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**BUILDING THE INTELLECTUAL CONTINGENT
ACCORDING TO HO CHI MINH'S IDEOLOGY
IN THE CENTRAL HIGHLANDS TODAY**

SUMMARY OF THE DOCTORAL THESIS

MAJOR: HO CHI MINH STUDIES

Code: 9310204

HA NOI - 2025

**The dissertation is conducted at
Ho Chi Minh National Academy of Politics**

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**The thesis was defended in front of the Thesis Committee
at Academy level, at the Ho Chi Minh National Academy of Politics**

At 8 hour 00 date 17 month 10 year 2025

**The thesis can be found at the National Library
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INTRODUCTION

1. The urgency of the theme

The Vietnamese nation has a longstanding tradition of honoring and employing intellectuals and virtuous talents, consistently placing them in the highest strata of society, as reflected in the sayings “First the scholar, then the farmer” and “Scholar - Farmer - Artisan - Merchant.” Grand Secretary Than Nhan Trung of the Later Le Dynasty affirmed that “Talented and virtuous people are the vital essence of the nation.” Historical realities, both in Vietnam and across the world, have demonstrated that it is not natural resources but knowledge that constitutes the most valuable wealth, driving social development. In this regard, the pioneering force that creates, acquires, and disseminates knowledge - making a decisive contribution to the historical progress of the nation and humanity - is the intellectual contingent.

Inheriting and developing the thought of earlier sages, President Ho Chi Minh paid particular attention to the identification, cultivation, and employment of “people of talent and virtue” in service of the revolutionary cause. In Ho Chi Minh’s ideology, “people of talent and virtue” are, first and foremost, intellectuals - those with academic qualifications, cultural, scientific, and technical knowledge, and a moral commitment to serving the Fatherland and the people. He consistently affirmed and highly valued the role of intellectuals and the necessity of building a contingent of intellectuals dedicated to the revolutionary cause of national liberation and the construction of a prosperous and happy country.

In Ho Chi Minh’s ideology, intellectuals are regarded as a precious asset of the nation, the more the revolutionary cause advances, the greater the demand for intellectuals becomes. He affirmed “the revolution is in great need of intellectuals, and in fact, only the revolution truly knows how to value intellectuals”. With strategic foresight, Ho Chi Minh emphasized the necessity of promptly building a contingent of revolutionary intellectuals, mobilizing and uniting them within the great national unity bloc, with the core being the “worker-peasant-intellectual alliance.” Under his leadership, through correct and creative measures, coupled with a democratic working style imbued with respect, affection, and tolerance, a large number of scholars and intellectuals were drawn into the cause of “resistance and national construction,” making significant contributions to the great victories of the Vietnamese nation in the twentieth century. Ho Chi Minh’s ideology on intellectuals and the building of an intellectual contingent constitutes a valuable legacy that should continue to be studied, applied, and creatively developed in the new context of the country.

In the present era of rapid scientific and technological advancement, humanity has entered the knowledge economy, where intellectuals increasingly represent a crucial resource, determining the competitiveness and effectiveness

of the economy, and serving as a decisive factor for fast and sustainable national development. Fully grasping and applying Ho Chi Minh's views on the position and role of the intellectual contingent, the Communist Party of Vietnam, during the renovation process, has consistently prioritized the care, development, and effective utilization of intellectuals in the cause of national construction and defense. After 15 years (2008-2023) of implementing Resolution No. 27-NQ/TW (10th tenure) on "Building the contingent of intellectuals in the period of accelerating industrialization and modernization," the Party adopted Resolution No. 45-NQ/TW of the Eighth Plenum of the 13th Central Committee, affirming that: "Building a comprehensively strong intellectual contingent is an investment in fostering and consolidating the 'national vital essence' and ensuring sustainable development" [24]. Therefore, developing a large, high-quality contingent of intellectuals has become an urgent requirement in the context of Vietnam entering a new era of national development.

The Central Highlands, comprising five provinces - Kon Tum, Gia Lai, Dak Lak, Dak Nông, and Lam Đông - with a population of over six million and home to all 54 ethnic groups of Vietnam (as of June 11, 2025), is a region endowed with substantial economic potential and holds strategic importance in terms of national defense and security. Building the intellectual contingent in the Central Highlands is thus not only essential for raising educational levels, developing human resources, and promoting socio-economic growth, but also plays a particularly important role in strengthening national unity and ensuring political stability in the region. Recognizing this significance, the Party and State have issued numerous programs and resolutions specifically for the Central Highlands on economic, cultural-social, and defense-security development, leading to notable progress and achievements in some localities. However, the Central Highlands still faces limitations and weaknesses in socio-economic development. One major cause lies in the slow transformation of the education-training sector, which has yet to meet requirements, particularly in addressing the shortage of high-quality human resources, as policies for attracting, incentivizing, and utilizing intellectuals remain insufficient and ineffective. Moreover, material conditions, scientific research facilities, and the working environment for intellectuals lag behind the region's developmental needs in the new context. Consequently, "brain drain" persists, and the quantity and quality of the intellectual contingent remain inadequate for current development demands. Despite trends in digital transformation and international integration, the Central Highlands still lacks highly qualified intellectuals, with an imbalanced occupational structure. This situation constitutes both a "bottleneck" and a "critical constraint" to the region's socio-

economic progress. To narrow the development gap with other regions and achieve the 2030 vision - with a 2045 horizon - of becoming a fast-growing, sustainable region, it is imperative to implement priority policies for investment in intellectual development, ensuring both sufficient numbers and enhanced quality. This will unlock resources and driving forces, enabling the Central Highlands to fully realize its potential and rise vigorously alongside the nation's overall development in the new era.

For these reasons, the doctoral candidate has chosen the topic “***Building the Intellectual Contingent According to Ho Chi Minh's Ideology in the Central Highlands Today***” as the subject of the doctoral thesis major Ho Chi Minh Studies.

2. Research Objectives and Tasks

2.1. Research Objectives

This research clarifies the fundamental aspects of Ho Chi Minh's ideology on building the intellectual contingent in the Vietnamese revolutionary cause, and, on that basis, applies these principles to the development of the intellectual contingent in the Central Highlands today.

