國立成功大學延攬優秀人才實施要點
National Cheng Kung University Implementation Directions for Recruiting Outstanding Talents

一、　國立成功大學(以下簡稱本校)為發展為國際一流大學，延攬優秀人才參與研究計畫、擔任教學、協助科技研發及推展校務，特訂定本要點。

These Directions are enacted to facilitate National Cheng Kung University (hereinafter "the University") to develop into a top university internationally through recruiting outstanding talents to participate in research projects, teach students, aid scientific research and design, and manage university affairs.

二、　依本要點延攬之人才，分下列七類：

（一）　客座特聘講座（以國外人才為原則，聘期以至少一個月為原則），其資格應符合下列條件之一：
1. 諾貝爾獎得主。
2. 院士層級且具國際聲望者。

（二）　客座講座教授（聘期以至少一個月為原則）：現任或曾任大學講座教授，H-index>25　且最近三年內有研究成果發表為國際所推崇者。

（三）　客座教授/客座研究員（聘期以至少兩個月為原則）：曾任大學教授或研究機構之研究員，在學術上有重要貢獻、重要專門著作者且　H-index>20。

（四）　客座副教授/客座副研究員（聘期以至少兩個月為原則）：曾任大學副教授或研究機構之副研究員，成績優良，並有專門著作者且　H-index>15。

（五）　客座助理教授/客座助研究員（聘期以至少兩個月為原則）：曾任大學助理教授或研究機構之助理研究員，成績優良，並有專門著作者且　H-index>10。

（六）　客座專家（聘期以至少兩個月為原則），其資格應符合下列條件之一：
1. 獲得博士學位後，繼續執行專門職業或於研究機構從事研究工作或於科技機構從事科技研發或管理工作四年以上，著有成績者。
2. 在特殊技術或(科技機構之科技研發或管理工作)上，具有獨到之才能為國內外所少見且曾擔任高階主管五年以上者。

（七）研究教授：資格比照客座教授/客座研究員。　副研究教授：資格比照客座副教授/

客座副研究員。 助理研究教授：資格比照客座助理教授/客座助研究員。 研究專家：資格比照客座專家。 博士後助理研究員：具有博士學位，且具發展潛力之人才。

本項延攬人才之聘期以至少三個月為原則，且規劃與設計學院、文學院、社會科 學院、管理學院需依照各學院聘任專案教師之資格(含學術表現)規定，申請者需 自行提供該學院依據標準；理學院、工學院、醫學院、生物科學與科技學院、電 機資訊學院則依照前述標準：

客座講座教授：H-index>25 且最近三年內有研究成果發表為國際所推崇者、

客座教授/客座研究員：H-index>20、

客座副教授/客座副研究員：H-index>15、

客座助理教授/客座助研究員：H-index>10。

The aim of the Directions is to recruit seven types of professional:

(1) A visiting distinguished chair professor (the candidate should be from overseas and the term of appointment should be at least 1 month), who should meet at least one of the following criteria:

  1. Nobel Prize winner
  2. Internationally prestigious academician

(2) A visiting chair professor (with a term of appointment of at least 1 month), who should currently be or have been a chair professor at a university, have an H-index > 25, and have published research results praised by the international academic community in the last 3 years.

(3) A visiting professor or research fellow (with a term of appointment of at least 2 months), who should have been a university professor or research fellow in a research institution, have made crucial academic contributions, have published important works, and have an H-index > 20.

(4) A visiting associate professor or associate research fellow (with a term of appointment of at least 2 months), who should have been an associate professor at a university or an associate research fellow in a research institution, possess outstanding performance, have produced works, and have an H-index > 15.

(5) A visiting assistant professor or assistant research fellow (with a term of appointment of at least 2 months), who should have been an assistant professor at a university or assistant research fellow at a research institution, possess outstanding performance, have published works in specialized fields, and have an H-index > 10.

(6) A visiting expert (with a term of appointment of at least 2 months), who should meet at least one of the following conditions:

(7) a. Hold a doctoral degree and continue to work in a specialized profession or engaged in research work at research institution or in charge of development or management tasks in a research or scientific institution for more than 4 years, and have attained distinguished achievements.

(8) b. Possess a unique talent in special technologies or (technical research and development or management tasks in a scientific institution), display a rare ability that is difficult to find anywhere in the world, and have served as a top executive for more than 5 years.

