

國立成功大學延攬優秀人才實施要點

95.03.22 第 614 次主管會報通過
95.05.03 第 617 次主管會報修正通過
95.08.09 第 621 次主管會報修正通過
95.11.08 第 626 次主管會報修正通過
97.01.09 第 648 次主管會報修正通過
100.07.01 邁向頂尖大學計畫推動總中心第 4 次業務會議修正通過
2011 100.11.22 邁向頂尖大學計畫推動總中心第 78 次業務會議修正通過
108.06.19 第 197 次行政會議修正通過
113.09.11 第 224 次行政會議修正通過
113 年 11 月 28 日 113 學年度第 1 次校務基金管理委員會修正通過

一、國立成功大學(以下簡稱本校)為發展為國際一流大學，延攬優秀人才參與研究計畫、擔任教學、協助科技研發及推展校務，特訂定本要點。

二、依本要點延攬之人才，分下列各類：

(一)客座人員：

1. 客座特聘講座：曾獲諾貝爾獎或院士層級具國際聲望者。
2. 客座講座教授：現任或曾任大學講座教授，研究成果發表為國際所推崇者。
3. 客座教授或客座研究員：曾任大學教授或研究機構之研究員，在學術上有重要貢獻、重要專門著作者。
4. 客座副教授或客座副研究員：曾任大學副教授或研究機構之副研究員，成績優良，並有專門著作者。
5. 客座助理教授或客座助理研究員：曾任大學助理教授或研究機構之助理研究員，成績優良，並有專門著作者。
6. 客座專家或研究專家，其資格應符合下列條件之一：
 - (1) 獲得博士學位後，繼續執行專門職業或於研究機構從事研究工作或於科技機構從事科技研發或管理工作四年以上，著有成績者
 - (2) 在特殊技術或科技機構之科技研發或管理工作上，具有獨到之才能為國內外所少見且曾擔任高階主管五年以上者。

(二) 博士後研究員：具有博士學位，且具發展潛力者。

本要點受延攬人之聘期，以三個月以上為原則。但受延攬人如為外籍人士，且聘期未滿三個月，應依本校邀請外國學者短期訪問補助要點規定辦理。

三、申請方式：延攬單位應備齊受延攬人申請書、學經歷及身分證明文件等，向研究發展處(以下簡稱研發處)提出。

四、本校設延攬人才審查委員會，置委員五至九人，由校長指派副校長一人擔任召集人。研發長為當然委員，其餘委員由研發處推薦校內相關領域學者專家，陳請校長同意後聘任。

委員聘期一年，期滿得續聘。

委員會每季召開一次為原則。必要時，得以通訊或視訊會議方式召開。

- 五、受延攬人為博士後研究員，經延攬單位相關會議審查通過後，向研發處提出並辦理聘任程序，免提延攬人才審查委員會審議。
- 六、研發處應依延攬人才審查委員會審查結果，通知延攬單位，受延攬人應依聘期備妥延攬優秀人才單一窗口報到單及相關證明文件，至人事室辦理報到事宜。受延攬人如為外籍人士，須依就業服務法規定辦理工作許可，並於入境後依入出國及移民法向內政部移民署辦理停留、居留許可。
- 七、受延攬人於受聘期間產生之學術或研發成果，應以「國立成功大學」為機關名義發表。
- 八、受延攬人應於聘期屆滿前一個月或於受聘期間離職後一個月內，向延攬單位提出教學成果或研究成果工作報告。
- 九、本要點延攬人才所需經費，由延攬單位自行籌措為原則。
延攬博士後研究員所需經費，須為教育部高教深耕計畫經費。
受延攬人申請之教學研究費、保險費、勞工退休金或離職儲金補助，依附表規定辦理。但經費補助或計畫委託機關(構)另有規定者，從其規定。
- 十、本要點經校務基金管理委員會及行政會議通過後實施，修正時亦同。

