

Identifying potential malign foreign talent recruitment programs

A **foreign talent recruitment program (FTRP)** is any program, position or activity that includes compensation in the form of cash, in-kind compensation—including research funding, promised future compensation, complimentary foreign travel, things of inconsequential value, honorific titles, career advancement opportunities, or other types of remuneration or consideration directly provided by a foreign country at any level (national, provincial or local) or their designee, or an entity based in, funded by, or affiliated with a foreign country, whether or not directly sponsored by the foreign country—to an individual, whether directly or indirectly stated in the arrangement, contract or other related documentation.

Participation in malign foreign talent recruitment programs (MFTRPs) by employees (including faculty, postdocs and staff) and students with responsibility for the purpose, design, conduct or reporting of research is prohibited by the University of Colorado Boulder.

There are two steps to identify a MFTRP.

STEP 1. Sponsorship

Determine if the program is sponsored by:

- i. A foreign country of concern or an entity based in a foreign country of concern, whether or not directly sponsored by the foreign country of concern, currently defined as:
 - a. The People's Republic of China
 - b. The Democratic People's Republic of Korea (i.e., North Korea)
 - c. The Russian Federation
 - d. The Islamic Republic of Iran
- ii. An academic institution or a foreign talent recruitment program on the [the 1286 list](#). Note that the 1286 lists are not comprehensive, and programs may change over time. Lack of listing does not guarantee clearance. **For specific inquiries**, contact the Office of Research Integrity at cufso@colorado.edu.

STEP 2. Additional Criteria

Also consider the following prohibited criteria:

- Unauthorized transfer of intellectual property, materials, data or other nonpublic information owned by a U.S. entity or developed with a federal research award to a foreign government or affiliated entity
- Requirement to recruit trainees or researchers
- Establishment of a laboratory, company or employment in violation of federal research award terms
- Inability to terminate the recruitment program contract except in extraordinary circumstances
- Limitations on research capacity or substantial overlap with a federal research award



- Obligation to apply for funding from a sponsoring foreign government's agencies
- Omission of acknowledgment of the recipient institution or federal research agency
- Non-disclosure of participation in the program
- Conflicts of interest or commitment contrary to federal research award terms or university policy

Exclusions

Participation in a Foreign Talent Recruitment Program (FTRP) is not prohibited, but must be disclosed. Only programs deemed malign are prohibited.

The following are not considered MFTRPs as long as the activity is disclosed and not deemed inappropriate by the University of Colorado Boulder Office of Research Integrity:

- **Scholarly Presentations and Publications:**
 - Making scholarly presentations and publishing written materials regarding scientific information
- **International Conferences and Exchanges:**
 - Participating in international conferences or other exchanges that involve open and reciprocal exchange of scientific information for the purpose of advancing international scientific understanding
- **Advising Foreign Students:**
 - Advising a foreign student enrolled at an institution of higher education or writing a recommendation for such a student upon their request
- **Other International Activities:**
 - Engaging in activities partly sponsored or supported by the U.S. Federal Government, such as serving as a government appointee to the board of a joint scientific fund
 - Providing advice or participating in international technical organizations, multilateral scientific organizations and standards-setting bodies
 - Participating in Fulbright Commission programs funded in part by a host country government
 - Routine international scientific exchanges, including providing invited lectures or participating in international peer review panels
 - Involvement in national or international academies or professional societies that produce publications in open scientific literature
 - Taking a sabbatical, serving as a visiting scholar, or pursuing continuing education activities (e.g., receiving a doctorate or professional certification) at an institution of higher education
 - Receiving awards for research and development that enhance the prestige of a federal research agency (e.g., the Nobel Prize)