National Changhua University of Education Guidelines for the Qualification Review of Newly Hired Full-time Faculty

1. National Changhua University of Education (hereinafter referred to as "the University") aims to appoint outstanding newly hired full-time faculty to enhance the research, teaching, and service capabilities of the University's faculty. Therefore, these guidelines for the qualification review of newly hired full-time faculty (hereinafter referred to as "the Guidelines") are established for reference by all academic units when appointing new full-time faculty members.

2. In addition to complying with the "Regulations Governing the Appointment of Educational Personnel," the "University's Regulations for Appointment and Promotion Review of Faculty Members," and other relevant regulations, newly hired full-time faculty members of the University (hereinafter referred to as "newly hired faculty") shall also be subject to the provisions outlined in these Guidelines.

3. The qualification criteria for newly hired faculty at the University are as follows:

**A) College of Education**

3.1 Departments (excluding the Department of Gerontological Health Promotion and Care Management and the Indigenous Special Class)

a. Publishing at least 2 papers in the relevant professional field within the past 3 years (equivalent to academic journal articles indexed in SCI, SSCI, TSSCI, EI, A&HCI, THCI, or SCOPUS, with the applicant listed as the first author or corresponding author).

b. Serving as the principal investigator for at least 2 research projects funded by the National Science and Technology Development Commission or public agencies within the past 3 years.

c. Publishing at least 1 academic monograph or 4 chapters in academic books within the past 3 years, with accompanying review comments and evidence of publication approval.

d. Demonstrating outstanding achievements or practical experience in the industry, with concrete evidence available for review.

The aforementioned criteria for papers and research projects funded by the National Science and Technology Development Commission or public agencies may be interchangeable, but only one of each category is required.

3.2 Indigenous Special Class in Gerontological Health Promotion and Care Management

1. General Teachers: In addition to holding nursing and long-term care licenses and relevant service experience, newly hired full-time faculty members, except for those with doctoral degrees, should meet one of the following criteria:

a. Publishing at least 1 paper in the relevant professional field within the past 3 years (equivalent to academic journal articles indexed in SCI, SSCI, TSSCI, EI, A&HCI, THCI, or SCOPUS, with the applicant listed as the first author or corresponding author).

b. Serving as the principal investigator for at least 1 research project funded by the National Science and Technology Development Commission or public agencies within the past 3 years.

c. Publishing at least 1 academic monograph or 2 chapters in academic books within the past 3 years, with accompanying review comments and evidence of publication approval.

d. Demonstrating outstanding achievements or practical experience in the industry, with concrete evidence available for review.

2. Practitioner Teachers: In addition to holding a master's degree or above, possessing nursing and long-term care licenses, and having three years of relevant service experience, newly hired full-time faculty members should meet one of the following criteria:

a. Currently employed as a full-time medical or long-term care specialist, appointed as an adjunct faculty member in relevant disciplines at other schools, and engaged in teaching activities.

b. Having innovative, improved, or extended research and development achievements in the field of geriatric long-term care technology, with technical patents.

c. Having served in government agencies, administrative bodies, public enterprises, private institutions, legally registered or incorporated entities, or groups related to long-term care services, and providing service certificates.

d. Executing industry-academia collaboration projects in institutions or organizations related to long-term care, or executing industry-academia collaboration projects in the long-term care industry, serving as the principal investigator or sub-project principal investigator, and providing relevant project contracts or evidence of achievements.

e. Providing service in units related to long-term care (such as personal studios, research and development centers, or affiliated institutions of schools), and providing service certificates and concrete achievements.

f. Demonstrating outstanding achievements or practical experience in the industry, with concrete evidence available for review.

B) College of Science

In addition to holding a doctoral degree, newly hired full-time faculty members should meet one of the following conditions:

For faculty in the fields of science and technology, they should meet one of the following criteria:

1. Publishing at least 3 papers in the relevant professional field within the past 3 years (equivalent to academic journal articles indexed in SCI, SSCI, TSSCI, EI, A&HCI, THCI, or SCOPUS, with the applicant listed as the first author or corresponding author).

