

國立中山大學文學院延攬及留住特殊優秀人才作業要點

Guidelines on the Recruitment and Retention of Outstanding Faculty in the College of Liberal Arts

107 年 03 月 27 日 106 學年度第 7 次院主管會議決議通過
107 年 09 月 12 日 107 學年度第 1 次院主管會議決議修訂通過
107 年 09 月 13 日 107 學年度第 1 次院務會議決議通過
111 年 03 月 02 日 110 學年度第 3 次院務會議通過
114 年 03 月 06 日 113 學年度第 3 次院務會議通過
Approved at the 3rd College Council Meeting on March 6, 2025

- 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「延攬及留住特殊優秀人才原則」及「延攬及留住特殊優秀人才實施規範」訂定本作業要點（以下簡稱本要點）。
 - I. These Guidelines are formulated in accordance with the University's *Principles for the Recruitment and Retention of Outstanding Faculty* and the *Regulations for the Implementation of Recruitment and Retention of Outstanding Faculty* to enhance the academic standards and faculty composition of the College to meet international competitiveness, and to recruit outstanding individuals and promising young faculty to the University.
- 二、各項特殊優秀人才之基本資格、審核基準及獎勵核給期間，悉依本校「延攬及留住特殊優秀人才原則」、「延攬及留住特殊優秀人才實施規範」辦理，實際獎勵人數及人選由本院相關委員會視本院獲分配經費或基數決定之。
 - II. The basic eligibility requirements, review standards and duration of merit pay for outstanding faculty of various categories shall be handled in accordance with the University's *Principles for the Recruitment and Retention of Outstanding Faculty* and the *Regulations for the Implementation of Recruitment and Retention of Outstanding Faculty*. The actual award quota and candidacy shall be subject to the approval from the responsible review committees of the College and based on the budget or units allocated to the College.
- 三、依本要點之獎勵項目包括：
 - III. The award categories under these guidelines include:
 - (一) 學術研究類特聘教授及傑出教師。
 - (1) Distinguished Professors or Outstanding Faculty in Academic Research

(二) 特聘年輕學者。

(2) Distinguished Young Scholars

(三) 學術研究類績優教師。

(3) Prominent Faculty in Academic Research

(四) 新進教師獎勵。

(4) Emerging Faculty Award

(五) 教學類績優教師。

(5) Prominent Faculty in Teaching

符合本要點第三點第一款及第二款獎勵項目之基本資格教師應依研究發展處及本院公告時程提出申請，填具相關類別申請表格，並檢附具體學術成就及其他相關之證明文件，送本院特殊優秀人才審查委員會審議，並得由委員決定是否需送校外委員進行審查。

Faculty members who meet the basic eligibility requirements for the award categories specified in Subparagraphs 1 and 2 of Article 3 shall submit their applications according to the timelines announced by the Office of Research and Development (ORD) and the College. Applicants shall complete the relevant application forms and attach supporting documents demonstrating specific academic achievements and other relevant evidence. The applications shall then be submitted to the College's Review Committee for Outstanding Faculty (hereinafter referred to as the "Committee") for deliberation, and the Committee shall determine whether further reviews by external reviewers are needed.

符合本要點第三點第三款資格者，依本院「國立中山大學文學院學術研究／展演績優教師遴選要點」辦理，提送院主管會議初審排序後，再提本院特殊優秀人才審查委員會，併本要點其他獎勵項目共同審定獎勵基數。

Applications from faculty members who meet the eligibility requirements specified in Subparagraph 3 of Article 3 shall be handled in accordance with the College's *Guidelines on Selecting Prominent Faculty in Academic Research/Performances*. After preliminary review and ranking by the College Management Meeting, the applications shall be submitted to the Committee, together with applications for other award categories under these guidelines, for

joint review and approval of merit pay units.

