

Yuan Ze University Regulations on Research Center Employment for Research Faculty (Fixed- term Employment)

Jan 8, 2007	Adopted at the 9 th Administrative Council Meeting, Academic Year 2006
Jul 21, 2008	Revised and Adopted at the 22 nd Administrative Council Meeting, Academic Year 2007

Article 1 YZU has specifically formulated the regulations to encourage professors to engage in research and support various research centers in recruiting talented individuals.

Article 2 The research faculty appointed under these regulations are classified into three levels: Research Professor, Associate Research Professor, and Assistant Research Professor. The appointments are of a fixed-term nature and are accompanied by appointment letters and contracts. The contract, in addition to specifying the remuneration, rights, and obligations, should indicate a one-year term with no eligibility for promotion review.

Article 3 Qualifications for Appointment:

1. Research Professor: Equivalent to the qualifications of a professor.
2. Associate Research Professor: Equivalent to the qualifications of an associate professor.
3. Assistant Research Professor: Equivalent to the qualifications of an assistant professor.

Article 4 Appointment Procedure:

The appointment committee formed by the research center will review the candidates, and upon approval, issue the appointment letter and contract. The appointment will be submitted by the Research and Development Office for final approval by the university president.

Article 5 Compensation Standards:

1. Research Professor: The salary and benefits are based on the principle of comparing to the remuneration of full-time professors at our university, as determined by the appointment committee.
2. Associate Research Professor: The salary and benefits are based on the principle of comparing to the remuneration of full-time associate professors at our university, as determined by the appointment committee.
3. Assistant Research Professor: The salary and benefits are based on the principle of comparing to the remuneration of full-time assistant professors at our university, as determined by the appointment committee.

- Article 6 The salary of research faculty at all levels, as stipulated in Article 5, Paragraph 1 to 3, shall be provided by the research center. The performance incentive measures shall be formulated by the research center and implemented after approval by the Research and Development Council.
- Article 7 Research faculty from the research center are allowed to teach in academic units of the university, and they shall follow the relevant regulations for adjunct faculty teaching at the university.
- Article 8 These regulations, as well as all subsequent revisions therewith, shall be duly adopted by the Administrative Council prior to implementation.