2.2. Research Tasks

- Provide an overview of existing studies related to the dissertation topic, thereby identifying, evaluating, and determining the research gaps that the dissertation seeks to address.

- Clarify key concepts (“intellectuals,” “intellectual contingent,” “building the intellectual contingent,” “Ho Chi Minh's ideology on building the intellectual contingent,” and “building the intellectual contingent in the Central Highlands today according to Ho Chi Minh's ideology”), with a focus on interpreting Ho Chi Minh's ideas on building the intellectual contingent and their application to the Central Highlands.

- Outline the overall situation of the Central Highlands; analyze and assess the current state of intellectual development in the region - its achievements, limitations, and underlying causes - and, on that basis, identify the issues to be addressed in building the intellectual contingent in the Central Highlands today in line with Ho Chi Minh's ideology.

- Forecast the factors influencing the development of the intellectual contingent in the Central Highlands; based on research findings, propose orientations and solutions continue to building the intellectual contingent in the Central Highlands according to Ho Chi Minh's ideology (to 2030, with a vision to 2045).

3. Research Scope and Subjects

3.1. Research Subject

Ho Chi Minh's ideology on building the intellectual contingent, and the development of the intellectual contingent in the Central Highlands today, according to Ho Chi Minh's ideology.

3.2. Research Scope

- Content scope: The dissertation focuses on Ho Chi Minh's ideology regarding intellectuals and building the intellectual contingent, with an in-depth study of its application to the Central Highlands.

- Time scope: The research examines Ho Chi Minh's thought on building the intellectual contingent and its application in the Central Highlands from 2008 to before July 1, 2025, with orientations to 2030 and a vision to 2045.

- Spatial scope: The study covers five provinces of the Central Highlands, with primary surveys conducted in three provinces: Lam Dong, Dak Lak, and Gia Lai.

4. Theoretical Basis and Research Methodology

4.1. Theoretical Basis

Grounded in the theoretical foundation of Marxism-Leninism, Ho Chi Minh's ideology, and the viewpoints of the Communist Party of Vietnam on building the intellectual contingent, this dissertation conducts its research accordingly.

4.2. Research Methodology and Research Methods

- The dissertation primarily employs the dialectical materialist and historical materialist methodologies of Marxism-Leninism throughout the research process to elucidate the fundamental aspects of Ho Chi Minh's ideology on building the intellectual contingent and the application of these principles in the Central Highlands.

- Specific research methods include:

- + Document review, synthesis, and analysis of secondary sources

- + Textual analysis in combination with the study of Ho Chi Minh's practical activities

- + The historical method is combined with the logical method

- + Analytical, synthetic, and comparative methods

- + In addition, the study applies methods of practical generalization, statistical analysis, conceptual generalization, abstraction, and textual analysis to further clarify the research contents.

- Sociological Survey Method:

The dissertation uses structured questionnaires as the primary tool for data collection, with the unit of analysis being the individual respondent.

A total of 600 intellectuals were surveyed across three representative provinces of the Central Highlands' subregions: Gia Lai (Northern Central Highlands), Dak Lak (Central Central Highlands), and Lam Dong (Southern Central Highlands). In each province, 200 intellectuals were randomly selected

for interviews. These provinces were chosen due to their concentration of universities, research institutes, and intellectual resources.

Survey Population: Respondents are individuals holding at least a bachelor's degree who are currently working in agencies and organizations within the Central Highlands provinces.

All 600 completed questionnaires were cleaned, coded, and processed for analysis using SPSS software, version 20.0.

5. New Contributions of the Thesis

First, the dissertation examines and elucidates the systematic content of Ho Chi Minh's ideology on building the intellectual contingent and its application to the development of the intellectual contingent in the Central Highlands today.

Second, it assesses the current state of intellectual development in the Central Highlands, identifying achievements, limitations, underlying causes, and the issues that arise in building the intellectual contingent in the new context.

Third, it proposes orientations and a system of solutions continue to building the intellectual contingent in the Central Highlands in the present period, according to Ho Chi Minh's ideology.

6. Theoretical and Practical Significance

- The research results contribute to enriching certain theoretical aspects serving studies on Ho Chi Minh's ideology regarding intellectuals, the building of the intellectual contingent, and the development of this contingent in the Central Highlands.

- The dissertation provides additional scientific arguments for Party committees and local governments in the Central Highlands provinces to consult when formulating policies for attracting, training, employing, and promoting intellectuals in the service of industrialization and modernization, with the aims of ensuring political stability, promoting socio-economic development, and safeguarding national defense and security in the region.

- The dissertation may serve as a reference for research and teaching in colleges, universities, and political schools in Vietnam, particularly in the Central Highlands.

7. Structure of the Thesis

Apart from the introduction, conclusion, list of references, and appendices, the thesis is structured into 4 chapters with a total of 10 sections.

CHAPTER 1

OVERVIEW OF THE RESEARCH RELATED TO THE THESIS

1.1. RESEARCH RELATED TO THE THESIS

1.1.1. Studies on Intellectuals and the Building of the Intellectual Contingent

Intellectuals constitute a particularly important intellectual resource for every nation in the process of development. In recent years, in both Vietnam and abroad, numerous notable works have examined this issue. In Vietnam, these include the book *Orientation for Developing the Vietnamese Intellectual Contingent in the Process of Industrialization and Modernization*, edited by Pham Tat Dong; and internationally, American scholar Richard Florida has authored two influential works - "The Rise of the Creative Class: And How It's Transforming Work, Leisure, Community and Everyday Life" and "The Flight of the Creative Class: The New Global Competition for Talent". Other relevant Vietnamese contributions include "Building and Promoting Vietnam's Intellectual Resources for National Revitalization", edited by Nguyen Van Khanh, and "Intellectuals and the Party's Intellectual Work in the Renovation Period" by Nguyen Thang Loi, among others.

