

國立中興大學延攬國際頂尖人才遴聘辦法
NATIONAL CHUNG HSING UNIVERSITY
Regulations for the Recruitment and Appointment of Top global Talent

107 年 4 月 17 日第 80 次校務會議訂定
April 17, 2018—Formulated by the 80th University Council Meeting
108 年 5 月 28 日第 85 次校務會議修正(第 1~4 條)
May 28, 2019—(Articles 1 through 4) amended by the 85th University Council Meeting
109 年 10 月 23 日第 90 次校務會議修正(第 2 條)
October 23, 2020—(Article 2) amended by the 90th University Council Meeting

- 第一條 國立中興大學（以下簡稱本校）為延攬國際頂尖人才，藉由提供符合國際競爭力之薪資待遇，以吸引國際人才至本校任教，提升本校國際影響力，依據「教育部補助大專校院延攬國際頂尖人才作業要點」，特訂定本辦法。
National Chung Hsing University (hereinafter, NCHU or “the University”) has formulated the following regulations in accordance with the Ministry of Education’s *Guidelines for the Top global Global Talent Recruitment Subsidies for Institutions of Higher Education* to recruit top global talent, attract exceptional talent to the University with internationally competitive compensation packages, and enhance the competitiveness of the University on a global scale.
- 第二條 本校延攬之國際頂尖人才，分為玉山學者及玉山青年學者，相關資格條件如下：
“Top global talent” refers to either Yushan Scholars or Yushan Young Fellows who meet the University’s eligibility criteria.
- 一、玉山學者須符合下列條件之一：
- Yushan Scholars must meet one of the following criteria:
- (一)曾服務於國際一流學術研究機構或國際知名公司任職十年以上，具國際學術聲譽或具掌握達國際領先水準之核心技術，並有領導學術或產業研究團隊之經驗。
Having served for at least 10 years in a top international academic/research Institute or an internationally renowned company, having a global reputation in academia or being in possession of key frontier technologies, or having experience leading academic or industry research teams
- (二)曾獲得諾貝爾獎、國家級研究院院士、國際重要學會會士或相當等級之獎項。
Having won a Nobel Prize, a National Academician Award, or a fellowship from a major international academic society, or an award of similar significance
- (三)近五年之學術或產業貢獻於所屬領域表現卓越。
Having made extraordinary contributions to academia or the industry in their field of expertise in the most recent five-year period
- 二、玉山青年學者為取得最高學歷十年以內，並符合下列條件之一：
- Yushan Young Fellows must have obtained their highest educational degree in the most recent 10-year period and must meet one of the following criteria:
- (一)曾服務於國際一流學術研究機構或國際知名公司任職五年以上，並具有發展潛力。
Having served for at least five years in a top international academic/research institute or an internationally renowned company and demonstrating great potential in research
- (二)有執行重大研究計畫之經驗。
Having experience carrying out major research projects
- (三)近五年之學術貢獻於所屬領域表現優異。
前項延攬之國際頂尖人才不得為我國學校及學術研究機構現職專任人員（不包括計畫型專案人員）或退休人員；且不得再請領本校彈性薪資。
Top global talent, as described in the preceding paragraph, does not refer to current

full-time employees or retirees of a domestic educational or research institution (excluding project personnel). Personnel recruited as top global talent shall be ineligible for any flexible wages at the University.

第三條 本校遴聘之國際頂尖人才職務等級如下：

Top global talent receiving appointments to the University shall be assigned to the following positions:

一、玉山學者：教授或研究員。

Yushan Scholars: Full professor/research fellow

二、玉山青年學者：教授、副教授、助理教授或研究員、副研究員、助理研究員。

Yushan Young Fellows: Full professor/research fellow, associate professor/research fellow, or assistant professor/research fellow

前項第一款編制內專任教師，聘任時年齡超過六十五歲者，得以編制外專任教師聘任；或聘任短期交流教研人員，每年至少在校服務三個月以上。

Quota-based full-time faculty members, as described in Subparagraph 1 of the preceding paragraph, may be appointed as supernumerary full-time faculty members if they are over the age of 65 at the time of appointment. Short-term visiting/ exchange faculty members and research fellows may also be appointed as long as they can provide at least three months of service at the University every year.