2. Serving as the principal investigator for at least 2 research projects funded by the National Science and Technology Development Commission or public agencies within the past 3 years.

3. Obtaining at least 2 domestic or international invention patents or international-level competition awards within the past 3 years.

4. Demonstrating outstanding achievements or practical experience in the industry, with concrete evidence available for review.

The aforementioned criteria for papers and research projects funded by the National Science and Technology Development Commission or public agencies may be interchangeable, but only one of each category is required.

C) College of Science and Technology

In addition to holding a doctoral degree, newly hired full-time faculty members should meet one of the following conditions:

For faculty in the field of engineering, they should meet one of the following criteria:

1. Publishing at least 3 papers in the relevant professional field within the past 3 years (equivalent to academic journal articles indexed in SCI, SSCI, TSSCI, EI, A&HCI, THCI, or SCOPUS, with the applicant listed as the first author or corresponding author).

2. Serving as the principal investigator for at least 2 research projects funded by the National Science and Technology Development Commission or public agencies within the past 3 years.

3. Obtaining at least 2 domestic or international invention patents or international-level competition awards within the past 3 years.

4. Leading at least 2 academic-industry technology development projects, industry-specific projects, or industry-academia collaboration projects within the past 3 years, with tangible achievements available for review.

5. Demonstrating outstanding achievements or practical experience in the industry, with concrete evidence available for review.

The aforementioned criteria for papers and research projects funded by the National Science and Technology Development Commission or public agencies may be interchangeable, but only one of each category is required.

For faculty in the field of education/humanities, they should meet one of the following criteria:

1. Publishing at least 2 papers in the relevant professional field within the past 3 years (equivalent to academic journal articles indexed in SCI, SSCI, TSSCI, EI, A&HCI, THCI, or SCOPUS, with the applicant listed as the first author or corresponding author).

2. Serving as the principal investigator for at least 2 research projects funded by the National Science and Technology Development Commission or public agencies within the past 3 years.

3. Publishing at least 1 academic monograph or 4 chapters in academic books within the past 3 years, with accompanying review comments and evidence of publication approval.

4. Demonstrating outstanding achievements or practical experience in the industry, with concrete evidence available for review.

5. The aforementioned criteria for papers and research projects funded by the National Science and Technology Development Commission or public agencies may be interchangeable, but only one of each category is required.

D) College of Liberal Arts

Departments (excluding the Department of Fine Arts)

Except for newly appointed teachers with a doctoral degree, newly hired full-time teachers must meet one of the following criteria:

1. In the past three years, they must have published at least two papers in relevant professional fields (equivalent to SCI, SSCI, TSSCI, EI, A&HCI, THCI, CSSCI, SCOPUS, or other academic journals with a peer-review process), and must be the first author or corresponding author.
2. In the past three years, they must have led at least two research projects funded by the National Science and Technology Council or other public sector agencies.
3. In the past three years, they must have formally published one academic book or four book chapters, accompanied by review opinions and relevant proof of publication.
4. They must have practical industry experience or professional achievements with concrete and outstanding accomplishments for review.

The aforementioned papers and research projects funded by the National Science and Technology Council or other public sector agencies can be mutually offset, but only one item can be used for such offset.

E) The Department of Fine Arts  
**1. Theoretical Teachers:**

Except for newly appointed teachers with a doctoral degree, newly hired full-time teachers must meet one of the following criteria:

1. In the past three years, they must have published at least one paper in a relevant professional field (equivalent to SCI, SSCI, TSSCI, EI, A&HCI, THCI, SCOPUS, or other academic journals with a peer-review process or scholarly monographs), and must be the first author or corresponding author.
2. In the past three years, they must have led at least one research project funded by the National Science and Technology Council or other public sector agencies.
3. They must have rich experience in artistic academic research or educational practice with concrete achievements available for review.

