

國立中山大學國際金融研究學院
教學人員聘任資格審查及進用作業要點
Guidelines on the Appointment of Faculty
in the School of Banking and Finance

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111.11.03國立中山大學111學年度第1學期第1次監督委員會核備

113.12.9國立中山大學國際金融研究學院113學年度第2學期第2次管理委員會修正通過

114.03.17國立中山大學國際金融研究學院113學年度第2學期第3次管理委員會修正通過

114.04.24國立中山大學國際金融研究學院113學年度第2學期第1次產學評議會修正通過

114.05.02國立中山大學113學年度第2學期第1次監督委員會核備

Approved at the 1st Supervisory Committee meeting on May 02, 2025

第一章 通則

Chapter I- General Principles

一、國立中山大學(以下簡稱本大學)國際金融研究學院(以下簡稱本學院)為延攬優秀教學人員，依「國家重點領域產學合作及人才培育創新條例」及「國立中山大學國際金融研究學院產學評議會(以下簡稱產學會)設置辦法」及「大學聘任專業技術人員擔任教學辦法」訂定「國際金融研究學院教學人員聘任資格審查及進用作業要點」(以下簡稱本要點)以規範教師聘任資格及進用程序。

I. These guidelines are formulated to recruit outstanding faculty, and the appointment qualifications and procedures thereof, in accordance with *Innovation Act for Industry-University Collaboration and Talent Cultivation in National Key Fields*, *Regulations for the Establishment of the Industry-Academia Evaluation Committee in the School of Banking and Finance*, and *Regulations for the Appointment of Faculty of Technical Practice at Universities*.

二、本學院教學人員之聘任分為：

II. The faculty in the School of Banking and Finance (hereinafter referred to as the “SBF”) shall be classified as below:

(一) 編制內教學人員：專任教師及專業技術人員。

(1) Faculty within the manning quota: full-time faculty and faculty of technical practice

(二) 編制外教學人員：國際講座教師及客座教師。

(2) Faculty beyond the manning quota: international visiting faculty and adjunct faculty

三、教學人員之任務包含教學、輔導、產學合作及服務等事項。

III. The job responsibilities of faculty shall include teaching, counseling, industry-academia collaboration, and services.

四、本學院編制內／外教學人員，均有擔任導師、指導學生研究、評改學生試卷及各項作業、考核學生操行、指導學生課外活動之責任。

IV. Faculty within/beyond the manning quota in the SBF shall be responsible for serving as a mentor, supervising student research, grading exams and assignments, evaluating student conduct, and guiding extracurricular activities.

第二章 編制內教學人員

Chapter II- Faculty within the manning quota

五、本學院之專任教師聘任應符合教育人員任用條例第十六之一條至第十八條之資格，分為教授、副教授及助理教授。各級教師資格條件除應具備外語教學授課能力外，為延攬具國際學術聲譽或具業界實務經驗之專任教師。延攬人員應具下列資格之一：

V. The appointment of full-time faculty in the SBF as a professor, associate professor, or assistant professor shall meet the requirements stipulated in Articles 16-1 to 18 of *Act Governing the Appointment of Educators*. The faculty of all ranks shall possess international academic distinction or substantial practical experience and be capable of teaching courses in English, and meet one of the following qualifications in each rank:

(一) 教授：

(1) Professorship

1. 具國外相當教授資格或副教授五年以上之學術研究、教學工作經驗者。且最近五年期刊論文發表篇數達聘任單位或相類似單位同職級專任教師最近五年平均篇數以上者；期刊論文應發表在 SSCI、科技部人文社會 B 級以上或 AHCI，或經本大學校級教師評審委員會(以下簡稱本大學校教評會)審查認可之期刊。

- i. They have been a professor (or equivalent thereof) in an overseas university, or have been an associate professor with at least five years of work experience in relevant academic research and/or teaching. They also have published more journal papers in the last five years than the average number of those published in the same length of time by the full-time professors of the recruiting or a comparable unit; the published journal papers shall be in SSCI, AHCI, Class B or above categorized by Department of Humanities and Social Sciences of National Science and Technology Council (NSTC), or journals reviewed and recognized by the University Faculty Evaluation Committee (UFEC).
2. 具有博士學位，曾任企業專職年資十年以上，且擔任執行副總經理（資深副總經理級）高階經營管理主管職務五年以上，或擔任副總經理（資深協理）級以上高階主管職務八年以上，或相當金融監督管理委員會主任委員以上職務二年以上經驗者。
- ii. They hold a doctoral degree and have more than ten years of full-time professional experience in the industry (including at least five years in an executive position as a (senior) vice president of management, at least eight years as a (senior) vice president or higher, or at least two years in a position equivalent to or higher than the chairperson of the Financial Supervisory Commission).

