

# Human Resources



In 2008, CAS adopted a “people-first” approach, and facilitated creative thinking and innovative working principles, thus making great achievements in human resources management.

## Size and Structure of Professional Teams

The total number of staff in institutions under CAS has reached 50,300, including post-doctoral research associates, visiting scholars and professors, technical professionals accounting for 74.6%. Of these, a total of 5,600 have senior professional titles (14.9%), 23.0% have PhD’s and 18.1% hold Masters degrees. The average age of CAS staff was 41.2 with 49.3% of staff being under the age of 40.

## Establishment of the Innovation Team

In 2008, the national program for attracting highly talented overseas

professionals (the 1000 Talents Program) got fully underway. CAS successfully attracted highly qualified and talented overseas professionals through its key disciplines, innovative state projects and laboratories. The CAS Institute of Physics, the Shanghai Institutes for Biological Sciences, the Shenyang National Laboratory for Material Sciences, the Institute of Metal Research and the Hefei National Laboratory of Micro-scale Sciences of the University of Science and Technology of China, amongst others, were selected as the first batch of the 20 “Innovation & Entrepreneurship Bases for Highly Talented Overseas Professionals”.

In 2008, 60 CAS scholars were given awards from the National Natural Science Foundation for Distinguished Young Scholars, accounting for 33.3% of the total number of awards for the whole country. Thirteen research groups were given awards from the National Natural Science Foundation of China for Innovative Research Groups, accounting for 46.4% of the total number of awards for the whole country. Of the 195 scientists selected through the Hundred Talents Program,

*The golden jubilee of the announcement of the “cultivating innovation talents by sticking to combining science with education” principle*



147 were selected via the Program for Attracting Overseas Distinguished Talents, of which 104 scientists have worked in China for more than one year. Also, 88 groups of young researchers and 88 newly employed PhD holders were supported by the “Western Light” talent cultivation program of CAS.

CAS and the State Administration of Foreign Expert Affairs established and approved a trial operation of 19 collaborative teams through the International Partnership Program for Creative Research Teams, attracting 139 elites from both within and outside the Academy, along with 120 overseas scholars. Sixteen of the trial teams passed the evaluations and began operations. Fifty-nine overseas scholars were elected and funded.

CAS continued to strengthen its leadership teams and the training of its personnel. In 2008, reshuffles were carried out in the leadership teams of 47 institutions and the Party Committees of 31 institutions. Further improvements were made to the training programs for leadership teams, including programs for leaders prior to taking up office, for those at the beginning of their appointments and, training programs for those in office. Leaders at various levels from 372 institutes or bureaus participated in training before taking office. Institute-level leaders were given special training at Party Schools, including special seminars and overseas training programs. CAS implemented a variety of educational courses for 4,268 leaders at division level in 2008.

## Education and Training

Some 116 CAS institutions had a total of 43,490 postgraduate students, including 19,861 PhD candidates and

23,629 candidates for Master’s degrees. In 2008, 14,731 postgraduate students were enrolled, an increase of 2.9% over the previous year. The doctoral dissertations of 17 CAS postgraduate students were among those listed as Excellent Doctoral Dissertations at national level in 2008.

CAS expanded the China-Europe Joint Doctoral Fellowship Program in cooperation with the French National Center for Scientific Research and, for the first time, the German Fraunhofer Association. Currently there are 53 doctoral candidates sent by CAS to study in Germany and France.

Other specific accomplishments in relation to CAS general goals and strategic priorities in educational development, included initiation of research on educational development strategy and roadmap, and formulation of educational plan and development roadmap for the years 2010 to 2050. CAS strongly promoted the concept of combining science with education in order to cultivate an innovative spirit through various seminars and workshops.

CAS made remarkable achievements in improving its continuing education and training programs by selecting and recommending appropriate, high quality courses developed by well-known commercial companies. Additionally, CAS strengthened its guidelines for continuing education and expanded its training both in size and quality.

## Policy Adjustment and Management Innovation

CAS proposed the “CAS Program for Training and Attracting Talented People” which includes the “Program

for Training and Attracting High-level Talented People”, the “Program for Training and Attracting Distinguished Young Talented People”, the “Program for Training Support and Management Personnel” and the “Program for the Introduction of Foreign Intellectual Resources and International Exchange & Training of Talented People”.

In order to identify factors encouraging creativity and innovation of scientists and technologists, CAS conducted a comprehensive study on the current working environment. This research, which included an investigation into the reform of human resources management in seven pilot institutions, has led to strategic proposals to combat potential problems encountered by young, highly talented individuals and teams, including post-doctoral researchers.

Recommendations for creating a good environment, the optimum composition of groups, and nurturing the talents of students in science and technology were published in *Research on Optimal Conditions for Developing Young Science & Technology Talents*.

In line with the “2+3” adjustment of institutes, CAS adjusted principles for human resources allocation, and increased personnel quota for CAS institutions 3,562. To increase opportunities for young professionals, and to optimize personnel structure, CAS issued *Suggestions for Further Improvement of Position Management, amended Measures for Approving Salaries in CAS Institutes*, and expanded the implementation of annual salaries for legal representatives.