

國立成功大學競爭性專任教師員額申請試辦要點

NCKU Trial Directions for Opening Tenured Track Faculty Positions for Recruiting Scholars with Outstanding Research Performance

105.12.07 第 799 次主管會報修正通過

Revised and approved by the 799th meeting of the Chief Administrators Council on Dec. 7, 2016

108.04.17 第 815 次主管會報修正通過

Revised and approved by the 815th meeting of the Chief Administrators Council on April 17, 2019

一、國立成功大學(以下簡稱本校) 為延攬特殊優秀、深具研究發展潛力教師及延攬外籍教師人才，以提昇本校學術競爭力，特訂定本要點。

I. These Directions are established by National Cheng Kung University (NCKU) for the recruitment of domestic and international scholars with outstanding research performance into its faculty to raise its academic competitiveness.

二、本校提供競爭性專任教師員額若干名，各教學單位因特殊發展需求，須延攬特殊優秀、深具研究發展潛力之教師人才，得依本要點提出競爭性專任教師員額之申請。

II. NCKU has designated a quota of tenured track positions for the recruitment of outstanding scholars. Academic units intending to recruit talented academics with outstanding research performance shall submit their applications according to these Directions.

三、本要點所稱競爭性專任教師員額，區分如下：

(一)本國籍教師競爭性員額。

(二)外籍教師競爭性員額。

(三)與中央研究院合聘競爭性員額。

III. The quota of tenured faculty positions defined in these Directions can be classified into the following three categories:

(I) ROC Nationals

(II) Foreign Nationals

(III) Joint Appointments of NCKU and Academia Sinica

四、競爭性專任教師員額申請程序如下：

(一)本國籍教師競爭性員額：

- 1.經公開甄選及系(所)相關會議通過後，提出員額申請需求，並檢附甄選公告、擬聘任人員履歷、著作目錄一覽表、特殊表現、傑出研究成果及其他可資證明具有研究發展潛力等相關文件乙式二份，與電子檔、外審委員建議名單(以三位國內學者專家及二位國外學者專家為原則)，會請教務處辦理外審作業，並簽會人事室。
- 2.由教務處送請校外學者專家三人以上審查，審查人不得低階高審。
- 3.評審標準：審查委員審查結果全數評定為前 5%者，為優先推薦；有一位以上審查委員評定為前 30%以外者，建議不推薦。教務處彙整外審審查結果簽請校長，由校長依校務發展需求，是否同意核給員額。

(二)外籍教師競爭性員額及與中央研究院合聘競爭性員額：

- 1.經公開甄選及系(所)相關會議通過後，提出員額申請需求，並檢附甄選公告、所有應聘人資料表、擬聘任人員履歷、著作目錄一覽表、特殊表現、傑出研究成果及其他可資證明具有研究發展潛力等相關文件乙式二份，與電子檔、外審委員建議名單(以三位國內學者專家及二位國外學者專家為原則)，會請教務處辦理外審作業，並簽會人事室。
- 2.由教務處送請校外學者專家三人以上審查，審查人不得低階高審。教務處彙整外審結果簽請校長核定，由校長評估擬聘任人員之研究能力及依校務發展需求，是否同意核給員額。但申請與中央研究院合聘之競爭性員額，須檢附中研院相關研究所同意合聘之書面證明，提供教務處簽請校長核定。

(三)應聘人如具下列資格之一者，經校長簽准，得免經外審程序：

- 1.獲科技部「年輕學者養成計畫」補助者。
- 2.其他獲得同等級之學術榮譽成就者。

前項本國籍教師競爭性員額審查意見表、外籍教師競爭性員額審查意見表及與中央研究院合聘之競爭性員額審查意見表，由教務處另訂之。

IV. Applications shall be administered based on the following procedures:

(I) Quota of ROC Nationals:

1. An academic unit shall apply for its quota of recruitment after a screening and

selection process for the recruitment is completed and approved by a committee. An application shall be submitted with a public notice of the screening and selection process, a complete list of candidate profiles, a curriculum vitae/resume of the unit-approved candidate, a publication list, a report of outstanding research achievements, supporting documents certifying the candidate's potential for academic research and development (each of the above printed in two copies, with an electronic file) and a list of recommended extramural reviewers (three domestic scholars and two foreign scholars, in principle). The application shall be submitted in a report to the Office of Academic Affairs and the Personnel Office to facilitate the administration of an extramural review for the recruitment.