(二) 副教授：

(2) Associate professorship

1. 具國外相當副教授資格或助理教授四年以上之學術研究、教學工作經驗者。最近五年期刊論文發表篇數達聘任相類似單位同職級專任教師最近五年平均篇數以上者；期刊論文應發表在 SCIE 期刊、或科技部人文社會 B 級以上、或 AHCI，或經本大學校教評會審查認可之期刊。
- i. They have been an associate professor (or equivalent thereof) in an overseas university, or have been an assistant professor with at least four years of work experience in relevant academic research and/or teaching. They shall also have published more journal papers in the last five years than the average number of those published in the same

length of time by the full-time professors of the recruiting or a comparable unit; the published journal papers shall be in SCIE, AHCI, Class B or above categorized by the Department of Humanities and Social Sciences of NSTC, or journals reviewed and recognized by the UFEC.

2. 具有博士學位，曾任企業專職年資八年以上，且擔任副總經理(資深協理)級以上經營管理高階主管職務五年以上者。
 - ii. They hold a doctoral degree and have more than eight years of full-time professional experience in the industry, including at least five years in an executive position as a (senior) vice president of management or higher.

(三) 助理教授：

(3) Assistant professorship

1. 具二年以上博士後之相關學術研究、教學工作經驗，且已發表或出具證明將定期發表在社會科學引用索引（SSCI）期刊論文一篇、或科技部人文社會期刊 A 級一篇或 B 級二篇、或經本大學校教評會審查認可之期刊論文一篇以上者。
 - i. They have at least two years of work experience in relevant academic research and/or teaching after obtaining the doctoral degree, have already published (or provide proof of acceptance for publication) one journal paper in SSCI, one in the Class A or two in Class B categorized by Department of Humanities and Social Sciences of NSTC, or at least one in those reviewed and recognized by the UFEC.
2. 具有博士學位，曾任企業專職年資五年以上，且擔任副總經理(資深協理)級以上經營管理高階主管職務三年以上者。
 - ii. They hold a doctoral degree and have more than five years of full-time professional experience in the industry, including at least three years in an executive position as a (senior) vice president of management or higher.
3. 具有碩士學位，曾任企業專職年資十年以上，且擔任副總經理(資深協理)級以上經營管理高階主管職務經驗六年以上者。

- iii. They hold a master's degree and have more than ten years of full-time professional experience in the industry, including at least six years in an executive position as a (senior) vice president of management or higher.

各級教師若未符前項各款條件者，基於延攬卓越表現人才需求，本學院聘任單位應提出足資證明提聘人極具潛力之相關事證經產學會、本大學校教評會個案審查。以國際期刊或研討會論文、國內外專利等著作送審者，應經產學會認定。以技術報告送審教師資格審查範圍及基準依「專科以上學校教師資格審定辦法」附表一之審查基準辦理。

In cases where applicants fail to meet the qualifications stipulated above, the recruiting unit of the SBF shall provide substantial evidence demonstrating their exceptional potential to meet the needs for recruiting talents with outstanding performance. The cases shall be reviewed by the Industry-Academia Evaluation Committee in the SBF (hereinafter referred to as the "IAEC") and the UFEC. Cases with papers published in international journals/conference or with domestic/international patents shall be recognized by the IAEC, while cases with technical reports shall be reviewed in accordance with the scope and criteria stipulated in Appendix 1 of *Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education*.

六、新聘專任教師之聘任程序如下：

VI. Procedures of the appointment of new full-time faculty shall be as follows:

- (一) 本學院聘任單位應依據該單位缺額、教學、產學合作、或研究需要，本公平、公正、公開之原則延攬各級教師。
- (1) The recruiting unit shall appoint faculty of all ranks based on available opening, requirements of teaching, industry-academia collaboration, or researches in a fair, just, and open principle.
- (二) 各級教師新聘均應辦理前一職級以後之著作(含學位論文)或技術報告外審，外審時聘任單位應推薦九位以上校外專家學者為審查人選，本學院產學會召集人得增列審查人選，並由院長召集產學會委員若干人秘密遴選五位外審委員辦理外審，需四位以上審查通過，產學會初審始得通過。

(2) Applicants' academic publications (including degree dissertations) or technical reports accomplished at their current rank shall be subject to an external review. External reviewers shall be selected from a list of at least nine external experts/scholars, recommended by the recruiting unit, and the dean of the SBF may expand the list by recommending more experts/scholars. The dean shall invite a certain number of the IAEC members to confidentially select five reviewers from the list, and to pass the initial IAEC review, at least four out of five reviewers shall approve the appointment.

