adhere to “selecting the best, contract management, performance assessment, dynamic management” principle.

## Chapter Two Selection Methods

### **Article 4** Basic Conditions

Support the party's line, principles, and policies, love the motherland, maintain physical and mental health, abide by laws and regulations, be honest and trustworthy, be dedicated to work, be rigorous in academic pursuits, serve as a model for others, cooperate and unite, be willing to contribute, and possess good professional and academic ethics.

2. Has not received a serious warning from the party or administrative penalties at or above the level of a reprimand, or the

penalty period has expired according to relevant regulations.

3. Currently employed and in position, the teaching workload meets the required class hours for the position (professors are generally required to teach at least one theoretical course for undergraduates each year), and the teaching assessment reaches good or above.

#### **Article 5 Recommendation Criteria**

##### 1. Leading academic talent

Those with a senior professional title and a doctoral degree, who are at the international advanced or domestic leading level in their field or profession, and who meet any two of the following conditions in the past five years, may apply for academic leading talent.

1) Teaching and research projects. One national-level project, or two major provincial-level key projects, or one major provincial-level key project and two provincial-level projects.

2) Academic papers. Humanities and social sciences: At least 3 academic papers published in C-level journals or above, including 1 paper in social science category I or 2 papers in social science category II; or 2 papers published in social science category I or above. Natural sciences: At least 4 academic papers published in C-level journals or above, including 1 paper in SCI Zone I journals or “ESI highly cited papers” or “ESI hot papers” 1 paper or 2 papers in key natural science journals; or at least 3 academic papers published in C-level journals or above, including 2 papers in SCI Zone I journals or “ESI highly cited papers” or “ESI hot papers” 2 papers.

3) Teaching and research awards. Achievements with a national first-class award effective ranking, second-class award ranking in the top 5, third-class award ranking in the top 3; or provincial and ministerial first-class award ranking in the top 2, second-class award as the host; or participation in teaching competitions winning a national second-class award or above; or receiving the national excellent textbook (higher education category) award.

4) Awards in the engineering industry. Achievements include first-class awards in national industry categories such as excellent urban and rural planning, architectural design, and excellent engineering survey and design, ranking in the top 2 for first prizes and hosting second prizes; or gold awards in national exhibitions of music, fine arts, literature, and critique (organized by the Publicity Department of the CPC Central Committee, the Ministry of Education, the Ministry of Culture and Tourism, the China Federation of Literary and Art Circles, the Chinese Musicians Association, and the Chinese Artists Association).

5) Talent Project. Ministry of Education “New Century Excellent High-Level Teacher Support Program” candidate, Ministry of Education “Youth Changjiang Scholar” , enjoys special government allowances from the State Council, national cultural masters and “Four Batches” high-level teaching staff, national teaching masters, member of the Ministry of Education Teaching Guidance Committee, national industry masters, second-level candidates and above of provincial talent projects, Furong Scholars, etc.

6) Quality engineering. Head of a national-level teaching and research platform or team, head of national-level specialties, courses, and planned teaching materials.

7) Achievement transformation. As the primary authorized person, the income from patent transfer has reached nearly 600,000 yuan in the past five years, or the average annual income from horizontal research projects in the past five years has reached 600,000 yuan for natural sciences and 400,000 yuan for social sciences.

Note: This method is referred to as “above” which means “above (inclusive)” , and the same applies below.

## 2. Academic leading talents

Those with a senior professional title, or an associate senior professional title with a doctoral degree, or a doctoral degree holder under the age of 35, or a doctoral degree holder with a national fund project, who have a certain influence in their field and profession, and meet any

two of the following conditions in the past five years, may apply for academic leadership talent.

1) Teaching and research projects. One major provincial and ministerial key project; or three provincial and ministerial projects (including at least one provincial fund project; projects funded by provincial and municipal joint funds established in 2023 and thereafter are considered provincial and ministerial projects and cannot be recognized as provincial fund projects, the same applies below).

