

# Research on the Transformation and Development of Newly-built Local Undergraduate Colleges——Taking Pingxiang College as an Example

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**Abstract:** China's deployment accelerates the development of modern vocational education, and proposes to guide a group of ordinary undergraduate colleges to transform into applied technology universities. The goal is to cultivate high-quality technical talents with practical ability and innovative ability, which are capable of solving problems and are oriented to the front line of production and service, can adapt to job requirements, and can design, construct and manage. Such talents can not only cultivate high-quality graduates, but also greatly promote the economic development of the region. This paper takes Pingxiang College as an example of the newly-established undergraduate colleges' active response to the transformation policy of the Ministry of Education. The school takes moral education and people cultivation as the foundation, takes service development as its purpose, promotes employment as the orientation, and realizes new breakthroughs in management system and operational mechanism reform, to promote the transformation and development of schools to the types of applied technology universities, continuously deepen the reform of education and teaching, carry out collaborative innovation, improve the quality of running schools, and enhance the strength of running schools.

## 1. Introduction

China's deployment accelerates the development of modern vocational education, and proposes to guide a group of ordinary undergraduate colleges to transform into applied technology universities. The goal is to cultivate high-quality technical talents with practical ability and innovative ability, which are capable of solving problems and are oriented to the front line of production and service, can adapt to job requirements, and can design, construct and manage. Such talents can not only cultivate high-quality graduates, but also greatly promote the economic development of the region.

At present, China's higher education reform is in the stage of deepening teaching reform and improving teaching quality. There is a long way to go. We need all sectors of society to work together to do a good job in teaching reform and pay attention to the quality and connotation of talent training. [1] Since the 21st century, China's higher education has shifted from elite education to mass education, from singular education to diversified education, and the education model is gradually changing. However, there are great challenges in the process of transforming the talent training mode of new local undergraduate colleges, and there are contradictions in social needs and talent supply. Due to the lack of historical experience of undergraduate education in newly-built local undergraduate colleges, the ability to serve local economic and social development is not strong, there is not much connection with industry, the scientific research foundation is weak, the convergence of professional settings is more serious, and the employment rate is relatively low. A series of questions. [2] New local undergraduate colleges should be based on regional economic development, carry out professional transformation, establish a unique talent training model, and take the road of localization and application of technical talents.

In 2014, the Ministry of Education officially proposed “transformation and development of local universities”. Pingxiang College, as a new undergraduate college, actively responded to the transformation policy of the Ministry of Education. In 2015, it passed the “Pingxiang College to Applied Technology Type University Transformation and Development Pilot Program”, becoming the first in Jiangxi Province. Approved to the application of technology-based universities to

transform and develop pilot institutions. In recent years, the school has taken the Lideshu people as the foundation, the service development as the purpose, the promotion of employment as the orientation, the training program revision and the professional curriculum reform as the starting point, to promote the integration of production and education, school-enterprise cooperation as the main path to cultivate The main goal is to adapt to the high-quality applied technical talents needed for industrial transformation and upgrading and public service development, to improve the school's ability to support industrial upgrading, technological progress and social management innovation, to achieve new breakthroughs in management system and operational mechanism reform, and to promote the application of schools. [3] Technology type University transformation and development. In particular, in 2017, the first party congress of Pingxiang College put forward the goal of building our school into an application-oriented undergraduate university with outstanding characteristics and obvious advantages. The school is working hard, working hard, and deepening the reform of education and teaching. Carry out collaborative innovation, improve the quality of running schools, and enhance the strength of running a school.

## **2. School Orientation and Governance Structure**

### **2.1 School positioning**

Established the concept of “scientifically establishing the education of applied technology education, and gradually establishing the development goal of the school as an application-oriented undergraduate university with outstanding characteristics, obvious advantages, and certain influence in similar institutions across the country”. [3] The main, combined with the pilot work of transformation and development, actively create the conditions for the development of professional postgraduate education, the orientation of the school, "based on Pingxiang, facing Jiangxi, radiating the country" service oriented orientation. The discipline of cultivating talents with employment, post-study, foundation, entrepreneurship, and development of high-quality applied talents, and the discipline of “work-oriented, arts and sciences, mutual support and coordinated development” Professional positioning. Professional settings closely follow social needs, serve the local economy, and highlight application characteristics and career orientation.

