

國立成功大學延攬國際頂尖人才作業要點

National Cheng Kung University Guidelines for Recruiting Top-notch International Elite

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Management Committee in the 2024 academic year on Nov. 28, 2024

- 一、國立成功大學(下稱本校)為延攬國際頂尖人才，提升國際競爭力，吸引國際人才來校服務，特依教育部補助大專校院延攬國際頂尖人才作業要點規定，訂定本要點。

1. In order to recruit top-notch international elites to National Cheng Kung University (“the University”), improve the University’s international competitiveness, and attract international talent to work at the University, these Guidelines have been specially formulated based on the Guidelines for the Recruitment of Top-notch International Elite by Universities and Colleges with Subsidies from the Ministry of Education.

- 二、依本要點延攬之國際頂尖人才，分為玉山學者與玉山青年學者，受延攬人資格應符合教育部補助大專校院延攬國際頂尖人才作業要點規定，並具備下列條件：

(一) 玉山學者：

1. 學術能量應達到教育部「學術獎」學術標準。
2. 如為具產業研發重要貢獻者，應達到教育部「國家產學大師獎」之基準，並符合下列條件之一：
 - (1) 專業技術應具「國際競爭力」，或對國家產業發展具重要影響力。
 - (2) 專業技術可結合本校或地方既有特殊優勢，並加入產(企)業團隊合作。

(二) 玉山青年學者：應達到或具有獲國科會「吳大猷先生紀念獎」學術標準或潛力。

2. The top-notch international elites recruited pursuant to these Guidelines shall be categorized as either Yushan Fellows or Yushan Young Fellows. Recruited elites must meet the criteria stipulated in the Guidelines for the Recruitment of Top-notch International Elite by Universities and Colleges with Subsidies from the Ministry of Education, and meet the following conditions:

(1) Yushan Fellow:

- A. The Fellow’s academic achievements shall at least meet the standards required to merit an Academic Award from the Ministry of Education.
- B. Should the Fellow be a significant contributor to industrial research, they shall at least meet the criteria to receive a Ministry of Education National Award for Distinguished Contribution to Industry-Academia Cooperation, and satisfy one of the following conditions:
 - a. The Fellow possesses world-class professional competencies at an internationally competitive level, or has significantly influenced the advancement of national industry.
 - b. The Fellow’s professional competencies can be integrated and enhanced with the existing

strengths of the University or of the region, and the Fellow is able to contribute to the University's collaborative efforts with industry (enterprises).

(2)Yushan Young Fellow:

The Fellow shall achieve or demonstrate the potential to achieve the academic standards required for the Ta-You Wu Memorial Award.

三、受延攬人之聘任，應符合下列方式之一：

(一)玉山學者：

- 1.編制內專任教師。但聘任時年齡超過 65 歲者，得以編制外專任教師聘任。
- 2.短期交流教研人員，每年至少在本校服務 3 個月以上。

(二)玉山青年學者：編制內專任教師。

3.Recruited talent shall be appointed to one of the following employment positions:

(1)Yushan Fellow:

- A. As a full-time teaching faculty member. However, individuals above 65 years of age at the time of appointment may be appointed as adjunct faculty members to supplement the full-time teaching faculty.
- B. As a short-term exchange teaching and research personnel. These personnel must serve at the University for at least 3 months each year.

(2)Yushan Young Fellow:

As a full-time teaching faculty member.

四、申請及審查程序：

- (一)由本校編制內專任教師提出受延攬人申請案，經系所(中心)、院教師評審委員會通過後，學院彙整會議紀錄等申請相關資料，向研究發展處提出。
- (二)各級研究中心及智慧半導體及永續製造學院之申請案，應由性質相似之學院進行合聘，並依前款規定辦理。
- (三)本校設延攬國際頂尖人才審查委員會(下稱頂尖人才委員會)，置委員七至九人，由校長指派副校長一人擔任召集人，研發長為當然委員及校內外學者專家組成之。
- (四)頂尖人才委員會審查時，應就玉山學者與玉山青年學者分別排序審查，並得邀請相關學院院長、系所主管及提出申請案之教師列席簡報及詢答。
- (五)研究發展處應依頂尖人才委員會審查結果，提送教育部，如獲教育部審查通過，須於一年內完成聘任程序。

4.Application and review procedures:

- (1)A member of the University's full-time teaching faculty shall submit an application for the recruitment of talent. After this application is approved by the department (center) and the

department's Teacher Evaluation Committee, the college shall compile the meeting minutes and other necessary application documents, and submit these materials to the Office of Research and Development.

