

Medium- and Long-Term Development Strategic Plan Outline of Shenyang Institute of Engineering

(2018 - 2035)

Shenyang Institute of Engineering is a public undergraduate institution established in April 2003 with the approval of the Ministry of Education. It was formed by the merger of the former Shenyang Electric Power College and the former Liaoning Business Vocational College. It is the only undergraduate college in Liaoning Province that mainly serves the energy and power industry. In the context of the transformation of local universities in China towards application - oriented education and the increasingly fierce competition in the popularization and internationalization of higher education, this plan is formulated to help the school develop its own characteristics and advantages at an early date, improve its comprehensive strength and core competitiveness, achieve coordinated development in scale, structure, quality, and efficiency, and better meet the needs of the full revitalization of Liaoning and the transformation and upgrading of the energy and power industry.

I. A Brief Review of the School's Construction and Development Since It Became an Undergraduate Institution

(I) Main Achievements in the School's Construction and Development

Since becoming an undergraduate institution, the school has taken the local and application - oriented orientation as its fundamental positioning. It has actively utilized the traditional advantages formed during its long - term operation, closely arranged its disciplines and majors in line with the development needs of Liaoning's economic and social sectors, and adhered to improving the quality of education and teaching as the key point, with talent cultivation as the core, and continuously strengthened its connotative construction. The school has achieved a series of gratifying results in reform and construction.

1. The School's Development Orientation and Path Have Become Clearer

The school consciously adheres to the guidance of the national education policy and the economic and social development situation. It has meticulously compiled the "11th Five - Year Plan" and "12th Five - Year Plan" for development and has achieved the goals and tasks set in the plans. In accordance with the requirements of the supply - side structural reform of

national higher education, and in line with the spirit of the "Guiding Opinions on Guiding Some Local Universities to Transform into Application - Oriented Universities" jointly issued by three ministries and commissions of the state, as well as the "13th Five - Year Plan Outline for the National Economic and Social Development of Liaoning Province" and the "13th Five - Year Plan for the Development of Education in Liaoning Province", the school has compiled its "13th Five - Year Plan", establishing the school - running philosophy of "Serving the Power Industry and Liaoning, Focusing on Engineering Education with Application as the Foundation, and Integrating Industry and Education for Distinctiveness" and the development strategy of "Taking moral education as the foundation, quality improvement as the core, reform and innovation as the driving force, and transformation development as the path". In 2015, the school was selected as a pilot university for transformation and development by the Liaoning Provincial Department of Education, and in 2017, it was rated as a demonstration university for transformation and development in Liaoning Province.

2. Remarkable Improvements in Basic Teaching Construction and Education Quality

The school has closely arranged its majors in line with the revitalization needs of the old industrial base in Liaoning, actively constructed an application - oriented major system that meets the economic and social development needs of the Shenyang - Shenyang area, adhered to building the characteristics of the energy and power industry. A professional group facing the energy and power industry has taken shape, a professional group facing modern service industries has basically taken shape, and a professional group facing advanced equipment manufacturing industries has initially taken shape. The school currently has 1 national characteristic major construction site, 1 national comprehensive reform pilot major, 9 provincial - level key - built majors, and 8 majors ranked among the top 5 in the provincial undergraduate major comprehensive evaluation. It also has 1 national - level and 15 provincial - level college student practical education bases, and 9 provincial - level experimental teaching demonstration centers. The value of teaching instruments and equipment per student reaches 13,000 yuan.

In 2013, the school successfully passed the teaching work qualification assessment for newly - established undergraduate institutions by the Ministry of Education at one time. In 2015, it was selected as a typical university with excellent graduate employment experience by the Ministry of Education, and

in 2018, it was rated as a typical university with excellent innovation and entrepreneurship education experience. The initial employment rate of graduates has remained at around 95% for consecutive years, and the contract employment rate is around 80%. Graduates are highly welcomed by employers, and the employment rate and employment quality rank among the top in Liaoning Province.

3. Continuous Improvement in Discipline Construction and Scientific Research

The school has actively arranged its disciplines around the energy and power field, and the discipline construction shows a good development trend. The two disciplines of Power System and Its Automation and Thermal Energy Engineering have been approved as characteristic supported disciplines in Liaoning Province, and a discipline structure layout with Power System and Its Automation and Thermal Energy Engineering as the main part is taking shape. The two professional fields of Electrical Engineering and Power Engineering obtained the pilot qualification for engineering master's degree postgraduate education in the "Special Needs Project" of the state in 2011 and passed the pilot acceptance in 2017. The school has been identified as a master's degree - granting unit construction site.

The school's scientific research ability has been steadily improved. It currently has 12 provincial - and municipal - level key laboratories and research centers of various types, 2 Liaoning Economic and Social Development Research Bases, and 1 provincial - level university science park. In recent years, it has undertaken 14 national - level projects such as the National Natural Science Foundation and the National 863 Program, 530 provincial - and municipal - level scientific and technological projects, and 285 horizontal projects. It has won 12 scientific research awards at or above the provincial level. More than 10 technical patents have been successfully transferred, creating economic benefits of hundreds of millions of yuan in fields such as power grid transformation and new energy applications. The annual research funding received at the beginning of the school's establishment was less than 3 million yuan, and it increased to 28 million yuan in 2017, with 22.34 million yuan of horizontal funding. The school's scientific and technological service capabilities have been significantly enhanced.

4. Great Progress in the Construction of the Teaching Staff

The number of full - time teachers in the school has increased from 319 at the beginning of the "11th Five - Year Plan" to more than 640 today. Among the

full - time teachers, the number of teachers with senior professional titles such as professors and professor - level senior engineers has increased from 24 to 98, and the number of teachers with associate senior professional titles such as associate professors and senior engineers has increased from 123 to 256. The proportion of teachers with senior professional titles has increased from 38.6% to 55%.

