

Shanghai University of Medicine & Health Sciences

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Notice on Printing and Distributing the "Interim Measures for the Management of Young Backbone Teachers as Domestic Visiting Scholars in the Teacher Professional Development Project"

To all departments and teaching units:

In order to enable young backbone teachers to keep track of the domestic academic frontiers and development trends in a timely manner, update their knowledge structure, improve their teaching and research capabilities and academic standards, enhance their innovation awareness, and lay a foundation for growing into academic leaders or backbones, these measures are hereby formulated.

I. Selection Scope and Criteria

1. Teachers who have been engaged in teaching and research work in the school for more than 3 years, possess good political and ideological qualities, a strong sense of professionalism, and good professional ethics, and are included in the scope of young backbone teacher training at the school or college level. They must be full-time and on-the-job teachers.
2. Teachers with a solid foundation in basic theories and professional knowledge, strong teaching and research capabilities, who are competent for teaching core courses. They should have independently presided over or participated in a complete-process research project and achieved good results.
3. In principle, teachers should hold a professional and technical position of associate senior or above, have a master's degree or above, and be under 40 years old. Exceptional recommendations can be made for outstanding young teachers with outstanding innovation capabilities and great development potential.

4. The major for further study must be closely related to the teacher's own teaching and research work and consistent with the school's development plan and the needs of teaching staff construction.

II. Visiting Universities and Training Methods

1. Applicants should choose well - known domestic universities with high - level teaching and research and strong faculty as their visiting destinations and obtain the consent of the receiving institutions.
2. The disciplines for applying to be visiting scholars are generally national key disciplines, national or Ministry of Education key laboratories, national or Ministry of Education engineering (technology) research centers, and key research bases for humanities and social sciences of the Ministry of Education and other key research bases and dominant disciplines.
3. Applicants should identify a supervisor. The supervisor of domestic visiting scholars should have the ability to guide doctoral students, have high academic attainments, be serious and responsible in work, and the research projects they preside over should allow domestic visiting scholars to participate. Domestic visiting scholars and supervisors should jointly develop an advanced study plan. Under the guidance of the supervisor, visiting scholars should mainly engage in scientific research, and also assist in guiding postgraduate students, participate in course teaching, tutoring, or other teaching work.
4. The duration of domestic advanced study is generally one year.

III. Selection and Funding Methods

(I) Recommendation and Review Procedures

1. The school issues a notice every year. Each college (department) recommends candidates according to the selection criteria and training plans. Priority should be given to recommending young teachers who meet the requirements, have development potential, and are in urgent need of training. The recommended individuals should fill out the "Recommendation Form for Young Backbone Teachers of Higher Education Institutions as Domestic Visiting Scholars".
2. The school reviews and recommends based on the number and quality of the recommended candidates and the situation of the intended receiving universities.

3. The recommended list is submitted to the Shanghai Municipal Education Commission. Implementation begins after approval.

(II) Funding and Benefits

1. The funds for the "Shanghai Universities Young Backbone Teachers as Domestic Visiting Scholars Program" are uniformly incorporated into the special fund for domestic visiting scholars of the "Teacher Training Fund" of the school.
2. The funding standards are as follows:
 1. Entrusted training fees: 18,000 yuan, used for the training fees and expert teaching fees charged by the receiving schools.
 2. Living allowances: 20,000 yuan, used to supplement the school - based post allowances.
 3. Travel expenses: Appropriate travel subsidies will be provided to visiting scholars according to the actual situation, with a maximum of no more than 5,000 yuan.
 4. Expert supervision fees: 2,000 yuan.
3. During the period of domestic advanced study, teachers' national salaries, the basic part of performance - related pay, and professional title evaluation are generally not affected.

IV. Management and Assessment Methods

1. Persons participating in domestic advanced study should strictly abide by the visiting agreement and the rules and regulations of the visiting institution.
2. Each college (department) should strengthen the inspection and management of visiting scholars according to their advanced study goals, plans, and assessment rules.
3. After the completion of the domestic advanced study, scholars should fill out the "Completion Assessment Form for Young Backbone Teachers of Higher Education Institutions as Domestic Visiting Scholars" as required. The receiving school and supervisor should evaluate the scholars' study, work, and main achievements during the advanced study period. The advanced study situation and achievements can be used as the basis for their annual assessment, term - of - appointment assessment, and professional title evaluation.
4. Within 1 year after the end of the domestic advanced study, scholars should actively offer at least one relevant professional course (including elective courses) and obtain no less than 50,000 yuan in horizontal scientific research project funds (humanities and social science teachers should obtain 12,500 yuan). Or they should

publish 1 paper retrieved in Category II or above as the first author. These requirements are regarded as the conditions for the successful acceptance of the domestic advanced study.

5. Teachers can re - apply for the next round of the Teacher Professional Development Project only when the domestic advanced study is successfully accepted and they pass the assessment in the 2 years after the end of the study.
6. For teachers who do not earnestly implement the advanced study plan and fail to achieve the expected goals, in addition to not being awarded the "Completion Certificate for Domestic Visiting Scholars of Higher Education Institutions", the school will recover the funded training costs according to the actual situation.

V. These measures shall be implemented on a trial basis as of the date of promulgation. The Personnel Office is responsible for the interpretation. The original management documents for domestic visiting scholars in the three campuses are hereby repealed simultaneously.

Shanghai University of Medicine & Health Sciences January 25, 2016

The President's Office of Shanghai University of Medicine & Health Sciences Issued on January 25, 2016