

# *Study on Strategies for the Development of Talent Introduction of Local Universities in the New Era*

Qian Zhang

Tianjin Agricultural University  
Tianjin China

Jing Cui\*

Tianjin Agricultural University  
Tianjin China

**Abstract**—With the implementation of national strategies such as "One Belt and One Road" and "double first class", it has put forward unprecedented requirements for the cultivation of talents and international communication in universities. Local universities should pay fiercer personnel to grab the battle, use existing resources, conduct mental development and raise their own level of construction. It is necessary to further analyze the current situation of the work of intelligence introduction, including the problems of single channel, low level of talent introduction and unreasonable introduction structure. We should strengthen the top-level design of the work of intelligence introduction from local universities, improve the work mechanism, set up a platform for introducing wisdom, expand channels, establish an evaluation mechanism, test the effect of attracting wisdom, and realize the connotative development of introducing wisdom and facilitate the construction of local universities.

**Keywords**—*the new era; local universities; talent introduction; development strategy*

Talent introduction is an important part of internationalization of local universities. With the implementation of national strategies such as "One Belt And One Road" and "double first class", it has put forward unprecedented requirements for the cultivation of talents in universities and international exchanges. The university's intellectual work provides intellectual support for "One Belt And One Road", and the construction of "double first class" puts forward greater demands for intellectual work. Under the new historical conditions, how to seize the opportunities and meet the challenges in local universities needs to further analyze the problems existing in the work of local universities' intellectual introduction, face the new era, formulate new strategies and implement new measures.

## I. THE PRESENT SITUATION OF INTELLECTUAL INTRODUCTION IN LOCAL UNIVERSITIES IN CHINA

Local colleges and universities is an important part of higher education in China, but compared with affiliated universities, there is a big gap among the faculty, funding levels, scientific research strength, infrastructure, etc. The introduction of intellectual resources is mainly to introduce foreign technical and high-end managerial talents through the national platform, so as to make up for the shortage of Chinese colleges and universities and help them to build disciplines, cultivate talents and transform scientific research achievements. At present, the work of introducing foreign intelligence is in

full swing, but the effect of introducing foreign intelligence is not ideal.

### A. *Relatively single channels for introducing wisdom have not been fully explored*

At present, local university by popularity, funds, the limitation of region and educational condition, relatively passive in conference, mainly through the following ways: one is by expatriate teachers or the introduction of high-level personnel returning overseas studying experience, through their contact with overseas, introduce the professional in the field of high-level experts to carry out the guidance work; Second, through the school scientific research between personnel and foreign experts to carry out cooperative research, and introduce experts. Affected by the asymmetric information of experts, it is difficult for local universities to find the right high-level experts, so they need to further explore the channels for introducing wisdom.

### B. *Introduction level is not high, the structure needs to be optimized*

According to the existing data, there are relatively few high-level foreign experts, such as Nobel Prize winners, academicians and professors. From the perspective of introduction country, most of them are Chinese experts, but few non-chinese high-level foreign experts. From the perspective of introduction disciplines, introduction disciplines focus on the departments with key disciplines. In the development process, more support and investment from schools will be obtained, and the quantity, level and benefit of introduction will be higher[1]. As there are relatively few participation in international exchange opportunities and international cooperation projects in non-key disciplines or fields such as social, arts and humanities, it is difficult to guarantee the recruitment of knowledge in both quantity and quality. From the time limit of introduction, most experts in China are engaged in short-term classroom teaching, academic lectures, exchanges and other work, and few have carried out long-term scientific research cooperation, not to mention taking on key positions such as director, platform leader and academic leader. Introduction experts are mostly short-term visitors, who stay in school for 3-5 days, usually no more than 1 month. Their main task is investigation and exchange, and the content is mostly to give professional lectures to students and hold small-scope seminars, etc. Therefore, it is difficult for school teachers to carry out deep cooperation and communication, let

alone in-depth cooperation and research. As a result, the waste of resources and the sustainability of scientific research cooperation cannot be guaranteed.

