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COMPARATIVE ANALYSIS OF FINANCIAL SUPPORT FOR TALENTS IN CHINESE AND RUSSIAN UNIVERSITIES

Against the background of increasingly fierce global competition in the field of higher education and the struggle for talent, leading universities provide financial support as a key strategy for attracting, developing and retaining talented students. The article is devoted to a comparative analysis of financial support mechanisms in Russian and Chinese universities using the example of Ural Federal University named after the first President of Russia B. N. Yeltsin and Peking University. The main focus is on the political orientation, the structure of the system, the levels of funding and the logic of selection.

Keywords: talent management, higher education, financial support systems, financial support mechanisms, talented students.

СРАВНИТЕЛЬНЫЙ АНАЛИЗ ФИНАНСОВОЙ ПОДДЕРЖКИ ТАЛАНТОВ В КИТАЙСКИХ И РОССИЙСКИХ УНИВЕРСИТЕТАХ

На фоне все более ожесточенной глобальной конкуренции в сфере высшего образования и борьбы за таланты ведущие университеты в качестве ключевой стратегии привлечения, развития и удержания талантливых студентов используют финансовую поддержку. Статья посвящена сравнительному анализу механизмов финансовой поддержки в российских и китайских университетах на примере Уральского федерального университета им. первого Президента России Б. Н. Ельцина и Пекинского университета. Основное внимание уделяется политической направленности, структуре системы, уровням финансирования и логике отбора. Исследования показали, что китайские университеты создали диверсифицированную и смешанную систему экономической поддержки, делая ак-

цент на государственном финансировании как основном источнике, университетском финансировании как дополнительном, а также активном участии общественных сил, стимулируя привлечение элитных студентов и обеспечивая базовый уровень жизни малоимущих. Российские университеты, с другой стороны, продолжили и реформировали традиции советской эпохи, сформировав относительно централизованную систему экономической поддержки, основой которой являются «государственные стипендии», дополненные специальными стипендиями от имени президента и местных органов власти. Критерии отбора, как правило, напрямую связаны с результатами экзаменов и рейтингами академических конкурсов.

Ключевые слова: управление талантами, высшее образование, системы финансовой помощи, механизмы финансовой поддержки, талантливые студенты.

Introduction (Введение)

Global competition in the 21st century is essentially a competition for talent and innovation, talent is a nation's core competitiveness. As the core base for knowledge production, dissemination, and talent cultivation, the talent management capabilities of higher education institutions are directly related to a nation's long-term competitiveness. Within the complex ecosystem of university talent management, universities not only attract outstanding students through high-quality educational resources but also employ meticulously designed financial support systems to remove financial barriers for talented students (including academic geniuses, research potential leaders, those with special skills, and high-achieving students from economically disadvantaged backgrounds), thus encouraging them to pursue excellence. The design and operation of this system profoundly reflects the university's and its educational system's value orientation, resource mobilization capabilities, and expectations for shaping future elites.

Historically, both China and Russia's higher education financial support systems are rooted in the socialist planned economy, undergoing a complex transformation from complete state-run funding to market-oriented and diversified systems, yet exhibiting distinct characteristics due to their different reform paths. The Soviet Union's "state guarantee system" established a comprehensive financial support network closely aligned with its industrialization strategy, its core being the integration of outstanding student training into the grand national human resources plan. After suffering severe setbacks in the 1990s, this system gradually

evolved into a new talent investment model within the framework of "national priority projects" and the "global competitiveness plan," reflecting Russia's unwavering commitment to elite education amidst fluctuations in national power. Meanwhile, since China's reform and opening up, particularly during the popularization of higher education and the "Double First-Class" initiative at the turn of the century [1], China has gradually constructed a unique "multi-level, comprehensive, and precise" financial support system, forming a complex ecosystem where state will, market forces, and social participation work together. The parallelism and convergence of these two paths not only reflect the deep logic of their respective political and economic systems but also reveal the strategic choices of developing countries seeking competitive advantages in talent in the era of globalization.

This research primarily employs literature review and comparative analysis to compare and analyze scholarships and other financial support programs for talented university students in Ural Federal University and

Peking University, ultimately identifying their similarities and differences. First, scholarship and other financial support programs from the official websites of Peking University and Ural Federal University were collected.