(9) A research professor should meet the qualifications specified for a visiting professor or visiting research fellow. An associate research professor should meet the qualifications specified for a visiting associate professor or visiting associate research fellow. An assistant research professor should meet the qualifications specified for a visiting assistant professor or visiting assistant research fellow. A research expert should meet the qualifications specified for a visiting expert. A postdoctoral assistant research fellow should possess a doctoral degree and demonstrate development potential.

The term of appointment for talents hired through this recruiting program shall be at least 3 months. Candidates applying for the aforementioned positions in the Colleges of Planning and Design, Liberal Arts, Social Sciences, and Management shall meet the appointment qualifications (including academic performance) for project faculty members specified by the corresponding college. Candidates applying for the aforementioned positions in the Colleges of Sciences, Engineering, Medicine, Bioscience and Biotechnology, and Electrical Engineering and Computer Science shall meet the criteria specified in this Point.

Visiting chair professor: should have an H-index > 25 and have published research results that have been praised by the international academic community in the last 3 years;

Visiting professor or visiting research fellow: should have an H-index > 20;
Visiting associate professor or visiting associate research fellow: should have an H-index > 15; and
Visiting assistant professor or visiting assistant research fellow: should have an H-index > 10.

三、 辦理延攬聘任優秀人才應遵行事項如下：

（一）以博士後研究人員職稱聘任者，經費來源需為教育部高教深耕計畫，惟如其他性質相近之教育部補助計畫，得專案簽准後比照辦理。

（二）產業界資深主管或具有特殊研究領域之長期資歷者，應檢附完整個人簡歷及申請書辦理。

（三）曾在其他機(構)或學校以同等職稱聘任者，得比照第一點項規定辦理；兼任人員於本校之權利義務由雙方協商訂定。

The recruitment of outstanding professionals shall abide by the following rules:

(1) The funding source for personnel employed for the position of postdoctoral research fellow must be from the Higher Education Sprout Project of the Ministry of Education (MOE). However, when other MOE subsidy programs with a similar nature exist, these programs may also apply if they have been reported to and approved by competent authorities as a special case.

(2) Senior executives in industry or candidates with long-term experience in special research fields shall attach a complete CV and application form when applying.

(3) Candidates who have been employed by other institution or universities under the same job title may apply Rule 1; the rights and obligations of adjunct personnel in the University shall be determined through consultation between both parties.

四、 第二點之延攬人才亦得適用依據教育部「國立大學校院進用專案計畫教學人員、研究人員暨工作人員實施要點」訂定之「國立成功大學進用專案計畫教學（研究）人員實施要點」規定辦理。

Professionals recruited under Point 2 may also be eligible for the National Cheng Kung

University Implementation Directions for Recruiting Project Faculty Members or Research Fellows, which are enacted in accordance with the MOE's Implementation Directions for National Colleges and Universities to Recruit Project Faculty Members, Research Fellows, or other types of staff.

五、 依本要點延攬之人才，其教學研究費依支給標準表（附表一）支給。但經費補助或計畫 委託機關(構)另有規定者，從其規定。

Those recruited under the Directions shall have their teaching and research fees paid in accordance with the standard payment table (see Appendix Table 1). However, if the subsidizing or commissioning institution stipulates otherwise, its regulations shall prevail.

六、 申請方式：用人單位檢具申請書及相關證明文件，向研究發展處提出申請。

Method of application: The employing unit shall collect the application form and relevant documents for verification and submit them to the Office of Research and Development.

七、 延攬人才申請案，由研究發展處審查小組審查通過後，簽報校長核定。審查小組共5-7人，由研發長擔任召集人，其餘成員含校內外學者專家共1-2名。

Recruitment applications shall undergo a review by the Review Committee of the Office of Research and Development first then be reported to the President for approval. The Review Committee comprises 5 to 7 members, with the Vice President for Research & Development serving as the convener. The remaining 1 to 2 members are scholars and experts from inside and outside the University.

八、 本要點聘任延攬人才所須經費，由用人單位自行負擔為原則。

The funds required for recruitment under these Directions shall be paid by the employing unit.

九、 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。

These Directions shall come into force after being approved by the Endowment Fund Management Committee and Administrative Meeting; furthermore, any amendments shall be approved by the Endowment Fund Management Committee and the Administrative Meeting.

These regulations were translated from the original Chinese. In the event of any discrepancies between the two versions, the Chinese always takes precedence.