**NATIONAL CHUNG HSING UNIVERSITY**

**Regulations for the Recruitment and Appointment of Top global Talent**

 April 17, 2018— Formulated by the 80th University Council Meeting

 May 28, 2019— (Articles 1 through 4) amended by the 85th University Council Meeting

 October 23, 2020— (Article 2) amended by the 90th University Council Meeting

Article 1 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.

Article 2 “Top global talent” refers to either Yushan Scholars or Yushan Young Fellows who meet the University’s eligibility criteria.

1. Yushan Scholars must meet one of the following criteria:

1) 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

2) Having won a Nobel Prize, a National Academician Award, or a fellowship from a major international academic society, or an award of similar significance

3) Having made extraordinary contributions to academia or the industry in their field of expertise in the most recent five-year period

2. 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:

1) 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

2) Having experience carrying out major research projects

3) Having made extraordinary contributions to academia in their field of expertise in the most recent five-year period

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.

Article 3 Itop global talent receiving appointments to the University shall be assigned to the following positions:

1. Yushan Scholars: Full professor/research fellow

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

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.

Article 4 Top global talent who meet the following criteria may be exempt from an external review:

1. 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.

2. 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.*

3. 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.

Article 5 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:

1. 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.

2. 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.

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*.

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.

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.

Article 6 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.

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.

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.

Article 7 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:

1. Non-statutory salary:

1) 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

2) 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

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

3. 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.)

4. 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.

Article 8 Matters unaddressed herein shall be subject to the applicable regulations of the University and the Ministry of Education.

Article 9 These Regulations and any amendments made hereto shall be implemented upon passage by the University Council.

**NATIONAL CHUNG HSING UNIVERSITY**

**Standard Operating Procedures for the
Regulations for the Recruitment and Appointment of Top global Talent**

Hiring unit submits request to appoint Yushan Scholar or Yushan Young Scholar

Office of R&D compiles a list of candidates for the Personnel Department

Top global Talent Selection and Appointment Committee conducts preliminary review



Application submitted to Ministry of Education

Approved

Rejected

Hired under University-wide quota

Hired under unit-level quota

Department faculty evaluation committee

No external review if:

1. Qualifying under Article 4

2. Holding a teaching certificate of the corresponding rank

3. Being appointed as a research fellow

4. Being appointed as a project teacher or research fellow with no teaching certificate

1. Not qualifying under Article 4

2. Not holding a teaching certificate of the corresponding rank

College faculty evaluation committee

Hiring college organizes external review

University faculty evaluation committee

Subject to NCHU *Regulations for Faculty Appointments and Promotions*

Approved by

NCHU President

Faculty report for duty on August 1 or February 1