

Talent Recruitment Programs

Script

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Introduction

- Are you familiar with **talent recruitment programs**?
- Do you know how to participate in them appropriately?
- The University of California (UC) values and encourages international partnerships and global research.
- However, this collaborative approach may malign foreign influence and risk exploitation.
- You can help UC adhere to government guidelines and support research integrity.
- Let's talk more about how to recognize **talent recruitment programs, risks of participation, and reporting requirements**.

Talent Recruitment Programs

- A **talent recruitment program** is any foreign government-run or -funded program meant to attract individuals who are working or educated in the U.S.
- Talent recruitment programs may aim to acquire U.S.-funded research and technology in exchange for financial support and other resources.
 - These programs recruit individuals of all nationalities and often target scientists, engineers, academics, and researchers.
- It is important to note that not all talent recruitment programs look alike.
- They have varying names, depending on the country of initiation, and can be associated with *any country's government*.

Risks

- Many countries sponsor recruitment programs to attract researchers for legitimate purposes.
- However, **be aware of programs** that require or encourage **criminal and unethical behaviors**.
- This may look like:
 - Creating **undisclosed conflicts of commitment and conflicts of interest** with your obligations to UC or funding agencies
 - **Misattributing awards**, patents, publications, and projects to the foreign institution; and
 - **Replicating or transferring U.C.- or agency-funded work** to another country
- You are not prohibited from participating in talent recruitment programs altogether.
- But conditions of such programs may conflict with federal agencies or UC policies and sponsor requirements.
- Some participation may also pose risks to U.S. national security.
- Therefore, certain agencies may prohibit participation in talent recruitment programs by their grantees.

Reporting Requirements

- To protect everyone involved, you should **disclose foreign relationships and activities** in accordance with UC policy and sponsor requirements.
- Carefully **review all agreements** and thoroughly vet all arrangements with foreign entities.
- **Make necessary disclosures** related to conflict of interest and conflict of commitment, per UC policy.

- Disclose participation in a recruitment program through the UC **Outside Activities Tracking System (OATS)**.
- Your participation may also require disclosure of conflicts of interest. Follow your campus process for submitting the required disclosure forms.
- Report involvement with recruitment programs to **federal sponsors** through other support pages (e.g., NIH)
- Also, update **biographical sketches** to include foreign affiliations, even positions with no remuneration or which are voluntary.
- Disclose obligations to a talent recruitment program to avoid:
 - **Violating federal disclosure requirements**, which could result in prohibition from participating in federally sponsored research, as well as financial implications to UC or your lab.
- Disclose details such as:
 - patent ownership, required research visitors in the faculty member's lab, and required publications
- If you are unsure about terms, conditions, or expectations related to your international engagements, **consult your local Office of Research**.
 - Your department chair and other UC experts can review your situation and offer guidance.
- You may also contact your department leadership, compliance offices and office of general counsel if you are approached by representatives of a federal agency or law enforcement.

Conclusion

- The UC believes research and academic scholarship work best with open collaboration.
- Thank you for your careful consideration about decisions to pursue and disclose foreign engagements.
- Together, we can safely preserve UC's ability to engage internationally.
- For more information, **contact your local campus Research Compliance Office or Conflict of Interest Expert**.
- This message has been brought to you by the University of California Ethics, Compliance & Audit Services and Risk & Safety Training.

Resources:

- [Foreign Influence](#) (UCOP, Ethics, Compliance and Audit Services)
- [Foreign Government Sponsored or Affiliated Activities](#) (Department of Energy Order 486.1A)
- [Conflict of Interest Coordinators](#) (UCOP)
- [UC Conflict of Commitment Policies](#) (APM 025, APM 240, APM 246, APM 671)
- [UC Outside Activity Tracking System](#) (OATS)