### **2.2 Governance structure**

(1) Strengthen the construction of the school leadership team. The age structure, academic structure and professional title structure of the leadership team provide a strong organizational guarantee for the school's transformation and development work.

(2) Implement professorship and democratic management. Establish a two-level academic committee system of the Health School, play its role in academic decision-making consultation and review, and improve the party congress, "two-generation society" and the trade union system of the Teachers' Congress.

(3) Enhance the service capacity of the department. Deepen and improve the reform of the departmental system of the school organs, establish a management system and operation that is compatible with the transformation and development tasks and development goals, and is compatible with the reform of the college system, with the functions of lean, efficient, operational coordination, behavioral norms, and macro-guidance and regulation. Mechanism; The school is striving to build a professional and professional management team, which has greatly changed the work style and service attitude of the government departments, and the management level has been greatly improved.

(4) Support industry and enterprises to participate in school management, professional construction, personnel training and curriculum. Establish a council system, professional steering committee system, and professional setting evaluation system with experts from industry and enterprises.[4] Expand the autonomy of the teaching colleges, establish a professional steering committee, and clarify that the teaching colleges set professional courses according to the development direction of the industry chain, the requirements of industry enterprise partners,

formulate talent training programs, employ part-time teachers and coordinate the management of the teaching colleges.

### **2.3 System construction**

The school adheres to the goal of cultivating applied-type talents. On this basis, the school has carried out the reform of applied talent training mode, the construction of curriculum system, the construction of “double-skilled” teachers, the construction of collaborative innovation platform, and the exchange and cooperation of foreign exchanges. The construction of the internship training base will promote the cultivation of applied talents.

In order to cultivate applied talents, the school has formulated a number of supporting rules and regulations to ensure the steady implementation of professional construction, such as the formulation (revised) "Applicable Undergraduate Textbook Construction and Management Measures", "Professional Construction Implementation Opinions", "Specialized Professional Construction Management Measures" A series of documents such as the Interim Measures for the Use and Management of Discipline Construction Funds, the Online Open Courses Construction and Management Measures, the Outline of the Teaching Quality Assurance System, and the Overall Plan for Quality Assessment of Classroom Teaching, and the introduction of relevant reward and punishment measures have formed effective The monitoring system will further reform the existing professional setting and construction mode, explore the establishment of a professional construction evaluation system involving various sectors of the society, ensure the quality of professional construction, and steadily implement the escort for the applied professional construction project.

In order to meet the needs of the school's transformation and development, the school strives to build a "double-type" teacher team to improve the teaching level and quality of personnel training. On this basis, our school has formulated the “Implementation Measures for the Introduction of High-end Talents in Enterprises”, “Implementation Measures for the Construction of Teachers' Teams of Double-School Types”, “Measures for the Management of High-level Talents”, “Implementation Measures for Performance Wages Distribution”, [5]“Teachers and Staff Study The "Regulations on Degree Management (Revised)" "Implementation Opinions on Teachers' Going to Work in Enterprises and Institutions" and other relevant rules and regulations, the school's "double-type" teachers reach more than 1/3 of the number of full-time teachers, and the overall ability level and industry visibility are significantly improved. .

