Selection Procedures for the President of National Changhua University of Education

Article 1: National Changhua University of Education (hereinafter referred to as "the University") formulates the "Selection Procedures for the President of National Changhua University of Education" (hereinafter referred to as "these Procedures") in accordance with Article 9 of the University Act and Article 7 of the University's Organizational Regulations, aiming to uphold the spirit of university autonomy, academic freedom, and to attract outstanding talents to lead the institution.

Article 2: If the term of office of the President of the University is to expire within ten months and it is decided not to renew the term or reappoint, or in case of vacancy due to any reason, a President Selection Committee (hereinafter referred to as "the Selection Committee") shall be formed within two months to select a new President and report to the Ministry of Education for appointment.

Article 3: The organization and composition of the Selection Committee are as follows:

1. Organization: The Selection Committee shall consist of:

* 6 representatives from the university,
* 3 representatives from alumni,
* 3 representatives from members of the public known for their integrity,
* 3 representatives appointed by the Ministry of Education.

2. Method of Selection:

**(1) University Representatives:**

**Faculty Representatives:** Each college shall nominate candidates from among full-time faculty members who have served at the university for at least two years. Each college shall recommend 3 candidates (with at least 1 candidate of each gender). Various administrative units within the university that employ full-time faculty members may collectively recommend 1 representative. This recommendation shall be made in accordance with the regulations set forth by the Faculty Review Committee, jointly formed by administrative units with faculty or research personnel, and research extension units.

After candidates recommended by the joint Faculty Review Committee of each college and administrative units with faculty or research personnel, and research extension units within the university are compiled by the Personnel Office, they shall be submitted to the University Council for voting using the anonymous unrestricted cumulative voting method. Each voter may cast up to 3 votes.

The candidates shall be ranked in descending order based on the number of votes received (in case of a tie, the order shall be determined by drawing lots by the meeting chairperson). Five faculty representatives shall be selected, with at least 2 representatives of each gender among the elected 5 individuals.

From the elected 5 representatives, only 1 representative shall be selected from the joint Faculty Review Committee of the same college or administrative units with faculty or research personnel, and research extension units within the university. In case of vacancies, replacements shall be made in order of the highest number of votes received and according to gender proportion. After replacement, each college shall still be limited to 1 representative.

**Administrative Staff Representatives**: Candidates shall be nominated by administrative staff members within the university's official establishment (including researchers, teaching assistants, military instructors, and scarce technology personnel) through anonymous single-choice voting. Two candidates shall be selected, and then the University Council representatives shall vote anonymously to select the final representative. The candidate with the highest number of votes shall be selected as the representative, and the second candidate as the alternate representative. The alternate representative shall fill any vacancy that arises.

**(2) Alumni Representatives**: The National Alumni Association of the university shall recommend 3 candidates for alumni representatives (with at least 1 candidate of each gender). Each college, administrative unit with faculty or research personnel, and research extension units within the university may individually recommend 1 candidate for alumni representative. Additionally, the College of Education, College of Science, and College of Technology and Vocational Education may each recommend 1 additional candidate.

After the candidates are compiled by the Personnel Office, they shall be submitted to the University Council for voting using the anonymous restricted cumulative voting method. Each voter may cast up to 3 votes.

The candidates shall be ranked in descending order based on the number of votes received (in case of a tie, the order shall be determined by drawing lots by the meeting chairperson). Three alumni representatives shall be selected (with at least 1 representative of each gender), along with 2 alternate representatives (1 male and 1 female). In case of vacancies, the alternate representative of the corresponding gender shall fill the position.

**(3) Public Representatives**: Each college and administrative unit with faculty or research personnel, and research extension units within the university shall jointly nominate 3 candidates who are former university presidents or individuals with significant academic achievements and reputations and are familiar with university affairs (with at least 1 candidate of each gender). These nominations shall be compiled by the Personnel Office and then submitted to the University Council for voting using the anonymous full cumulative voting method. Each voter may cast up to 3 votes.

The candidates shall be ranked in descending order based on the number of votes received. The Secretariat will then consult the candidates in order of votes received and gender proportion to obtain their consent. Three public representatives (with at least 1 representative of each gender) will be selected as members of the Selection Committee. In case of vacancies, the Secretariat shall consult the remaining candidates in order of votes received and gender proportion to fill the position.

**(4) Ministry of Education Representatives**: The Ministry of Education shall appoint 3 representatives, with at least 1 representative of each gender.

Alumni representatives and public representatives mentioned in subparagraphs 2 and 3 above shall not be current full-time faculty or staff members or currently enrolled students of the university.

The same individual may serve consecutively as a member of the university's Selection Committee only once. However, instances of serving before the amendment and implementation of the "Organization and Operation Regulations of the National University President Selection Committee" on August 1, 2019, shall not be counted.

**Article 4**: The Selection Committee shall independently and autonomously perform the following tasks:

1. Determine the method for generating candidates.
2. Decide the selection procedures.
3. Review the qualifications of candidates.
4. Select the candidate for the president and submit the selection to the Ministry of Education for appointment.
5. Handle other matters related to the selection of the president.

The Selection Committee shall deliberate on more than two qualified candidates before selecting a candidate for the president.

The university shall form a working group to assist the Selection Committee in performing the tasks specified in Article 3 of the "Organization and Operation Regulations of the National University President Selection Committee."

The working group shall consist of 3 to 5 members, including the university's chief secretary and personnel director as ex-officio members, with the remaining members elected by the Selection Committee.

The working group shall assist the Selection Committee with the following tasks:

1. Planning the schedule for the selection process and drafting detailed selection procedures.
2. Disclosing candidate selection information and conducting preliminary qualification reviews.
3. Managing information disclosure and conflict of interest matters between committee members and presidential candidates.
4. Conducting the selection procedures.
5. Providing legal consultations.
6. Addressing other assistance requests from the Selection Committee.