1.1.2. Studies on Building the Intellectual Contingent in the Central Highlands

Research on building the intellectual contingent in the Central Highlands has approached the topic from various perspectives, including culture, history, and the human factor of the region, regarding the intellectual class. Representative works include "*Culture, Society, and People of the Central Highlands*" by Nguyen Tan Đac, which partly reflects the relationship between intellectuals and the cultural development of ethnic communities in the region; and "*The Central Highlands: Historical-Cultural Milestones*" by Nguyen Tuan Triet, a valuable reference for the dissertation, especially in proposing solutions that take into account the distinctive cultural characteristics - both traditional and modern - in shaping the qualities of intellectuals in the Central Highlands. Another significant contribution is the monograph "*Developing Education, Training, and Human Resources: Foundational Factors for the Sustainable Development of the Central Highlands*" by Bui Tat Thang and Nguyen Van Thanh, which provides useful reference material for the author in analyzing solutions to strengthen education and training in the process of building the intellectual contingent in the region today.

1.1.3. Studies on Ho Chi Minh's Ideology Regarding Intellectuals and the Building of the Intellectual Contingent

Research works on Ho Chi Minh's ideology concerning intellectuals and the intellectual contingent in the Central Highlands are relatively abundant, ranging from narratives and memoirs to in-depth academic studies of his ideas. Notable examples include: *Uncle Ho with Scholars and Intellectuals* by Tran Duong, which compiles numerous anecdotes highlighting the amicable relationship between President Ho Chi Minh and the intelligentsia; *Uncle Ho with the Central Highlands* by Do Hoang Linh, Nguyen Van Duong, and Luong Thi Lan, one of the few publications narrating memories of the Leader's interactions with the people of the Central Highlands, including local intellectuals; and *Ho Chi Minh's Ideology on Intellectuals and the Building and Development of Vietnam's Intellectual Contingent in the Renovation Period* by Nguyen Dinh Ninh, which explores the theoretical underpinnings of the intellectual role, serving as a basis for Vietnam's application of these principles in building its contemporary intellectual contingent.

1.1.4. Studies on the Application of Ho Chi Minh's Ideology in Building the Intellectual Contingent in Vietnam and the Central Highlands

Ho Chi Minh's ideology on intellectuals possesses profound theoretical and practical value; consequently, numerous studies have addressed their application to building the intellectual contingent nationwide as well as at local levels, including the provinces of the Central Highlands. Representative works include: *Building the Intellectual Contingent in the Period of Accelerated Industrialization and Modernization in Accordance with Ho Chi Minh's Ideology* by Nguyen Khanh Bat and Tran Thi Huyen, which provides a comprehensive examination of Ho Chi Minh's ideology on intellectuals, encompassing definitions, roles, and the content of building the intellectual contingent in Vietnam's revolutionary cause, along with the Party's application of these principles in the current period; *Ho Chi Minh's Ideology on Building the Intellectual Contingent and Its Application to Developing the Young Intellectual Contingent in Vietnam to Meet the Requirements of the Fourth Industrial Revolution* by Nguyen Van Tuan, Tran Manh Thang, and Cao Thi Phuong; and *Building the Teaching Staff of Universities in the Central Highlands Today in Accordance with Ho Chi Minh's Ideology* by Nguyen Minh Hai, which addresses intellectuals in the education sector within Central Highlands universities, clarifies fundamental viewpoints of Ho Chi Minh's ideology on building the teaching staff, and applies these principles in assessing the current situation and proposing solutions for developing the teaching contingent in the Central Highlands in accordance with Ho Chi Minh's ideology.

1.2. RESEARCH RESULTS ACHIEVED AND ISSUES THAT THE THESIS WILL CONTINUE TO RESEARCH

1.2.1. Research Results Achieved

The above-mentioned studies, approached from various perspectives, have addressed both theoretical and practical issues related to intellectuals and the development of the intellectual contingent, thereby providing the author with valuable sources and methodological orientations to complete this dissertation.

First, the findings of research on the intellectual contingent in general converge on the view that intellectuals play a decisive role in determining the strength of each nation throughout its historical trajectory and in building the economy, culture, and society in the current period.

Several studies on the development of the intellectual contingent in the Central Highlands - primarily within individual provinces - have made certain contributions, reflecting the current situation and proposing solutions. However, most of these works have been conducted from the perspectives of philosophy and political science, with some adopting an ethnographic approach.

Second, studies on Ho Chi Minh's ideology regarding intellectuals have focused on such aspects as his perception of the importance of intellectuals to the revolutionary cause; his style of interaction with intellectuals; his views on training and utilizing intellectuals; and his perspectives on building the moral qualities of intellectuals to meet the requirements of the national liberation revolution and the construction of socialism.

Third, studies applying Ho Chi Minh's ideology to building the intellectual contingent - mainly at the national level in the present context - although approached from different angles, share the common view that President Ho Chi Minh consistently paid special attention to the training and utilization of intellectuals. He emphasized that the Party and the cadre management system must respect intellectuals, recognize them as an indispensable force in national unity, and broaden and practice democracy concerning them. These ideas remain fully relevant today. Building on Ho Chi Minh's theoretical foundations, these works have also clarified the current situation of intellectual development during the renovation period in Vietnam and the challenges in building the intellectual contingent according to his thought, thereby proposing major solutions such as improving the working environment and conditions for intellectuals; enhancing education and training; and implementing policies of recruitment, remuneration, and honor for intellectuals.

1.2.2. Issues the Thesis Needs to Continue Researching

Firstly, to identify the concepts of "intellectuals," "intellectual

contingent,” “building the intellectual contingent,” “Ho Chi Minh’s ideology on building the intellectual contingent,” and “building the intellectual contingent in the Central Highlands today according to Ho Chi Minh’s ideology,” as well as the content of Ho Chi Minh’s ideology on building the intellectual contingent, thereby establishing the theoretical framework for the dissertation.

Secondly, to assess the current state of building the intellectual contingent in the Central Highlands - through surveys conducted in three provinces in the region - clarifying the causes and the issues posed in the process of building the intellectual contingent in the Central Highlands.

Thirdly, based on evaluating the causes of achievements and limitations, to elucidate the issues that need to be addressed in building the intellectual contingent, and to propose orientations and key solutions for building the intellectual contingent in the Central Highlands today, according to Ho Chi Minh’s ideology.