Second, a comparative analysis framework was constructed, detailing the scholarships and other financial support programs offered by each university.

Finally, based on the findings of the comparative analysis, potential directions for improving scholarship and other financial support programs in both Chinese and Russian universities are proposed to align with their future development.

Results of the study ***(Результаты исследования)***

Ural Federal University, located in Yekaterinburg, Russia, and Peking University, located in Beijing, China, are key universities in their respective countries aiming to become world-class universities. The former is a core member of Russia's "5-100 Project"[3], aiming to enhance the global competitiveness of Russian universities; the latter is a model university for China's "985 Project"[4], shouldering China's mission of talent cultivation. Both universities are committed to attracting and nurturing the most talented young people both domestically and internationally.

The specific scholarships and other financial support programs offered to talented students can be collected and presented in tables through the websites of the two universities (tab. 1–4).

Table 1

Scholarships for talented freshman

<i>Indicator</i>	<i>Peking University</i>	<i>Ural Federal University</i>
Scholarship information webpage	https://www.pku.edu.cn/recruit.html#prize	https://urfu.ru/ru/students/study/scholarships/talented/
Scholarships for talented freshman	<p>1. Freshman Scholarship</p> <p>Target: Full-time undergraduate freshmen officially admitted to and enrolled at Peking University.</p> <p>Levels and Amounts:</p> <p>First Prize: Highest amount, usually full tuition + additional living allowance (totaling up to 50,000 RMB/year or higher), awarded for several consecutive years (e.g., 4 years).</p> <p>Second Prize: Relatively high amount, usually half tuition + additional allowance (totaling approximately 20,000–30,000 RMB/year), possibly awarded consecutively.</p> <p>Third Prize/Award of Excellence: A one-time award ranging from 5,000 to 20,000 RMB.</p> <p>Selection Method: Application is required. The university's admissions office directly assesses applicants based on Gaokao scores, academic competition results, and international student admission scores, and informs students along with their admission notice.</p> <p>2. Mingde Scholarship for talented freshman</p> <p>Target Audience: Undergraduate freshmen</p> <p>Amount and Content: Generous and comprehensive funding. Typically includes: Full tuition and accommodation subsidies.</p>	<p>The university will award an increased scholarship of 10,000 rubles to those with high Unified State Exam (USE) scores, including those admitted with a 100-point exemption for Olympiad winners and runners-up, applicants in engineering and natural sciences with a score of at least 270, and 285 points for those in the humanities and economics.</p> <p>The university will award an increased stipend of 20,000 rubles to those with high Unified State Exam (USE) scores, including those admitted with a 100-point exemption for Olympiad winners and runners-up, and applicants to information technology programs / majors with a score of at least 280. Students in the 14.00.00, 15.00.00, and 27.00.00 groups will also receive a stipend of at least 260 points.</p> <p>The maximum stipend of 30,000 rubles will be available to winners and runners-up of the All-Russian School Olympiad, as well as to members of national teams at international Olympiads.</p> <p>Scholarships of 20,000 rubles will be awarded to those admitted to the university without entrance examinations as winners and runners-up of listed school Olympiads (rsr-olymp.ru).</p>

End of table. 1 (Окончание табл. 1)

	<p>High living allowance (10,000 RMB/year or higher). Special funding support for international exchange and research practice. Assigned mentors and personalized training programs. Application: Requires separate application, interview, and selection; highly competitive</p>	<p>Talented international students admitted to UrFU in 2025 in engineering and natural sciences, as well as in the combined 14.00.00, 15.00.00, and 27.00.00 groups, will also receive additional support. Scholarships are awarded for the first semester and can be extended upon confirmation of excellent academic performance during the winter session</p>
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Regarding freshman scholarships, both Peking University and Ural Federal University emphasize talent competition, typically selecting top-performing students based on exam scores or performance in talent competitions. However, at the same time, the selection criteria for Peking University scholarships also emphasize the all-round development of talents, and not just academic performance. Compared to Peking University, Ural Federal University's freshman scholarships are smaller, a one-time payment, serving only as an incentive and not covering the recipients' daily living needs.