2) Academic papers. Humanities and social sciences: At least 3 academic papers published in C journals or above, including 1 paper in social science category II or above; or 1 paper in social science category I or above; or 2 papers in social science category II or above. Natural sciences: At least 4 academic papers published in C journals or above, including 1 paper in SCIII area or key journals in natural sciences or above; or at least 3 academic papers published in C journals or above, including 2 papers in SCIII area or key journals in natural sciences or above; or at least 2 academic papers published in C journals or above, including 1 paper in SCII area or above or “ESI highly cited papers” or “ESI hot papers” 1 paper.

3) Teaching and research awards. Achievements that have won national-level awards with valid rankings, or top 3 in provincial and ministerial first prizes, top 2 in second prizes, and host of third prizes; or participation in teaching competitions with provincial first prize or above.

4) Awards in the engineering industry. Achievements include first prize in the national industry award for excellent urban and rural planning, architectural design, and excellent engineering survey and design, as well as hosting the top 3 in the first prize, top 2 in the second prize, and third prize; or hosting the first prize in provincial industry awards; or silver award in national exhibitions of music, fine arts, literature, and critique (organized by the Publicity Department of the CPC Central Committee, the Ministry of Education, the Ministry of Culture and Tourism, the China Federation of Literary and Art Circles, the Chinese Musicians Association, and the Chinese Artists Association).

5) Talent Project. Experts enjoying special allowances from the provincial government, candidates at the third level or above of the provincial talent project, Huxiang Youth Talents, provincial industry masters, provincial model workers, provincial teaching masters, provincial outstanding teachers, provincial outstanding educators, etc.

6) Quality engineering. Director of a national-level teaching and research platform or team (subject to relevant documents and original application forms, the same applies below), head of a provincial or ministerial-level teaching and research Class A platform or team, head of provincial-level specialties, courses, and planned teaching materials, provincial-level discipline leaders, and heads of master's degree authorization points.

7) Achievement transformation. As the primary authorized person, the income from patent transfer has reached nearly 400,000 yuan in the past five years, or the average annual income from horizontal research projects in the past five years has reached 400,000 yuan for natural sciences and 300,000 yuan for social sciences.

### 3. Academic backbone talents

Those with a senior professional title or a doctoral degree, possessing a certain level of academic competence and influence, and meeting any two of the following conditions in the past five years may apply for the academic backbone talent.

1) Teaching and research projects. Two provincial and ministerial level projects or one provincial fund project.

2) Academic papers. Humanities and social sciences: At least 3 academic papers published in C journals or above; or at least 2 papers in C journals, including 1 paper in social science category II or above. Natural sciences: At least 4 academic papers published in C journals or above; or at least 3 academic papers published in C journals or above, including 1 paper in SCIII area or key journals in natural sciences or above.

3) Teaching and research awards. Achievements that rank in the top 5 for first prize at the provincial and ministerial level, top 3 for second prize, top 2 for third prize, or participation in teaching competitions that receive second prize or above at the provincial level.

4) Awards in the engineering industry. Achievements include first prize in provincial industry awards for excellent urban and rural planning, architectural design, and excellent engineering survey and design, as well as second prize; or a bronze medal in national exhibitions of music, fine arts, literature, and critique (organized by the Publicity Department of the CPC Central Committee, the Ministry of Education, the Ministry of Culture and Tourism, the China Federation of Literary and Art Circles, the Chinese Musicians Association, and the Chinese Artists Association).

5) Talent project. Provincial-level key young teachers, or members of the Provincial Teaching Guidance Committee, etc.

6) Quality engineering. Executive director of provincial and ministerial level teaching and research Class A platform or team, or person in charge of provincial and ministerial level teaching and research Class B or C platform, or person in charge of master's degree authorization point direction.

7) Achievement transformation. As the primary authorized person, the income from patent transfer has reached nearly 200,000 yuan in the past five years, or the average annual income from horizontal research projects in the past five years has reached 200,000 yuan for natural sciences and 150,000 yuan for social sciences.

