

Translation



This document, issued by the Chinese Academy of Sciences (CAS) in 2011, details the number and affiliation of CAS-sponsored candidates for China's "Youth Thousand Talents Program." The Youth Thousand Talents Program is one of many Chinese government programs designed to recruit foreigners or Chinese living overseas, particularly those with strong S&T skills, to move to China and help improve China's technology base. Under the Youth Thousand Talents Program, prospective employers in China, such as CAS, are responsible for identifying overseas talent they wish to recruit, and must then submit applications to the Program on behalf of their chosen candidates.

Title

Situation Report on CAS' Work on the "Youth Thousand Talents Program"
我院“青年千人计划”工作情况通报

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Situation Report

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Note: The nation's first batch of Youth Thousand Talents Program (“青年千人计划”) application and review work has come to an end. In order to further promote the Chinese Academy of Sciences' (CAS) Youth Thousand Talents Program talent recruitment work, the CAS Bureau of Personnel and Education summarized the application work from the first batch of the Youth Thousand Talents Program, analyzed relevant issues, and put forward ideas and suggestions for subsequent work. The relevant content is now published for reference by all units.

Work Situation Report on CAS' Youth Thousand Talents Program

Bureau of Personnel and Education

In December 2010, China issued the *Notice on Carrying Out Application Work for the Sixth Batch of the Thousand Talents Program* (“千人计划”) and the *Notice on Printing and Distributing the "Working Rules for the Introduction of Young High-level Talents from Overseas."* In order to organize the related work, the Bureau of Personnel and Education issued the above documents to the primary responsible personnel in the various units of CAS through special channels at the end of December 2010. When the first batch of applications started in January 2011, a CAS-wide video conference was held to convey the spirit and set out the details for application work. So far, the application and evaluation work for the first batch of the Youth Thousand Talents Program has been completed, and the application work for the second batch is about to start. Relevant situations:

I. Basic Application and Evaluation Situation for the First Batch

(i) Application Situation

A total of 44 units from throughout CAS recommended 204 applications (see Annex 1), accounting for 19.7% of nationwide applications (1,033 applicants in total). The average age of CAS applicants was 35 years. 152 were from the United States, accounting for 74.5%; 20 held foreign job titles equivalent to assistant professor or above, accounting for 9.8%; and 76 were postdoctoral researchers, accounting for 37.3%.

The distribution of CAS applicants in the six fields set out by the Central Organization Department is shown in Table 1.

Table 1: Distribution of CAS applicants in the six fields set out by the Central Organization Department

Field	Nationwide Applicants	CAS Applicants	CAS Applicants as a Proportion of Nationwide Applicants
Mathematics	112	37	33.0%
Chemistry	108	34	31.5%
Environment	96	16	16.7%
Information	191	27	14.1%

Engineering	264	25	9.5%
Life Sciences	262	65	24.8%
Total	1033	204	19.7%

The regional distribution of applicants shows that CAS applicants were concentrated in Hefei, Beijing, and Shanghai, with very few applicants coming from western regions (see Table 2). In terms of units, the University of Science and Technology of China had the largest number of applicants at 52. Next came the Shenzhen Institutes of Advanced Technology with 16 applicants, the Shanghai Institutes for Biological Sciences and the Suzhou Institute of Nano-Tech and Nano-Bionics with 15 applicants each, and the Hefei Institutes of Physical Science at 11 applicants. 63 units did not recommend candidates.

Table 2: Regional Distribution of CAS Applicants (Hefei includes both the University of Science and Technology of China and the Hefei Institutes of Physical Science)

Region	Hefei	Beijing	Shanghai	Guangzhou	Nanjing	Shenyang	Changchun	Wuhan	Xi'an	Xinjiang	Lanzhou	Chengdu	Kunming	Total
Applicants	63	47	31	24	18	10	1	5	4	1	0	0	0	204

(ii) Evaluation Work

1. Evaluation Process

The evaluation for the first batch of the Youth Thousand Talents Program was divided into four stages: formal review, communication review, on-site review, and public announcement. Evaluations were organized for six fields: mathematics; chemistry; environmental and earth sciences; information, engineering and materials; and life sciences.

(1) Formal Review

The formal review consists of a preliminary review of the application materials. The main operation process of the Youth Thousand Talents Program formal review is to first send the materials of all applicants in each field to three peer experts in the appropriate field for initial evaluation. If two of the experts give the applicant a passing score, the applicant will pass this round.

(2) Communication Review

The Youth Thousand Talents Program communication review expert database is composed of inductees to the Thousand Talents Program and domestic experts recommended by the CAS, the Ministry of Education, the China Scholarship Council, and the Ministry of Science and Technology. Of the over 7,600 experts in the database, nearly 2,000 are from the CAS. Seven to 11 communication review experts from the communication review expert database are automatically matched to each applicant by the system according to the relevant algorithm. These experts must include two experts from the Thousand Talents Program.