Table 2

Named scholarships for students

<i>Indicator</i>	<i>Peking University</i>	<i>Ural Federal University</i>
<p>Named scholarships (Three scholarship programs each)</p>	<p>Peking University boasts a large number of socially funded named scholarship programs (over 100), established by corporations, foundations, alumni, and various sectors of society, aiming to reward students who excel in specific fields. Below are the details and amounts of some representative, influential, and substantial named scholarships.</p> <p>1. Tang Lixin Scholarship</p> <p>Target Audience: Full-time undergraduate, master's, and doctoral students currently enrolled in the university.</p>	<p>Named scholarships at the Ural Federal University support talented and active students, organized by various foundations and organizations.</p> <p>Scholarships are awarded in addition to the state academic scholarship, as well as in addition to the enhanced state academic scholarship for achievements in academic, scientific, social, cultural, creative, and athletic activities.</p> <p>1. Yuri Gagarin Scholarship</p> <p>A scholarship of 10,000 rubles is paid monthly from</p>

End of table. 2 (Окончание табл. 2)

	<p>Amount and Features: RMB 10,000 per person per year. The most attractive feature is that recipients, provided they meet the basic evaluation criteria, can receive this scholarship continuously until graduation. Competition is extremely fierce.</p> <p>Scholarship recipients: 60–80</p> <p>2. Baosteel Outstanding Student Scholarship</p> <p>Target Audience: Full-time undergraduate and graduate students currently enrolled in the university.</p> <p>Amount and Features:</p> <p>Baosteel Outstanding Student Award: RMB 10,000 per person.</p> <p>Baosteel Outstanding Student Special Award: RMB 30,000 per person (Only one student from the entire university will be recommended for national evaluation).</p> <p>Scholarship recipients: 15–20</p> <p>3. Samsung Scholarship</p> <p>Target Audience: Outstanding undergraduate and graduate students from designated departments.</p> <p>Amount: RMB 10,000 per person per year.</p> <p>Scholarship recipients: 30–40</p>	<p>September to May (inclusive). Russian citizenship; full-time education; age up to 35 years; studying at educational institutions with state accreditation for higher education programs; achieving "good" or "excellent" academic performance throughout the entire period of study; participation in projects and/or research, invention, innovation, and practical activities in the field of manned spaceflight in the rocket and space industry.</p> <p>2. Sinara Group JSC Scholarship</p> <p>A scholarship of 15,000 rubles is awarded to 200 students (INMT, UPISh, Ural ENIN, KhTI, FTI, ISA, InEU) for 6 months and is paid monthly.</p> <p>A scholarship of 15,000 rubles is awarded to 200 students (INMT, UPISh, Ural ENIN, KhTI, FTI, ISA, InEU) for 6 months and is paid monthly.</p> <p>3. Alfa-Chance Grant Program</p> <p>100 grants for the best students in the country, totaling 300,000 rubles.</p> <p>Each grant recipient's participation in the Program is one (1) year.</p> <p>Students in their second (second) year and above, including master's and specialist programs</p>
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Both Peking University and Ural Federal University offer a wide variety of named scholarships, with Peking University having a larger overall number. In terms of total amount, the named scholarships from Ural Fed-

eral University and Peking University are comparable, and both can improve the quality of life for scholarship recipients.