#### **Article 6** Selection and Appointment Procedure

1. Personal declaration: The declarant submits the application form and relevant attachment materials to the college they belong to.

2. College evaluation and recommendation: First, it is evaluated by the college academic committee meeting, and then recommended by the college party and government joint meeting, and the recommended list is submitted to the school.

3. The school organizes a review expert group for evaluation: The school submits the recommended list from each college to the review expert group for evaluation, proposes recommended candidates, and publicly announces the recommended candidates, with the announcement period generally being 5 working days. After the announcement period with no objections, it is submitted to the school's party committee for approval.

4. The school approval: The school's party committee will review the list with no objections and publish it in a document.

#### Chapter Three: Assessment Management

### **Article 7** Talent Project Assessment

#### 1. Assessment period

“351” The talent project assessment cycle is 4 years, with a mid-term assessment at the end of the second year and an acceptance assessment at the end of the fourth year.

#### 2. Assessment Requirements

Main Assessment “351” Talent Project selected individuals' performance during their appointment period in aspects such as discipline construction, high-level faculty development, teaching and research achievements, and social services, including essential and mandatory conditions.

##### Essential requirements

All of the following conditions must be met during the employment period; otherwise, the employment assessment will be deemed unsatisfactory.

1) Support the party's line, principles, and policies, love the motherland, be physically and mentally healthy, abide by laws and regulations, be honest and trustworthy, be dedicated to one's work, be rigorous in academic pursuits, serve as a model for others, cooperate and unite, be willing to contribute, and possess good professional and academic ethics.



During the term of employment, there have been no violations of teacher ethics and conduct regulations, and no disciplinary actions from the party or administrative penalties have been received.

3) During the appointment period, the teaching workload should generally meet the task class hours of the position (professors should teach at least one theoretical course for undergraduates each year), the teaching assessment should reach good or above, and one teaching-related task should be completed, such as publishing a teaching reform paper, participating in teaching competitions, or guiding students in subject competitions, etc.

4) During the appointment period, it is necessary to actively apply for national-level projects, participate in the application for master's programs at the school or college, "Double First Class" applications, applications and construction of provincial-level and above research platforms, professional accreditation re-evaluation, and major activities such as the acceptance of provincial first-class programs.

## (2) Mandatory conditions

During the appointment period of academic leading talents, the following two conditions must be met (at least one of conditions 1), 2), or 3)):

1) Teaching and research projects. One major provincial and ministerial key project has been approved.

2) Academic papers. Humanities and social sciences: At least 3 academic papers published in C journals or above, including 1 paper in social science category II/SSC III area or above; or 1 paper in social science category I/SSC II area or above; or 2 papers in social science category II/SSC III area or above. Natural sciences: At least 4 academic papers published in C journals or above, including 1 paper in SC III area or key journals in natural sciences or above; or at least 3 academic papers published in C journals or above, including 2 papers in SC III area or key journals in natural sciences or above; or at least 2 academic papers

published in C journals or above, including 1 paper in SC II area or above or “ESI highly cited papers” or “ESI hot papers” 1 paper.

3) Teaching and research awards. Achievements include a national first prize with an effective ranking, a second prize ranked in the top 5, a third prize ranked in the top 3, or a provincial or ministerial first prize in the top 2, or a second prize as the host; or participation in teaching competitions with at least one provincial first prize or higher; or as the primary advisor guiding students to participate in national subject competitions with at least one first prize or two second prizes; or receiving a national excellent textbook award (higher education category).

4) Awards in the engineering industry. Achievements include first prize in the national industry award for excellent urban and rural planning, architectural design, and excellent engineering survey and design, as well as hosting the top 3 in the first prize, top 2 in the second prize, and third prize; or hosting the first prize in provincial industry awards; or silver award in national exhibitions of music, fine arts, literature, and critique (organized by the Publicity Department of the CPC Central Committee, the Ministry of Education, the Ministry of Culture and Tourism, the China Federation of Literary and Art Circles, the Chinese Musicians Association, and the Chinese Artists Association).