第四條 國際頂尖人才符合下列資格者，得免外審：

Top global talent who meet the following criteria may be exempt from an external review:

一、符合教育人員任用條例第十八條第一款教授資格：具有博士學位或其同等學歷證書，曾從事與所習學科有關之研究工作、專門職業或職務八年以上，有創作或發明，在學術上有重要貢獻或重要專門著作者。

The candidate meets the qualifications provided in Article 18, Subparagraph 1 of the *Act Governing the Appointment of Educators*; i.e., holding a doctoral (or equivalent) degree; having engaged in research or specialized professional work related to their field of expertise for at least eight years with tangible results or inventions; and having produced significant academic contributions or specialized publications.

二、曾於國外大學或香港、澳門大學擔任專任教授，其任教大學係符合大學辦理國外學歷採認辦法、香港澳門學歷檢覈及採認辦法規定之學校。

The candidate previously served as a full-time professor at a university located in Hong Kong, Macau, or a foreign country which is recognized by the Ministry of Education under the *Regulations Governing the Assessment and Recognition of Foreign Academic Records by Institutions of Higher Education* or the *Regulations Governing the Examination and Recognition of Educational Records from Hong Kong and Macao*.

三、為諾貝爾獎或相當等級之得主、國家級研究院院士、國際重要學會會士，或在其他相當於前述資格之學術或專業領域著有傑出成就者。

The candidate has won a Nobel Prize, National Academician Award, fellowship from a major international academic society, or an award of equivalent significance; or has produced extraordinary accomplishments in academia or a professional field.

第五條 本校得組織國際頂尖人才遴聘審議委員會(以下簡稱遴委會)，負責玉山學者及玉山青年學者之初審。初審通過後，提送推薦人選報請教育部審查，經審查通過者，依下列程序辦理聘任：

The University may establish an Top global Talent Selection and Appointment Committee (“the Committee”) to handle preliminary reviews of Yushan Scholar and

Yushan Young Fellow appointments. Candidates who pass the preliminary review shall be referred to the Ministry of Education for further review and appointment in accordance with the following procedures:

- 一、符合前條規定或具擬聘等級教師證書或聘為研究人員者，得免外審，由聘任單位依行政程序逕送本校教師評審委員會審議。

Candidates who meet the eligibility criteria described in the preceding article, who hold a teaching certificate corresponding to their appointment rank, or who will be appointed to the position of research fellow shall be exempt from external review and shall be referred by the hiring unit directly to the NCHU Faculty Evaluation Committee for review in accordance with internal administrative procedures.

- 二、擬聘人員如未具前條免外審規定或未具擬聘等級教師證書者，應由聘任單位所屬學院辦理外審，外審結果符合本校教師升等評審標準暨聘任升等著作送審準則第六條規定者，依行政程序提送本校教師評審委員會審議通過後，報請校長核聘。

Candidates who do not meet the eligibility criteria described in the preceding article and who do not hold a teaching certificate corresponding to their appointment rank shall be subject to an external review organized by the hiring college. Those whose external review results meet the criteria set forth under Article 6 of the University's *Faculty Promotion Review Standards and Publication Review Guidelines* may then be referred to the NCHU Faculty Evaluation Committee for review and the NCHU President for appointment in accordance with internal administrative procedures.

前項人員如經教育部審查通過，由學校核撥校競爭員額聘任；如經教育部審查未通過者，得依本校教師聘任暨升等辦法規定，由單位自提員額辦理聘任事宜。

Candidates, as described in the preceding paragraph, who pass review by the Ministry of Education may be appointed under the University-wide faculty quota; those who fail the Ministry of Education review may still be appointed under the unit-level faculty quota in accordance with the University's *Regulations for Faculty Appointments and Promotions*.

擬聘人員如以專案計畫教學或研究人員聘任且不送審教師證書者，經遴委會初審並報請教育部審查通過後，由聘任單位依行政程序逕送本校教師評審委員會審議。如經教育部審查未通過，得由各單位自籌經費辦理聘任事宜。

Candidates for project teacher or research positions who do not hold a teaching certificate shall be subject to a preliminary review by the Committee and then referred to the Ministry of Education for review and approval. Candidates who pass the review conducted by the Ministry of Education shall be referred by the hiring unit to the NCHU Faculty Evaluation Committee for review. Candidates who fail the Ministry of Education review may still be appointed by the hiring unit using its self-raised funds.