(三) 產學會初審通過後，本學院應將會議紀錄、聘任有關證件資料及前一職級以後之著作(含學位論文)、技術報告或專業實務報告，外審成績及會議紀錄，送本大學校教評會進行複審。審議通過後由本學院依相關規定辦理聘任事宜。

(3) After the passing of the initial IAEC review, the following documentation shall all be submitted to the UFEC for a second review: relevant certificates and documentation, academic publications (including degree dissertation), technical reports or professional practice reports accomplished by the applicants at their current rank, the result of external review, and IAEC meeting minutes. Upon approval, the SBF shall proceed with the appointment procedure in accordance with relevant regulations.

七、新聘專任教師除經教育部審定合格者外，應於聘期開始三個月內，備齊申請教師資格審查資料報請教育部核備，逾期不送件或核備未通過者，應依據有關法令規定辦理。

VII. Newly appointed full-time faculty, except those who have already been accredited by the Ministry of Education (MOE), shall submit their faculty qualification evaluation documentation to the MOE for authorization within three months of the commencement of appointment. Cases failing to submit the said documentation or cases disapproved by the MOE shall be handled in accordance with provisions of relevant laws.

八、由本大學專任教師轉任本學院者，需經原聘任單位之系級教師評審委員會審議通過，經院級教師評審委員會核備後，由原聘任單位出具同意函知本學院經產學會通過後生效，再續提本大學校教評會備查。後續由本學院依相關規定辦理聘任事宜。

VIII. Full-time faculty of the University who wish to transfer to the SBF shall first obtain approval from the faculty evaluation committees of their affiliated unit and college. Upon approval, a letter of consent shall be issued by their original affiliated unit to notify the SBF. The transfer shall take effect after approval from the IAEC, and the approved case shall be subsequently submitted to the UFEC for reference. The SBF shall then proceed with the appointment procedure in accordance with relevant regulations.

九、為延攬具國際學術聲譽或具掌握達國際領先水準之核心技術，並有領導學術研究團隊經驗之副教授及教授 聘任得免受教育人員任用條例第三十三條已屆應即退休年齡之限制，但不得逾七十歲當學期。

IX. In order to recruit associate professors and professors with international academic reputations or core technologies at the international forefront, as well as with experience in leading academic research teams, the mandatory retirement age stipulated in Article 33 of *Act Governing the Appointment of Educators* may be exempted. Nevertheless, such appointments shall not be extended when the individual reaches the age of seventy in the current semester.

十、本學院如有非一般性專兼任教師所能擔任之技術課程，得聘請專業技術人員(以下簡稱專技人員)擔任之。

X. In cases where regular full-time or adjunct faculty in the SBF are unable to offer technical courses, faculty of technical practice may be appointed to do so.

十一、專技人員聘任及進用事項，依大學聘任專業技術人員擔任教學辦法辦理。

XI. Faculty of technical practice shall be appointed in accordance with *Regulations for the Appointment of Faculty of Technical Practice at Universities*.

第三章 編制外教學人員

Chapter III- Faculty beyond the manning quota

十二、為促進本學院與全球接軌、拓展學生國際視野暨提升國外學者合作可能性，得聘編制外講座教師，分為講座教授、講座副教授、講座助理教授，且符合下列聘任條件之一：

XII. In order to strengthen the SBF's global engagement, broaden students' international perspectives, and increase opportunities for collaboration with international scholars, the SBF may appoint visiting faculty beyond the manning quota. The ranks shall be classified as visiting professorship, visiting associate

professorship, and visiting assistant professorship. Applicants shall meet one of the following qualifications in each rank:

(一) 講座教授：

(1) Visiting professorship

1. 符合本要點第五條第一項第一款第一目。
 - i. They shall meet the qualifications stipulated in Item 1, Subparagraph 1, Paragraph 1 of Article 5 herein.
2. 具有碩士學位，曾任企業專職年資十五年以上，且擔任執行副總經理(資深副總經理)級高階主管職務經驗十年以上或相當金融監督管理委員會副主任委員以上職務二年以上經驗者。
 - ii. They hold a master's degree and have more than fifteen years of full-time professional experience in the industry, including at least ten years in an executive position as a (senior) vice president of management, or at least 2 years in a position equivalent to or higher than the vice chairperson of the Financial Supervisory Commission.

(二) 講座副教授：

(2) Visiting associate professorship

1. 符合本要點第五條第一項第二款第一目。
 - i. They meet the qualifications stipulated in Item 1, Subparagraph 2, Paragraph 1 of Article 5 herein.
2. 具有碩士學位，曾任企業專職年資十二年以上，且擔任副總經理(資深協理)級以上經營管理高階主管職務經驗八年以上者。
 - ii. They hold a master's degree and have more than twelve years of full-time professional experience in the industry, including at least eight years in an executive position as a (senior) vice president of management or higher.

(三) 講座助理教授：

(3) Visiting assistant professorship

1. 符合本要點第五條第一項第三款第一目。

i. They meet the qualifications stipulated in Item 1, Subparagraph 3, Paragraph 1 of Article 5 herein.