Through active talent policies, the overall level of the teaching staff has also been significantly improved. The proportion of master's and doctoral degree holders among full - time teachers has increased from 35.1% to 87.6% today (including 154 doctors, accounting for 25.5%). The proportion of "dual - qualified and dual - capable" teachers among professional teachers has reached 80%. The school currently has 3 recipients of the State Council Government Allowance, 2 provincial - level university scientific and technological innovation teams, 7 provincial - level university excellent teaching teams, 4 excellent experts at the provincial and municipal levels, 11 provincial - level teaching masters, 5 "Hundred - level Talents" in the "Hundred, Thousand, and Ten - Thousand Talent Project" in Liaoning Province, 4 excellent scientific and technological talents in provincial - level universities, 5 outstanding young scholars in provincial - level universities, 6 leading talents in Shenyang City, and 21 top - notch talents. The overall quality of the teaching staff has been significantly improved, and a teaching staff suitable for the development of application - oriented undergraduate education is taking shape.

5. Significant Enhancement in the School's Internal Governance and Social Service Capabilities

The "Charter of Shenyang Institute of Engineering" has been formulated, and an internal governance system has been established. Management mechanisms such as the president - responsibility system under the leadership of the Party committee and the faculty and staff representative congress have been continuously improved. The two - level management mechanism of the school and colleges has been implemented, teaching quality supervision has been continuously strengthened, and a closed - loop teaching quality assurance system has been initially established. A university management system that meets the school's development needs has basically taken shape.

On the basis of consolidating adult correspondence education, the school focuses on two growth points of vocational skill appraisal and training, and undertakes the training and examination work for 66 types of work. It jointly

conducts various forms of continuing education with industry enterprises, which is close to job requirements, and the social and economic benefits have been significantly improved.

6. Remarkable Achievements in International Exchanges and Cooperation

The school has international exchanges with 11 countries and 24 cooperative universities (institutions). It has hired nearly 200 foreign experts and more than 120 long - term foreign teachers.

The school has had a history of more than 30 years of cooperative education with Red River College in Canada. It has a Sino - foreign cooperative education institution, Honghe International College, with a student scale of nearly 1,000. The school has a joint international education project in the "Electrical Engineering" major with Murdoch University in Australia, with an annual enrollment of 120 students. Since 2018, 3 undergraduate majors have carried out AISEC project cooperation, with an annual enrollment of 180 students.

The school began to recruit international students in 2016. Currently, there are more than 200 international students from 26 countries studying in the school. Nearly 100 students have gone to foreign universities for further study.

7. Deepening of School - Enterprise Cooperation and Industry - Education Integration

The school attaches great importance to school - enterprise cooperation and industry - education integration. After years of unremitting efforts, at the end of 2017, the Liaoning Provincial People's Government and the State Power Investment Group Corporation signed a cooperation agreement to jointly build Shenyang Institute of Engineering. Eight secondary colleges of the school have signed co - construction agreements with large enterprises or practical departments such as the Liaoning Company of the State Grid and the Northeast Company of the State Power Investment Group and Shenyang Aircraft Corporation, and the school - enterprise co - construction of secondary colleges has been carried out. The school took the lead in establishing the Liaoning Energy and Power Industry School - Enterprise Alliance and was elected as the chairman unit. The school has more than 160 long - term cooperative enterprises (units), which provides strong support for the school's talent cultivation and scientific research.

8. Practical Achievements in Party Building and Ideological and Political Work

The school adheres to the socialist school - running direction, gives full play to the leading core role of the Party committee, and focuses on creating a clean and upright political ecology and a healthy employment environment, providing a strong political, ideological, and organizational guarantee for the school's construction and development.

By innovating the ideological and political education model for college students, the school strives to build a pattern of "all - staff education, whole - process education, and all - around education". It earnestly implements the main responsibility of the Party committee and the supervision responsibility of the discipline inspection commission in the construction of a clean and honest Party style, and constructs a system of "one - post, two responsibilities, joint responsibilities of the Party and government, and accountability for violations". The school has successively won honors such as "Advanced Party Committee in Shenyang City", "Advanced Unit in Shenyang City", "Advanced Unit in Professional Ethics Construction in Liaoning Province", and "Demonstration School of Ideological and Moral Construction in Liaoning Province".

(II) Main Problems in the School's Construction and Development

1. There Is Still a Gap in the School's Discipline and Major Layout

The school has established the school - running philosophy of "Serving the Power Industry and Liaoning, Focusing on Engineering Education with Application as the Foundation, and Integrating Industry and Education for Distinctiveness", but the industry (industry) fields serving Liaoning are not clear and specific enough. A professional chain that is connected to the industrial chain has not been formed, and the contribution to the regional economic and social development is not high. A discipline system that serves and supports the transformation and upgrading of the energy and power industry has not been formed, and the ability to serve the industry is not strong.

2. The School's Core Competitiveness Is Still Insufficient

Although the school's advantageous disciplines have certain characteristics, the number is small, and there is also an obvious gap in comprehensive strength. Landmark scientific research achievements and original achievements that support local economic and social development need to be cultivated urgently. The ability to serve the full revitalization of Liaoning needs to be improved urgently, and the core competitiveness needs to be

enhanced urgently. The school still has a certain gap from the conditions for becoming a master's degree - awarding unit and upgrading to a university. The school has a certain reputation within Liaoning Province and the power industry, but its reputation and influence are not high nationwide.

3. There Are Deficiencies in the Construction of the Teaching Staff

The goal of building an application - oriented teaching staff that adapts to the school's transformation and development is not clear enough. The echelon construction of the teaching staff, the training mechanism for young and middle - aged backbone teachers, and the classified training and assessment mechanism are not perfect. The policies for attracting outstanding talents are relatively lagging, and there is a lack of leading figures in discipline and major construction. The number of high - level discipline and major leaders is seriously insufficient.

4. Industry - Education Integration and School - Enterprise Cooperation Are Not Deep Enough

Although the school and its secondary colleges have carried out school - enterprise co - construction, there are obvious gaps in both depth and breadth. The main form of the school's service to industries and enterprises is still talent cultivation. The awareness and ability to provide technical support and decision - making guidance for enterprise development are not strong. Except for the power system, the service to other industries is still in its infancy. The cooperation between industries, enterprises, and the school mostly stays at the level of participating in talent cultivation. There is still a large space for development in deeper - level cooperation such as the school's development planning, joint technical research, and base co - construction and sharing. There is still a certain distance from industry - education integration.