(3) On-site Review

This time, a total of 46 experts were invited to take part in on-site reviews for the Youth Thousand Talents Program, all of whom were selected from the national Thousand Talents Program. Among them, 35 experts were from universities, accounting for 76.1% of the total, while only five experts came from CAS, accounting for 10.9%. The low proportion of on-site review experts from the CAS is mainly due to the low proportion of Thousand Talents Program inductees from CAS (about 10%).

During the on-site review, 7-8 review experts were invited for each discipline group. In principle, the evaluation results are determined with reference to the average of the scores given by the experts. The specific evaluation principles are shown in Table 3.

Table 3: Youth Thousand Talents Program Evaluation Principles

Expert Score (Average Score)	Evaluation Result	Support Provided	
≥ 85	Priority Recruitment	Laboratory Research: Theoretical Research:	RMB 3 million RMB 2 million
70 to 85	Possible Recruitment	Laboratory Research: Theoretical Research:	RMB 2 million RMB 1 million
< 70	No Recruitment	No Support	

2. Evaluation Results

Of the 1,033 applicants nationwide, 718 passed the formal review, 215 passed the communication review, and 152 passed the on-site review to enter the announcement stage. A total of 43 applicants from CAS passed the on-site review to enter the public announcement state (including 16 students from the University of Science and Technology), accounting for 28.3% of the total. For details, see Table 4 and Table 5.

Table 4: CAS Applicants in Each Stage of the Youth Thousand Talents Program Evaluation Process

Field	Applications	Passed Preliminary Review	Communication Review	Entered Announcement Stage

	Total	CAS	Proportion (%)	Total	CAS	Proportion (%)	Total	CAS	Proportion (%)	Total	CAS	Proportion (%)
Total	1033	204	19.7%	718	157	21.9%	215	57	26.5%	152	43	28.3%

Table 5: CAS Applicants in Each Stage of the Evaluation Process by Field

Field	Mathematics	Chemistry	Environment	Information	Engineering	Life Sciences	Total
Applicants	37	34	16	27	25	65	204
Announced Applicants	7	10	6	5	3	12	43
Pass Rate	18.9%	29.4%	37.5%	18.5%	12.0%	18.5%	21.1%

The above data shows that the average pass rate to the announcement stage of CAS applicants was 21.1%, which was significantly higher than the national average pass rate (14.7%). At the same time, CAS applicants as a proportion of total applicants gradually increased from the application stage to formal review, to communication review, and to on-site review, indicating that our candidates are relatively high-quality and competitive.

III. Analysis of Problems

Many CAS-affiliated units have not done sufficient cumulative work in contacting and negotiating with overseas talents, which influences the number of applicants. When China kicked off the application work for the first batch of the Youth Thousand Talents Program, we carried out special mobilization and deployment for CAS-affiliated units. However, in the end, only 44 CAS-affiliated units submitted candidates, while the remaining 63 units (including units under construction, see Table 6 for details) did not recommend any applicants. We believe that this is mainly due to insufficient cumulative work related to overseas talent contact and negotiation in some units. In addition, the deadline for the first batch of applicants was very tight, and it was difficult to select suitable candidates in a short time. This problem was particularly apparent in the western region.

Therefore, although the average pass rate of applicants from the CAS was high, due to the limited number of applicants, the number of people who finally entered the announcement stage did not represent a high enough proportion of total applicants (28.3%).

IV. Considerations for the Next Stage of Work

The Central Organization Department issued the notification for the second batch of the Youth Thousand Talents Program on September 2. In order to further organize our work for the Youth Thousand Talents Program, the CAS Talent Office will further strengthen propaganda and

mobilization efforts, mobilize the enthusiasm of all units, strengthen contacts with overseas talents, actively identify candidates, and strive to expand the number of applicants to the Youth Thousand Talents Program.

(i) The Bureau of Personnel and Education will again write to the primary leaders of each unit who did not recommend any applicants in the first batch to further explain the policy and to invite them to effectively organize and identify candidates.

(ii) The Bureau of Personnel and Education plans to organize a CAS-wide video conference on September 14 to further publicize the program, analyze the relevant situations, and mobilize all units to effectively carry out the applicant work for the second batch.

(iii) Optimize the management workflow of the Hundred Talents Program (“百人计划”) and guide qualified candidates to apply for the Youth Thousand Talents Program through the filing and review stages. In principle, for those who meet the requirements of the Youth Thousand Talents Program but fail to apply, the CAS will not support them through the 100 Person Plan.

(iv) To encourage all units to actively promote the Youth Thousand Talents Program, we recommend that the human metrics (人类指标) of the Hundred Talents Program be adjusted and controlled by the CAS to give preference to units that work actively and achieve significant results in the recruitment of talent through the Thousand Talents Program.

(v) Actively communicate with the Talent Bureau of the Central Organization Department and strive to increase the proportion of experts from CAS among the evaluators.