CHAPTER 2

BUILDING THE INTELLECTUAL CONTINGENT IN THE CENTRAL HIGHLANDS ACCORDING TO HO CHI MINH’S IDEOLOGY - SOME THEORETICAL ISSUES

2.1. SOME CONCEPTS RELATED TO THE THESIS

2.1.1. The Concepts of “Intellectuals” and “Intellectual Contingent”

The Concept of “Intellectuals”

Intellectuals are individuals engaged in mental labor, possessing a high level of education and in-depth professional expertise in one or several specific fields; endowed with good moral qualities, creative capacity, and experience in applying and disseminating knowledge into practice and social life.

The Concept of “Intellectual Contingent”

The intellectual contingent is a collective of mental laborers with high educational attainment and deep expertise in one or several fields, playing a key role in the creation, dissemination, and education of knowledge, and its application to production development and social progress. The intellectual contingent constitutes a distinct social stratum that maintains close relations with other classes and social groups.

The intellectual contingent in the Central Highlands is a component of the national intellectual contingent, comprising individuals engaged in mental labor with independent and creative thinking capacity, and in-depth understanding in one or several specialized fields, who are currently residing and working in the Central Highlands.

2.1.2. The Concept of “Building the Intellectual Contingent”

Building the intellectual contingent is the process of forming and developing this collective according to the viewpoints, guidelines, and policies of the Party and the State regarding the training, fostering, utilization, recruitment, and remuneration of intellectuals. The ultimate goal is to build a team of intellectuals with appropriate quantity, improved quality, and reasonable structure, meeting the development requirements of the country, for the goal of "rich people, strong country, democracy, fairness, civilization".

2.1.3. The Concept of “Ho Chi Minh’s Ideology on Building the Intellectual Contingent”

Ho Chi Minh’s ideology on building the intellectual contingent is a system of viewpoints concerning the role of intellectuals, as well as the goals, tasks, content, and methods of building a contingent of intellectuals who are both virtuous and talented, numerous in quantity, comprehensive in structure, and assured in quality, to meet the demands of the revolutionary cause of national liberation and socialist construction in Vietnam.

2.1.4. The Concept of “Building the Intellectual Contingent in the Central Highlands Today According to Ho Chi Minh’s Ideology”

Building the intellectual contingent in the Central Highlands today according to Ho Chi Minh’s ideology refers to the activities of various actors and forces in studying and applying his thought to form a contingent of intellectuals sufficient in quantity, assured in quality, and rational in structure, capable of meeting the requirements of socio-economic development, national defense, and security in the Central Highlands.

Accordingly, the study and application of Ho Chi Minh’s ideology to building the intellectual contingent in the Central Highlands today must thoroughly grasp, define, and implement the following specific tasks:

Firstly, regarding the goal of building the intellectual contingent: Building the intellectual contingent in the Central Highlands requires an appropriate quantity, quality, and structure, especially a team of experts, leading scientists, and intellectuals from ethnic minority groups, which are crucial for the region’s development in the current context.

Secondly, regarding the actors in building the intellectual contingent: These include the entire political system, the whole society, and the intellectuals themselves.

Thirdly, regarding the content of building the intellectual contingent: According to Ho Chi Minh’s ideology, building the intellectual contingent in the Central Highlands must focus on three aspects - quantity, quality, and

structure - to meet the objective requirements of national and local socio-economic development in the region.

Fourth, regarding the measures: From the perspective of Ho Chi Minh's ideology, the key measures to build the intellectual contingent in the Central Highlands include:

- Training and fostering intellectuals;
- Linking training with the utilization of intellectuals;
- Creating favorable working conditions and environments;
- Valuing, remunerating, and attracting intellectuals.

2.2. HO CHI MINH'S IDEOLOGY ON BUILDING THE INTELLECTUAL CONTINGENT

2.2.1. The Role of the Intellectual Contingent

Ho Chi Minh consistently valued the role and contributions of intellectuals to the cause of national liberation and socialist construction. His views can be summarized into three core points:

First, intellectuals are the vanguard force in acquiring and disseminating progressive ideas.

Second, they constitute an important force in revolutionary movements, awakening the masses to resist the reactionary and demagogic rhetoric of the enemy.

Third, they are the leading force in raising the people's intellectual standards and in the construction and development of the nation.

2.2.2. Goals and Tasks in Building the Intellectual Contingent

According to Ho Chi Minh, intellectuals are both a national asset and "a valuable capital of the nation" [1, p.184]. Therefore, building the intellectual contingent is defined as both a goal and a task, as well as a driving force of the revolution.

Ho Chi Minh identified both general and period-specific objectives for building the intellectual contingent.

The general objectives include: (1) Building a contingent of intellectuals that is sufficient in quantity, improved in quality, and rational in its occupational, gender, and ethnic composition; (2) Ensuring that intellectuals are both virtuous and talented, where "talent" refers to professional knowledge and understanding in both specialized fields and the natural and social sciences, while "virtue" encompasses creativity, foresight, responsibility, and political-ideological steadfastness, with politics as the foundation; (3) Guaranteeing intergenerational continuity, with particular attention to developing a young

intellectual generation as the successor force.

Within each historical period, the specific objectives were adjusted to fit the revolutionary tasks and national circumstances, while remaining aligned with these overarching goals.

2.2.3. Content of Building the Intellectual Contingent

First, developing the intellectual contingent in terms of quantity.

Second, improving the contingent's quality.

Ho Chi Minh emphasized that an intellectual must be well-rounded in both "virtue" and "talent," with morality placed foremost.

Third, structuring the intellectual contingent appropriately:

By professional fields;

By gender;

By ethnic composition, with a focus on training and fostering intellectuals from ethnic minority groups;

By age.

2.2.4. Method of Building the Intellectual Contingent

First, raising awareness among the political system and the population about the position and role of intellectuals in the revolutionary cause and national development.

Second, focusing on training, fostering, and effectively utilizing intellectuals.

Third, creating favorable working conditions and adopting appropriate remuneration policies.

