

National Cheng Kung University Regulations Governing the Recruitment and Promotion of Research Personnel

Approved on October 7, 1992 in the 1st University Affairs Committee Meeting of the 1992 academic year.

Amended and approved on November 14, 2001 in the 1st University Affairs Committee Meeting postponed of the 2001 academic year.

Approved on June 27, 2007 in the 4th University Affairs Committee Meeting of the 2006 academic year.

Amended and approved on June 23, 2010 in the 5th University Affairs Committee Meeting of the 2009 academic year.

Article 1 National Cheng Kung University (hereinafter “the University”) Regulations Governing the Recruitment and Promotion of Research Personnel (hereinafter “the regulations”) are enacted according to Article 40 of the NCKU Organizational Regulations and other relevant regulations. The objective is to meet the needs of recruiting research personnel.

Article 2 Research personnel referred to in the regulations are full-time staff of the University engaging in research and related work.

Article 3 Research personnel are divided into four ranks, namely research fellow, associate research fellow, assistant research fellow, and research assistant; these are equivalent to the following ranks of teachers: professor, associate professor, assistant professor, and lecturer, respectively.

The appointment qualifications of each position are as follows:

(1) Research fellows must meet at least one of the following requirements:

1. Have served as a university associate research fellow for 3 years or longer with outstanding academic performance and significant research achievements or specialized publications.

2. Have obtained a doctoral degree or equivalent, relevant research experience in a university or research institution for 8 years or longer, and significant research achievements or specialized publications.

(2) Associate research fellows must fulfill at least one of the following requirements:

1. Have served as a university assistant research fellow for 3 years or longer with outstanding academic performance and significant research achievements or specialized publications.

2. Have obtained a doctoral degree or equivalent, relevant research experience in a university or research institution for 4 years or longer, and significant research achievements or specialized publications.

(3) Assistant research fellows must meet at least one of the following

requirements:

1. Have served as a university research assistant for 3 years or longer with outstanding academic performance and significant research achievements or specialized publications.
2. Have obtained a doctoral degree or equivalent with outstanding academic performance and specialized publications.
3. Have obtained a master's degree or equivalent, relevant research experience in a university or research institution for 4 years or longer, and significant research achievements or specialized publications.

(4) Research assistants must meet at least one of the following requirements:

1. Have obtained a master's degree or equivalent with outstanding academic performance and specialized publications.
2. Have obtained a bachelor's degree, relevant research experience in a university or research institution for 6 years or longer, and significant research achievements or specialized publications.

Article 4 The staff quota and grade for research personnel of each unit are specified in the Staff Quota Table. The qualification review, appointment, and promotion of research personnel shall be conducted by the Faculty Evaluation Committee. The appointment and promotion of research personnel shall be handled in accordance with the National Cheng Kung University Regulations Governing the Recruitment and National Cheng Kung University Regulations for Faculty Promotion

As a principle, the research and service of research personnel occupy 60% and 40% of the review for promotion, respectively. The Feedback Form for Review on the Publications/Research Results of Research Personnel shall additionally be formatted in accordance with the Feedback Form for Review on Publications of Teachers.

Article 5 In addition to conducting research as planned, research personnel must conduct relevant work designated by the unit and may simultaneously undertake related work with that unit's consent. For example, research personnel who pass the teacher qualification review of the Faculty Evaluation Committees of a department/institution/center, a college, and the University, are allowed to serve as alternative teachers for related subjects and teach a maximum of 4 hours per week; their payment shall be equivalent to the hourly wage of an adjunct teacher.

Article 6 The period of employment, dismissal, suspension, denial of renewed employment, and appeals for research personnel shall be handled in accordance with the provisions applicable to teachers.

Article 7 Newly recruited research fellows and associate research fellows shall undergo evaluation by the Faculty Evaluation Committees of a department/institute/center, a college, and the University to determine whether their employment contract shall be renewed 6 months before reaching the 4th year of their initial/renewed employment period. Research fellows and associate research fellows who do not pass this accreditation will not be reappointed starting from the 5th year.

Newly recruited assistant research fellows who are unable to receive a promotion within 6 years of their employment shall not be reappointed starting from the 7th year. For pregnancy, childbirth, raising children aged under 3 years, and other special circumstances, assistant research fellows may be granted a renewal term of 2 years starting from the 7th year with the consent of the Faculty Evaluation Committee; those who are still not promoted within these 2 years will no longer be reappointed.

During their renewal term of 2 years, assistant research fellows who are still under affected by any special circumstance in the previous subparagraph, which is likely to affect their academic performance, may extend their renewal term for an additional 2 years with the approval of the Faculty Evaluation Committee 6 months prior to the end of the renewal term.

The aforementioned provisions also apply to newly recruited research assistants.

Article 8 The salary, benefits, continuing education, annual increments, retirement, bereavement payment, severance, and research leave of research personnel, except for matters related to provisions governing additional retirement payments and applications for service extension, shall be handled in accordance with the rank to which the person is appointed and the provisions applicable to teachers of an equivalent rank.

Article 9 To be equated with teachers, research personnel shall be evaluated. Each department/institute/center and college shall establish their own directions for the evaluation of research personnel, which shall cover the items, standards, and procedures of the evaluation. The directions shall be ratified by the University-Level Faculty Evaluation Committee for approval before implementation.

Article 10 Matters not covered by the regulations shall be dealt with in accordance with relevant laws and regulations.

Article 11 For research personnel positions outside the department/institute of a certain college, the Physical Education Office, and the first-level units (e.g., centers, offices, museums, and libraries), the initial review shall comply with the procedure developed by the department/institute. The second review shall be conducted by the Faculty Evaluation Committee of other

departments/institutes. However, the second review for positions within the Center for Micro/Nano Science and Technology and the Computer and Network Center is to be conducted by the Faculty Evaluation Committees of the College of Engineering and College of Electrical Engineering and Computer Science, respectively.

Article 12 The regulations are implemented upon approval by the University Affairs Committee meeting. The same shall apply for all amendments to the regulations.

※The English translation thereof is for reference only and the Chinese version shall always prevail in case of any inconsistency between the Chinese version and the English translation thereof.