## **3. Majors and Courses**

### **3.1 Professional construction**

In recent years, the school has made great efforts to promote the substantive transformation of specialist education to undergraduate education. [6]Up to now, there are 22 undergraduate majors in the school, covering engineering, literature, science, education, management, law, art, history. There are 8 disciplines, such as learning, and the discipline structure is relatively reasonable. It has formed a school-running pattern based on engineering and science and science. Further strengthen the connection between disciplines and local industries, the degree of docking between the discipline professional chain and the local industry chain is further enhanced, and the application-oriented disciplines of each discipline's mutual support and coordinated development are further manifested. In response to the strategic layout of the five traditional pillar industries of "black, white, gray, red and gold" and industrial enterprises, environmental protection materials and equipment, powder metallurgy, plane packaging, e-commerce and other emerging industries in Pingxiang City, our school focuses on the development of mechanical design and manufacturing. Its automation, mechanical engineering, electronic information engineering, inorganic non-metallic materials engineering, applied chemistry, environmental science and engineering and other traditional professional and industrial design, digital media technology, visual communication design, e-commerce and other new professional.

### **3.2 Curriculum system**

Adhere to the quality and ability training as the main line, establish a general education platform (compulsory education module), subject education platform (including subject education compulsory course module, subject education elective course module), professional education platform (including professional compulsory courses) Module, professional direction elective course module, professional development course module), innovation and entrepreneurship education platform (including innovation and entrepreneurship education compulsory course module, innovation and entrepreneurship education elective course module), practical teaching platform (including basic practice module, professional practice module, comprehensive practice Module), quality development platform (including innovative practice module, humanistic literacy curriculum module, extracurricular quality development module) and other five platforms and fourteen modules constitute a modular curriculum system that reflects the combination of production, education and research. The curriculum system has changed from a knowledge logic system to a technical logic system. Pay attention to the cultivation of students' practical ability and entrepreneurial ability, pay attention to increase the proportion of practical teaching courses, enrich the practical teaching content, highlight the application of students' ability and comprehensive quality improvement, the development and design of application software such as the wisdom party building platform and graduation design management system, indicating Students' practical and innovative abilities are constantly increasing. Open a professional introductory course to establish learning goals.

Docking job skills and reconstructing teaching content. In the reform of teaching content, oriented to occupation and practice, timely increase the teaching content of the industry enterprise field, focus on strengthening the construction of high-quality core courses and comprehensive experimental courses, and realize the "effective docking" between teaching content and engineering practice. Cultivation of innovative spirit, practical ability and entrepreneurial ability. [6]

Strengthen the introduction of high-quality curriculum resources, and introduce high-quality online course resources such as Wisdom Tree and Superstar. It expands the scope of students' courses and enriches the online resources of course teaching.

### **4. The Reform of Personnel Training Mode**

In view of the problem that the traditional knowledge of undergraduate education is outdated and the actual hands-on ability is weak, and the requirements of the talent market are seriously out of line, the school grasps the key to the cultivation of "application-oriented talents" for research and practice. The school takes the cultivation of applied talents as the core and vigorously carries out the reform of the talent training model. [6] In accordance with the general requirements of professionalism, physical health, mental health, and ideological health, we will further deepen the reform and innovation of the talent training model by cultivating students' application ability. According to the "system design, step-by-step implementation, project promotion" work ideas, establish a talent training model of integration of production and education, collaborative education, to achieve professional chain and industry chain, curriculum content and professional standards, teaching process and production process docking.

Scientifically construct a "platform + module" curriculum system, optimize the curriculum structure, update the teaching content, clarify the support relationship between each course or training link and graduation requirements, clarify the professional talent training objectives and specifications, integrate the course content, and innovate teaching methods.[7] In the talent training mode, curriculum system, practical teaching and other aspects to reflect the characteristics of applied talent training, foster professional characteristics, and form a comparative advantage. Actively introduce industry (enterprise) standards or professional standards, optimize practical teaching content, and build a series of "basic, comprehensive, innovative" series of practice, multi-level, step-like practical teaching system. With the main path of "integration of production and education, school-enterprise cooperation", deepen open cooperation and promote school, school,

school and international cooperation. To connect with local industry enterprises, build a platform for cooperation and education inside and outside the school, and guide the professional and enterprises to carry out substantive cooperation. Coordinate and coordinate the relationship between theoretical teaching, practical teaching, innovation and entrepreneurship education, and social responsibility education, and comprehensively promote collaborative education. Deepen the reform of innovation and entrepreneurship education, build the "three major systems" of teaching, training and practice of innovation and entrepreneurship education, and improve the "four-in-one, integration and integration" innovation and entrepreneurship education model of "professional learning, innovation training, entrepreneurship training, entrepreneurial practice" Integrate innovation and entrepreneurship education into the whole process of talent cultivation, support students to carry out innovative activities, and guide students to practice entrepreneurship.