Fourth, fostering a democratic working environment in which intellectuals can maximize their creativity and actively contribute to the cause of the Vietnamese revolution.

Chapter 2 summary

In conclusion, Ho Chi Minh's guiding viewpoints on intellectuals and the building of the intellectual contingent constitute a valuable legacy, providing strategic orientation for the formulation of the Party's and State's guidelines, policies, and measures for building the intellectual contingent during the period of renovation and national development in general, and for their application to building the intellectual contingent in the Central Highlands in particular, in the new context.

CHAPTER3

CURRENT SITUATION AND EMERGING ISSUES IN BUILDING THE INTELLECTUAL CONTINGENT IN THE CENTRAL HIGHLANDS ACCORDING TO HO CHI MINH'S IDEOLOGY

3.1. OVERVIEW OF THE CENTRAL HIGHLANDS

3.1.1. Geographical Location and Natural Conditions

The Central Highlands is a plateau region encompassing the administrative boundaries of five provinces: Kon Tum, Gia Lai, Dak Lak, Dak Nong, and Lam Dong (currently reorganized into three provinces: Gia Lai - formed by merging the former Gia Lai and Binh Dinh provinces; Dak Lak - formed by merging Dak Lak and Phu Yen provinces; and Lam Dong - formed by merging Lam Dong, Dak Nong, and Binh Thuan provinces), accounting for 16.46% of the nation's total area (as of June 11, 2025). To the north, the Central Highlands borders Kon Tum Province in the majestic Trường Sơn mountain range (adjacent to the northern part of Quang Nam Province); to the south, it connects to the provinces of the Southeastern region; to the east, it borders the coastal provinces of Central Vietnam; and to the west, it shares boundaries with Binh Phuoc Province and the nations of Laos and Cambodia, with a national border stretching nearly 600 kilometers. Such a geographical position offers favorable conditions for regional linkages in human resource development, training, and nurturing of intellectuals. At the same time, adjacency to economically dynamic regions poses challenges for the Central Highlands in attracting and retaining highly qualified intellectuals committed to long-term service in the region.

The Central Highlands possesses abundant advantages in climate, soil, mineral resources, and other natural endowments rarely found elsewhere. These features necessitate the construction and development of an intellectual contingent focused on sectors where the region holds competitive advantages, ensuring optimal exploitation of local potential and strengths, such as high-tech agriculture, green and circular economy, agro-forestry-fisheries processing industries, mineral extraction and processing industries, and tourism.

3.1.2. Economic Characteristics of the Central Highlands

As one of Vietnam's six socio-economic regions, the Central Highlands has, since the launch of the national renewal, witnessed localities intensifying industrialization, modernization, and international economic integration, thereby opening numerous development opportunities. The region's overall economy has seen marked improvement. However, economic development remains unsustainable, with growth largely driven by extensive expansion.

Foreign investment projects remain limited, and economic growth continues to rely heavily on the exploitation of natural resources and the use of low-cost, low-skilled labor. Investment in science and technology remains modest. These economic characteristics have exerted a significant influence on the intellectual development policies of localities within the Central Highlands.

3.1.3. Historical, Cultural, and Social Characteristics of the Central Highlands

An analysis of the historical, cultural, and human factors shaping the Central Highlands reveals that the region's intellectual contingent has distinct characteristics. Before 1975, intellectuals in the Central Highlands were primarily from ethnic minority groups, comprising both those trained through formal education and those recognized as "folk intellectuals" or "traditional scholars." This historical pattern has influenced the adoption of special policies in building the intellectual contingent in the region.

3.2. THE CURRENT STATE OF BUILDING THE INTELLECTUAL CONTINGENT IN THE CENTRAL HIGHLANDS ACCORDING TO HO CHI MINH'S IDEOLOGY - ACHIEVEMENTS, LIMITATIONS, AND CAUSES

3.2.1. Achievements and Underlying Causes in Building the Intellectual Contingent in the Central Highlands according to Ho Chi Minh's ideology

3.2.1.1. Achievements

First, the awareness of stakeholders and social forces regarding the position and role of the intellectual contingent has become increasingly clear in tandem with the country's development.

*** From the perspective of the Party and the State:**

Guided by Ho Chi Minh's ideology on intellectuals and the building of an intellectual contingent during the Renovation period, the Communist Party of Vietnam has progressively deepened its correct and lucid understanding of the position and role of intellectuals in dialectical relation to the revolutionary cause of the Party and the Vietnamese nation. This recognition, affirmed through successive National Party Congresses, has served as the basis for formulating sound orientations and policies in building and developing the intellectual contingent.

*** From the perspective of the Vietnam Fatherland Front and socio-political organizations:**

Throughout his lifetime, President Ho Chi Minh attached great importance to the role and responsibility of the Vietnam Fatherland Front and socio-political organizations in mobilizing, attracting, and uniting intellectuals.

Internalizing Ho Chi Minh's viewpoint, the provincial Fatherland Front organizations in the Central Highlands, under the leadership of the Party, have gained an increasingly clear understanding of the intellectual contingent's pivotal role, as well as the responsibility of member organizations to gather and effectively promote intellectuals' contributions.

**** From the perspective of the intellectuals themselves:***

The status of intellectuals is determined not only by recognition from the Party and State, but also by the agency and self-assertion of intellectuals through active engagement in their societal roles. In striving to become "intellectuals of the people" in the spirit of Ho Chi Minh, the intellectuals of the Central Highlands have recognized that they are not merely passive recipients of "building" but active agents in shaping and driving this process.

Second, the forms and measures adopted to build the intellectual workforce in the Central Highlands according to Ho Chi Minh's ideology have become increasingly diverse.

First, training and fostering intellectuals:

Consistent with Ho Chi Minh's view that education and training are the foremost means of building the intellectual contingent, the education, training, and professional development of intellectuals in the Central Highlands have been prioritized and invested in over recent years, yielding tangible results. The scale of higher education has expanded rapidly, with a diversification of disciplines to meet the demands of industrialization, modernization, and international integration in the region. The number of higher education institutions has grown from a single university established in 1976 to nine universities and university branches at present. Cooperative and joint training programs, both domestic and international, have received due attention. Curricula, content, and teaching methods have undergone significant reform in the spirit of Ho Chi Minh's ideology, with several programs achieving national and international accreditation, thereby contributing to improved quality in intellectual training.