*C. The effect is not obvious, the continuity needs to be improved*

The most important purpose of the work is to transfer the intelligence from external to internal. Most of the existing work in universities is "for the guidance of the intelligence". After the introduction of talents, there is no corresponding evaluation mechanism, and the effect of the intelligence introduction is not fully played. In particular, after the introduction of foreign experts, the personnel department or the state administration department signed the cooperation agreement. The contents of the agreement are generally standard, which is only a simple requirement for the completion of teaching, scientific research, talent cultivation and other indicators for the experts, and there is no specific and differentiated agreement[2]. In addition to the existing two-level management system, the functional departments (such as the personnel department or the international exchange department) introduce experts, and the specific teaching and research work of experts is in the secondary colleges. The existing arrangement basically fails to make clear provisions and effective evaluation on its teaching effect, talent cultivation, team building, scientific research progress, and the continuity of cooperation, which is bound to affect the management benefit of foreign specialty, leading to the inconspicuous effect of intellectual introduction.

**II. THE COUNTERMEASURES OF INTRODUCING INTELLIGENCE IN LOCAL UNIVERSITIES**

*A. Strengthening top-level design and improving working mechanism*

The school should start from the height of the school development, strengthen the top-level design, from the perspective of discipline development, talent cultivation and scientific research, do a good long-term plan to attract wisdom, determine the goal of attracting wisdom, and do not fight blindly. In view of the school's thinking and international perspective, it takes the road of cooperation and development with high-level universities and research institutions at home and abroad, introduces the latest concepts, talents and technologies in professional fields, closely follows the frontier of international scientific and technological development, and seizes the scientific research high ground.

The department of science and technology, the office of academic affairs and the human resources department shall implement the joint working mechanism to ensure the orderly and effective conduct of intellectual introduction[3]. From the perspective of school development and industrial development, it has changed from single subject recruitment to multi-discipline, key discipline, interdisciplinary and all-round recruitment. Centering on the construction of key disciplines and emerging disciplines, we should give full play to the advantages of the intelligence and technology of experts. We should actively provide conditions for scientific and technological innovation, build an academic team with experts as the core, cultivate internal wisdom, realize the

transformation from external to internal wisdom, and enhance the ability of scientific and technological innovation. Follow up the whole process, give guidance, feedback information in time and strengthen mutual contact; Regularly report the situation and give timely guidance; Determine priorities and complete tasks carefully. According to the schedule and feedback information, determine the corresponding support strength to ensure the smooth implementation of the recruitment work. Organize teachers to do a good job in the work summary of leading experts, for the follow-up teaching, scientific research work to lay a good foundation. According to the summary situation, the school should make follow-up development plan, introduce talents, introduce intellectual resources, build cooperation platform, and establish long-term cooperation relationship with numerous universities and research institutes to promote the process of international cooperation.

In the protection of intellectual introduction. Make full use of good local policies, such as Tianjin released "Notice about policies relating to the housing provident fund for foreigners working in Tianjin ", Guangxi introduced the measures for the implementation of the introduction of overseas talent work, Cangzhou work on strengthening the introduction of foreign talents under the new situation of the implementation opinions ", from strengthening the lead to work organization and leadership, exchanging and improving foreign talent management services, to provide policy financial support, create a good atmosphere, strengthen team construction of foreign talent requirements and specifications. Local colleges and universities should provide living and scientific research guarantee for the introduction of experts, solve problems such as research LABS and research assistants, and provide each expert with an assistant who will be accompanied throughout the whole process to assist the experts in resolving on-campus affairs. At the same time, a foreign affairs management team with strong professional ability and high comprehensive quality will be established. The school will carry out training from the aspects of language ability, management ability and business ability to meet the needs of introducing talents to the new era.

*B. Adhere to high-end guidance and expand channels for introducing wisdom*

Local colleges and universities should expand the channels of attracting wisdom, introduce more high-level talents, improve the quantity and quality of attracting wisdom and give play to the effect of attracting wisdom. First, we should make full use of the national intellectual introduction platform, apply for national and local intellectual introduction projects in time according to the needs of school development, and introduce high-level experts. Second, make full use of social relations, use overseas training programs, and establish profound friendship between teachers and foreign experts, and indirectly establish contact with foreign experts. Returnees are also an important link, giving full play to the role of students studying abroad and strengthening the connection between local universities and foreign experts. The experts introduced through social relations have a comprehensive understanding of the experts, and have a good understanding of academic achievements, business ability, personnel quality and other aspects, which can effectively improve the information

asymmetry, reduce the blindness of recruitment and introduce high-level experts[4]. Third, make full use of imported foreign experts. Foreign experts have established a profound friendship with the school, and they can recommend more high-level experts to work in the school and play a greater role in transforming from an expert to an expert team. Forth, Local foreign experts bureaus are the competent departments of experts introduction, and almost all have expert databases. Local universities and colleges should make full use of the rich resources of foreign experts bureaus to connect with them and learn about overseas experts.

