

# CYCU Regulation on the Faculty Appointment

*2011.5.14 99 Academic Year 2<sup>nd</sup> Semester University Council Amended.*

## Article 1

This Regulation is formulated according to the provisions of Article 13 of the CYCU Regulation on the Establishment of the Teacher's Review Committees.

## Article 2

The appointment of faculty at this university shall be based on the principles of openness, fairness, and justness.

## Article 3

With respect to the appointment of faculty at this university, the qualifications shall be included outstanding character and integrity, and with professional dedication spirit, and meet the following requirements as well:

1. Lecturers shall have one of the following qualifications:

(1) Possess master's degrees or the equivalent degree certificates with outstanding grades.

(2) Graduated from universities or independent colleges, and have served as assistants to assist teaching or research works with outstanding grades and specialized publications.

(3) Graduated from universities or independent colleges, and have engaged in research works or professional occupations or positions related to the majored subjects for six years and more with excellence performances and specialized publications.

(4) Hold the lecturer certificates issued by the Ministry of Education.

2. Assistant professors shall have one of the following qualifications:

(1) Possess doctoral degrees or the equivalent degree certificates with outstanding grades and specialized publications.

(2) Hold the lecturer certificates issued by the Ministry of Education, and have served as full-time lecturers for three years and more with excellent performances and specialized publications.

(3) Possess master's degrees or the equivalent degree certificates, and have engaged in research works or professional occupations or positions related to the majored subjects for four years and more with excellent performances and specialized publications.

(4) Graduated from the departments of Medicine, Chinese Medicine, or Dentistry of

universities or independent colleges, and have served clinical works for nine years and more at medical centers and as attending physician for at least four years with excellent performances and specialized publications.

(5) Hold the assistant professor certificates issued by the Ministry of Education.

(6) Served as full-time assistant professors at universities abroad recognized by the Ministry of Education for one year and more with specialized publications.

3. Associate professors shall have one of the following qualifications:

(1) Hold the assistant professor certificates issued by the Ministry of Education, and served as full-time assistant professors for three years and more with excellent performances and specialized publications.

(2) Possess doctoral degrees or the equivalent degree certificates, and have engaged in research works or professional occupations or positions related to the majored subjects for more than four years and more with specialized publications.

(3) Hold the associate professor certificates issued by the Ministry of Education.

(4) Served as full-time associate professors at universities abroad recognized by the Ministry of Education for one year and more with specialized publications.

4. Professors shall have one of the following qualifications:

(1) Hold the associate professor certificates issued by the Ministry of Education, and have served as full-time associate professors for three years and more with excellent performances and important publications.

(2) Possess doctoral degrees or the equivalent degree certificates, and have engaged in research works or professional occupations or positions related to the majored subjects for eight years and more with creations or inventions having significant contributions to academics or important specialized publications.

(3) Hold the professor certificates issued by the Ministry of Education.

(4) Served as full-time professor at universities abroad recognized by the Ministry of Education for one year and more with important publications. The publications mentioned above refer to the published ones, or the articles published in the academic periodicals or the published creations.

#### Article 4

Those newly-recruited faculty who have been appointed under Article 3, Paragraph 2, Sub-paragraph 6, Paragraph 3, Sub-Paragraph 4, and Paragraph 4, Sub-Paragraph 4, or have made special contributions to academics but their qualifications do not meet the requirements as assistant professors, associate professors, or professors prescribed in the preceding article shall be recommended by the department (graduate school) council, and approved by the teacher's review committees at all levels, in which three-fourths of the attending members who vote to pass is required.

## Article 5

Newly-recruited faculty who hold qualification certificates issued by the Ministry of Education, the external reviews for their specialized publications do not required.

Newly-recruited full-time faculty (lecturers and above) who have been appointed based on degrees, their specialized works or doctoral dissertations shall be sent by the teachers' review committees at the department level to external scholars and experts for review.

Except for those prescribed in preceding section, specialized publications (articles, results, or creations) of all other newly-recruited faculty shall be sent by the teachers' review committees at college and the university levels to external scholars and experts for review.

## Article 6

The recruitment and review procedures for newly-recruited faculty at this university are as follows:

1. The recruitment information shall be published in broadcast media or academic periodicals.
2. The department (graduate school) councils shall discuss on academic experience, expertise, teaching, research, character of the applying faculty, and the matter regarding the course offered, and recommend after passing, then it is reviewed by the teacher's review committee at the department level, if approved, attached evidential documents and publications and submitted to the affiliated teachers' review committee at the college level for review.
3. After being reviewed and approved by the teachers' review committee at the college level in accordance with the relevant provisions, it is reported to the president and submitted to the teachers' review committee at the university level for review.
4. The teachers' review committee at the university level will further give a general comment on academic experience, expertise, research and character of the applying faculty, and report to the president after passing for issuing the appointment letter and to the Ministry of Education.

If a newly recruited faculty will serve as a head of the department (graduate school) at this university, it is not subject to the restrictions prescribed in paragraph 2 of the preceding section, and the teacher review procedure will be that it is reviewed by the teachers' review committee at the college level straightforwardly sent by the president. If a newly recruited faculty will serve as a dean at this university, it is not subject to the restrictions prescribed in paragraphs 2 and 3 of the preceding section, and the teacher review procedure will be that it is reviewed by the teachers' review committee at the

university level straightforwardly sent by the president

#### Article 7

Those who are suspected of plagiarism in the publications submitted for teacher qualification review and have been confirmed by the teachers' review committee at the university level may not be appointed, the appointed shall be dismissed right away.

#### Article 8

The appointment of faculty is once a semester in principle, and the beginning date of each semester will be the starting date of the appointment. Each department (graduate school) shall complete the recommendation process two months earlier than the beginning date of the semester.

#### Article 9

Important issues as the appointment of faculty and the term of appointment shall be handed over by the president to various teachers' review committees at all levels for review, and the results shall be reported to the president for the approvals.

#### Article 10

When the faculty ought to be dismissed, suspended or denied of renewal due to major incidents, the president shall hand it over to various teachers' review committee at all levels for review, and the results shall be reported to the president for the approvals.

#### Article 11

Those faculty who refuse to accept the disposition of suspension, dismissal, or denial of renewal may file an appeal to the teachers' grievance review committee.

#### Article 12

Those incumbents who have held the lecturer and teaching assistant certificates before the effective date of the amended Act Governing the Appointment of Educators (March 21, 1997) and continued teaching without interruption may be reviewed directly under the original promotion regulations.

#### Article 13

Matters not covered in this Regulation shall be handled in accordance with the relevant provisions.

#### Article 14

This Regulation has been passed by the university council and reported to the president for promulgation and implementation, and the same will also apply to amendments.

- CYCU HR -