2. 具有碩士學位，曾任企業專職年資十年以上，且擔任副總經理(資深協理)級以上經營管理高階主管職務經驗六年以上者。

ii. They hold a master's degree and have more than ten years of full-time professional experience in the industry, including at least six years in an executive position as a (senior) vice president of management or higher.

十三、新聘講座教師之聘任程序應經產學會審議通過，陳請本大學校長核定後聘任，並送本大學校教評會備查。

XIII. The appointment of new visiting faculty shall be deliberated and approved by the IAEC, submitted to the President for final approval, and then forwarded to the UFEC for reference.

前項人員得免經校外審查程序。

The external review may be exempted for the appointment of visiting faculty.

十四、講座教師工作內容、報酬、權利義務等事項除契約另有約定外，得比照編制內教師辦理。

XIV. Unless otherwise stipulated in the faculty contract agreement, matters related to job responsibilities, remuneration, rights, and obligations of visiting faculty shall be handled in accordance with regulations applicable to faculty within the manning quota.

十五、如本學院因應短期合作研究、教學等需求，亦得比照講座教師資格，聘任客座教師，分為客座教授、客座副教授、客座助理教授。

XV. In response to short-term needs for research collaboration or teaching, the SBF may appoint adjunct faculty in accordance with the qualifications applicable to visiting faculty. The ranks shall be classified as adjunct professorship, adjunct associate professorship, and adjunct assistant professorship.

前項人員之聘任得經專案簽請本大學校長同意後聘任，並送產學會備查。

The appointment of the faculty stipulated in the preceding Paragraph may be directly submitted to the President for approval and subsequently submitted to the IAEC for reference.

第一項人員聘期以一學期為原則至多不得逾一學年，且其權利義務由契約另訂之。

The appointment term of the faculty stipulated in Paragraph 1 herein shall be limited to one semester, in principle, and shall not extend beyond one academic year. Their rights and obligations shall be stipulated separately in the faculty contract agreement.

第四章 附則

Chapter IV- Supplementary Provisions

十六、教學人員之授課時數待遇、福利、退休、撫卹、資遣、年資晉薪等事項，除本學院另有規範外，均依教育部或準用本大學相關法規辦理。

XVI. Unless otherwise stipulated by the SBF, matters concerning teaching hours, salary, benefits, retirement, bereavement compensation, severance, work seniority, and salary increment shall be handled in accordance with relevant regulations of the MOE or the University.

十七、教學人員擬於聘約期滿後，不再應聘時，應於聘約屆滿一個月前，以書面通知學校。如欲於聘約存續期間內辭職者，應經學校同意後，始得離職，並將經辦事項及經管（借）公物移交清楚，取具證明後，始得離職。

XVII. Faculty who wish to end their appointment after the current term shall be obligated to notify the University in writing one month prior to the end of the appointment term. The faculty who wish to resign during a semester and end their appointment shall obtain an approval from the University; the resignation shall be effective after they receive a proof of turning in public or university owned items and properties.

十八、編制內教學人員聘期按學年聘任，分為初聘及續聘，初聘為二年，續聘每次均為二年。教學人員之續聘應經本學院產學會審議通過後，送本大學校教評會備查。

XVIII. The appointment of faculty within the manning quota shall be conducted on an academic-year basis and shall be classified into the initial appointment and renewed appointment. The term of initial appointment shall be two years and the term of a renewed appointment shall be two years. The appointment renewal shall be deliberated and approved by the IAEC, and then submitted to the UFEC for reference.

前項所稱聘期係指以學年度計任職滿十二個月者。

The term of appointment stipulated in the preceding Paragraph shall refer to a 12-month academic year of service.

十九、教學人員聘任後如依「國立中山大學國際金融研究學院教師評鑑實施要點」辦理評鑑，評鑑結果經本學院產學會審議未通過者不予續聘，送本大學教評會備查。

XIX. The faculty shall be assessed in accordance with *Guidelines on the Implementation of Faculty Performance Assessment in the School of Banking and Finance*. Those who fail to pass the assessment upon deliberation by the IAEC shall not have their appointment renewed, and the case shall be submitted to the UFEC for reference.

前項應明定於聘約中。

The provision in the preceding Paragraph shall be explicitly stated in the faculty contract agreement.

二十、本要點未盡事宜，悉依教育人員任用條例、專科以上學校教師資格審定辦法及相關規定辦理。

XX. Matters not covered in these guidelines shall be handled in accordance with *Act Governing the Appointment of Educators, Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education*, and other relevant regulations.

二十一、本要點經本學院產學評議會、管理委員會審議通過後實施，並報監督委員會備查；修正時亦同。

XXI. These guidelines are approved by the IAEC and the Management Committee before implementation, and shall be submitted to the Supervisory Committee for reference. Amendments to these guidelines shall follow the same procedure.