## **5. School Conditions**

The school builds a professional structure and knowledge education system, experimental training and innovation and entrepreneurship environment according to the direction of social needs, the real technology and process of production and service. [8] Through the introduction of enterprise research and production bases, we have established an experimental innovation training and entrepreneurship base integrating school and enterprise, production, education and research, and building a collaborative innovation platform for cooperation and exchanges with local and enterprises.

### **5.1 Internship, training, and experimental base construction**

The school attaches great importance to the construction of undergraduate teaching practice bases and actively expands off-campus practice bases. Established a campus, school-enterprise partnership with more than 30 companies including Anyuan District Government, Luxi County Government, Bank of China, Kaitian Animation, Lanxiang Heavy Industry, and established a legislative research base with the Municipal People's Congress Legal Work Committee. The Propaganda Department co-organizes the journalism and media majors. [8] A school-enterprise cooperation symposium was held to further promote school-enterprise cooperation. At present, there are 203 off-campus internship bases in the school, and there are 7 in-school training bases. The ability to serve local economic and social development has been significantly enhanced.

### **5.2 Construction of industry-university-research cooperation platform**

The school actively implements the innovative team building plan. In accordance with the working ideas of "building a platform around the industry, building a team around the platform, focusing on the project, and promoting results around the project", the province has established a "resource-exhausted urban transformation and development" Base, Jiangxi Provincial Key Laboratory of Industrial Ceramics, Jiangxi University Graphic Design and Animation Engineering Research Center, Jiangxi Environmental Protection Materials and Equipment Engineering Technology Research Center, Jiangxi Provincial Humanities and Social Sciences Key Research Base - Intangible Cultural Heritage Research Center, etc. In 5 provincial-level scientific research platforms, in 2015, three research-level platforms including mine machinery equipment design and manufacturing key laboratory, e-commerce research center, and Anyuan Red Culture Research Center were established.

## **6. Teacher Team**

In accordance with the "double-skilled" team building idea of "optimizing, cultivating, introducing, and borrowing wisdom", focusing on strengthening teachers' practical ability, and prioritizing the allocation of key professional teachers, to optimize team structure and comprehensively improve teachers' quality and ability. [6] As a goal, we will strive to build a "double-skilled" faculty with sufficient quantity, structural optimization, specialization and

combination, and excellent quality to meet the training of high-quality applied talents.

The school party committee has issued a series of documents such as "Opinions on Further Strengthening the Construction of Teaching Staff" and "Implementation Measures for Performance Wages", which provide a strong guarantee for the development of the school's talent team and effectively promote the development of various undertakings of the school. After years of reform and development, the status of our talent team has improved significantly.

In terms of strengthening the training of young teachers. On the one hand, the school has formulated and continuously improved the "Administrative Measures for Teaching Staff to Study Degrees" and encouraged young teachers of our school to upgrade their academic qualifications and degrees. During my time at the doctoral degree, I will give care and care to my life through the existing salary and other means, and solve their worries. On the other hand, it formulated the "Implementation Opinions of Pingxiang College on Teachers' Going to Work in Enterprises and Institutions", encouraging teachers to work under the company and the company, improving professional skills and serving local economic and social development. In the second half of the year, a total of 9 teachers went to their professional development. Related enterprises and institutions are on the job.

In strengthening the construction of the "double-type" teacher team. In order to meet the needs of the school's transformation and development, our school has worked hard to build a "double-type" teacher team, and for this purpose has formulated the "Measures for the Implementation of the "Double-Teacher" Teacher Team", with a period of about 5 years, the school "double-type" Teachers reach more than 1/3 of the number of full-time teachers, and the overall ability level and industry visibility are significantly improved; about 50 technical consultants, chief experts, science and technology commissioners, senior management experts, etc.:[4] industry enterprises internship training, external teachers, stable In 200-300 people. A team of "double-skilled" teachers who can be qualified for professional theoretical teaching, have strong practical application ability, and guide students' practical teaching and technical application, product research and development capabilities.