符合本要點第三點第四款資格者，分以下二種方式辦理：

Applications from faculty members who meet the eligibility requirements specified in Subparagraph 4 of Article 3 shall be handled in the following two ways:

- (一) 延攬新聘教師：完成教師聘任流程正式獲聘後，本校第一年獎勵，符合以下情況者得核予獎勵基數，採累計合計至多 3 個基數為限，獎勵名單送研究發展處核備。
- (1) Recruitment of New Faculty: Faculty members who have completed the faculty appointment procedures for official appointment and meet the following criteria may be granted merit pay up to a cumulative total of three units in their first year at the University. The list of award recipients shall be submitted to the ORD for record.
 - 1. 依本校「延攬及留住特殊優秀人才實施規範」第五十條申請國科會專題研究計畫核予 0.5 個基數；主持國科會專題研究計畫核予 1 個基數。惟音樂系、劇藝系得採計中央部會相關計畫。
 - i. In accordance with Article 50 of the University's *Regulations for the Implementation of Recruitment and Retention of Outstanding Faculty*, faculty members who have applied for a National Science and Technology Council (NSTC) research project shall be granted 0.5 merit pay unit, and those who have served as principal investigator of a NSTC research project shall be granted 1 merit pay unit. For faculty members of the Departments of Music or the Department of Theatre Arts, relevant projects funded by central government ministries or agencies may substitute for NSTC projects.
 - 2. 發表論文於 SSCI、SCIE、AHCI、TSSCI、MLA、或 THCI 第一級期刊至少 1 篇，經審議認定核予 1 個基數；若論文發表於 THCI 第二級期刊至少 1 篇，經審議認定核予 0.5 個基數；前述論文刊登之期刊，不得為本校研發處所表列之加強實質審查期刊。
 - ii. Faculty members who have published at least one paper in a journal indexed in SSCI, SCIE, AHCI, TSSCI, MLA, or THCI Tier 1 shall be

granted 1 merit pay unit upon deliberation, and those who have published at least one paper in a THCI Tier 2 journal shall be granted 0.5 merit pay unit upon deliberation. The journals in which the aforementioned papers are published shall not be those under substantive scrutiny as listed by the ORD.

3. 發表專書，且該書由中研院、國科會或國內外重要學術出版社審查出版，並經本院特殊優秀人才審查委員會審議通過者，核予 1.5 個基數；專章核予 0.5 個基數。
- iii. Faculty members who published an academic book that are reviewed and published by Academia Sinica, the NSTC, or reputable domestic or international academic publishers shall be granted 1.5 merit pay units upon deliberation by the Committee. For publication of a book chapter, 0.5 merit pay units shall be granted.
4. 開設全英語授課課程，經審議認定，核予 0.5 個基數。
- iv. Faculty members offering an EMI course shall be granted 0.5 merit pay unit upon deliberation.
5. 現職期間國際合作參與或規劃，經審議認定，核予 0.5 個基數。
- v. Faculty member who participated in or planned an international collaboration while serving at the University shall be granted 0.5 merit pay unit upon deliberation.
6. 新聘藝術展演類教師獲獎，經審議認定，國外獎項核予 1.5 個基數；國內獎項核予 1 個基數。
- vi. Newly appointed faculty members in the arts performance category receiving international and domestic awards shall, upon deliberation, be granted 1.5 and 1 merit pay units, respectively.

(二) 留任新進教師：

(2) Retention of New Faculty:

1. 新進教師來校後三年內，且符合本學院「新進教師成果表」（到校第二年、第三年適用）表單所列研究成果及績效者。

- i. New faculty members within their first three years at the University who meet the research achievement and performance requirements specified in the College's Achievement Form for New Faculty (Applicable to the Second or Third year after Appointment).
2. 依研究發展處及本院公告時程，填具相關類別申請表格，並檢附具體學術成就及相關之證明文件，送本院特殊優秀人才審查委員會審議。
 - ii. In accordance with the timelines announced by the ORD and the College, eligible applicants shall complete the application forms for the appropriate category, attach supporting documents demonstrating specific academic achievements and other relevant evidence, and submit the application to the Committee for deliberation.
3. 第二至第三年獎勵基數，符合以下情況者得核予獎勵，採累計合計至多 3 個基數為限。
 - (1) 現主持國科會專題研究計畫核予 1 個基數。惟音樂系、劇藝系得採計中央部會相關計畫。
 - (i) Faculty members currently serving as the principal investigator of an NSTC research project shall be granted 1 merit pay unit. For faculty members of either the Department of Music or the Department of Theater Arts, relevant research projects funded by central government ministries and agencies may substitute for NSTC projects.
 - (2) 現職期間以本校名義發表論文於 SSCI、SCIE、AHCI、TSSCI、MLA、或 THCI 第一級期刊至少 1 篇，經審議認定核予 1 個基數；若論文發表於 THCI 第二級期刊至少 1 篇，經審議認定核予 0.5 個基數；前述論文刊登之期刊，不得為本校研發處所表列之加強實質審查期刊。
 - (ii) While serving at the University, faculty members who have