Before the establishment of the Selection Committee, the university's Personnel Office shall compile necessary selection information (including selection procedures, important considerations, relevant legal interpretations, etc.) for the committee members. After the Selection Committee is established, the convener or designated committee member shall convene the working group meetings or follow the procedures specified in the operational regulations of the Selection Committee to assist in handling matters related to the presidential selection.

**Article 5**: After the formation of the Selection Committee, the university shall convene the first meeting within 30 days from the day after the committee members are appointed.

The Selection Committee shall have one convener, elected by the committee members, who will convene and chair the meetings. If the convener is unable to attend, another member shall be elected by the committee members to act as the proxy.

Committee members must attend meetings in person and may not delegate others to attend on their behalf. Meetings shall require the attendance of at least two-thirds of the committee members to be convened, and decisions shall be made with the consent of more than half of the attending members.

**Article 6**: If a Selection Committee member becomes a candidate for the president, they shall automatically lose their qualification as a committee member. The following circumstances shall result in the removal of a committee member upon confirmation by the Selection Committee:

1. Inability to participate in the selection process for any reason.
2. Being the spouse, former spouse, blood relative within four degrees, or relative by marriage within three degrees, or having had such a relationship with a candidate.
3. Having a mentor-student relationship with a candidate concerning thesis supervision.
4. Having served as a director, independent director, or supervisor of the same profit-seeking enterprise as a candidate within three years before the deadline for the submission of selection documents.

If a Selection Committee member has any of the aforementioned disqualifications and continues to serve, or if there are concrete facts indicating a potential bias in the performance of their duties, candidates or committee members may present the reasons and facts to the Selection Committee. The committee, after deliberation, may decide to remove the member from their position.

Vacancies resulting from the aforementioned disqualifications shall be filled according to the identity and provisions outlined in Article 3.

**Article 7**: In addition to meeting the legal qualifications for the president as specified by relevant laws, candidates for the presidency of the university must also meet the following conditions:

1. Have more than five years of experience as a full-time professor.
2. Be fair in handling matters and able to rise above political, religious, party, and profit-related interests. Those currently holding related positions must provide a written commitment to relinquish such positions before accepting the presidency.
3. Have significant academic achievements and reputation.
4. Possess high moral character and integrity.
5. Fully respect academic freedom.
6. Have a forward-looking educational philosophy.
7. Demonstrate excellent planning, organizational, and leadership abilities.
8. Have the capability to secure and effectively utilize resources.

**Article 8**: During meetings of the Selection Committee, relevant personnel and student representatives may be invited to attend as needed.

**Article 9**: All committee members and related personnel participating in the selection process must maintain confidentiality until the results are officially announced. This does not apply if other laws provide otherwise or if the Selection Committee decides to disclose information in accordance with the law.

**Article 10**: The procedure for selecting the president shall include the following steps:

1. **Solicitation of Candidates**: The Selection Committee shall actively and publicly solicit candidates and accept recommendations (including self-nominations).
2. **Review**: The Selection Committee shall conduct a confidential review of the qualifications and interviews of the recommended candidates.
3. **Consent Voting**: Based on the review results, the Selection Committee shall nominate at least three candidates who will give public presentations. Full-time faculty members at the rank of lecturer and above shall cast secret ballots to express their consent for each candidate. The vote count for each candidate shall stop when either the number of consent votes reaches half of the total votes or the number of dissenting votes reaches half of the total votes.
4. **Selection**: The Selection Committee shall consider the results of the consent vote, evaluate the candidates, and select the final candidate for the presidency. The selected candidate shall be reported to the Ministry of Education for appointment.

**Article 11**: The term of office for the president of the university is four years, and the president may be reappointed for one additional term.

**Article 12**: For the reappointment of the president, an evaluation by the Ministry of Education must be conducted one year before the end of the first term. The proposal for reappointment must be presented to the University Council, which will vote on the reappointment in a secret ballot. If more than half of the attending representatives agree, the reappointment shall be reported to the Ministry of Education for approval. If the University Council does not agree to the reappointment or if the president leaves office early for any reason, a new selection process for a new president must be conducted in accordance with this procedure, and the new term will start afresh. The vote count shall stop once the outcome of approval or disapproval is confirmed.

**Article 13**: For the consent voting as stipulated in Articles 10 and 12, voters must cast their votes at the specified time and place designated by the Selection Committee and may not delegate their voting rights to others. Personnel on leave without pay do not have voting rights until they have completed the reinstatement process.

**Article 14**: Members of the Selection Committee do not receive remuneration. However, representatives of alumni, social justice representatives, representatives of the Ministry of Education, and relevant external personnel attending the meetings may receive a stipend and travel expenses. The administrative tasks of the Selection Committee are handled by the Personnel Office, and the necessary expenses are covered by the university’s funds.

**Article 15**: Any disputes regarding the selection of the president before the president assumes office shall be resolved by the Selection Committee within three months. The Selection Committee will automatically disband after the president takes office. However, if the Selection Committee neglects its duties without justification or fails to resolve the selection disputes within the specified period, a proposal for dissolution can be made by one-third of the University Council representatives. If two-thirds of the representatives attend the meeting and more than half of the attendees agree, the Selection Committee will be dissolved. Before the University Council makes a decision, the Selection Committee must be invited to explain the situation. After the Selection Committee is dissolved by the University Council, a new Selection Committee must be formed within two months.

**Article 16**: If there are any matters not covered by this procedure, the Selection Committee shall discuss and propose them for approval by the University Council before implementation.

**Article 17**: This procedure shall be implemented after being approved by the University Council. The same applies to any amendments.