We should broaden the channels for introducing more high-level experts, raise the level of introduction, and effectively improve the unreasonable structure of the university's recruitment. We will shift the work content of the leading experts in teaching and academic reports, and gradually give equal attention to teaching and scientific research and highlight scientific research cooperation. The transition from short-term support to long-term cooperation ensures the continuity of intellectual recruitment work.

#### *C. Establish a long-term mechanism to ensure steady growth*

The local colleges and universities should establish a long-term stable and flexible overseas talent management mechanism, further improve the qualification and contract management system of overseas experts, improve the overseas introduction and regulation system, and improve the management system of registration, verification, expert certificate and annual inspection of foreign experts, so as to streamline and effectively implement the management of the expert[5]. Each college and university should establish a relevant institute of leading management system and running mechanism according to the actual practice of the university, and the existing operational mechanism of the existing operation is the "project management system" or "task contract management system" and "supporting fund investment system". It is important to clarify the responsibilities of foreign experts in the university, to make scientific funds use transparent and transparent, and effectively increase the efficiency and level of management, and increase the efficiency of the performance. At the same time, local colleges and universities should establish the awareness of long-term international cooperation and conduct international cooperative research with well-known overseas universities, academic research institutions or multinational companies, which effectively ensures the effective implementation of the project and the level of overseas experts, and significantly increases the efficiency of university's intellectual introduction.

#### *D. Establish evaluation mechanism to test the effect of wisdom introduction*

Local colleges and universities should set up and perfect the evaluation mechanism of the experts. The setting of indicators should be scientific, reasonable, dynamic, flexible, operable, real-time and continuously improved. This paper elaborates from the aspects of teaching, scientific research, personnel training, management, economic benefits and social benefits, and mainly conducts the assessment from the aspects of

teaching quality, joint publication of articles and monographs, discipline construction, undertaking of scientific research projects, academic level, academic echelon training, and achievement transformation. The setting of assessment indicators should not be adjusted with the change of time, environment and other factors, so that the indicator system can be constantly improved. The indicators should not only be scientific and reasonable, but also reflect the characteristics of dynamic, flexible and strong operability. The contents and requirements of the evaluation system can be dynamically adjusted according to the key work of schools in different periods and the reality of subject development. We need to make sure that the teaching units and the specific experts use the work of the units to participate in the development of the index, and the expert evaluation of the expert is to actually land and implement it. The assessment results can provide the basis for the subsequent introduction, give full play to the role of expert introduction, test the effect of introduction, and improve the level and quality of introduction.

### III. CONCLUSIONS

The national "One Belt And One Road" and "double first class" construction strategies have brought opportunities and challenges for the development of local colleges and universities. In order to introduce high-level foreign intelligence, local colleges and universities must formulate a clear plan for introducing high-level overseas talent, integrate their own limited resources and concentrate superior resources to attract high-level talents. All functional departments should coordinate with each other to develop individualized work plan for attracting high-level talents according to different levels of imported personnel, effectively improve the efficiency of foreign Chile's use, ensure the sustainability of the recruitment work, and promote the internationalization level and development of the school. Through high-level wisdom introduction, high-level education is promoted, high-quality comprehensive talents suitable for national social development are trained, and new ideas, new models and new paths for foreign intelligence to assist the construction of local universities are explored.

### REFERENCES

- [1] Dianchun Chen. A brief analysis of the establishment of international evaluation index system for colleges and universities -- taking the introduction of knowledge as an example. *Human resource management*, 2015 (3): 162-163.
- [2] Xiaoping Chen, Mingxia Shi, Xiaofeng Liu. Study abroad returnees united front work in colleges and universities under the new situation leaning slightly [J]. *Journal of shaanxi institute of socialism*, 2014 (2): 33-35.
- [3] Zhijie Chen. Discussion on the introduction of high-level foreign experts by ordinary universities in the context of education internationalization [J]. *Fujian textiles*, 2015(8): 23-24.
- [4] Jianfu Liu, Wanyun Shi. The problems and countermeasures of the introduction of wisdom in universities [J]. *Journal of north China electric power university (social science edition)*. 2014(04): 126-129.
- [5] Lijun Zhang. Current research on practical problems and mechanism construction of intellectual introduction in colleges and universities [J]. *Hebei normal university journal (education science)*, 2014.16 (06).