Table 6: CAS Applications for the First Batch of the Youth Thousand Talents Program

No.	Unit Name	Applicants
1	University of Science and Technology of China	52
2	Shenzhen Institutes of Advanced Technology	16
3	Shanghai Institutes for Biological Sciences	15
4	Suzhou Institutes of Nano-Tech and Nano-Bionics	15
5	Hefei Institutes of Physical Science	11
6	Dalian Institute of Chemical Physics	9
7	Institute of Process Engineering	7
8	Institute of Microbiology	7
9	Guangzhou Institute of Biomedicine and Health	6
10	Institute of Biophysics	5
11	Beijing Institute of Genomics	4
12	Shanghai institute of Organic Chemistry	4
13	Institute of Physics	4
14	Institute of Psychology	4
15	Institute of Mechanics	3
16	Ningbo Institute of Materials Technology & Engineering	3
17	Shanghai Institute of Microsystem and Information Technology	3

18	Institute of Microelectronics	3
19	Xi'an Institute of Optics and Precision Mechanics	3
20	Shanghai Institute of Materia Medica	2
21	Academy of Mathematics and Systems Science	2
22	Wuhan Institute of Physics and Mathematics	2
23	Wuhan Institute of Rock and Soil Mechanics	2
24	Institute of Genetics And Developmental Biology	2
25	Changchun Institute of Optics, Fine Mechanics, and Physics	1
26	Center for Earth Observation and Digital Earth	1
27	Institute of Vertebrate Paleontology and Paleoanthropology	1
28	National Time Service Center	1
29	Institute of Chemistry	1
30	South China Sea Institute of Oceanology	1
31	Nanjing Institute of Geography and Limnology	1
32	Institute of Tibetan Plateau Research	1
33	Qingdao Institute of Bioenergy & Bioprocess Technology	1
34	Shanghai Institute of Ceramics	1
35	Institute Pasteur of Shanghai	1
36	Shanghai Institute of Applied Physics	1
37	Shanghai Advanced Research Institute (under construction)	1
38	Institute of Acoustics	1
39	Institute of Hydrobiology	1
40	Suzhou Institute of Biomedical Engineering and Technology	1
41	Xinjiang Ecology And Geography Institute	1
42	Institute of Subtropical Agriculture	1
43	Institute of Botany	1
44	Purple Mountain Observatory	1
45	Institute of Semiconductors	0
46	Institute of Geodesy and Geophysics	0
47	Changchun Institute of Applied Chemistry	0
48	Chengdu Institute of Mountain Hazards and Environment	0
49	Chengdu Institute of Biology	0
50	Institute of Urban Environment	0
51	Institute of Atmospheric Physics	0
52	Institute of Geographic Sciences and Natural Resources	0
53	Institute of Geochemistry	0
54	Institute of Earth Environment	0
55	Institute of Geology and Geophysics	0
56	Institute of Electrical Engineering	0
57	Institute of Electronics	0
58	Northeast Institute of Geography and Agroecology	0
59	Institute of Zoology	0
60	Institute of High Energy Physics	0

61	Institute of Engineering Thermophysics	0
62	Institute of Optics and Electronics	0
63	Institute of Optoelectronics	0
64	Guangzhou Institute of Geochemistry	0
65	Guangzhou Institute of Energy Conversion	0
66	National Center for Nanoscience and Technology	0
67	National Astronomical Observatory of China	0
68	Haixi Research Institute (under construction)	0
69	Institute of Oceanology	0
70	Cold and Arid Regions Environmental and Engineering Research Institute	0
71	South China Botanical Garden	0
72	Institute of Computing Technology	0
73	Institute of Metal Research	0
74	Institute of Modern Physics	0
75	Institute of Science and Technology Policy and Management Science	0
76	Center for Space Science and Applied Research	0
77	Kunming Institute of Zoology	0
78	Kunming Institute of Botany	0
79	Lanzhou Institute of Chemical Physics	0
80	Technical Institute of Physics and Chemistry	0
81	Institute of Theoretical Physics	0
82	Nanjing Institute of Geology and Paleontology	0
83	Nanjing Institute of Soil Science	0
84	Qinghai Institute of Salt Lakes	0
85	Institute of Software	0
86	Institute of Coal Chemistry	0
87	Shanghai Institute of Optics and Fine Mechanics	0
88	Shanghai Institute of Technical Physics	0
89	Shanghai Astronomical Observatory	0
90	Shenyang Institute of Applied Ecology	0
91	Shenyang Institute of Automation	0
92	Research Center for Eco-Environmental Sciences	0
93	Institute of Water and Soil Conservation	0
94	Wuhan Institute of Virology	0
95	Wuhan Botanical Garden	0
96	Northwest Institute of Plateau Biology	0
97	Xishuangbanna Tropical Botanical Garden	0
98	Xinjiang Technical Institute of Physics and Chemistry	0
99	Yantai Institute of Coastal Zone Research	0
100	Institute of Remote Sensing Applications	0
101	Graduate School of Chinese Academy of Sciences	0

102	Institute of Automation	0
103	Institute for History of Natural Sciences	0
104	Sanya Institute of Deep-Sea Science and Engineering (under construction)	0
105	Tianjin Institute of Industrial Biotechnology (under construction)	0
106	Institute of Information Engineering (under construction)	0
107	Institute of Space Technology (under construction)	0
Total	204	

Send to: Leaders of CAS and relevant departments of CAS-affiliated units and institutions.
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