

# 330.120 Malign Foreign Talent Recruitment Program

Executive Order 50, issued 07-24-24: [Amended 11-21~~XX~~-24](#).

## A. Statement of Purpose

1. This policy addresses the University's compliance with Section 10632 of the CHIPS and Science Act of 2022 and subsequent policies, memorandum, and guidance issued by federal funding agencies related to Malign Foreign Talent Recruitment Programs. The University is committed to compliance in prohibiting participation in Malign Foreign Talent Recruitment Programs and amplifies its commitment with a higher threshold.

## B. Scope and Compliance Policy

1. No employee, including student in employment status, recognized volunteers and all other appointments (paid or unpaid) shall participate in a Malign Foreign Talent Recruitment Program.

### a. Malign Foreign Talent Recruitment Program means:

- (1) 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 non de minimis value, honorific titles, career advancement opportunities, or other types of remuneration or consideration directly provided by a foreign country at any level (national,

(d) Being unable to terminate the foreign talent recruitment program contract or agreement except in extraordinary circumstances;

(e) Through funding or effort related to the foreign talent recruitment program, being limited in the capacity to carry out a research and development award or required to engage in work that would result in substantial overlap or duplication with a Federal research and development award;

(f) Being required to apply for and successfully receive funding from the sponsoring foreign government's funding agencies with the sponsoring foreign organization as the recipient;

(g) Being required to omit acknowledgement of the recipient institution with which the individual is affiliated, or the Federal research agency sponsoring the research and development award, contrary to the institutional policies or standard terms and conditions of the Federal research and development award;

(h) Being required to not disclose to the Federal research agency or employing institution the participation of such individual in such program, position, or activity; or

(i) Having a conflict of interest or conflict of commitment contrary to the standard terms and conditions of the Federal research and development award; and

(2) A program that is sponsored by-

(a) 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;

4. Units responsible for Sponsored Programs throughout the University of Missouri shall certify that researchers have been made aware of the requirement as required by federal funding agencies and the Curators of the University of Missouri.