

Taipei Medical University Researchers Appointment and Promotion Regulations

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Article I (Objective)

Our university has established the *Taipei Medical University Researchers Appointment and Promotion Regulations* (referred to as the “Regulations”) in order to appoint researchers to undertake research in accordance with *University Act*, Article 17, Clause 4; *Organizational Rules of Taipei Medical University*, Article 8, Clause 1; and *Organizational Rules of Taipei Medical University*, Article 32, Clause 2.

Article II (Terminology)

The terminology definitions in this Regulations are set forth as below:

1. Researchers: The term refers to dedicated individuals who are engaged in research work within our university’s staffing establishment.
2. Appointment: The term refers to an inaugural appointment or renewal of appointment.
3. Promotion: The term refers to promotion evaluation.

Article III (Faculty Rank)

Researchers are divided into three tiers: research fellow, associate researcher, and assistant researcher.

Article IV (Research Follow Appointment Qualification Criteria)

Research fellows at our university must satisfy one of the following qualifications:

1. Have more than three (3) years of experience as a university research associate with an outstanding record and a substantial research record, including authored specialized professional publications.
2. Hold a doctoral degree or have a certificate of equivalent academic qualifications, have been engaged in relevant research work at a university or research institute for more than eight (8) years, and have a substantial

research record, including authored specialized professional publications.

Article V (Associate Researcher Appointment Qualification Criteria)

Associate researchers at our university must satisfy one of the following qualifications:

1. Have more than three (3) years of experience as a university assistant researcher with an outstanding record and a substantial research record, including authored specialized professional publications.
2. Hold a doctoral degree or have a certificate of equivalent academic qualifications, have been engaged in relevant research work at a university or research institute for more than four (4) years, and have a substantial research record, including authored specialized professional publications.

Article VI (Assistant Researcher Appointment Qualification Criteria)

Assistant researchers at our university must satisfy one of the following qualifications:

1. Have more than three (3) years of experience as a university research assistant with an outstanding record and a substantial research record, including authored specialized professional publications.
2. Hold a doctoral degree or have a certificate of equivalent academic qualifications and have a substantial research record, including authored specialized professional publications.
3. Hold a master's degree or have a certificate of equivalent academic qualifications and have been engaged in relevant research work at a university or research institute for more than four (4) years, and have a substantial research record, including authored specialized professional publications.

Article VII (Researchers Promotion Qualification Criteria)

To be eligible for promotion, researchers at our university must meet the criteria outlined in the three articles mentioned above, in addition to having held a position at our university lower than the one they are applying for, for a minimum of three (3) years.

Article VIII (Evaluation Procedure)

Upon passing the evaluation by our university's Researchers Evaluation Committee (referred to as 'the **Committee**'), researchers seeking appointment or promotion are required to submit their applications to our university's University-Level Faculty Evaluation Committee (referred to as 'the **University Committee**') for further assessment.

The Committee consists of the university's Vice President and the Dean of the Office of Research and Development, who serve as ex officio members. In addition, the Committee includes three to five professors or research fellows appointed by the university's President. The President designates one member as the Chairperson. Committee members serve two-year terms, which can be renewed concurrently with appointment renewals.

The professor or researcher representative mentioned above must be within our university's staffing establishment.

Article IX (Evaluation Procedure for Individuals with Notable Contributions)

Individuals with notable research contributions and who have received awards from reputable domestic or international research institutions may be appointed as researchers at their respective levels following approval by a two-thirds majority vote with a minimum attendance of a half at the University Committee.

Article X (Types of Researchers)

Researchers are categorized into two types: research and service. The categorization is determined at the inaugural appointment by the appointing unit based on the individual's primary research focus and remains fixed. The primary responsibilities for each type are set forth as below:

1. Research Type: The type includes goal-oriented academic research in alignment with the appointing unit's research focus and will produce innovative research results.
2. Service Type: The type includes professional technical services that are provided to our university's faculty and students, in alignment with the appointing unit's academic research mission.

Article XI (Qualification Evaluation and Promotion)

Researchers' qualification evaluation and promotion as well as the definitions of specialized professional publications, substantial research record, research results, recognition of notable contributions, and reputable domestic or international research institutions awards in this Regulations will be specified in *Taipei Medical University Researchers Promotion Regulations*.

Article XII (Appointment Term)

The appointment term of the researchers will apply the provisions of the *Taipei Medical University Faculty Member Appointments Regulations, Article 4*.

Article XIII (Termination)

The termination and suspension for the researchers will apply the provisions of the *Teachers' Act*.

Article XIV (Non-Renewal)

The non-renewal terms for the researchers will be in accordance with *Taipei Medical University Researchers' Evaluation Regulations* and apply the provisions of the *Teachers' Act*.

Article XV (Reporting, Data Collection, Query)

The provisions governing unadaptable researchers' reporting, data collection, and queries will apply the provisions of *Regulations for Managing the Reporting, Data Collection, and Queries of Unadaptable Teachers*.

Article XVI (Appeal)

Regulations related to appeals against researchers will apply the provisions of *Organization and Evaluation Keynotes of the Taipei Medical University Teachers Appeals Evaluation Committee*.

Article XVII (Compensation)

The compensation of researchers will be in accordance with the *Taipei Medical University Faculty Salary Regulations*. The regulations for research fellow, associate researcher, and assistant researcher will follow those of the profession, associate professor, and assistant professor's, respectively.

Article XVIII (Bonuses and Benefits)

The bonuses and benefits will be complied with the regulations of the

following:

1. *Regulations of Teacher/Researcher Award, Taipei Medical University*
2. *Taipei Medical University Faculty and Staff Childcare Subsidy Regulations*
3. *Taipei Medical University and Affiliated Hospitals Scholarship Guidelines for Children of Faculty and Staff*
4. *Regulations on Mutual Welfare Fund for Faculty Members and Staff for Taipei Medical University*
5. *Taipei Medical University Travel Subsidy Measures for Faculty and Staff*
6. *Taipei Medical University Regulations Governing the Medical Welfare for Employees and Related Personnel of TMU and TMU Affiliated Hospitals*
7. *Taipei Medical University Hospital Employee and Staff Retirement and Welfare Fund Implementation Regulations*

Article XIX (Advanced Studies)

The regulations for the researcher's advanced studies will follow the regulations in accordance with *Taipei Medical University Regulations Governing Continuing Education of Faculty and Staff*.

Article XX (Seniority-Based Raise)

The methods for researchers' seniority-based raise will be in accordance with *Taipei Medical University Researchers' Evaluation Regulations*.

Article XXI (Retirement, Pension, and Dismissal)

The retirement, pension, and dismissal measurements will apply the provisions of the *Act Governing the Retirement, Bereavement Compensation, Discharge with Severance Pay Benefits for the Teaching and Other Staff of School Legal Persons and their Respective Private School(s)*.

Article XXII (Sabbatical Research)

The provisions for researcher's sabbatical research will be in accordance with *Taipei Medical University Professor and Associate Professor Sabbatical Regulations*.

Article XXIII (Evaluation Regulations)

Researchers must be subject to evaluation, and the evaluation regulations will be

in accordance with the *Taipei Medical University Researchers' Evaluation Regulations*.

Article XXIV (Unresolved Matters)

The unresolved matters in this Regulations will be complied with the provisions of our university's relevant regulations and the government's relevant laws.

Article XXV (Authority)

The implementation of this Regulations is following the approval by the University Affairs Council and subsequent public announcement. Same shall apply with adjustments of this Regulations.