Second, attracting, incentivizing, and utilizing intellectuals:

The application of Ho Chi Minh's ideology in attracting, rewarding, and employing intellectuals in the Central Highlands has yielded notable, albeit initial, results. While the region has yet to attract a significant number of highly qualified intellectuals or leading experts in certain critical sectors, local authorities have maximized the available high-quality human resources by assigning intellectuals to positions aligned with their competencies, expertise, and strengths. As a result, many intellectuals recruited into the political system have performed effectively, fulfilled their duties, and maintained long-term commitments to their institutions and localities. These achievements reflect the combined efforts of both the intellectuals themselves and the provincial administrations.

Third, providing working conditions and environments:

In Ho Chi Minh's ideology on building the intellectual contingent, creating favorable conditions and environments was a matter of particular concern, aimed at fostering democratic workspaces and providing the necessary resources for intellectuals to fully exercise their talents and responsibilities in the cause of national liberation and socialist construction. In applying this principle in the contemporary context, the provinces of the Central Highlands have invested in facilities, equipment, and essential working conditions to support intellectuals in their research, innovation, and institutional missions.

Third, the intellectual workforce in the Central Highlands has developed in terms of quantity, quality, and structural diversity, in line with the objectives outlined in Ho Chi Minh's ideology.

The practical development of the intellectual contingent in the region reflects the effective application of Ho Chi Minh's ideas, meeting key requirements in building intellectual capacity. The number of intellectuals has steadily increased across different periods, contributing significantly to the industrialization and modernization of the provinces. Quality development has been pursued in terms of *competencies* (academic qualifications, scientific research activities, consultancy and critique, foreign language and IT proficiency, and political theory) as well as moral *standards* (personal ethics and professional integrity). The structure of the intellectual contingent is diverse in terms of socio-economic background, educational attainment, ethnicity, gender, field of training, professional sector, and age group.

3.2.1.2. Causes of Achievements

First, the timely attention of the Party, the State, and Party committees and local authorities at all levels in the Central Highlands to the task of building the intellectual contingent.

Second, the achievements of industrialization, modernization, and international integration in the Central Highlands localities have created opportunities for intellectuals to access modern science and technology, enjoy improved infrastructure, and benefit from the establishment of high-quality institutes and research centers, thereby generating favorable conditions for research, innovation, and the practical application of knowledge.

Third, the efforts of the intellectuals themselves constitute a direct and highly significant factor in building the intellectual contingent in the Central Highlands.

3.2.2. Limitations in Building the Intellectual Contingent in the Central Highlands according to Ho Chi Minh's ideology and Their Causes

3.2.2.1. Limitations in Building the Intellectual Contingent in the Central Highlands according to Ho Chi Minh's Ideology

Although the application and development of Ho Chi Minh's ideology in building the intellectual contingent in the Central Highlands during the

Renovation period has yielded notable achievements, certain limitations persist, failing to fully meet the development requirements of the region in the new context. Specifically:

First, while the quantity and quality of the intellectual workforce in the Central Highlands essentially meet the socio-economic development needs of the localities, there remains a shortage of highly qualified intellectuals and leading experts in key fields.

Second, the structural composition of the intellectual contingent still exhibits significant imbalances.

Third, shortcomings remain in the work of education, training, and professional development of intellectuals in the Central Highlands.

Fourth, the attraction and utilization of intellectuals in the region have not achieved high effectiveness, resulting in brain drain and the waste of human resources.

3.2.2.2. Causes of the Limitations

First, the perceptions of some Party committees, local authorities, and leaders at various levels regarding the position, role, and contributions of the intellectual contingent to local socio-economic development remain incomplete and insufficiently profound, as measured against Ho Chi Minh's guidance. Consequently, in directing the building of the intellectual contingent, their efforts have sometimes lacked decisiveness, with results falling short of expectations.

Second, the quality of training and professional development of intellectuals in the Central Highlands does not yet meet the requirements of national development and international integration. The insufficient linkage between education-training and the actual utilization of intellectuals has led to a waste of human resources.

Third, the mechanisms for attracting and incentivizing intellectuals in the Central Highlands remain inadequate and insufficiently competitive to draw in and retain the high-caliber intellectuals essential for local development.

Fourth, working conditions and environments have not been improved in time to meet the demands of building the intellectual contingent in the new context.

Fifth, there are also causes originating from the intellectuals themselves.

3.3. ISSUES ARISING IN THE DEVELOPMENT OF THE INTELLECTUAL CONTINGENT IN THE CENTRAL HIGHLANDS TODAY ACCORDING TO HO CHI MINH'S IDEOLOGY.

First, the intellectual workforce plays a particularly important role in the sustainable development of the Central Highlands; however, awareness of the significance of training, fostering, and building this workforce remains inadequate and disproportionate to its importance.

Second, the requirements concerning the quantity, quality, and structure of the intellectual contingent for the sustainable development of the Central Highlands are increasingly high, while training and fostering efforts remain limited and fragmented, failing to meet the urgent demands.

Third, The policies on the utilization, remuneration, and investment resources of the State and society have not yet met the requirements for attracting intellectuals to the Central Highlands.

Fourth, the content, programs, and methods of training and fostering have not undergone significant innovation and still fail to meet the objectives and requirements of development the intellectual contingent in the Central Highlands during the period of industrialization and modernization.

Fifth, working conditions, physical facilities, and the research environment remain inadequate and lacking, while there is an urgent need to create favorable conditions in all aspects to fully harness the intellect and creativity of the intellectual contingent in the Central Highlands.

Chapter 3 summary

The Central Highlands is a region characterized by distinctive political, economic, cultural, and social factors. These specific characteristics have had a profound influence on the features and formation process of the intellectual workforce in the region. The Central Highlands is home not only to intellectuals of Kinh ethnicity but also to many intellectuals from ethnic minorities, as well as those trained at the university level or higher, alongside traditional folk intellectuals. Together, they constitute a valuable potential and advantage in terms of high-quality human resources for the socio-economic development of this challenging region.

