

**National Tsing Hua University**  
**College of Technology Management**  
**CTM Faculty Recruitment Guidelines**

Approved at the College's 2nd Faculty Review Committee for the 2019 academic year on  
March 11, 2020

Approved at the University's 6th Faculty Review Committee for the 2019 academic year on  
June 4, 2020

- Article 1 These Guidelines are based on Article 39 of the Organizational Charter of National Tsing Hua University (hereinafter referred to as the "University") and the University's Guidelines for the Appointment of New Full-time Teachers.
- Article 2 The Guidelines apply to the initial appointment of full-time faculty members at all levels in the College of Technology Management (hereinafter referred to as the "College").
- Article 3 The initial appointment of full-time faculty members shall be based on the principles of fairness, equity, and openness, and recruitment information shall be published in the media or academic journals.
- Article 4 Except for those who are exempted from external reviews in accordance with the provisions of Paragraphs 2 to 5, Article 3 of the University's Guidelines for the Appointment of New Full-time Teachers, all other initially appointed full-time faculty members shall be subject to external reviews in accordance with the University's Guidelines on Conducting External Reviews of Teachers.
- Article 5 The College's Faculty Review Committee shall review the applicant's qualifications and information, and the standard of review shall be similar to that of the College's Faculty Promotion Regulations. College faculty appointments shall first be reviewed and approved by the College's Faculty Review Committee initial appointment panel. The initial appointment panel is composed of three to five faculty members with outstanding academic performance in cross-disciplinary fields, invited by the convener of the College's Faculty Review Committee; the committee chairperson shall be elected by the members from among themselves. However, in order to recruit top talents, those with international reputation and those who have received international or national academic awards are exempted from the initial appointment panel review process (not external reviews); they will be invited by the Dean and then follow the procedures in accordance with the University's Guidelines on Conducting External Reviews of Teachers and the Guidelines.

Article 6 When the College's Faculty Review Committee meets to review the initial appointment of faculty members, the number of members present must reach with two-thirds or more of the total; voting shall be by secret ballot, with votes in favor by two-thirds or more of members present to pass.

Article 7 The Faculty Review Committee of each College department and institute shall prepare the details for the initial appointment of full-time faculty members, and after approval by the Faculty Review Committee of the College, send them to the Faculty Review Committee of the University for approval.

Article 8 These Guidelines shall be prepared by the College's Faculty Review Committee, approved by the College Affairs Meeting, and sent to the University's Faculty Review Committee for approval and implementation.