## **7. Applied Research and Transformation of Results**

Based on the collaborative innovation platform of industry, university and research, we will actively integrate regional and industrial technology innovation systems with enterprises as the mainstay, focusing on local pillar industries, strategic emerging industries and social development issues, focusing on local industry, economy, culture and other scientific research resources. Strengthen scientific research collaboration and produce a number of scientific research achievements with Pingxiang characteristics.

## **8. Countermeasures for the Transformation and Development of New Local Undergraduate Colleges**

### **8.1 Further improve the top-level design and scientifically formulate the 13th Five-Year Development Plan**

The "Thirteenth Five-Year Plan" period is a crucial period for the school to carry forward the future. It is essential to plan the development goals of the school at a high starting point. The newly established local undergraduate colleges will set up a leading group for the preparation of the 13th Five-Year Development Plan as soon as possible, and start and complete the preparation of the school's "13th Five-Year" development plan. [4] Further clarify the school's development ideas and development strategies, and clarify the orientation of running schools. Scientifically formulate the development planning of the disciplines, talents, scientific research platforms, talent teams, logistics support, etc. of the school, solidly advance and overcome difficulties, and turn the school into an applied undergraduate college with unique characteristics and obvious advantages.

## **8.2 Scientifically formulate transformation and development programs to accelerate the pace of transformation and development**

New local undergraduate colleges should focus on the existing undergraduate majors, initially establish an application-oriented talent training model, scientifically formulate application-oriented talent training programs, rationally design curriculum systems, and build practical teaching systems that are compatible with applied talents training. Construct a training system for applied talents in our school. Efforts will be made to promote the "integration of production, education and research" work, and focus on building a number of school-enterprise cooperation strategic development alliances. [5] The comprehensive transformation of the transition from college to undergraduate colleges, from ordinary colleges to applied universities, from closed schools to open schools, and the transformation and development of applied universities.

## **8.3 Actively promote the reform of the cadre and personnel system**

New local undergraduate colleges should focus on promoting fixed posts, responsibilities, and staffing, and optimizing talent allocation. The school will optimize the cadres and management team by optimizing the combination and competing for posts. New local undergraduate colleges should further strengthen the management and training of cadres, improve the quality of cadres, improve management efficiency and management, and improve the execution of cadres and the ability to overcome difficulties.

## **8.4 Deepen reform of key areas**

New local undergraduate colleges should actively promote the reform of the management system at the school and hospital levels, scientifically construct a school- and hospital-level management plan that meets the actual situation of our school, and improve the goal management responsibility system of the continuing education college and logistics group. [6] Coordination of rights and interests, effectively play a role in the school's economic growth; deepen the reform of the personnel distribution system, improve the faculty's salary, promotion, reward and punishment assessment system; improve the income distribution system, improve job hiring, performance appraisal, and job responsibilities Incentive and elimination mechanisms, gradually increase the income of faculty and staff, and stimulate the enthusiasm of faculty and staff. Gradually promote the personnel agency system, improve the reform of logistics socialization services, and realize the socialization of catering, security, cleaning, greening, etc., and improve the level of logistics support.

