**CYCU Regulation on the Appointment of Research Personnel**

Passed by the 916th Executive Meeting on January 2, 2014

Amended based on the original secret letter No. 1050002657 on August 25, 2016

Article 1.　(Purpose)

In order to meet the research needs of the University, these regulations are established in accordance with Article 8 of the "Regulations for the Appointment of University Research Personnel" issued by the Ministry of Education.

Article 2.　(Definition of Research Personnel)

Research personnel refer to full-time staff members employed by the University to engage in research work.

Research personnel may also undertake administrative duties, and those with teaching qualifications may undertake teaching responsibilities.

Article 3.　(Categories of Research Personnel)

Research personnel are categorized into four levels:

Researcher

Associate Researcher

Assistant Researcher

Research Assistant

Article 4.　(Qualifications for Researcher)

A Researcher must meet one of the following qualifications:

Must have served as an Associate Researcher at a university for at least three years with excellent performance and significant research achievements or published works.

Must hold a doctoral degree or an equivalent qualification, with at least eight years of related research experience at a university or research institution, and significant research achievements or published works.

Article 5.　(Qualifications for Associate Researcher)

An Associate Researcher must meet one of the following qualifications:

Must have served as an Assistant Researcher at a university for at least three years with excellent performance and significant research achievements or published works.

Must hold a doctoral degree or an equivalent qualification, with at least four years of related research experience at a university or research institution, and significant research achievements or published works.

Article 6.　(Qualifications for Assistant Researcher)

An Assistant Researcher must meet one of the following qualifications:

Must have served as a Research Assistant at a university for at least three years with excellent performance and significant research achievements or published works.

Must hold a doctoral degree or an equivalent qualification with excellent performance and published works.

Must hold a master’s degree or an equivalent qualification, with at least four years of related research experience at a university or research institution, and significant research achievements or published works.

Article 7.　(Qualifications for Research Assistant)

A Research Assistant must meet one of the following qualifications:

Must hold a master’s degree or an equivalent qualification with excellent performance and published works.

Must hold a bachelor’s degree and have at least six years of related research experience at a university or research institution, with research achievements or published works.

Article 8.　(Special Contributions in Research)

Individuals who have made significant contributions to research and have received important national or international research awards may be appointed as research personnel of a corresponding level, subject to the approval of the University’s Faculty Evaluation Committee by at least two-thirds of the committee members in attendance and a resolution passed by at least three-quarters of those present.

Article 9.　(Personnel Quota and Appointment Procedures)

The number of research personnel at the University is planned and managed by the Office of Research and Development.

Research personnel must be appointed with the approval of the department, and after review by the relevant faculty evaluation committee, the appointment is approved by the University President.

Article 10.　(Qualifications, Appointment, Tenure, and Promotion of Research Personnel)

Matters related to the qualifications, appointment, tenure, and promotion of research personnel are handled by the University’s Faculty Evaluation Committee.

Article 11.　(Annual Research Achievements and Evaluation)

During their tenure, research personnel are required to publish research results annually and undergo an evaluation. The quality standards and detailed regulations for this evaluation will be established by the Research Promotion Committee and implemented after approval by the University’s Faculty Evaluation Committee.

Article 12.　(Treatment and Benefits of Research Personnel)

The treatment, benefits, professional development, seniority salary adjustments, retirement, pension, severance, and leave for research personnel, except for matters related to increased retirement benefits and extension of service, will be handled in accordance with the University's regulations for faculty members at the corresponding levels.

Research personnel will be treated as follows:

Researchers are treated as professors.

Associate Researchers are treated as associate professors.

Assistant Researchers are treated as assistant professors.

Research Assistants are treated as lecturers.

Article 13.　(Dismissal, Suspension, Non-renewal, and Appeals)

Matters related to the dismissal, suspension, non-renewal of contracts, and appeals of research personnel will follow the University’s regulations for faculty members, with additional detailed rules to be established separately.

Article 14.　(Implementation and Amendments)

These regulations shall be implemented after approval by the University’s administrative meeting and promulgation by the University President. The same procedure applies for amendments.