5. The Ability to Grasp the Development of Higher Education Needs to Be Improved

Although after more than ten years of experience in undergraduate education, the school has entered the fast lane of healthy development, there is still a lack of research and understanding of the laws of application - oriented undergraduate education and teaching under the new situation. The ability to solve the deep - seated problems faced in the supply - side structural reform of higher education and transformation and development is not strong. The management system that is compatible with the modern university system is not perfect. The mechanism for the allocation and efficient utilization of

resources such as personnel, finance, and materials needs to be improved urgently. The vitality of secondary colleges in running schools needs to be stimulated, and the overall school - running efficiency of the school needs to be further improved.

II. Opportunities and Challenges Facing the School's Development

Looking at the development trends of the economic and social sectors and higher education, and comprehensively analyzing the school's foundation and current situation, the school faces three main aspects of opportunities and challenges in its future development:

(I) Opportunities and Challenges Brought by Economic and Social Development

Since the 18th National Congress of the Communist Party of China, the Party Central Committee has put forward the "Four - Pronged Comprehensive Strategy" and the five development concepts of "innovation, coordination, green development, opening - up, and sharing", leading China's economic development into a new normal. The new economic growth model requires optimizing the industrial structure and taking innovation as the internal driving force. Industry enterprises have an increasing demand for high - level application - oriented talents, which inevitably requires universities to strengthen the connection between talent cultivation and the needs of local industries and industrial chains, further improve the quality of talent cultivation, and enhance social service capabilities. In order to promote a new round of revitalization of the old industrial base in Northeast China, Liaoning Province will give priority to the development of advanced equipment manufacturing industries during the "13th Five - Year Plan" period, and make the smart grid, new energy, new materials, modern service industries and other strategic emerging industries bigger and stronger. Since its establishment, our school has determined the professional layout in the three major fields of the energy and power industry, advanced equipment manufacturing industry, and modern service industry. The economic and social development situation of the country and Liaoning Province in the new era has brought unprecedented opportunities and challenges to the development of our school.

(II) Opportunities and Challenges Brought by the Development of Higher Education

The transformation of the economic development mode requires the supply - side structural reform of higher education. The Party and the country have made strategic deployments for the "Double First - Class" construction of higher education and the transformation of local colleges and universities into application - oriented institutions. Colleges and universities will accelerate the transformation towards connotative

development with quality improvement as the core. Colleges and universities in Liaoning Province have implemented classified management and performance assessment, and the financial appropriation system has also changed from an input - based type to a performance - based type. The leverage role of the school - running and governance achievements of colleges and universities in the allocation of higher - education resources has become more prominent. The transformation of traditional local universities into application - oriented institutions has, to a certain extent, reduced the dislocation advantages of newly - established undergraduate institutions in application - oriented development. With the absolute decrease in the number of students and the participation of a large number of foreign universities in the competition, the competition for students among colleges and universities is becoming increasingly fierce. How to further optimize the professional layout, adhere to the orientation of social needs, promote the adaptation of talent cultivation to economic and social development needs; further highlight the school - running characteristics and avoid the "homogenization" trend; increase the intensity of scientific and technological innovation to form more innovative achievements; give play to the disciplinary advantages and promote the transformation of scientific and technological achievements to enhance the ability to drive economic development are all new tasks and topics that the school needs to actively face.

(III) Opportunities and Challenges Brought by the School's Development Status

The school has completed its first - stage entrepreneurship marked by merger and upgrading to an undergraduate institution, campus relocation, and passing the undergraduate teaching quality assessment. The school's orientation has become clearer, its specialty structure more optimized, its discipline layout more rational, and the quality of talent cultivation has been continuously improving, providing impetus for the school's healthy and rapid development. In particular, the signing of the cooperation agreement between the Liaoning Provincial People's Government and the State Power Investment Corporation to jointly build Shenyang Institute of Engineering has provided a broader platform for the school's characteristic development. At the same time, restricted by factors such as the school's educational level, geographical location, popularity, and core competitiveness, as well as the relatively insufficient number of high - level talents in the energy and power industry, the school faces severe challenges in talent introduction, fund supply and demand, and student recruitment competition.

III. Overall Ideas and Goals for the School's Medium - and Long - Term Development

(I) Guiding Ideology

The guiding ideology for the school's construction and development is as follows: Adhere to the Party's education policy, hold high the great banner of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, and fully implement the spirit of the 18th and 19th National Congresses of the Communist Party of China and a series of important speeches by General Secretary Xi Jinping. Adhere to the school - running philosophy of "serving the power industry, serving Liaoning, focusing on engineering education with application as the foundation, and integrating industry and education to be outstanding". Vigorously promote the Lei Feng spirit. Take moral education as the fundamental task, quality improvement as the core, reform and innovation as the driving force, and transformation development as the path, and pursue differential competition and characteristic development. Strive to cultivate applied senior engineering and technical talents for the front - line production, service, and management in the Liaoshen region and the energy and power industry, carry out high - level applied research and scientific and technological services, and strive to build a high - level applied technology university!

(II) School - Running Orientation

- **School - Running Type:** An applied engineering - based institution mainly focusing on energy and power.
- **School - Running Level:** With full - time undergraduate education as the main body, actively develop postgraduate education and international (cooperative) education, and moderately carry out higher vocational (junior college) education.
- **Service Orientation:** Based in Liaoning, radiating across the country, and serving the energy and power industry, advanced equipment manufacturing industry, and modern service industry.
- **Disciplines and Majors:** Predominated by engineering, with coordinated development of engineering, management, economics, and law. Construct discipline and major groups facing the three major industry fields of energy and power, advanced equipment manufacturing, and modern services, and focus on constructing and developing emerging and interdisciplinary majors in the energy and power and related fields.
- **Training Objectives:** Cultivate applied senior engineering and technical talents for the energy and power industry, advanced equipment manufacturing industry, and modern service industry. These talents should have a solid

theoretical foundation, systematic professional practical abilities, strong innovation and entrepreneurship awareness, a sense of social responsibility, humanistic feelings, and achieve all - around development in morality, intelligence, physique, aesthetics, and labor.