## **8.5 Adjust the professional layout of disciplines and promote the transformation of disciplines**

The construction of disciplines is the key to the transformation and development of schools. Focusing on the long-term development strategy of the country, combining the advantages of local industries, we will do a good job in the undergraduate professional construction and development planning, and create a number of special disciplines. Schools should focus on discipline construction, and in accordance with the idea of "professional group docking industry chain serving local economy, characteristic disciplines docking location advantages to promote local industry development", aiming at the needs of local economic and social development, adjusting the discipline structure and setting applied disciplines. [7] The disciplinary structure and the misalignment of other undergraduate colleges and universities in the region are matched with the local industrial structure. Schools should base themselves on the local, in-depth analysis of the regional leading industry adjustment dynamics and the development of emerging industries, and establish a professional construction steering committee attended by the government, industry, and enterprises from all walks of life to combine disciplines and professional construction with regional economic structure and industrial structure, aiming at the region. Leading industries, pillar industries and emerging industries of the economy, vigorously develop applied disciplines and majors closely related to regional leading industries, pillar industries and emerging industries. Schools should further condense disciplines and professional orientations, and foster and develop a

number of advantageous disciplines and specialty professions with local characteristics to meet the needs of training talents.[8] At the same time, the school should conform to the transformation of undergraduate level and the transformation of applied undergraduate talents, follow the idea of supporting the construction of disciplines through discipline development, promote the construction of applied professions and the construction of applied faculty through the development of applied disciplines, and gradually build up to adapt to local governments. The application engineering professional group of industry, enterprise and application talent cultivation needs to establish a new mechanism for the cultivation of characteristic applied talents and the professional layout of disciplines in line with the transformation direction of disciplines.

### **8.6 Promote the construction of teaching quality engineering**

New local undergraduate colleges and universities can issue the “Implementation Opinions on the Teaching Quality Monitoring and Guarantee System”. With the teaching quality engineering as the carrier, we strive to achieve the provincial and national teaching quality engineering goals. Adapt to the needs of the transformation of applied technology-based universities, and further improve and improve the series of evaluation criteria such as classroom teaching evaluation. Do a good job in teaching supervision, earnestly implement the system of listening and evaluation, do a good job in teacher evaluation, student evaluation, and strengthen the monitoring and evaluation of teaching quality. Strict and standardized management of classroom teaching, practical teaching, mid-term final exams, graduation thesis and other teaching links.

### **8.7 Increase the intensity of scientific research**

New local undergraduate colleges should further improve the scientific research management system, improve management capabilities and service levels, and build a comprehensive incentive mechanism to maximize the enthusiasm of teachers for scientific research. Focus on local advantageous industries, build scientific research platforms and cooperation platforms for industry, university and research to promote industry-university-research cooperation. Actively organize the declaration of various types of projects at all levels, and strive to obtain a number of high-level scientific research projects. Actively promote seamless integration with cooperative enterprises, and carry out all-round cooperation from projects, achievements, platforms and talent teams, strive to achieve high-level grafting, and produce high-level projects and achievements as soon as possible.

### **8.8 Promote the reform of the talent training model**

Efforts will be made to build an application-oriented talent training model that combines production, study and research, and integrate teaching with each other to promote innovation in the talent training model. Establish a modular curriculum system consisting of a quality education module, a basic education module, an applied technology education module, and a practical education module. Efforts will be made to promote the preparation of handouts and textbooks for applied courses. [9] Promote the reform of teaching mode, teaching content, teaching methods, evaluation and assessment methods. Strengthen graduation design and graduation thesis work.

### **8.9 Strengthen scientific research collaborative innovation and cultural collaborative innovation**

Strengthen the connection with local industries and industries, and use teaching and research as a link to build a collaborative innovation platform. All secondary colleges should actively engage in key industries of leading industries and economic and social development in local cities and counties, actively participate, achieve practical results, and play a role.

### **8.10 Strengthen assessment and evaluation, promote transformation and development, and serve the localities**

The starting point and the foothold of the transformation and development of new local undergraduate colleges is to better serve the regional economic and social development and realize their own development. Whether the transformation and development is successful, after the school