Over more than 15 years of implementing Resolution No. 27 on building the intellectual contingent during the period of accelerated industrialization and modernization, localities in the Central Highlands have consistently given attention, direction, and effort through concrete action programs, plans, and strategies implemented at all levels and across all sectors. As a result, the intellectual workforce in the Central Highlands has seen significant improvements in quantity, quality, and structure, especially in recent years. However, the process of building this contingent continues to face barriers that pose numerous challenges requiring timely resolution.

CHAPTER 4

ORIENTATIONS AND SOLUTIONS CONTINUE TO BUILDING THE INTELLECTUAL CONTINGENT IN THE CENTRAL HIGHLANDS ACCORDING TO HO CHI MINH'S IDEOLOGY

4.1. FORECAST OF FACTORS INFLUENCING THE DEVELOPMENT OF THE INTELLECTUAL CONTINGENT IN THE CENTRAL HIGHLANDS (TO 2030, WITH A VISION TO 2045)

4.1.1. Impacts of the International Context

In the coming years, the global and regional situation is forecast to undergo profound transformations, exerting a strong influence across all areas of social life, and the intellectual contingent will be no exception. These changes will present both opportunities and considerable challenges for the intellectual community in Viet Nam in general and in the Central Highlands in particular.

First, globalization and international integration will continue to be the dominant trend in the third decade of the 21st century.

Second, the contemporary world is entering a new era marked by the rise of science and technology, innovation, and digital transformation.

Third, climate change will remain a major challenge facing humanity worldwide.

4.1.2. Impacts of the Domestic Context

After nearly 40 years of Renovation, Viet Nam has continuously affirmed its position and enhanced its prestige in the international community, emerging as one of the dynamic economic centers of Southeast Asia and the world. The country's national defense and security capabilities have been maintained, making important contributions to peace, stability, security, and environmental protection both regionally and globally. However, in the time ahead, Viet Nam will continue to face significant challenges, including the risk of falling further behind in technology, the potential of being trapped in the middle-income bracket, widening wealth disparities, climate change, and environmental degradation. In this context, Viet Nam remains steadfast in its commitment to enhancing the quality of its human resources - one of the top priorities of the Party and State - to transform challenges into opportunities and realize the national aspiration for a prosperous, developed, and happy country.

4.1.3. Intra-Regional Impacts

First, challenges in the field of education and training.

Second, the an urgent demand for rapid development in science and technology.

Third, the impacts of climate change.

Fourth, the increasing activities of hostile forces seeking to distort, incite, divide, and undermine the great unity of ethnic communities in the Central Highlands.

4.2. ORIENTATIONS FOR BUILDING THE INTELLECTUAL CONTINGENT IN THE CENTRAL HIGHLANDS TO 2030, WITH A VISION TO 2045 ACCORDING TO HO CHI MINH'S IDEOLOGY

Drawing from practical experience, the achievements attained, and the limitations encountered in the process of developing the intellectual workforce in the Central Highlands, and based on Ho Chi Minh's ideology, the guiding viewpoints of the Communist Party of Viet Nam on building the intellectual community, as well as the actual conditions of the region, this study identifies the following key orientations for the coming period:

4.2.1. The development of the intellectual contingent in the Central Highlands must be aligned with the national guidelines and policies on building the intellectual community, while formulating and implementing region-specific policies for training and human resource development to improve the quality of the Central Highlands' human capital.

4.2.2. Promote the role of all stakeholders, implement a comprehensive set of solutions, and maximize the mobilization of all available resources to build the intellectual workforce in the Central Highlands.

4.2.3. Strengthen investment in building the intellectual workforce to ensure sufficient quantity, quality, and structure, meeting the socio-economic development requirements of the Central Highlands.

4.3. SOLUTIONS CONTINUE TO BUILDING THE INTELLECTUAL CONTINGENT IN THE CENTRAL HIGHLANDS BY 2030, WITH A VISION TOWARDS 2045, ACCORDING TO HO CHI MINH'S IDEOLOGY

4.3.1. Raising the awareness and responsibility of the political system and social organizations regarding the position and role of the intellectual contingent in the sustainable development of the Central Highlands

First, enhance the awareness of Party committees, local authorities in the Central Highlands, and political-social organizations concerning the position and role of intellectuals.

Second, raise public awareness among the people of the Central Highlands about the position and role of intellectuals.

4.3.2. Innovating the content and methods of training, fostering, and utilizing intellectuals, with particular attention to training and employing intellectuals of indigenous ethnic minorities in the Central Highlands

** On training and fostering intellectuals in the Central Highlands*

Firstly, continue diversifying forms of training to ensure equity in education.

Secondly, reform the objectives, content, curricula, and methods of education, training, and professional development to align with societal needs.

Thirdly, improve the quality of teachers and lecturers.

Fourthly, reform policies supporting the training and professional development of intellectuals, especially those from indigenous ethnic minorities of the Central Highlands.

Fifthly, build a higher education environment in the Central Highlands that respects cultural diversity.

** Training linked to the rational utilization of intellectuals will help maximize high-quality human resources for the prosperous development of the Central Highlands.*

4.3.3. Building and perfecting policies to attract intellectuals to come to, or return to, work in the Central Highlands, with commensurate incentives and honors for the intellectual contingent

Firstly, pay attention to salary, bonuses, housing, transportation, working facilities, and work environment for recruited intellectuals.

Secondly, establish fair and equal competition mechanisms in bidding and the implementation of scientific tasks.

Thirdly, ensure that the recruitment of intellectuals in the Central Highlands adheres to the principle of non-discrimination based on class, social background, religion, or ethnicity, and does not differentiate between domestic and overseas intellectuals, as long as they possess talent, dedication, and a willingness to commit to the prosperous development of the Central Highlands.

Fourthly, create opportunities for highly qualified intellectuals to advance, ensuring they are “talented, virtuous, entrusted with position and authority,” while also enabling them to continuously study and improve their ethics, political awareness, and professional expertise.