- **Development Scale:** By 2035, the scale of full - time students will reach about 13,000. Among them, the number of undergraduate students will be controlled at around 11,000 (including about 1,000 international students), the number of postgraduate students will develop to about 1,000 (including about 300 international students), and the number of junior college students will be controlled below 1,000.

(III) Development Goals

Starting from the Second Party Congress of the school, over a period of about 20 years, the school's school - running pattern will be more optimized, the discipline and major layout will be more reasonable, international exchanges and cooperation will be deeper, and a modern governance system will be basically formed. By 2035, the quality of talent cultivation, the level of scientific research, and the social service ability of the school will be significantly improved. The school will become an applied technology university with distinct characteristics, strong competitiveness in Liaoning Province and the energy and power industry, and high popularity in China. The realization of the above - mentioned development goals will be divided into three development stages - five years for laying the foundation, ten years for upgrading, and twenty years for achieving excellence.

- **The First Stage (2018 - 2022):** In about five years, when the school celebrates its 20th anniversary of upgrading to an undergraduate institution, basically form a discipline and major system that serves the revitalization and development of the Liaoshen region and meets the transformation and upgrading needs of the energy and power industry. Obtain the right to confer master's degrees (and strive to change the name to Shenyang Electric Power Institute). Lay a solid foundation for further strengthening connotation construction, characteristic development, and upgrading.
- **The Second Stage (2023 - 2027):** In about another five years (about ten years in total), while steadily improving the quality of talent cultivation, vigorously enhance the school's discipline construction level and social service ability, meet the conditions for upgrading to a university, and strive to be upgraded to

Shenyang Electric Power University (ranked among the top 400 universities in China).

- **The Third Stage (2028 - 2035):** After about seven to eight years of efforts, further improve the quality of talent cultivation, the level of discipline construction, and the scientific and technological service ability of the school. Build the school into an applied technology university with certain competitiveness in Liaoning Province and the energy and power industry and high popularity in China (ranked among the top 300 universities in China).

(IV) Development Concepts

To achieve the school's medium - and long - term development goals, scientific development concepts must be established.

1. Take Moral Education as the Fundamental

The fundamental task of a university is to cultivate people with moral integrity. Integrate the core socialist values into the entire process of education, and adhere to cultivating people with the Lei Feng spirit. Improve the talent cultivation mechanism and the collaborative education work model, take enhancing students' sense of social responsibility, innovation spirit, and practical ability as key tasks, and cultivate students' political, professional, social, and personal virtues.

2. Take Quality Improvement as the Core

Improving the quality of education and teaching is an eternal theme for universities. Take promoting students' all - around development and adapting to economic and social development as the fundamental standard. Effectively improve the level of the teaching staff. Focus resource allocation and the school's work on improving education quality, and promote the school to develop its characteristics and improve its level.

3. Take Reform and Innovation as the Driving Force

Reform is a powerful driving force for development, and innovation is the primary driving force for development. Guided by the practical requirements of the supply - side reform of higher education, in aspects such as school governance, discipline and major construction, talent cultivation models, scientific and technological innovation services, and teaching staff construction, seek new ideas and achieve new breakthroughs with the spirit of reform and the awareness of innovation. Seize the development opportunities of new industries, new business forms, and new technologies, and accelerate

integration into regional economic and social development and industry - wide technological progress.

4. Take Transformation Development as the Path

Transformation is for better development, and development must rely on the integration of industry and education and school - enterprise cooperation. Take whether it is conducive to transformation development as the starting point and ending point of all school work. Accelerate the establishment of a development mechanism for the integration of industry and education and school - enterprise cooperation, identify the focus and breakthrough points of transformation development, truly enhance the school's comprehensive strength, and strengthen its ability to serve regional economic and social development, contribute to the technological progress of industry enterprises, and create value for learners.

IV. Construction and Development Tasks and Measures

To achieve the school's medium - and long - term development goals, we will fully promote eight projects (main tasks):

(I) Implement the "Quality - Oriented School" Project

Facing the new situation of the school's transformation and development, we must firmly establish the fundamental status of education and teaching, fully implement the "Three Promotions" tasks put forward by General Secretary Xi Jinping for Liaoning, and enhance the supply capacity of senior engineering and technical applied - type talents. Guide the vast number of faculty and staff to fulfill their duties, concentrate on their work, and improve their professional capabilities, continuously optimize the education environment, and improve the quality of education.

1. Closely focus on the needs of the pillar industries and strategic emerging industries in our province, further refine and optimize the discipline directions. Pay attention to using major application problems of industry enterprises as the link to develop towards multi - disciplinary integrated and cross - disciplinary groups. Strive to build more than 2 first - class characteristic disciplines in the province, and make more than 4 disciplines meet the standards of provincial - level key - cultivated disciplines.
2. Establish a hierarchical discipline construction and dynamic adjustment mechanism to comprehensively enhance the competitiveness of disciplines

and their ability to serve major national and regional needs and industry transformation and upgrading.

