

College of Management Guidelines for Governing the Recruitment and Retention of Exceptional Faculty

Approved by the 4th College Council meeting on May 8, 2018, Academic Year 106

Approved and Amended by the 4th College Council meeting on May 8, 2019, Academic Year 107

Approved and Amended by the 3rd College Council meeting on March 8, 2022, Academic Year 110

- Article 1. This regulation was put in place according to the university's '*Standard and Guidelines for the Recruitment and Retention of Exceptional Faculty*' (addressed below as 'the university's Regulation') to promote the academic research and faculty of this College to an internationally competitive level, and to recruit outstanding young faculty to the university.
- Article 2. The eligibility, point-reward and reward period of all outstanding persons must follow the university's '*Standard and Guidelines for the Recruitment and Retention of Exceptional Faculty*' and '*Regulation Governing the Recruitment and Retention of Exceptional Faculty*'. The actual number of reward recipients and nominees are selected by each of the College's reward committee and will be decided according to the College's funding and point-rewards.
- Article 3. According to this guideline, the rewarded items include:
1. New faculty award
 2. Outstanding scholar retention *other rewarded items are processed according to the College's guidelines
- Article 4. Reward application process and requirements
1. New faculty award
Full-time faculty within the manning quota of NSYSU that meets the requirements of '*Guidelines for the Recruitment and Retention of Exceptional Faculty*' may apply following the announcement made by the Office of Research and Development. The applications shall be sent to the Office of Research and Development after the College's review meeting reviews the applications.
 2. Outstanding scholar retention
Faculty that meets the requirements of the Article (1) in the '*Guidelines for the Recruitment and Retention of Exceptional Faculty*,' whose affiliated department shall provide reference materials to the College. The hiring department may submit the signed application to the university after the review and approval by the College's Faculty Evaluation Committee.
- Article 5. Review meeting for newly hired faculty's base point(s)

The review meeting is composed of members from the Director's Council and at least one scholar(s) invited by the College Dean, who may or may not be affiliated with the university but will have previously received the 'Ministry of Science and Technology's Outstanding Research Award' or the Ministry of Education's 'National Chair Professor'.

This reward regulation follows the announced timeline of the university's Office of Research and Development. The results shall be sent to the Office of Research and Development for verification.

Article 6. This regulation, as well as its amendments, are effective upon review and approval of the College Council meeting.

中英文版本如有牴觸或不相符之處，應以中文版本為準。

The guideline in English are translated from the original Chinese. In the event of any discrepancies between the two versions, the Chinese version prevails.

Guidelines on Governing the Recruitment and Retention of Exceptional Faculty in the College of Management

Attachment 1. List of Top-tier Journals (applicable to the College's Guidelines for Evaluation of Outstanding Research)

Number	Journal	FT	UTD	National Sun Yat-Sen University College of Management – Yat-Sen Scholars Journal Rewards
1	Academy of Management Journal	✓	✓	✓
2	Academy of Management Review	✓	✓	✓
3	Accounting, Organizations and Society	✓		
4	Administrative Science Quarterly	✓	✓	✓
5	American Economic Review	✓		✓
6	Contemporary Accounting Research	✓		
7	Econometrica	✓		✓
8	Entrepreneurship Theory and Practice	✓		
9	Harvard Business Review	✓		
10	Health Service Research			✓
11	Human Relations	✓		
12	Human Resource Management	✓		
13	Information Systems Research	✓	✓	✓
14	Journal of Accounting and Economics	✓	✓	✓
15	Journal of Accounting Research	✓	✓	✓
16	Journal of Applied Psychology	✓		
17	Journal of Business Ethics	✓		
18	Journal of Business Venturing	✓		
19	Journal of Communication			✓
20	Journal of Consumer Psychology	✓		
21	Journal of Consumer Research	✓	✓	✓
22	Journal of Finance	✓	✓	✓
23	Journal of Financial and Quantitative Analysis	✓		
24	Journal of Financial Economics	✓	✓	✓
25	Journal of International Business Studies	✓	✓	
26	Journal of Management	✓		
27	Journal of Management Information Systems	✓		
28	Journal of Management Studies	✓		
29	Journal of Marketing	✓	✓	✓
30	Journal of Marketing Research	✓	✓	✓

Number	Journal	FT	UTD	National Sun Yat-Sen University College of Management – Yat-Sen Scholars Journal Rewards
31	Journal of Operations Management	✓	✓	✓
32	Journal of Political Economy	✓		
33	Journal of the Academy of Marketing Science	✓		
34	Journal on Computing		✓	
35	Management Science	✓	✓	✓
36	Manufacturing and Service Operations Management	✓	✓	
37	Marketing Science	✓	✓	
38	MIS Quarterly	✓	✓	✓
39	Operations Research	✓	✓	✓
40	Organization Science	✓	✓	
41	Organization Studies	✓		
42	Organizational Behavior and Human Decision Processes	✓		
43	Production and Operations Management	✓	✓	
44	Public Administration Review			✓
45	Quarterly Journal of Economics	✓		
46	Research Policy	✓		
47	Review of Accounting Studies	✓		
48	Review of Economic Studies	✓		
49	Review of Finance	✓		
50	The Review of Financial Studies	✓	✓	✓
51	Sloan Management Review	✓		
52	Strategic Entrepreneurship Journal	✓		
53	Strategic Management Journal	✓	✓	✓
54	The Accounting Review	✓	✓	✓

Note: According to the resolution of the College's 16th Director's Council Meeting on June 6, 2018, Academic Year 106, the lists of top-tier journals attached in the College's 'Regulation Governing the Evaluation of Faculty Academic Research Excellence', 'Regulation Governing the Research, Teaching and Service Rewards' and 'Regulation Governing the Management of Academic Development' were referenced from the Ministry of Science and Technology, and are not to be modified within five years. Only in the case where significant changes have been made to FT and UTD shall this list be modified and implemented accordingly with approval of the College Director's Council Meeting and College Affairs Council.