**2. Creative Teachers:**

In addition to having expertise in artistic creation, newly hired full-time teachers must meet one of the following criteria:  
(1) Fine Arts: In the past three years, they must have held at least one solo exhibition of new works or won awards in public competitions.

(2) Design: In the past three years, their personal design works must have won awards in public competitions or been publicly presented with a specific research theme.

(3) They must have rich experience in artistic creation, research, or educational practice with concrete achievements available for review.

F) The Department of Engineering  
Except for newly appointed teachers with a doctoral degree, newly hired full-time teachers must meet one of the following criteria:  
(1).In the past three years, they must have published at least three papers in relevant professional fields (equivalent to SCI, SSCI, TSSCI, EI, A&HCI, THCI, or SCOPUS academic jornals), and must be the first author or corresponding author.

(2) In the past three years, they must have led at least two research projects funded by the National Science and Technology Council or other public sector agencies.

(3) In the past three years, they must have received more than two domestic or international invention patents or international competition awards.

()In the past three years, they must have led more than two academic-industry technology development projects, industry-specific research projects, or industry-academic collaboration projects with tangible results available for review.

(4) In the past three years, they must have led more than two academic-industry technology development projects, industry-specific research projects, or industry-academic collaboration projects with tangible results available for review.

(5) They must have practical industry experience or professional achievements with concrete and outstanding accomplishments available for review.

The aforementioned papers and research projects funded by the National Science and Technology Council or other public sector agencies can be mutually offset, but only one item can be used for such offset.

G) The Department of Management

Department of Business Administration, Information Management

Except for newly appointed faculty members with a doctoral degree, newly hired full-time faculty members must meet at least one of the following criteria:

1. In the past three years, have published at least three papers in relevant professional fields (equivalent to academic journals such as SCI, SSCI, TSSCI, EI, A&HCI, THCI, or SCOPUS), and be the first author or corresponding author.

2. In the past three years, have led at least two research projects funded by the National Science and Technology Council or other public sector agencies.

3. Have industry practical experience or professional achievements with significant and outstanding contributions subject to review.

The aforementioned papers and research projects funded by the National Science and Technology Council or public sector agencies may be substituted for one another, but only up to one instance.

H) Department of Accounting

Except for newly appointed faculty members with a doctoral degree, newly hired full-time faculty members must meet at least one of the following criteria:

1. In the past three years, have published at least one paper in relevant professional fields (equivalent to academic journals such as SCI, SSCI, TSSCI, EI, A&HCI, THCI, SCOPUS, or the first and second levels of excellent journals recognized by the National Science and Technology Council).

2. In the past three years, have led at least two research projects funded by the National Science and Technology Council or other public sector agencies.

3. Have industry practical experience or professional achievements with significant and outstanding contributions subject to review.

The aforementioned papers and research projects funded by the National Science and Technology Council or public sector agencies may be substituted for one another, but only up to one instance.

I) Department of Financial and Technological Management

Except for newly appointed faculty members with a doctoral degree, newly hired full-time faculty members must meet at least one of the following criteria:

1. In the past three years, have published at least two papers in relevant professional fields (equivalent to academic journals such as SCI, SSCI, TSSCI, EI, A&HCI, THCI, SCOPUS, or the first and second levels of excellent journals recognized by the National Science and Technology Council) and be the first author or corresponding author.

2. In the past three years, have led at least two research projects funded by the National Science and Technology Council or other public sector agencies.

3. Have industry practical experience or professional achievements with significant and outstanding contributions subject to review.

The aforementioned papers and research projects funded by the National Science and Technology Council or public sector agencies may be substituted for one another, but only up to one instance.

J) College of Social Sciences and Physical Education

Department of Public Affairs and Civic Education

Except for newly appointed faculty members with a doctoral degree, newly hired full-time faculty members must meet at least one of the following criteria:

1. In the past three years, have published at least two papers in relevant professional fields (equivalent to academic journals such as SCI, SSCI, TSSCI, EI, A&HCI, THCI, SCOPUS, or other peer-reviewed academic journals), and be the first author or corresponding author.