- (2)The talent recruited from research centers of any level and the Academy of Innovative Semiconductor and Sustainable Manufacturing shall be appointed jointly with another college in a similar field, in accordance with the guidelines provided in the above paragraph.
- (3)The University shall establish a Review Committee for Recruitment of Top-notch International Elite (hereinafter referred to as the Top-notch Elite Committee). The Committee shall consist of seven to nine members, and the University President shall appoint a Vice President to serve as the convener, the Vice President for Research & Development as an ex officio member, and academics and experts from both within and outside of the University to serve as Committee members.
- (4)During the reviews conducted by the Top-notch Elite Committee, Yushan Fellows and Yushan Young Fellows shall be evaluated separately. The deans of each college, heads of each department, and the faculty members who submitted each application shall be invited to provide briefings and answer questions at these review meetings.
- (5)The Office of Research and Development shall submit these applications to the Ministry of Education, following the review conducted by the Top-notch Elite Committee. If these applications are approved by the Ministry of Education, the employment and appointment process shall be completed within one year.

五、玉山學者於聘任期間，應與本校教師共同組成團隊，共同執行教學或研究計畫，鏈結接軌國外學術資源合作交流；團隊成員應包含副教授職級以下教師或博士後研究人員。

提出申請案之教師，應協助邀請相關系所主管擔任玉山學者執行計畫之共同主持人。

5. During the period of their employment, Yushan Fellows shall work in teams together with the University's faculty to jointly undertake teaching or research projects, facilitating the sharing and exchange international academic knowledge and resources. These teams shall include faculty members at or below the rank of associate professor, or postdoctoral researchers.

The faculty member who submitted the application shall assist in inviting the head of the relevant department to serve as the co-host for the Yushan Fellow Program.

六、玉山（青年）學者於聘任期間產生之學術或研發成果，應以「國立成功大學」為機關名義發表，並加註教育部玉山學者計畫支持。

6. Any academic or R&D results achieved by the Yushan (Young) Fellow during their employment period shall be published with National Cheng Kung University as the affiliated institution, and also acknowledge the support of the Ministry of Education's Yushan Fellow Program.

七、玉山（青年）學者應依教育部計畫執行考核規定，依期繳交績效報告，並配合本校玉山學

者計畫考核機制，提交相關成果績效。

7.Yushan (Young) Fellows shall submit performance assessment reports as required by the Ministry of Education's Program guidelines and the University's Yushan Fellow Program performance assessment mechanism.

八、提出申請案之教師、系所主管、院長及單位應掌握玉山（青年）學者及團隊成員執行情形，協調相關教學、研究活動及計畫推動等事務，並提供教學或研究所需空間、行政教學支持、教師及其親屬住宿與搬遷費及子女教育等協助。

8.The faculty members who proposed the recruitment application, the heads of each department, deans of each college, and relevant units shall monitor the progress of the Yushan (Young) Fellow and their team members, facilitate their teaching and research activities, and ensure that required projects are implemented. They shall also provide the necessary teaching or research spaces, administrative support for their teaching activities, and assistance with issues such as arranging accommodation for the faculty member and their family, moving expenses, and arranging for their children's education.

九、本校提供之支持性措施：

- (一) 提供同職級教師之法定薪資待遇。
- (二) 開放各項獎勵補助及競爭型計畫申請。
- (三) 推動延攬國際頂尖人才整合型專案計畫研究補助申請。
- (四) 其他視計畫需求提供之必要援助。

9.Supporting measures implemented by the University:

- (1)Salary and benefits stipulated in accordance with applicable law for faculty of the same rank.
- (2)Eligibility to apply for various incentives, grants, and competitive grant projects.
- (3)Research grant applications for promotion of integrated projects related to the recruitment of top-notch international elite.
- (4)Other necessary assistance shall be provided as needed.

十、本要點所需經費，由教育部補助計畫或本校自籌收入支應。

10.The funding required for these Guidelines shall be provided through the Ministry of Education's subsidy programs or by the University's own fundraising efforts.

十一、本要點未盡事宜，依教育部補助大專校院延攬國際頂尖人才作業要點及相關法令規定辦理。

11.Any matters not described in these Guidelines shall be governed by the Guidelines for the Recruitment of Top-notch International Elite by Universities and Colleges with Subsidies from the Ministry of Education and other relevant laws and regulations.

十二、本要點經校務基金管理委員會及行政會議通過後實施，修正時亦同。

12.These Guidelines shall take effect upon approval by the Endowment Fund Management Committee and the Administrative Meeting. The same shall apply to all subsequent amendments.