Fifthly, formulate specific local policies for young intellectuals and intellectuals from ethnic minorities who volunteer to work in remote mountainous areas; after a trial period, assign them challenging tasks and leadership positions.

Sixthly, as intellectuals highly value honor as a sacred and noble principle of life, they continue to innovate forms of recognition and commendation for it.

4.3.4. Creating a favorable working environment and conditions for the intellectual contingent in the Central Highlands to conduct activities, research, and innovation

Firstly, facilitate research, development, and support for innovation.

Secondly, provide conditions for intellectuals to engage in academic exchange and scientific debate openly and democratically.

Thirdly, establish multiple formal forums for intellectuals in the Central Highlands to debate and contribute to policy critique.

Fourthly, build a cadre team with a democratic working style - this is vital for enhancing work efficiency, strengthening intellectuals’ trust in leadership, and fostering a positive, creative work environment.

Fifthly, expand and ensure democratic practices for intellectuals from ethnic minorities in the Central Highlands. This is significant not only for sustainable regional development but also for demonstrating respect for cultural diversity and equality among all citizens.

4.3.5. Promoting the revolutionary patriotic tradition and the proactive, self-reliant, comprehensive development of the intellectual contingent in the Central Highlands

First, inspire patriotism, revolutionary tradition, and the spirit of self-reliance and resilience among Central Highlands intellectuals.

Second, the intellectual contingent in the Central Highlands should “take the initiative to reach out to workers and farmers” to forge a united bloc of workers-peasants-intellectuals, link theory with practice, and stimulate intellectual creativity.

Third, the intellectual contingent in the Central Highlands should intensify the study and emulation of Ho Chi Minh’s moral example - especially his spirit of lifelong self-study, discipline, and tireless striving.

Chapter 4 summary

Continuing to apply and creatively develop Ho Chi Minh’s ideology and the viewpoints of the Communist Party of Viet Nam on building the intellectual contingent, while remaining closely aligned with the actual conditions of the nation and the Central Highlands, all the orientations and solutions presented reflect the urgent, objective needs and the comprehensive understanding required for developing the intellectual force in the Central Highlands in the coming period. The proposed solutions are systematic and dialectical, forming a unified whole; therefore, in the process of building the intellectual contingent in the Central Highlands, it is essential to implement these measures in a synchronized manner to promote the socio-economic development of the region.

CONCLUSION

Ho Chi Minh’s ideology on building the intellectual contingent constitutes a profound and invaluable legacy that He bequeathed to the Party and the Vietnamese nation. Through a conceptual framework and an approach that are both generalized and specific, Ho Chi Minh provided crucial orientation for identifying the intellectual class in the present era; at the same time, His thought has become a foundational and guiding principle for our Party and State in formulating strategies and policies toward intellectuals. These aim to build a contingent of intellectuals with sufficient quantity, enhanced quality, and balanced structure, thereby ensuring the successful realization of the cause of national industrialization and modernization, and fulfilling the aspiration to build a prosperous and powerful nation.

The Central Highlands is a region marked by distinctive political, economic, cultural, and social characteristics. These particular features have profoundly shaped the traits and development process of the region's intellectual contingent. This land is home not only to Kinh intellectuals but also to many intellectuals from ethnic minority groups, thereby creating valuable potential and advantage in high-quality human resources to serve the socio-economic development of this still-challenging region.

In recent years, by creatively applying Ho Chi Minh's ideology, our Party and State have devoted special attention to the Central Highlands and issued resolutions, strategies, and region-specific policies to promote comprehensive and sustainable development in all spheres. Among these, the building of an intellectual contingent and the cultivation of high-quality human resources have been identified as matters of strategic and decisive importance. Concretizing the Party's viewpoints and the State's policies, the provinces of the Central Highlands have focused on developing training and professional development policies; attracting, rewarding, and utilizing intellectuals; and creating democratic working conditions and environments for them to fully exercise their role. As a result, the intellectual contingent in the Central Highlands has experienced rapid growth in quantity, improvements in quality, and increasingly balanced structural composition; moreover, the material and spiritual life of many intellectuals has been enhanced, enabling them to work with dedication and commitment. However, alongside these achievements, the process of building the intellectual contingent in the Central Highlands still reveals several shortcomings: the awareness of the political system and the general public regarding the position and role of intellectuals remains limited; the quantity, quality, and structural composition of the intellectual contingent have yet to meet the developmental demands of the Central Highlands in the new context; policies on attraction, utilization, remuneration, and recognition have not generated sufficient motivation for intellectuals to realize their full potential, strengthen their role, and maintain long-term attachment to the region - leading to a phenomenon of "brain drain"; training and professional development still fall short of set objectives; and working conditions as well as democratic environments remain constrained. These limitations require Party committees, authorities, the populace, and the intellectual contingent itself to engage in objective assessment of reality, thereby proposing region-specific solutions to build an intellectual contingent in the Central Highlands that meets the socio-economic development requirements of the coming period.

Based on analyzing the current situation and clarifying the causes behind both achievements and shortcomings in building the intellectual contingent in the Central Highlands, this study proposes orientations and solutions for building the intellectual contingent in line with Ho Chi Minh's thought, while remaining closely aligned with the distinctive conditions of the research area. The objective is to contribute to fostering an intellectual contingent with adequate quantity, enhanced quality, and harmonious structural composition, capable of meeting the requirements of industrialization, modernization, and international integration of the Central Highlands in the current new stage. Specifically, the dissertation proposes several solutions, including: enhancing the awareness and responsibility of the political system regarding the position and role of the intellectual contingent in the sustainable development of the Central Highlands; innovating and improving the quality of training, professional development, and utilization of the intellectual contingent, with particular emphasis on training and employing intellectuals from indigenous ethnic minorities; formulating and refining policies to attract intellectuals to, or back to, work in the Central Highlands while ensuring appropriate incentives and recognition; creating favorable working environments and conditions for the intellectual contingent in the region; and promoting the revolutionary patriotic tradition and the active, proactive, and comprehensive self-development of the intellectual contingent in the Central Highlands.

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