published at least one paper with the University as the affiliation in journals indexed in SSCI, SCIE, AHCI, TSSCI, MLA, or THCI Tier 1 shall be granted 1 merit pay unit upon deliberation, and those who have published at least one paper in a THCI Tier 2 journal shall be granted 0.5 merit pay unit upon deliberation. The journals in which the aforementioned papers are published shall not be those listed by the ORD as requiring substantive scrutiny.

- (3) 現職期間以本校名義發表專書，且該書由中研院、國科會或國內外重要學術出版社審查出版，並經本院特殊優秀人才審查委員會審議通過者，核予 1.5 個基數；專章核予 0.5 個基數。
- (iii) While serving at the University, faculty members who have published an academic book with the University as the affiliation and that has been reviewed and published by Academia Sinica, the NSTC, or reputable domestic or international academic publishers shall be granted 1.5 merit pay units upon deliberation by the Committee. For publication of a book chapter, 0.5 merit pay units shall be granted.
- (4) 開設全英語授課課程，經審議認定，核予 0.5 個基數。
- (iv) Faculty members who have offered EMI courses shall be granted 0.5 merit pay units upon deliberation.
- (5) 現職期間國際合作參與或規劃，經審議認定，核予 0.5 個基數。
- (v) Faculty members who have participated in or planned an international collaboration while serving at the University shall be granted 0.5 merit pay unit upon deliberation.
- (6) 新聘藝術展演類教師獲獎，經審議認定，國外獎項核予 1.5 個基數；國內獎項核予 1 個基數。
- (vi) Newly appointed faculty members in the arts performances category who have received awards shall, upon deliberation, be granted 1.5 merit pay units for international awards and 1 merit

pay unit for domestic awards.

符合本要點第三點第五款資格者，依本院「國立中山大學文學院教學績優教師遴選要點」辦理，獎勵結果送教務處核備。

Applications from faculty members who meet the eligibility requirements specified in Subparagraph 5 of Article 3 of these guidelines shall be handled in accordance with the College's *Guidelines on Selecting Outstanding Faculty in Teaching*. The award results shall be submitted to the Office of Academic Affairs for record.

四、本院特殊優秀人才審查委員會（以下簡稱本會）之組成及作業程序如下：

IV. The composition and operation of the Committee are as follows:

- (一) 本會由院長擔任召集人，並聘請本院副院長、系所主管及校內資深傑出研究教授、特聘年輕學者合計1~3人組成，委員如為本要點第三點第一款及第二款之候選教師，則由院長另聘教師擔任。
- (1) The Committee shall be convened by the dean, and shall consist of a total of one to three members from among the College's associate dean, the heads of the College's departments and institutes, the University's senior outstanding research professors and distinguished young scholars. If a committee member is a candidate for the faculty awards under Subparagraphs 1 and 2 of Article 3 in these guidelines, the dean shall appoint another faculty member as a replacement committee member.
- (二) 本會會議之召開須有三分之二（含）以上之委員出席始可開會審議，委員不得委任他人代理。本要點第三點第一款至第三款獲獎教師須經出席委員三分之二（含）以上贊成始得通過。
- (2) The meeting of the Committee shall convene with at least two-thirds of members attending and no proxy shall be designated. Faculty awarded under Subparagraphs 1 to 3 of Article 3 of these Guidelines shall be approved with at least two-thirds of the attendees in favor.

五、本要點未盡事宜，悉依校相關規定辦理。

V. Matters not covered in these Guidelines shall be handled in accordance with the University's relevant regulations.

六、 本要點經文學院院務會議通過後施行，修正時亦同。

VI. These Guidelines are approved by the College Council before implementation. Amendments to these Guidelines shall follow the same procedure.