3. Closely align with the economic structure adjustment and industrial transformation and upgrading needs of our province during the "13th Five - Year Plan" period and the following years. Continuously optimize the major layout, strive to make the major chain dock with the industrial chain, and deeply integrate into the main battlefield of Liaoning's all - around revitalization.
4. Further increase basic teaching investment, fully explore and utilize high - quality resources inside and outside the school, effectively improve teaching conditions, and construct an engineering - oriented practical teaching environment. Build a number of school - enterprise co - built internship and training bases and engineering practice centers at or above the provincial level. Integrate innovation and entrepreneurship education into the entire process of talent cultivation, and build a national - level demonstration base for college student entrepreneurship incubation.
5. Further deepen teaching reform, actively construct an applied - type talent cultivation model of school - enterprise collaborative education. Optimize the curriculum structure, build a curriculum group that emphasizes the cultivation of engineering practical abilities. Strengthen the standardized management and quality monitoring of classroom teaching, update the concept of education and teaching evaluation, and reform the education and teaching evaluation system.
6. Actively develop postgraduate education, add new professional master's training directions, and strive to become a master's degree - granting unit. Vigorously promote the reform of postgraduate training mechanisms and models, actively explore the establishment of a collaborative postgraduate training mechanism with scientific research institutions and enterprises, effectively improve the quality of postgraduate training, and strive to reach the authorization level for engineering doctorate postgraduate training.
7. With the construction of a "Smart Campus" as the support, build a cloud data center to achieve interconnection of 校内 applications, provide refined personalized services for teachers and students, and achieve the construction goals of cloud computing, big data, the Internet of Things, mobile Internet, and a smart campus.

(II) Implement the "Characteristic - Highlighting School" Project

Creating characteristics is the guarantee for establishing the school's social status and brand influence, and it is the only way to accelerate transformation development, highlight school - running characteristics, and enhance the core competitiveness. Liaoning is a major industrial province and a major province in energy production and demand, with a long - term and stable demand for talents and technologies in the energy and power field. The future development of the school must continue to rely on the energy and power industry, vigorously develop advantageous disciplines, emerging interdisciplinary disciplines, and related majors with industry characteristics. Change the name to Shenyang Electric Power Institute in a timely manner, and strive to create a brand effect, so that the school can play an irreplaceable role in the layout of universities in Liaoning Province.

1. Rely on the industry to strengthen school - running characteristics. The greatest advantage of our school's running is the industry characteristics formed in the long - term service of the power industry. The school's development should be based on the needs of the development of the energy and power industry and local economic construction. Resolutely inherit and actively expand industry characteristics, adhere to serving industry development and local economy, and find a development path suitable for our school, with our school's characteristics and advantages. Continuously expand the school's influence in the energy and power industry, and then cultivate the industry advantage into a brand advantage.
2. Rely on the industry to cultivate characteristic and advantageous disciplines and build advantageous and characteristic majors. Seize the "leading role" of discipline construction, cultivate characteristic and advantageous disciplines and majors according to industry needs, and increase the proportion of resource allocation for advantageous disciplines. On the basis of focusing on the construction of two key characteristic cultivation disciplines, namely Power System and Its Automation and Thermal Energy Engineering, closely follow the adjustment of national energy policies and the technological transformation and upgrading of the power industry. Strive to build more characteristic disciplines such as new energy and new materials, and build a number of characteristic majors facing the needs of the energy and power industry and local economic and social development. Cultivate characteristics and advantages in differential competition and development.
3. Rely on the industry to train characteristic applied - type technical talents. Take the good opportunity of the school's transformation and development,

vigorously promote school - enterprise cooperation and the integration of industry and education, truly achieve the effective connection between talent cultivation and social and enterprise needs. Pay more attention to the improvement of practical abilities and the cultivation of a pragmatic style, and achieve the coordinated development of knowledge transfer, ability cultivation, and quality improvement. Strive to cultivate applied - type technical talents for the front - line production in industries such as energy and power, advanced equipment manufacturing, and modern services, create the brand characteristics of graduates, and further enhance the social recognition of graduates.

(III) Implement the "Talent - Strengthening School" Project

Teachers are the foundation of education and the source of its prosperity. We should take the construction of the teaching staff as the most important basic work of the school, and cultivate an excellent teaching staff with lofty ideals, moral integrity, solid knowledge, and a caring heart.

1. Take teachers' professional ethics as the primary condition for teacher assessment and employment, and implement the "one - vote veto system for professional ethics". Through vocational ideal and professional ethics education, cultivate the sense of responsibility and mission of teachers in teaching and educating people. Pay attention to the construction of a long - term mechanism for academic style and academic norms, and seriously investigate and punish academic misconduct.
2. Strengthen the classified management of teachers, take professional ability and actual contributions as the criteria for evaluating teachers, and establish a sound evaluation and assessment system that can fully stimulate teachers' innovation vitality. Attach great importance to and effectively guide teachers to focus on teaching and educating people.
3. Centered on the school's transformation development strategic layout and the key development directions of disciplines and majors, further clarify the specific needs for high - level talents. Adopt a combination of introduction and cultivation, adhere to the results - oriented approach, actively introduce high - level talents and high - level teams, and carry out more targeted cultivation of high - level talents. Give full play to the positive role of high - end talents in industry enterprises in improving and perfecting the structure of the teaching staff.

4. Improve the training and employment mechanism for young teachers, and conduct scientific and systematic training for young teachers. Provide comprehensive care for young teachers in terms of politics, business, and life. Create good conditions for young teachers to broaden their horizons and enhance their abilities, and create a united, harmonious, and fair - competition environment for their healthy growth. Formulate more active talent policies, and further increase the intensity of introducing and cultivating outstanding young talents.
5. According to the needs of the school's applied - type development, effectively strengthen the cultivation of teachers' engineering practical abilities. Clearly define the identification standards and construction goals for "dual - qualified and dual - capable" teachers, and build an applied - type teaching staff with high teaching levels and strong practical skills. Ensure that the proportion of "dual - qualified and dual - capable" professional teachers reaches more than 70%. Build a teaching and research support team with strong professional abilities and high service levels, and establish an efficient, dedicated, and professional management and service team.

(IV) Implement the "Science and Technology - Revitalizing School" Project

Construct a scientific research system oriented by academic frontiers and application needs, strive to enhance the school's academic competitiveness and influence, and strengthen the ability and effectiveness of scientific research in educating people.