5) Talent Project. Ministry of Education “New Century Excellent High-Level Teacher Support Program” candidate, Ministry of Education “Youth Changjiang Scholar” , enjoys special government allowances from the State Council, national cultural masters and “Four Batches” high-level teaching staff, national teaching masters, member of the Ministry of Education Teaching Guidance Committee, national-level industry masters, first-tier candidate of Hunan Province Talent Project, Furong Scholar, etc.

6) Quality engineering. Head of a national-level teaching and research platform or team, responsible for national-level specialties, courses, and planned teaching materials.

7) Achievement transformation. As the primary authorized person, the income from patent transfer has reached 500,000 yuan, or the average annual income from horizontal research projects in the natural sciences has reached 500,000 yuan, and in the social sciences, 300,000 yuan.

8) Textbooks and monographs. Publicly published textbooks from double first-class universities or top 100 publishers (first author), or two academic monographs in this discipline (limited to sole authorship or first author, at least one academic monograph), or one academic monograph and three published papers in C journals, shall not be counted again in this section “2) Academic Papers” .

During the appointment period of academic leaders, the following two conditions must be met (at least one of conditions 1), 2), or 3)):

1) Teaching and research projects. One project funded by the Hunan Provincial Fund.

2) Academic papers. Humanities and social sciences: At least 3 academic papers published in C journals or above; or 1 paper in social science category II/SSC III area or above. Natural sciences: At least 4 academic papers published in C journals or above; or at least 3 academic papers published in C journals or above, including 1 paper in SC III area or key journals in natural sciences or above.

3) Teaching and research awards. Achievements that have won a national-level award with an effective ranking, or top 3 in provincial and ministerial first prizes, top 2 in second prizes, or host of third prizes; or participation in teaching competitions with at least one provincial second prize or above; or as the first supervising teacher guiding students to participate in national-level subject competitions and receiving at least one second prize or two third prizes.

4) Awards in the engineering industry. Achievements include first prize in national industry awards for excellent urban and rural planning, architectural design, and excellent engineering survey and design, as well as hosting the top 3 in first prize, top 2 in second prize, and third prize; or hosting first prize in provincial industry awards; or bronze medal in

national exhibitions of music, fine arts, literature, and critique (organized by the Publicity Department of the CPC, Ministry of Education, Ministry of Culture and Tourism, China Federation of Literary and Art Circles, China Musicians Association, China Artists Association).

5) Talent Project. Experts enjoying special allowances from the provincial government, candidates at the third level or above of the provincial talent project, Huxiang Youth Talents, industry masters of Hunan Province, model workers of Hunan Province, famous teachers of Hunan Province, outstanding teachers of Hunan Province, etc.

6) Quality engineering. Head of teaching and research platform or team in Hunan Province, head of professional courses, planning textbooks, etc., head of master's degree authorization points.

7) Achievement transformation. As the primary authorized person, the income from patent transfer has reached 300,000 yuan, or the average annual income from horizontal research projects in the natural sciences has reached 300,000 yuan, and in the social sciences, 200,000 yuan.

8) Teaching materials and monographs. Publicly published “Double First Class” university or top 100 publisher textbooks (first chief editor), or one academic monograph or literary and artistic work in this discipline (limited to sole authorship or first author).

During the appointment period of academic backbone talents, the following two conditions must be met (at least one of conditions 1), 2), or 3)):

1) Teaching and research projects. One provincial and ministerial level project approved.

2) Academic papers. Humanities and social sciences: At least 2 academic papers published in C journals or above. Natural sciences: At least 3 academic papers published in C journals or above, including 1 paper in key natural science journals or EI journals.