Table 3

Student grant programs for impoverished students

<i>Indicator</i>	<i>Peking University</i>	<i>Ural Federal University</i>
Student grant programs for impoverished students	<p>1. National scholarship for encouragement</p> <p>Established by: Jointly funded by the central and local governments.</p> <p>Target beneficiaries: Full-time undergraduate students from economically disadvantaged families with excellent academic performance and moral character.</p> <p>Amount: 5,000 RMB/person/year.</p> <p>Quota and selection: The scholarship has a broad coverage (approximately 3% of all students), requiring applicants to be identified as having financial difficulties and possess excellent academic performance.</p> <p>2. National student grant programs for impoverished students</p> <p>Nature: Student grant programs for impoverished students (not scholarship), provided on a need-based basis.</p> <p>Established by: Jointly funded by the central and local governments.</p> <p>Target Beneficiaries: Full-time students (including preparatory students) from economically disadvantaged families.</p> <p>Amount (Standard):</p> <p>Undergraduate: Divided into three tiers, generally RMB 4,500/year, RMB 3,300/year, and RMB 2,000/year (specific tier standards vary slightly from university to university).</p> <p>Graduate Students (Master's/Doctoral): Uniform standard, no less than RMB 6,000/year for</p>	<p>1. National social scholarship for students</p> <p>Eligibility: Students from families with a per capita income below the regional minimum living standard, orphans, students with disabilities, veterans, and those affected by radiation, etc.</p> <p>Application Requirements: Applicants must provide proof of family income and identification documents (such as orphan certificates, disability certificates, etc.), which will be reviewed by the university's social affairs committee.</p> <p>Amount: Approximately 2,000–3,000 rubles/month (varies depending on region and policy); some special groups may receive higher amounts</p>

End of table. 3 (Окончание табл. 3)

	<p>Master's students and no less than RMB 15,000/year for Doctoral students (usually paid monthly).</p> <p>3. Tuition Compensation and National Student Loan Repayment for Grassroots Employment</p> <p>Policy Nature: Tuition compensation or national student loan repayment is provided to recent graduates who are employed in grassroots units in the central and western regions and remote and impoverished areas after graduation.</p> <p>Amount: A maximum of RMB 16,000 per year, with the total amount not exceeding the total tuition or loan amount for undergraduate/graduate studies</p>	
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Peking University's grant programs for impoverished students has a wide reach and is relatively easy to obtain. Although the amount is not high, it can improve the basic living standards of impoverished students. Ural Federal University, on the other hand, has only one program, it cannot improve the basic living standards of impoverished students.

Table 4

Job opportunities provided to students

<i>Indicator</i>	<i>Peking University</i>	<i>Ural Federal University</i>
<p>Job opportunities provided to students</p>	<p>1. Research assistant (Primarily for graduate students)</p> <p>Content: Assisting supervisors with research projects, including literature review, experimental operation, data analysis, and programming.</p> <p>Affiliations: Departments, laboratories, and research centers.</p> <p>2. Teaching Assistant</p> <p>Content: Assisting lecturers</p>	<p>Ural Federal University offers internship opportunities to students, specifically in the following three locations:</p> <ol style="list-style-type: none"> 1. At a department or division of Ural Federal University. 2. At organizations in Yekaterinburg. 3. Internships outside Yekaterinburg (to other regions and countries). <p>After selecting an internship location, all information entered in your personal account will appear</p>

End of table. 4 (Окончание табл. 4)

	<p>with teaching duties, such as grading assignments, providing tutoring and answering questions, organizing discussions, and preparing teaching aids. Affiliations: Departments and teaching centers offering courses.</p> <p>3. Administrative Assistant Content: Performing administrative support work in university administrative offices, departmental offices, libraries, student affairs departments, etc., such as document processing, data entry, event organization, and providing guidance. Affiliations: All functional departments, affiliated units, departments, and institutes across the university.</p> <p>4. Public Service and Other Content: Campus service positions, such as library organization, campus patrol, assisting with event venue management, network maintenance, and media reporting. Units offering positions: Library, Security Department, Computer Center, Youth League Committee, Physical Education Department, etc.</p>	<p>in your individual student trajectory (ITS). The educational program director (or internship supervisor) will coordinate with each student the location, topic, supervisor, and duration of the internship. If the student has not completed any internships, the program director (or internship supervisor) will independently enter the information into the ITS, deciding where the student will complete their internship. Also foreign students have the right to work only on the territory of the constituent entity of the Russian Federation where they study and only in the position specified in the work permit. Employers do not need an additional permit to employ foreigners. A work permit is issued for the entire duration of the employment contract, but no more than one year. The permit can be renewed several times, but no more than one year in each case of renewal. The weekly duration of internships at organizations for students aged 18 and older is no more than 40 hours per week. When completing internships in the form of alternation with the implementation of other components of the educational program, the duration of internships cannot exceed 4 hours per day</p>
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While Peking University primarily focuses on on-campus jobs for students, Ural Federal University offers internships and part-time opportunities both on and off campus. Peking University limits students to a maximum of 40 working hours per month, while Ural Federal University allows up to 40 internship hours per week. Given the similar minimum wage standards in Beijing and Yekaterinburg, Ural Federal University stu-

dents can earn higher internship wages and gain more valuable work experience through more work.