scientifically determines the orientation of the school and the implementation plan for the transformation and development, it is necessary to see whether the reforms of its transformation are implemented, the degree of intervention and contribution rate of regional economic and social development. To this end, it is necessary to establish an assessment and evaluation system for the transformation and development of new local undergraduate colleges. On the one hand, the school should strengthen the inspection of the completion of the phased reform tasks according to the transformation and development implementation plan formulated by the school, and timely analyze the progress of the phased progress and the results achieved; the objectives and tasks of the transformation reform should be checked item by item. Acceptance, conduct evaluation and analysis, and establish a system of assessment and assessment indicators for transformation work within the school.[6]On the other hand, the provincial education authorities should formulate assessment indicators and assessment methods for the transformation and development of colleges and universities; reform and improve the evaluation system for teaching and research in colleges and universities, which will transform enterprises and social services, scientific and technological achievements, and graduate employment rates. The number of technical training talents in enterprise training, the proportion of “double-type” teachers, the annual growth rate of social services, and the establishment of school-enterprise cooperation alliances are included in the school development evaluation index system to promote the transformation and development of new local undergraduate colleges and universities, and the cooperation of industry, university and research institutes. Application talents develop to a deeper level.

### **8.11 Local colleges and universities carry out supporting reforms and do a good job in logistics support for transformation**

Under the government's policy asylum, if local undergraduate colleges are unable to carry out targeted and coordinated changes, the corresponding policy documents will only be a piece of paper and lack of timeliness. [7] Therefore, local undergraduate colleges should carry out all-round reform from hardware facilities to software environment in accordance with the guidance of government policy documents, combined with the requirements of local economic development and their existing school-running characteristics to ensure the smooth transition. The first thing that should be changed is the academic space environment layout, the establishment of classrooms, practice sites, training rooms and laboratories suitable for the training of skilled personnel. Change the academic-based enrollment conditions, and comprehensively examine students' knowledge and practical ability to introduce talents. [8] The cultivation of practical talents is inseparable from the specific skills training and practice. The local colleges and universities should appropriately increase the content of practical exercises and skills training according to the needs; extend the students' internship period, and establish a practice base for cooperation with enterprises in multiple directions. Provide adequate practical opportunities and employment options. In terms of the hiring and training of local college teachers, local colleges must not only change the teacher qualification bureaus that emphasize the theory and practice in the past, but also pay attention to the teacher's skill training, so that the transformed college teachers can combine knowledge and skills into a “double-type”. [9] At the same time, highly skilled experts who selectively introduce enterprises enter the school to make up for the lack of skills of full-time teachers, give full play to the advantages of the two types of teachers, and cultivate high-quality applied talents.

### **8.12 Increase the innovation of school-running mechanism**

The innovation of school-running mechanism is a systematic project for the construction of applied universities. [4] Within the local undergraduate universities, it is necessary to implement reforms in a focused and steadily manner, formulate and implement various institutional mechanisms adapted to transformation, and accelerate the transformation and provision of new local undergraduate colleges.

New local undergraduate colleges should actively implement the principal responsibility system under the leadership of the party committee, and improve the university governance system of party committee leaders, principals, professors, and democratic management. Establish a secondary

management system for schools and colleges, expand the autonomy of secondary colleges, and achieve the unity of responsibility, power, and interests. Formulate and improve the institutional system that is compatible with the training of applied undergraduate universities.

### **8.13 Deepen logistics management reform**

Accelerate the reform of property social services such as warranty, security, and cleaning. Strengthen the construction of logistics teams and improve logistics support capabilities and service levels. Strengthen the construction and protection of teaching and research equipment and facilities. Strengthen hydropower management and create a conservation-oriented campus. Strengthen the supervision of social projects such as property, greening, and food, establish and improve relevant rules and regulations, and fully implement work responsibilities. [10] Do a good job in sanitation and epidemic prevention, improve the long-term mechanism of food management, and regularly carry out food and drinking water safety inspections to prevent food poisoning incidents. Strengthen maintenance work, do a good job of sporadic maintenance, and ensure that facilities and equipment are in good condition.

## **9. Conclusion**

The transformation and development of new local undergraduate colleges is the trend of the times. Transformation and development is a new thing in China. It is destined to be an arduous process, and it is necessary to experience pain. How to transform and how to develop not only involves the innovation of awareness and policy such as government, society, universities, market, etc., but also the active practice of relevant institutions, and constantly sum up experience to truly transform into applied technology institutions of higher learning.

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