3) Teaching and research awards. Achievements that rank in the top 5 for first prize, top 4 for second prize, or top 3 for third prize at the provincial or ministerial level, or participation in teaching competitions

with at least one provincial third prize or above, or as the primary advisor guiding students to participate in subject competitions organized by the education authority in Hunan Province, receiving at least one first prize or two second prizes.

4) Awards in the engineering industry. Achievements include first prize in the national industry award for excellent urban and rural planning, architectural design, and excellent engineering survey and design, top 4 for first prize, top 3 for second prize, top 2 for third prize, or second prize in the Hunan provincial industry award as the host; or nomination awards in national music, fine arts, literary and critique works exhibitions (hosted by the Publicity Department of the CPC Central Committee, Ministry of Education, Ministry of Culture and Tourism, China Federation of Literary and Art Circles, China Musicians Association, China Artists Association), etc.

5) Talent project. Hunan Province young backbone teachers (training objects), provincial talent support project, etc.

6) Quality engineering. Provincial and ministerial-level teaching and research platform or team executive director or direction leader or top two in ranking, master's degree authorization point direction leader. (Subject to relevant documents and original application form)

7) Achievement transformation. As the primary authorized person, the income from patent transfer has reached 100,000 yuan, or the average annual income from horizontal research projects has reached 150,000 yuan for natural sciences and 100,000 yuan for social sciences.

8) Teaching materials and monographs. Publicly published “Double First Class” university or top 100 publisher textbooks (first chief editor), or one academic monograph or literary and artistic work in this discipline (limited to sole authorship or first author).

### 3. Assessment Procedure

(1) Fill out the "Hunan City University “351” Talent Project Assessment Form” (see attached table), and provide copies of the corresponding supporting materials. The secondary college will conduct a

preliminary review of the assessment materials and submit them to the Human Resources Department after unified review by the Research Office and the Academic Affairs Office.

The school organizes a review expert group to evaluate the materials of the assessed individuals, provide assessment suggestions and conclusions, and submit them to the school's party committee for research and approval.

The Human Resources Department will provide feedback on the assessment results to the assessed individuals within a certain scope and issue talent project benefits based on the assessment results.

### **Article 8 Talent Project Management**

1. Contract management. The school implements contract management for those selected for the “351” talent project, signing fixed-term contracts to clarify objectives and assessment methods.

2. Regular assessment. At the end of the second year of the “351” talent program's employment period, a mid-term assessment will be conducted. Based on the assessment results, adjustments to the compensation will be made in a timely manner, urging the “351” talent program participants to complete the required tasks.

### **Article 9 Treatment and Distribution Methods**

#### 1. “351” Talent Project Benefits

“351” The treatment for the talent program is implemented according to the standards in the table below.

<b>Talent engineering levels</b>	<b>Talent project compensation (Yuan/year)</b>
Leading academic talent	100000
Academic leading talent	70000
Academic backbone talent	40000

#### 2. Distribution, delayed distribution, and deduction

(1) “351” The talent project benefits are paid monthly according to the annual standard.

(2) At least one corresponding assessment result must be completed during the mid-term assessment to be deemed qualified for the mid-term assessment. Those who do not pass the mid-term assessment “351” talent project selected individuals will have their talent project benefits suspended and will be compensated after passing the assessment at the end of the employment period.

(3) “351” For those selected in the talent program whose contract ends with an unsatisfactory assessment but have completed one assessment task, 50% of the “351” talent program benefits will be deducted, and a two-year allowance for doctoral or senior personnel will be issued according to the provisions of Article 10, Clause 8 of these measures. For those who have not completed any assessment tasks, all previously issued “351” talent program benefits will be deducted, and a four-year allowance for doctoral or senior personnel will be issued according to the provisions of Article 10, Clause 8 of these measures.

(4) If any disciplinary or illegal behavior occurs during the employment period, and administrative or party disciplinary actions are taken, the talent program benefits will be suspended during the penalty period, and the benefits for the employment period outside the penalty period will be issued according to the above regulations; if criminal punishment is imposed, it will be executed according to the relevant documents from higher authorities, and if the employment assessment is unsatisfactory, the already issued talent program benefits will be reclaimed.