2. The Office of Academic Affairs shall send related documents to three extramural reviewers for review. The rank of the extramural reviewers shall not be lower than that of the reviewed position.
3. Review criteria: A candidate ranked among the top 5% of evaluation by all reviewers shall be preferred for the position. A candidate ranked out of the top 30% should not be recommended. The Office of Academic Affairs shall present the results of the extramural review in its report of the quota application, which shall be approved by the President in line with the development of university affairs.

(II) Quota of foreign nationals and quota of joint appointments of NCKU and Academia Sinica:

1. An academic unit shall apply for its quota of recruitment after a screening and selection process for the recruitment is completed and approved by a related unit meeting. An application shall be submitted with a public notice of the screening and selection process, a curriculum vitae/resume of the unit-approved candidate, a publication list, a report of outstanding research achievements, supporting documents certifying the candidate's potential for academic research and development (each of the above printed in two copies, with an electronic file) and a list of recommended extramural reviewers (three domestic scholars and two foreign scholars, in principle). The application shall be submitted in a report to the Office of Academic Affairs and the Personnel Office to facilitate the administration of an extramural review for the

recruitment.

2. The Office of Academic Affairs shall send related documents to three extramural reviewers for review. The rank of the extramural reviewers shall not be lower than that of the reviewed position. The Office of Academic Affairs shall present the results of the extramural review in its report of the quota application, which shall be approved by the President in terms of the research capability of the recommended candidate and the development of university affairs. In the case of an application for a member to be appointed jointly by NCKU and the Academia Sinica, the applicant unit shall submit a written agreement of joint appointment from the related institute under the Academia Sinica, which shall be presented by the Office of Academic Affairs in its report to the President for approval.

(III) Upon approval by the President, prospective candidates for these tenured track positions who meet one of the following qualifications may be exempted from extramural review:

1. A recipient of MOST Young Scholar Fellowship
2. A recipient of other awards for academic honor or achievement equivalent to the preceding qualification.

Review forms for the three categories of tenured track faculty positions shall be designated by the Office of Academic Affairs in separate texts.

五、外審作業時程規劃：

(一)2月1日起聘之師資：

公開甄選 及系所相 關會議	前一年度7月 15日以前	前一年度9月底 前	前一年度11月 底以前	前一年度12 月底以前
	向教務處提出 外審資料	完成外審結果簽 請校長核定	系教評會及院教 評會	校教師評審委 員會審議

(二)8月1日起聘之師資

公開甄選 及系所相 關會議	前一年度12 月15日以前	當年度3月底 以前	當年度5月 15日以前	當年度6月 15日以前
	向教務處提 出外審資料	完成外審結果 簽請校長核定	系教評會及 院教評會	校教師評審 委員會審議

V. The procedures for extramural review are scheduled as follows:

(I) Recommended appointment of faculty members starting from February 1:

Completion of a public screening and selection process and a related meeting	Before July 15 of the preceding year	Before the end of September of the preceding year	Before the end of November of the preceding year	Before the end of December of the preceding year
	Submission of documents designated for external review to the Office of Academic Affairs	Completion of extramural review and submission of a report of the results to the President for approval on the quota application	Reviewed by department and college faculty committees	Reviewed by NCKU Faculty Committee

(II) Recommended appointment of faculty members starting from August 1:

Completion of a public screening and selection process and a related meeting	Before December 15 of the preceding year	Before the end of March of the current year	Before May 15 of the current year	Before June 15 of the current year
	Submission of documents designated for external review to the Office of Academic Affairs	Completion of extramural review and submission of a report of the results to the President for approval on the quota application	Reviewed by department and college faculty committees	Reviewed by NCKU Faculty Committee

六、獲核給競爭性專任教師員額，由各教學單位續提教師評審委員會辦理聘任程序。

VI. Upon approval on the quota application, the academic unit shall submit its recommended list of candidates to faculty evaluation committees of all levels for review to facilitate the administration of appointment-related affairs.

七、依本要點核給競爭性專任教師員額並聘任之教師，若該教師離職後，其員額不歸屬原教學單位，應回歸本校提供給各教學單位，依本要點規定提出申請。

VII. Should a faculty member appointed by an academic unit according to the approved quota application resign, the portion of the quota shall be retrieved by the university, which shall be open for applications by any academic units.

八、本要點未盡事宜，悉依相關規定辦理。

VII. Matters not regulated in these Directions shall be administered according to related regulations.

九、本要點經主管會議通過後實施，修正時亦同。

IX. These Directions shall be approved by the Chief Administrators council before taking effect. Amendments shall be processed accordingly.

These directions were translated from the original Chinese. In the event of any discrepancies

between the two versions, the Chinese always takes precedence.