1. Reform and improve the scientific research performance management system, establish a scientific research evaluation system that focuses on quality and innovation and a scientific research achievement transformation incentive mechanism. Construct a coordination mechanism between scientific research and teaching, especially in discipline construction, teaching staff construction, and talent cultivation, to promote resource and achievement sharing and drive collaborative innovation of related disciplines.
2. Actively participate in and undertake characteristic basic research oriented by national strategic needs, strengthen the connotation construction of scientific research platforms, build a scientific research team with a reasonable echelon, introduce and cultivate scientific research leaders, and strive to enhance the school's academic competitiveness and influence. Strive to make the advantageous and characteristic disciplines reach the first - class level in the province.

3. Guided by the "Prosperity Plan for Philosophy and Social Sciences in Institutions of Higher Learning" of the Ministry of Education, actively participate in the Marxist theory research and construction project, and strive to form influential landmark achievements in the research of important practical issues.
4. Actively promote the deep - level cooperation between the university science park and local governments, enterprises, scientific research institutions, and universities, accelerate the incubation of scientific and technological achievements, increase the support for the transformation of scientific and technological achievements, and strive to build a national - level university science park.

(V) Implement the "Co - Construction School" Project

Establish a government - school - enterprise cooperation mechanism to achieve complementary advantages and win - win results. Cooperate with industry enterprises to jointly cultivate applied - type talents; cooperate with industries and regions, focus on carrying out applied research in the energy and power, advanced equipment manufacturing, and productive service industries, and enhance the ability to support the reform of state - owned enterprises in Liaoning and local economic construction and development.

1. Strengthen the connection with central enterprises such as the State Power Investment Corporation and provincial and ministerial - affiliated enterprises. Implement the cooperation between the provincial government and the State Power Investment Corporation to jointly build Shenyang Institute of Engineering, establish a school council, and vigorously promote school - enterprise cooperation and the integration of industry and education.
2. Give full play to the functions of the chairman unit of the Liaoning Energy and Power Industry School - Enterprise Alliance, and vigorously promote comprehensive cooperation with energy and power industry enterprises in Liaoning Province. Provide talents and intellectual support for the all - around revitalization of Liaoning, especially the transformation and upgrading of the energy and power industry.
3. Deepen the comprehensive cooperation in school - running between each secondary college and industries and enterprises. Explore the establishment of secondary colleges with a mixed - ownership system, improve the council system of secondary colleges, establish professional construction steering

committees, and promote the standardized development of cooperation and co - construction.

4. Oriented by serving the regional economic and social development strategies of Liaoning, effectively integrate resources inside and outside the school to form several social service areas with distinct characteristics and certain advantages. Take the initiative to participate in promoting the development of strategic emerging industries, and build a new pattern of mutual openness and close cooperation with scientific research institutions and industry enterprises. Taking the comprehensive cooperation with the Shenbei New District Government as a breakthrough point, enhance the school's influence and contribution to regional development.
5. Formulate more active incentive policies, vigorously promote various forms of continuing education, provide various types of educational services and policy research and consulting services for society. Adapt to the needs of youth education and training under the new situation, innovate training and education carriers, and improve training capabilities and levels. Using the Liaoning Provincial Youth League School as a link, further strengthen communication and cooperation with the Liaoning Provincial Committee of the Communist Youth League, give full play to the school's research advantages and think - tank role in the field of youth work, fully tap and utilize social resources, and expand space for the school's development.

(VI) Implement the "Culture - Building School" Project

Guided by the socialist core value system, adhere to and carry forward the school motto spirit of "Mingde Zhizhi, Jingong Boxue", draw rich nourishment from the Lei Feng spirit, vigorously promote cultural inheritance and innovation, continuously enrich the connotation of the university culture of the school, and use the Lei Feng spirit to promote teaching, management, and service for educating people, and effectively realize the functions of university culture in educating people, inheriting culture, and leading culture.

1. Firmly grasp the leading power of the Party committee over the school's ideological and political work, enhance the guiding power of mainstream consciousness over diverse ideological trends. Strengthen the management of publicity, ideological, and cultural positions such as campus networks and classroom teaching, improve the policy - orientation and institutional system,

and effectively conduct public opinion supervision and educational stability control.

2. Strive to explore the school's cultural traditions and spiritual characteristics, integrate the Lei Feng spirit into the spiritual core of the school's university culture, construct the school's spiritual and cultural system, and shape the values and ideals of teachers, students, and staff. Strengthen the construction of teaching and learning styles, cultivate people with moral integrity by the Lei Feng spirit, and form a virtuous cycle in which the teaching style promotes the learning style and shapes the school spirit.
3. Take deepening the education of socialist core values as the basic project of campus culture construction, guide teachers to concentrate on teaching and educating people. Guide the majority of young students to study hard, cultivate virtue, distinguish right from wrong, and be practical, so that the socialist core values become the basic guidelines for teachers and students. Through channels such as establishing research societies and student associations, build carriers for young students to study, research, and promote the Lei Feng spirit, and promote the comprehensive cultivation of students' core qualities.
4. Strengthen the research of school history culture, prepare to build a school history museum, deepen the summary and publicity of the school's educational history, school - running philosophy, advantages, and characteristics. Strengthen the design of campus landscape culture, build a number of campus cultural landscapes that reflect the characteristics of talent cultivation, and create a characteristic and high - level educational environment. Launch red - themed websites and special websites for learning the Lei Feng spirit, integrate various campus media resources, and jointly play a positive role in public opinion guidance.
5. Improve the "second classroom" system, enrich the content of the "second classroom", draw educational resources from the school's development path, school motto spirit, fine traditions, and school history culture, actively carry out campus cultural and social practice activities with rich content, novel forms, and high taste, and create a number of high - quality campus cultural activity projects for college students.

(VII) Implement the "Open - School - Running" Project

Adhere to open - school - running, make full use of high - quality educational resources at home and abroad, actively participate in cooperation in the fields of

international higher education and scientific research, continuously expand the scale and level of international cooperation in school - running, and improve the internationalization level of the school's talent cultivation.