國際頂尖人才獲聘為本校編制內教師者，得請頒教師證書。符合升等資格條件者，得依本校相關規定辦理升等。

Top global talent who are appointed as quota-based faculty members may request a teaching certificate and shall be eligible for promotion provided that they qualify under the applicable regulations of the University.

- 第六條 遴委會置委員至多十五人，由副校長一人，各學院推選相當於本校講座或特聘教授資格之校內委員一人及校外具「人文社會科學」、「理學及工學」及「農學、生命科學及醫學」學術領域傑出學者各二人，送請校長圈選，校外委員人數不得少於二分之一，以副校長為召集人。

The Committee shall be composed of up to 15 members, including a vice president of the University as *ex officio* member and convener. Each college shall nominate one chair professor or distinguished professor (or equivalent) and two external scholars with outstanding achievements in each of the following three academic fields—the Humanities and Social Sciences; Science and Engineering; and Agricultural/Life Sciences and Medicine. The list of candidates shall be presented to the NCHU President for selection. The number of external members shall be no less than ½ of the total number of members.

遴委會委員任期一年。委員因故解職所遺缺額，由前項校長圈選之候補委員遞補。

Committee members shall serve a one-year term. Any vacancies that should arise during a term shall be filled by alternates selected by the NCHU President.

遴委會開會時，應有委員三分之二以上出席及參加表決委員二分之一以上通過始得決議。如遇有師生關係、三親等內血親、姻親、學術合作關係或相關利害關係人，應自行迴避。迴避委員不計入參加表決人數。

The Committee may only convene with at least ⅔ of its members in attendance, and a resolution may only be passed with ½ of the attending members in concurrence. Members shall recuse themselves from matters where there might be a conflict of interest or if they are or have been an advisor, student, relative within the third degree of kinship by blood or marriage, or academic collaborator, or in any other kind of stakeholder relationship with a candidate. Members who recuse themselves shall be excluded from the calculation of quorums.

第七條 獲教育部審查通過之國際頂尖人才，除依本校編制內專任教師及研究人員規定辦理外，並享有下列優遇事項：

In addition to benefits granted to quota-based full-time faculty members and research fellows at the University, top global talent who pass the Ministry of Education review shall be entitled to the following preferential benefits:

一、非法定薪資：

Non-statutory salary:

(一)玉山學者：每年至多五百萬元與行政及業務費最高一百五十萬元，短期交流人員按實際服務時間比例核給。

Yushan Scholar: Up to NT\$5 million per year, plus an administrative and business expense budget of up to NT\$1.5 million per year, prorated for scholars on short-term visits/exchanges

(二)玉山青年學者：每年至多一百五十萬元與行政及業務費最高一百五十萬元。

Yushan Young Fellow: Up to NT\$1.5 million per year, plus an administrative and business expense budget of up to NT\$1.5 million per year

二、不受本校教師授課時數及超支鐘點費核計辦法有關基本授課時數之規定。

Exemption from the minimum teaching hour requirements stipulated in the University's *Regulations for the Calculation of Teaching Hours and Overtime Hourly Lecture Fees*

三、免依本校教師評鑑準則之規定辦理教師評鑑，惟達教育部核定補助經費之期限屆滿前八個月應繳交成果報告函送教育部。

Exemption from faculty evaluations under the University's *Faculty Evaluation Guidelines* (However, a report shall be submitted to the Ministry of Education eight months prior to the conclusion of the subsidy period.)

四、提供教學或研究所需經費與設備、行政或教學研究助理人事費、教師及其親屬住宿與搬遷費、子女教育協助等事項。

Teaching/research equipment and instrument allowances; funding for administrative, teaching, or research staff; housing and moving subsidies for faculty members and their dependent family members; educational support for

faculty members' children; etc.

第八條 本辦法如有未盡事宜，悉依教育部及本校相關規定辦理。

Matters unaddressed herein shall be subject to the applicable regulations of the University and the Ministry of Education.

第九條 本辦法經校務會議通過後實施，修正時亦同。

These Regulations and any amendments made hereto shall be implemented upon passage by the University Council.

國立中興大學延攬國際頂尖人才遴聘辦法作業流程圖
NATIONAL CHUNG HSING UNIVERSITY
Standard Operating Procedures for the
Regulations for the Recruitment and Appointment of Top global Talent