#### **Article 10** Other Provisions

1. The school organizes a centralized selection every four years, and during the mid-term assessment of the “351” talent project team, a supplementary selection and application level promotion selection can be

organized. When the number of eligible candidates exceeds the corresponding level indicators set by the school, the achievements of the applicants will be scored and reviewed according to the "Implementation Measures for the Recommendation and Review of Professional Technical Titles for University Teachers at Hunan City University," and the selection will be made based on the principle of highlighting significant achievements and combining quantitative and qualitative assessments (the declared achievements are limited to those listed in the declaration conditions of these measures).

2. "351" The selection and assessment materials submitted for the talent project must be authentic and valid. If any materials are found to be untrue during the selection process, the qualification for selection will be canceled, and the individual will not be allowed to apply for the next round of the school's talent project; if false materials are discovered during the assessment process, the conclusion of the employment period assessment will be directly deemed as unsatisfactory, all benefits from the talent project will be forfeited, and the individual will not be allowed to apply for the next round of the school's talent project.

3. Applicants for level promotion must meet the mid-term assessment requirements, and after selection, the benefits of the previous level talent program will no longer be supplemented, and they will be reassessed according to the new assessment cycle and requirements, and distributed according to the new standards.

4. "351" During the term of employment for selected candidates of the talent program, they are not allowed to resign or transfer for reasons not organized by the institution, nor may they leave their position without authorization; those who leave without authorization will have their talent program benefits reclaimed by the school and their breach of trust reported to the national credit system.

5. Those talents introduced according to the school's high-level talent introduction measures, who are still within their service period, may not participate in the selection under these measures for two years.



Specially outstanding doctors who are introduced as talents may participate in the selection under these measures on a case-by-case basis.

Retirement benefits will be suspended according to these regulations if retirement occurs before the end of the assessment period. If the corresponding level assessment tasks are completed during the assessment period after retirement, the school will make a one-time supplementary payment.

7. Failure to be selected for this method “351” The doctoral or senior (excluding school-appointed) personnel of the talent project, except for those who are over 55 years old (female teachers retiring at 55 are considered at 50 years old), will receive an allowance of 15,000 yuan/year for doctoral or senior personnel, and 20,000 yuan/year for those who are both doctoral and senior, provided they complete the teaching and research workload specified in the "Hunan City University Position Performance Assessment and Distribution Method" for that year. If the teaching and research workload is not completed for that year, the allowance will be suspended. If the workload is completed at double or more within two years, the allowance for two years will be reissued.

8. When this method is implemented, those who have been selected in the original “351” talent project second batch and are still within their contract period, if they meet the higher-level achievement requirements specified in this method and satisfy the mid-term assessment achievement requirements of the original level, may apply for level promotion. Otherwise, they will continue to be assessed and funded according to the original “351” talent project management measures until the end of their contract period.

**Article 11** The school establishes “351” Talent Project Leadership Group, responsible for “351” Talent Project's organizational leadership, major decision-making, and overall coordination; establishes “351” Talent Project Review Expert Group, responsible for the review of talent project team selection, assessment, and other matters; establishes “351” Talent Project Work Leadership Group Office, responsible for “351” Talent Project policy implementation and daily management.

**Article 12** This measure shall be implemented from January 1, 2023. The Human Resources Department, Research Department, Academic Affairs Department, and other departments are responsible for interpretation according to their functional divisions, with the Human Resources Department responsible for daily management. Matters not covered shall be decided by the school separately.

Hunan City University

August 15, 2023

## Implementation Rules for the "351" Talent Project Achievements of Hunan City University

### 1. Project Identification

National-level projects refer to projects funded by the National Social Science Fund, the National Natural Science Fund, the Ministry of Science and Technology, and the National Education Science Planning Office.