Comparison of scholarship and other financial support programs at Ural Federal University and Peking University (tab. 5):

1. Peking University's scholarship and other financial support programs: Peking University's scholarship and other financial support programs are model of financial support among high-level universities in China. Its characteristics can be summarized as "high intensity, full coverage, and institutionalization" [5], forming a dense network based on national resources and supplemented by social donations, aiming to comprehensively support student development and success.

2. Ural Federal University's scholarship and other financial support programs: The scholarship and other financial support programs of Ural Federal University typically reflect the characteristics of Russian higher education during its transition period: while inheriting the tradition of state-guaranteed support from the Soviet era, it introduces a competitive mechanism to incentivize excellence.

Table 5

Key differences between Ural Federal University and Peking University at university scholarship and other financial support programs for talented students

<i>Indicator</i>	<i>Peking University</i>	<i>Ural Federal University</i>	<i>Key differences</i>
Policy guidance	Dual goals of excellence and equity under national leadership	Limited Incentives within a state-regulated framework	China views scholarship and other financial support programs in higher education as a proactive national investment in talent; Russia, on the other hand, sees them more as a basic social expenditure and a limited incentive tool
System structure	Hybrid scholarship and other financial support model	Primarily state-unified scholarships	Peking University's scholarship and other financial support programs are more complex and institutionalized, reflecting a stronger ability to integrate resources (government + society); the Ural Federal University's scholarship and other financial support programs are more standardized and simplified, and is more constrained by a unified national framework

End of table. 5 (Окончание табл. 5)

Funding scale and sources	High-Intensity investment and diversified funding sources	Limited amounts and single financial reliance	This reflects the gap in financial investment in higher education between China and Russia, as well as the differences in the social donation ecosystem
Selection logic	Diverse standards of students' "talent"	Emphasis on academics and specialized competitions	Peking University tends to cultivate "well-rounded leaders"; Ural Federal University focuses more on cultivating "top talents in academic/professional fields".
Strategic function	It directly aligns with national strategies, promotes the flow of talent in society, and serves long-term development goals	It is focused on basic support, with competitions used to select promising talents; funding serves as a tool for diplomacy and university rankings	Both China's and Russia's scholarship and other financial support programs are designed to serve the modernization of national governance; Russia's system represents a limited reform, while China's system represents a more thorough reform

Conclusion
(Заключение)

A comparison of the financial support programs of Ural Federal University and Peking University reveals that these two universities represent two distinctly different approaches to providing financial support to talented students. Peking University's model, backed by strong national finances and social donations, constructs a robust, comprehensive, and multi-objective funding network aimed at proactively shaping and binding future elites to serve grand national strategies. Ural Federal University's model, within the framework of national support regulations, fulfills its basic guarantee function with limited resources and selects talent through standardized competitions, exhibiting a more instrumental rationality in its funding strategy.

Neither approach is inherently superior or inferior; they are simply inevitable products of their respective political systems and economic development in the allocation of educational resources. Peking University's model demonstrates the determination and capability to make large-scale, strategic investments in talent under national leadership; Ural Federal University's model reflects a pragmatic approach to maintaining the oper-

ation and incentive mechanisms of the higher education system under resource constraints. For global higher education, understanding these two approaches helps to recognize the diversity of the world's higher education landscape and the unique challenges and strategic choices faced by different countries in cultivating their future elites.

As global talent mobility intensifies and the development strategies of both countries evolve, the systems of these two universities are likely to continue to adjust. Possible trends include: Peking University will further internationalize, using its scholarships to attract top global students and deepening the precision and performance evaluation of its funding; Ural Federal University, if it wants to enhance its global competitiveness, needs to make breakthroughs in broadening its funding sources and increasing the coverage of top-tier scholarships. In any case, financial support for talented students will continue to be a key indicator of a university's ambition and strength.

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