

YZU Regulations Governing the Employment of Industry Experts

Passed by the 10th Administrative Committee of the 2022 School Year, December 7, 2022

Article 1 These regulations are established to enhance the University's research and development capabilities, to recruit domestic and international industry experts in relevant industries to assist in promoting collaborative projects between academia and industry, and to boost the research efficiency.

Article 2 Industry experts mentioned in these regulations shall refer to those who possess domestic or international practical experience in the relevant fields, with bachelor's degrees or higher.

Industry experts are the University's non-certificated staff, who are classified with the following titles: researchers, associate researchers, assistant researchers. The related expenses for salary and benefits of the aforementioned experts may be coordinated by the University or funded by the hiring unit (including research centers) following a self-sustaining principle. Recruitment of these industry experts shall be carried out through project proposals submitted for approval by the President.

If the employment relationship must be terminated due to project completion or other special reasons, the University shall give one month's notice to the aforementioned industry experts regarding the termination of the employment contract.

Article 3 The employment of industry experts shall refer to the following qualifications:

1. A Research Fellow shall have one of the following eligibility qualifications:

- (1). Those who have a doctorate degree at a domestic or foreign university or graduate school with at least three years of experience undertaking academic research work or professional work.
- (2). Those who have a master degree at a domestic or foreign university or graduate school with at least six years of experience undertaking academic research work or professional work.
- (3). Those who have a bachelor degree at domestic or foreign university with at least twelve years of experience undertaking academic research work or professional work.

2. An Associate Research Fellow shall have one of the following eligibility qualifications:

- (1). Those who have a doctorate degree at a domestic or foreign university or graduate school with at least one year of experience undertaking academic research work or professional work.
- (2). Those who have a master degree at a domestic or foreign university or graduate school with at least three years of experience undertaking academic research work or professional work.
- (3). Those who have a bachelor degree at domestic or foreign university with at least nine years of experience undertaking academic research work or professional work.

3. An Assistant Research Fellow shall have one of the following eligibility qualifications:

- (1). Those with a doctorate degree at a domestic or foreign university or graduate school.

- (2). Those who have a master degree at a domestic or foreign university or graduate school with at least one year of experience undertaking academic research work or professional work.
- (3). Those who have a bachelor degree at domestic or foreign university with at least six years of experience undertaking academic research work or professional work.

The aforementioned industry experts shall have the ability to plan industry-academia cooperation and to conduct researches; they shall also have the experience of industry-academia cooperation.

Article 4 The remuneration for research fellows, associate research fellows, and assistant research fellows shall be paid in accordance with the amounts specified in Appendix 1 “Table of YZU Remuneration Standards for Industry Experts”.

Article 5 The employed industry experts under these regulations shall be evaluated regularly by the office director, as agreed upon in the employment contract between both parties. These performance evaluations will serve as the basis for decisions regarding contract renewals, promotions of ranks, and the distribution of year-end bonuses.

Article 6 Recruitment of industry experts shall be posted on channels such as the National Science Council, major human resources websites, or media. Applicants whose written materials pass the initial review will be interviewed by the selection committee, and those who successfully pass the interview will be recommended for employment to the President.

Article 7 The aforementioned selection committee is consisted of directors and teachers with relevant expertise, and the list of committee members shall be submitted by the hiring unit for approval by the President.

Article 8 These regulations will be adopted by Administrative Committee, as shall amendments when they are made.

The English translation is for reference only. In case of any discrepancy between Chinese version and English version, the Chinese version shall prevail.

附表一、元智大學「產業專家待遇支給表」

Appendix 1 Table of YZU Remuneration Standards for Industry Experts

薪級 Rank	月支酬勞 Monthly salary		
1	95,669	95,669	95,669
2	92,641	92,641	92,641
3	90,219	90,219	90,219
4	87,797	87,797	87,797
5	85,375	85,375	85,375
6	82,953	82,953	82,953
7	80,531	80,531	80,531
8	78,109	78,109	78,109
9	75,687	75,687	75,687
10	73,265	73,265	73,265
11		70,843	70,843
12		68,421	68,421
13		65,999	65,999
14		64,183	64,183
15		62,366	62,366
16			60,550
17			58,733
18			56,917
職稱 Job title	研究員 Research Fellow	副研究員 Associate Research Fellow	助理研究員 Assistant Research Fellow

額外加給原則：表列數額為月支工作酬金標準，各薪級上下限分別為所列數額之 15%，由單位主管依其學歷及年資，參考專業技能、工作內容、預期表現績效等於該上下限範圍內決定工作酬金。

Additional salary: The monthly salary standards are provided with the upper and lower limits for each salary rank set at 15% above and below the listed amounts. Unit supervisors will determine the specific salary within this range based on the educational backgrounds, years of experience, professional skills, job responsibilities, and expected performance outcomes of industry experts.