2. Major key projects at the provincial and ministerial level refer to major key projects of the Ministry of Education, the Provincial Department of Science and Technology, the Provincial Social Science Planning Office, and projects planned by the Ministry of Education, “New Engineering” “New Liberal Arts” construction projects, etc.

3. Provincial and ministerial projects are identified by the Research Office and the Academic Affairs Office, excluding key scientific research projects and outstanding youth projects from the Provincial Department of Education.

## II. Paper Identification

1. Invention patents, monographs, textbooks, think tank results, or journal articles (as recognized by the Research Office in that year) can be converted to one C journal paper.

2. As the primary supervisor, guiding students to participate in national subject competitions and win first prize or above (as recognized by the Academic Affairs Office that year) can be counted as 1 paper in SCIII area or a social science II category journal paper. Winning second prize can be counted as 1 paper in C journal.

Two papers from Chinese core journals indexed by EI can be counted as one paper in SCIII zone.

4. A maximum of 1 article can be converted, and it can only be converted once. The converted results cannot be reused.

## 3. Award Recognition

The Scientific Research Achievement Award refers to the Science and Technology Award and the Social Science Achievement Award.

2. Teaching competitions include four major teaching skill competitions organized by the education administrative authorities: classroom teaching competitions, innovation competitions, information technology teaching competitions, and ideological and political education competitions. Other types of teaching competitions organized by the education administrative authorities are recognized at a lower level.

3. Winning in subject competitions refers to students participating in competitions under the guidance of the first supervising teacher, with the project level determined by the Academic Affairs Office according to the "Management Measures for College Student Subject Competitions" of Hunan City University for that year.

#### 4. Other provisions

1. During the selection process, the heads of talent projects, platforms, etc. (executive directors), and heads of master's programs must be within the validity period of newly added achievements during the construction period (calculated from the date of project approval, with no construction period defined as three years). All other achievements must be newly added within the last five years (for example, if the selection is organized in 2023, the validity period for newly added achievements is from 2018 to 2022, based on the following date, and so on), and in principle, Hunan City University should be the first author unit. At the time of acceptance, all achievements (including heads of talent projects, platforms, etc., and leaders) must be newly added achievements within the assessment period (based on the following date), and Hunan City University should be the first author unit.

2. Academic papers must have the first author as the primary author, and school teachers pursuing further studies, in-service doctoral degrees, postdoctoral research, etc., can be the first author (or the supervisor as the first author and the individual as the second author) of the second affiliation. Graduate students (including undergraduate students) guided within the school can be the first author, and teachers from the same school can be the first corresponding author, with Hunan City University as the first affiliation, which can be regarded as the first author.

3. The research platforms approved by the Provincial Department of Science and Technology, the Provincial Development and Reform Commission, and the Provincial Propaganda Department are classified as Class A provincial research platforms, while the research platforms approved by the Provincial Department of Education are classified as Class B provincial research platforms, and the research platforms from other departments are classified as Class C provincial research platforms. The innovation and entrepreneurship bases/centers approved by the Provincial Department of Education are classified as Class B provincial teaching platforms.

4. The funding for horizontal research projects to the School Design Research Institute Co., Ltd. is converted to 50% of the income received by the school. (A copy of the project contract and financial proof must be provided.)

The newly added achievements in the past five years, where personnel transferred from external units are the first authors or hosts, can be regarded as the school's declared performance results.

6. The withdrawn teaching and research projects cannot be used as selection and acceptance criteria.

7. Provincial Natural Science Outstanding Youth, Excellent Youth, Provincial Youth Science and Technology Innovation Talent Projects, etc. can be used as selection and acceptance criteria for major provincial and ministerial key projects or backbone talent projects, and cannot be reused.

8. Achievements that meet a higher level can be reported as achievements at a lower level. In conditions 1), 2), and 3), meeting the same condition three times can be recognized as satisfying two conditions; the remaining conditions can only be recognized as satisfying one condition.

9. Other matters not covered shall be decided by the school separately.