Guidelines for Recruiting Top Talent at National Cheng Kung University

1. To elevate National Cheng Kung University (hereinafter referred to as "the University") to a world-class institution, these guidelines are established to recruit top talent to contribute to research projects, teaching, technological innovation, and the advancement of the university's missions.
2. Personnel recruited pursuant to these guidelines shall be classified as follows:
 - (1) Visiting Personnel:
 - a. Visiting distinguished chair professors shall be internationally renowned individuals, such as Nobel Laureates or members of prestigious academies.
 - b. Visiting chair professors shall be current or former university chair professors recognized for their internationally acclaimed research contributions.
 - c. Visiting professors or visiting research fellows shall be former university professors or research institute research fellows with significant academic contributions and specialized publications.
 - d. Visiting associate professors or visiting associate research fellows shall be former university associate professors or research institute associate research fellows possessing a commendable record of academic achievement and specialized publications.
 - e. Visiting assistant professors or visiting assistant research fellows shall be former university assistant professors or research institute assistant research fellows possessing a commendable record of academic achievement and specialized publications.
 - f. Visiting experts or research specialist shall meet one of the following criteria:
 - (a) Hold a doctoral degree and with at least four years of experience in professional practice, research at a research institute, or technological research and development or management at a technology organization, with notable achievements.
 - (b) Possess unique expertise in special technologies or technological research and development or management, with at least five years of experience in a senior leadership role in these fields.
 - (2) Postdoctoral research fellows shall hold a doctoral degree and demonstrate significant potential for future research contributions.

The minimum term of appointment for personnel recruited under these guidelines shall be three months. However, foreign nationals recruited for a term of less than three months shall comply with the University's guidelines for short-term visits by international scholars.
3. Application Procedure: The recruiting unit shall submit a complete application, including the application form, the candidate's academic credentials, and identification documents to the Office of Research and Development (hereinafter referred to as "ORD").
4. The University shall establish a Top Talent Recruitment Review Committee, consisting of five to nine members. A Vice President, appointed by the President, shall chair the

Committee. The Director of the Office of Research and Development (ORD) shall serve as an ex-officio member of the Committee. The remaining members of the Committee shall be selected by the ORD from relevant academic fields within the University and appointed by the President.

Committee members shall serve a one-year term, which may be renewed upon expiration. The Committee shall convene quarterly, with the option of holding virtual meetings as necessary.

5. The recruitment of postdoctoral researchers shall be subject to approval from the relevant meetings of the recruiting unit. Upon such approval, the recruiting unit shall submit the case to the Office of Research and Development (ORD) for further processing. Review by the Top Talent Recruitment Review Committee shall not be required.
6. The Office of Research and Development (ORD) shall notify the recruiting unit of the decision of the Top Talent Recruitment Review Committee. The recruited individual shall submit the required onboarding documents, including the Onboarding Form for Top Talent, and relevant proof of eligibility to the Personnel Office by the appointed commencement date.

Foreign national recruits shall obtain a work permit in accordance with the Employment Services Act and shall apply for a stay or residence permit with the National Immigration Agency upon arrival in Taiwan.

7. All academic or research outputs produced by the recruited individual during their term of appointment shall be published under the institutional affiliation of "National Cheng Kung University."
8. The recruited individual shall submit a work report on their teaching or research achievements to the recruiting unit either one month prior to the expiration of their appointment or within one month after leaving the position.
9. The recruiting unit shall be responsible for securing the necessary funds for the recruitment of top talent under these guidelines.

Postdoctoral research fellow positions shall be funded by the Ministry of Education's Higher Education Sprout Program.

Any application submitted by the recruited individual for funding related to teaching, research, insurance, pension, or severance pay shall be governed by the applicable regulations. However, if the funding source or project commissioning agency has specific provisions, those provisions shall take precedence.

10. These guidelines shall be implemented upon approval by the University's Fund Management Committee and the Administrative Meeting. Any future amendments to these guidelines shall be subject to the approval of the aforementioned committees.