國立中山大學管理學院 延攬及留住大專校院特殊優秀人才實施要點

107.05.08 106 學年度第 4 次院務會議通過
108.05.08 107 學年度第 4 次院務會議修正通過
111.03.08 110 學年度第 3 次院務會議修正通過

- 一、為提升本院學術水準及師資陣容以達國際競爭水準，並延攬傑出人士及優秀年輕教師來校服務，特依據本校「延攬及留住大專校院特殊優秀人才原則」及「延攬及留住大專校院特殊優秀人才實施辦法」（以下簡稱本校實施辦法）訂定本作業要點（以下簡稱本要點）。
- 二、各項特殊優秀人才之基本資格、核定基數及獎勵核給期間，悉依本校「延攬及留住大專校院特殊優秀人才原則」、「延攬及留住大專校院特殊優秀人才實施辦法」辦理，實際獎勵人數及人選由本院於各獎勵項目審查會議視本院獲分配經費或基數決定之。
- 三、依本要點之獎勵項目包括：
 - （一）新進教師獎勵。
 - （二）積極留任內優秀學者其他獎勵項目依本院各要點辦理。
- 四、獎勵項目申請程序
 - （一）新進教師獎勵
編制內專任教師符合本校「延攬及留住大專校院特殊優秀人才實施辦法」申請資格者，應配合研發處公告時程提出申請，提經本院新進教師基數審查會議排序送研發處辦理。
 - （二）積極留任優秀學者
符合本校「延攬及留住大專校院特殊優秀人才實施辦法」之積極留任本院優秀學者第一款者，經所屬單位提出資推薦資料，並經本院教師評審委員會會議審查通過後，由擬聘單位專簽提出申請。
- 五、新進教師基數審查會議
本院新進教師基數審查會議成員為主管會議成員並由院長邀集校內外曾獲科技部傑出獎或教育部國家講座之學者至少一人組成。
本要點獎勵項目配合本校研究發展處公告時程，將辦理結果送研發處確認。
- 六、本要點經院務會議通過後施行，修正時亦同。

國立中山大學管理學院 延攬及留住大專校院特殊優秀人才實施要點

附件一 頂尖期刊清單 (適用本院研究績優審查要點)

編號	期刊	FT	UTD	中山管院逸仙學者期刊獎勵
1	Academy of Management Journal	✓	✓	✓
2	Academy of Management Review	✓	✓	✓
3	Accounting, Organizations and Society	✓		
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6	Contemporary Accounting Research	✓		
7	Econometrica	✓		✓
8	Entrepreneurship Theory and Practice	✓		
9	Harvard Business Review	✓		
10	Health Service Research			✓
11	Human Relations	✓		
12	Human Resource Management	✓		
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15	Journal of Accounting Research	✓	✓	✓
16	Journal of Applied Psychology	✓		
17	Journal of Business Ethics	✓		
18	Journal of Business Venturing	✓		
19	Journal of Communication			✓
20	Journal of Consumer Psychology	✓		
21	Journal of Consumer Research	✓	✓	✓
22	Journal of Finance	✓	✓	✓
23	Journal of Financial and Quantitative Analysis	✓		
24	Journal of Financial Economics	✓	✓	✓
25	Journal of International Business Studies	✓	✓	
26	Journal of Management	✓		
27	Journal of Management Information Systems	✓		
28	Journal of Management Studies	✓		
29	Journal of Marketing	✓	✓	✓
30	Journal of Marketing Research	✓	✓	✓
31	Journal of Operations Management	✓	✓	✓
32	Journal of Political Economy	✓		
33	Journal of the Academy of Marketing Science	✓		
34	Journal on Computing		✓	

編號	期刊	FT	UTD	中山管院逸仙學者期刊獎勵
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36	Manufacturing and Service Operations Management	✓	✓	
37	Marketing Science	✓	✓	
38	MIS Quarterly	✓	✓	✓
39	Operations Research	✓	✓	✓
40	Organization Science	✓	✓	
41	Organization Studies	✓		
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53	Strategic Management Journal	✓	✓	✓
54	The Accounting Review	✓	✓	✓

註：依本院 107 年 6 月 6 日 106 學年度第 16 次主管會議決議，有關本院「學術研究績優教師審查要點」、「研究、教學與服務獎勵要點」及「提升學術發展管理要點」附件之頂尖期刊名冊，**參照科技部原則五年內不更動**，惟 FT 及 UTD 有明顯變更時，則經由院主管會議、院務會議審議通過，公告後實施。