

Ming Chuan University Procedures for the Appointment of Researchers

Passed at the Administrative Council Meeting on November 10, 1997

- Article 1. In order to attract and retain high quality researchers, Ming Chuan University has implemented the Procedures for the Employment of Researchers in accordance with Article 8 of the Ministry of Education's Procedures for the Employment of Researchers.
- Article 2. "Researchers" in these procedures refers to those who are employed as full-time researchers at Ming Chuan University. However, researchers can be hired as part-time instructors if they have the necessary qualifications.
- Article 3. Researchers fall into four levels: Researchers, Associate Researchers, Assistant Researchers, and Research Assistants.
- Article 4. Researchers should have one of the following qualifications:
1. Have been employed as an Associate Researcher at another university for more than three years, and have demonstrated excellent performance and can claim significant research achievements or specialized publications.
 2. Possess a doctoral degree or other equivalent academic qualification, and have been engaged in the pursuit of relevant research work in another university or research institute for more than eight years, and have demonstrated excellent performance, and can claim significant research achievements or specialized publications.
- Article 5. Associate Researchers should have one of the following qualifications:
1. Have been employed as an Assistant Researcher at another university for more than three years and have demonstrated excellent performance, and can claim significant research achievements or specialized publications.
 2. Those who possess a doctoral degree or other equivalent academic qualifications, and have been engaged in the pursuit of relevant research work in another university or research institute for more than four years, and who can claim significant research achievements or specialized publications.
- Article 6. Assistant Researchers should have one of the following qualifications:
1. Have been employed as a Research Assistant at another university for more than three years and have demonstrated excellent performance, and can claim significant research achievements or specialized publications.
 2. Possess a doctoral degree or other equivalent academic qualifications and have demonstrated excellent performance, and can claim specialized publications.
 3. Possess a master's degree or other equivalent academic qualifications, have been engaged in the pursuit of relevant research work in another university or research institute for more than four years, and can claim significant research achievements or specialized publications.
- Article 7. Research Assistants should have one of the following qualifications:
1. Possess a master's degree or other equivalent academic qualification and have demonstrated excellent performance, and can claim specialized publications.
 2. Possess a bachelor's degree or other equivalent academic qualification, have been engaged in the pursuit of relevant research work in another university or research institute for more than six years, and can claim significant research achievements or specialized publications.
- Article 8. Faculty members who have made significant contributions to their research field, and have earned significant national or international awards, or held an important research position at a prestigious domestic or overseas academic institutions may be employed as researchers at an equivalent rank at Ming Chuan University. Before taking effect, such an appointment must be ratified in a resolution with two thirds or more of the Faculty Hiring and Promotion Committee members present. Three-fourths of those present must support a resolution for it to pass.
- Article 9. Matters such as termination, suspension, discontinuation of an employment contract, as well as the appeals process for researchers will be governed by the same regulations as those for

instructors.

- Article 10. Matters such as salary, welfare benefit, further education, promotion, retirement, pension, layoff, and research subsidy for researchers will be handled on the basis of rank. Such matters will be governed by the same regulations as those for instructors, except for matters concerning increased pension contributions and contract extension applications.
- Article 11. During the employment period, researchers should submit a list of their publications to the Faculty Hiring and Promotion Committee for review.
- Article 12. The following are equivalent ranks: Researchers and Professors, Associate Researchers and Associate Professors, Assistant Researchers and Assistant Professors, and Research Assistants and Instructors.
- Article 13. When deciding how to recognize significant contributions to their research field, the Ming Chuan University Faculty Review and Evaluation Committee takes into account the publication of specialized papers, the receipt of significant national or international awards, and the attainment of an important research position at a prestigious domestic or overseas academic institution.
- Article 14. The Faculty Hiring and Promotion Committee oversees evaluations, employment contracts, employment periods, and promotions of researchers.
- Article 15. Current Assistant Researchers and Research Assistants employed prior to the implementation of these procedures may still be promoted in accordance with procedures concerning faculty promotion.
- Article 16. Upon being passed at the Administrative Council Meeting and approved by the president, these procedures were implemented. Any revision must follow the same procedure.

****In the event of any inconsistency or discrepancy between the Chinese and other language versions of this document, the Chinese version shall prevail.****