1. Vigorously introduce outstanding scholars and teachers from high - level foreign universities to the school to engage in teaching, scientific research, and academic exchange activities, promote the deep integration of the school's talent cultivation, teaching staff construction, and international exchange and cooperation. Continuously implement the teacher overseas training program, increase the intensity of teacher overseas training, and fully mobilize the enthusiasm and initiative of the majority of teachers to participate in the school's development, international academic exchanges, and cooperation.
2. Promote scientific research cooperation with international institutions, continuously expand the in - depth cooperation relationship with high - level foreign universities and scientific research institutions, further establish and improve the cooperation mechanism, expand the scope of international scientific research cooperation, and promote the improvement of scientific research innovation capabilities.
3. Through substantive cooperation projects such as credit mutual recognition, joint training, and cultural experience, continuously increase the quantity and quality of our students' participation in overseas study and research.
4. Further deepen the connotation construction of cooperative education institutions (projects) such as Red River College in Canada and Murdoch University in Australia, give play to their radiation role in the cultivation of applied - type talents. Strive to build landmark cooperative education institutions or projects with more high - level foreign universities.
5. Do a good job in the cultivation of international students. Actively integrate into the "Belt and Road" initiative, actively expand the source countries and regions of international students in the countries along the "Belt and Road", expand the professional coverage of international student education, strive to recruit foreign postgraduate students as soon as possible, and form an international student level and scale that is compatible with the development of the school's undertakings. Further explore new models for the integrated development of Chinese and foreign students, and enhance the school's attractiveness to overseas international students.

(VIII) Implement the "Governing the School According to Law" Project

Adhere to the guidance of the spirit of reform and innovation, actively explore the establishment of a modern university system with Chinese characteristics, establish a scientific and effective management system and mechanism under the premise of respecting academic power. Further promote democratic management, give play to the role of faculty and staff in cultivating people with moral integrity. Construct a scientific and efficient management service and support guarantee system, promote the construction of a harmonious campus, and ensure that all teachers and students can share the fruits of the school's development.

1. Seriously implement the "Higher Education Law", vigorously promote the school to run schools and manage the school in accordance with laws and regulations, enhance the ability to promote the school's reform and development by using the thinking and methods of the rule of law. Seriously implement the university charter, deeply promote the construction of a system suitable for the actual development of the school, and further improve the university governance structure.
2. Strengthen the Party's leadership over the school, establish and improve the internal governance structure system of Party - committee leadership, principal responsibility, professors' academic governance, and democratic management. Adhere to and improve the principal - responsibility system under the leadership of the Party committee, further improve the rules of procedure and decision - making procedures of the Party committee and the principal's office meeting. Improve the academic system and organizational structure with the academic committee as the core, and give full play to its important role in discipline construction, academic evaluation, and academic development. Establish a characteristic council system to enhance the scientificity and openness of the school's decision - making. Further streamline management service institutions, optimize functional divisions, standardize work processes, improve work styles, and improve service efficiency.
3. Respect the master - of - the - house status of teachers, students, and staff, deeply promote the public disclosure of school affairs. Actively give play to the roles of the faculty and staff representative congresses at the school and college levels and trade union organizations. Establish student representative congresses and youth league member representative congresses. Consolidate and strengthen the Party's united front, and strongly support democratic party members and non - Party intellectuals to offer suggestions for the school's development.

4. Further improve the two - level management system of the school and the college, improve the secondary - level target management responsibility system, continuously strengthen the main role of secondary units in running schools, and improve their enthusiasm and initiative in participating in school - running and school governance.
5. Adhere to both increasing revenue and reducing expenditure, increase the efforts of raising school - running funds through multiple channels, and improve the efficiency of fund use. Promote the reform of school - run industries to ensure the preservation and appreciation of state - owned assets.
6. Strengthen environmental governance, pay attention to campus ecological construction, form a good fashion of running the school thriftily, and create a united, harmonious, healthy, and positive environment for the school's reform and development.

V. Guarantee Measures

(I) Focus on Strengthening Party Building

Adhere to the overall leadership of the Party committee over the school's work, assume the main responsibility for governing the Party and running the school, set the direction, manage the overall situation, make decisions, and ensure implementation, so that the Party's leadership and Party building are fully reflected and effectively strengthened in the school's development and reform, providing a strong political guarantee for the development of the school's undertakings.

1. Firmly establish the "Four Consciousnesses", comprehensively strengthen the Party's leadership, and enhance the Party's leadership ability over the school's reform and development. First, the Party committee should firmly grasp the socialist school - running direction, strengthen the "Four - Spheres of Confidence", enhance the "Four Consciousnesses", and consciously safeguard the authority of the central government. Second, it is necessary to give full play to the leading and political core roles of the school Party committee, fulfill the main responsibility of governing the Party, and become a strong core that leads, approaches, and serves the school's development. Third, strengthen the construction of the school's leading group, firmly establish the awareness of "the same responsibility of the Party and the government, one post with two responsibilities" in ideology, and effectively implement the strict governance of the Party into various business tasks in the managed areas, providing strong

guarantee and support for reform and development. Fourth, it is necessary to give full play to the core role of the secondary Party organizations in leading the construction and development of their departments, and effectively enhance the consciousness and firmness of the secondary teams in adapting to the new normal of strict governance of the Party.

2. Seriously conduct intra - Party political life, promote the extension of comprehensive and strict governance of the Party to primary - level Party organizations, and give play to the fighting - fortress role of primary - level Party organizations.

First, Party organizations at all levels in the school should take the Party Constitution as the fundamental guideline and the "Several Guidelines on Intra - Party Political Life under the New Situation" as the standard to seriously regulate intra - Party political life. Second, extend the comprehensive and strict governance of the Party to the primary level, and effectively enhance the political and service functions of primary - level Party organizations. Third, deepen the construction of learning - type Party organizations, promote the normalization and institutionalization of the "Study the Party Constitution, Party Regulations, and a Series of Speeches, and Be a Qualified Party Member" learning and education, and promote the transformation of learning achievements into practical actions to support the school's development. Fourth, rely on the theoretical learning centers of the Party committees at the school and college levels and the Party school platform to establish a long - term mechanism for regular education of Party members.

3. Integrate ideological and political work into the whole process of education and teaching to achieve education by all staff, throughout the whole process, and in all aspects.