2. In the past three years, have led at least two research projects funded by the National Science and Technology Council or other relevant departments of the central government.

3. Within three years, have published one academic monograph or four chapters in academic books, with attached review comments and proof of publication.

The aforementioned papers and research projects funded by the National Science and Technology Council or other relevant departments of the central government may be substituted for one another, but only up to one instance.

K) Department of Sports Science, Institute of Sports and Health Research

1. For newly hired full-time faculty members in the Department of Sports Science, they should have the qualifications of national athletes and be capable of teaching and guiding sports skills.

2. Except for newly appointed faculty members with a doctoral degree, newly hired full-time faculty members must meet at least one of the following criteria:

(a) In the past three years, have published at least three papers in relevant professional fields (equivalent to academic journals such as SCI, SSCI, TSSCI, EI, A&HCI, THCI, SCOPUS, or other peer-reviewed academic journals), and be the first author or corresponding author.

(b) In the past three years, have led at least two research projects funded by the National Science and Technology Council or relevant central government departments.

(c) Have industry practical experience or professional achievements with significant and outstanding contributions subject to review.

L) General Education Center, Language Center

Except for newly appointed faculty members with a doctoral degree, newly hired full-time faculty members must meet at least one of the following criteria:

1. In the past three years, have published at least three papers in relevant professional fields (equivalent to academic journals such as SCI, SSCI, TSSCI, EI, A&HCI, THCI, or SCOPUS), and be the first author or corresponding author

2. In the past three years, have led at least two research projects funded by the National Science and Technology Council or other public sector agencies.

3. Within three years, have published one academic monograph or four chapters in academic books, with attached review comments and proof of publication.

4. Have industry practical experience or professional achievements with significant and outstanding contributions subject to review.

The aforementioned papers and research projects funded by the National Science and Technology Council or public sector agencies may be substituted for one another, but only up to one instance.

M) Teacher Education Center

Except for newly appointed faculty members with a doctoral degree, newly hired full-time faculty members must meet at least one of the following criteria:

1. Have published at least three papers in relevant professional fields in the past three years (equivalent to academic journals such as SCI, SSCI, TSSCI, EI, A&HCI, THCI, or SCOPUS), and be the first author or corresponding author.

2. Have led at least two research projects funded by the National Science and Technology Council or other public sector agencies in the past three years.

3. Have published one academic monograph or four chapters in academic books within three years, with attached review comments and proof of publication.

4. Have industry practical experience or professional achievements with significant and outstanding contributions subject to review.

The aforementioned papers and research projects funded by the National Science and Technology Council or public sector agencies may be substituted for one another, but only up to one instance.

The term "newly appointed faculty members with a doctoral degree" referred to in the preceding table refers to individuals who, within three years from the month following the acquisition of their doctoral degree (with the application date as the reference point), have not been approved by the Ministry of Education and obtained a certificate of qualification as an assistant professor or higher.

4. Each teaching unit of the university should assess the research, teaching, and service capabilities and potentials of prospective new faculty members. Each college should establish quantifiable or qualitative basic thresholds for evaluating the professional research capabilities of new faculty members at all levels to be hired by their affiliated departments or institutes, reflecting their research activities over the past three years.

Professional research capabilities may include research papers, industry-academia collaboration, curriculum development collaboration, technology transfer, practical creation, entrepreneurial experience, industry-academia achievements, or other indicators demonstrating the capacity for development of the teaching unit.

5. Each college may establish stricter review principles, but such principles should be deliberated and approved by the college's academic evaluation committee and the university's academic evaluation committee, and endorsed by the president before implementation. Any revisions should follow the same procedure.

6. When hiring new faculty members, each department or institute should evaluate whether their research, teaching, and service capabilities over the past three years meet the thresholds set by their affiliated college, and note compliance with these requirements in the university's faculty appointment application form.

7. These guidelines are approved by the university's administrative meeting and implemented upon the president's approval. Any revisions should follow the same procedure.