First, the Party committee should always control the leading power of the school's ideological and political work. Second, take cultivating people with moral integrity as the central link of the school's education, and transform the advantages of ideological and political work accumulated in the long - term development of the school into advantages in running the school. Third, make good use of classroom teaching as the main channel, and guide the teaching of ideological and political theory courses with the Party's innovative theoretical achievements. Fourth, build a solid main front for daily ideological and political education, and enhance the affinity, appeal, and cohesion of ideological and political work. Fifth, actively construct the "Three Educations" mechanism, truly take promoting the growth and success of students as the

starting point and ending point of all work, and form a joint force for education with each performing its duties and giving full play to its capabilities.

4. Adhere to the correct orientation for selecting and appointing cadres, and build a team of loyal, clean, and responsible cadres.

Take creating a good political ecology as the most realistic political task at present, establish a correct orientation for selecting and appointing cadres, and promote the transformation of the work style of cadres. First, adhere to the principle of the Party managing cadres, and strictly assess and select cadres in accordance with the requirements of "Three Stricts and Three Earnests" and the "20 - Character Good Cadre Standard". Second, improve the cadre training, management, assessment, and supervision system, and effectively establish a dynamic management mechanism for leading cadres. Third, the majority of Party members and cadres should take the lead in implementing the requirements of "loyalty, integrity, and responsibility", "Three Stricts and Three Earnests", and "being honest, following rules, and observing discipline", and consciously be examples of "Four Talks and Four Haves". Fourth, adhere to the Party's management of talents and actively give play to the important role of Party organizations in gathering talents.

5. Continuously strengthen the improvement of work style and discipline, and continuously deepen the construction of a clean and honest Party style and the fight against corruption.

First, unswervingly implement the main responsibility of the Party committee and strengthen the awareness of "one post with two responsibilities". Second, unswervingly implement the supervision responsibility of the discipline inspection commission and improve the "Four Forms" of supervision and discipline enforcement. Third, place the construction of a clean and honest Party style in a prominent position, and win the trust of all faculty and staff with new achievements in the construction of a clean and honest Party style. Fourth, carry out in - depth education on Party style and discipline, and truly make discipline a ruler for governing the Party and an insurmountable bottom line.

(II) Steadily Promote Running the School According to Law

1. Improve the internal governance structure

Adhere to and improve the principal - responsibility system under the leadership of the Party committee, and further improve the rules of procedure

and decision - making procedures of the Party committee and the principal's office meeting. Establish a characteristic council system, and actively strive for the participation of education authorities, industry organizations, alumni, etc. in school management and support for school development. Promote professors' academic governance, and give full play to the decision - making, review, evaluation, and consultation powers of the academic committee in academic affairs. With the charter as the guide, further standardize the school's teaching, scientific research, and other management systems.

2. Improve the two - level school - college management mechanism

Streamline institutions, delegate power, and strengthen secondary - level management. In accordance with the principle of the unity of power, responsibility, and obligation, combine the school's planning goals with the development goals of secondary colleges and relevant departments, and implement target management. Improve the Party - government joint meeting system of secondary departments. Establish cooperation committees (councils), academic committees, professional steering committees, curriculum construction committees, faculty and staff representative congresses, and student representative congresses in secondary colleges.

3. Improve the internal evaluation and assessment system

Invite professionals from industry enterprises to participate in the internal evaluation and assessment of the school in an all - round and whole - process manner, and conduct third - party evaluations in a planned way. Review and improve the internal evaluation and assessment system in accordance with the requirements of transformation and development. Take the depth of school - enterprise cooperation, the construction of the "dual - qualified and dual - capable" teaching staff, the level of experimental, internship, and training, and innovation and entrepreneurship education as important evaluation indicators. Take the teaching effects of teachers, the learning effects of students, and the transformation effects of scientific and technological achievements as important contents of teacher performance assessment and professional and technical position evaluation and appointment, guide teachers to attach importance to teaching work and applied research, and establish an incentive mechanism for the up - and - down mobility of professional and technical positions.

(III) Strive to Improve the Efficiency of Resource Utilization

1. Enhance the ability to gather resources

Cultivate the ability of self - generating income, broaden the channels for self - raising funds, reform the income distribution method, mobilize the enthusiasm of all parties to raise school - running funds, and increase the proportion of income from scientific research and social services. Actively strive for the gathering of personnel, funds, equipment, projects, and teaching resources from local governments, industry enterprises, scientific research institutions, and brother universities in the school. Attach importance to the development of alumni resources and give play to the role of alumni in the school's development.

2. Improve the efficiency of resource utilization

Adhere to both increasing revenue and reducing expenditure, strictly implement cost accounting, save school - running costs in many aspects, and improve the efficiency of fund use. Give priority to ensuring talent cultivation with school - running resources, and rationally allocate the investment of educational construction funds. Strengthen rigid budgeting and control general expenditures. Improve the asset and land management system with unified leadership, centralized management, hierarchical responsibility, and individual accountability to achieve resource sharing and full utilization. Establish an asset use adjustment system and a resource paid - use mechanism to revitalize stock resources. Strengthen the cost accounting of the logistics group and revenue - generating units, and implement enterprise - style management. Promote the reform of school - run industries to ensure the appreciation of state - owned assets.

(IV) Continue to Improve Campus Infrastructure Construction

Do a good job in the maintenance of campus infrastructure, strengthen the supervision and management of the campus environment. Scientifically design the functional layout of newly - acquired land, and do a good job in the construction of supporting facilities for newly - acquired land. Build new engineering training centers, college student innovation and entrepreneurship bases, expert apartments, comprehensive buildings of the Youth League School, and student dormitories, etc., and continuously improve the hardware conditions for running the school.

(V) Earnestly Implement the Decomposition and Implementation of the Plan

According to the medium - and long - term planning outline of the school, formulate construction plans for various major tasks and annual work plans, clarify goals, tasks, and responsibilities, and firmly implement them to ensure the smooth realization of the school's various development goals.

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