

National Taiwan Normal University

新聘專任教師資格條件規定

Regulations Governing the Qualifications of Newly-appointed Full-time Faculty Members

Last Amended on July 15, 2026

I. The *National Taiwan Normal University Regulations Governing the Qualifications of Newly-appointed Full-time Faculty Members* (hereinafter referred to as “the Regulations”) has been formulated pursuant to Article 4, Paragraph 2 of the *Regulations Governing Faculty Evaluation of National Taiwan Normal University* (hereinafter referred to as “the University”).

II. Qualification requirements for newly-appointed full-time faculty members of each College of the University are listed as follows:

College of Education:

All newly-appointed full-time faculty members (novice teachers with a doctoral degree excluded) shall meet one of the following requirements:

1. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SCIE, SSCI, TSSCI, EI, A&HCI, THCI (formerly THCI Core before 2016), SCOPUS, etc., as the first or corresponding author.
2. Within the last three years, he/she has served as the principal investigator of at least two research projects under the National Science and Technology Council (formerly Ministry of Science and Technology).
3. Within the last three years, he/she has at least one monograph published, with reviewer comments and relevant proof confirming approval for publication attached.
4. He/she possesses extensive industry experience, with specific achievements that can be reviewed (this applies to technical specialists).

The aforementioned journal articles and research projects funded by the National Science and Technology Council (formerly Ministry of Science and Technology) may offset one another.

College of Liberal Arts:

All newly-appointed full-time faculty members (novice teachers with a doctoral degree excluded) shall meet one of the following requirements:

1. Within the last three years, he/she has at least one monograph published, with reviewer comments and relevant proof confirming approval for publication attached.

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2. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SCIE, SSCI, TSSCI, EI, A&HCI, THCI (formerly THCI Core before 2016), SCOPUS, etc., as the first or corresponding author.
3. Within the last three years, he/she has served as the principal investigator of at least two research projects under the National Science and Technology Council (formerly Ministry of Science and Technology).
4. He/she has achieved excellent performance in related fields, with relevant proof attached.

The aforementioned journal articles and research projects funded by the National Science and Technology Council (formerly Ministry of Science and Technology) may offset one another.

College of Science:

All newly-appointed full-time faculty members (novice teachers with a doctoral degree excluded) shall meet one of the following requirements:

1. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SSCI, SCIE, TSSCI, EI, A&HCI, SCOPUS, etc., or accepted for publication in the aforementioned journals, as the first or corresponding author (with an acceptance letter attached). Where the newly-appointed full-time faculty member, within the last three years, has one innovative research paper as the first or corresponding author published or accepted (its acceptance letter shall be attached) by any academic journal with an Impact Factor higher than 25, such as Science, Nature, Cell, etc., or Annals of Mathematics, he/she shall be considered qualified.
2. Within the last three years, he/she has served as the principal investigator of at least two research projects funded by the National Science and Technology Council (formerly Ministry of Science and Technology).

The aforementioned journal articles and research projects funded by the National Science and Technology Council (formerly Ministry of Science and Technology) may offset one another.

College of Arts:

All newly-appointed full-time faculty members (novice teachers with a doctoral degree excluded) shall meet one of the following requirements:

1. Teachers specializing in fine arts: He/she shall have at least two solo exhibitions of new works held within the last five years (at least twenty pieces of two-dimensional works, or ten pieces of three-dimensional works, or five pieces of composite works for each exhibition).
2. Teachers specializing in design: He/she shall have different and representative works

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or works that have been entered into public competitions or works with particular research themes and created within the last five years (at least five pieces of environmental-spatial design, or twenty-five pieces of visual communication design, or eight pieces of product design or multimedia design).

Three pieces of environmental-spatial design, or fifteen pieces of visual communication design, or five pieces of product design or multimedia design may be credited to offset one solo exhibition of fine-art works.

3. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SSCI, SCIE, TSSCI, EI, A&HCI, **ERIH+**, THCI (formerly THCI Core before 2016), SCOPUS, etc., or accepted for publication in the aforementioned journals, as the first or corresponding author (with their acceptance letters attached); or, within the last three years, he/she has at least one monograph published, with attached relevant proof confirming that it has been reviewed and approved for publication.
4. Within the last three years, he/she has served as the principal investigator of at least one **research project** funded by the National Science and Technology Council (formerly Ministry of Science and Technology) or any other central government agencies, **commissioned projects organized by national-level art venues or municipal art museums under special municipalities, or restoration projects for antiquities listed and approved for review pursuant to the *Cultural Heritage Preservation Act*.**

Where a full-time faculty member is newly-appointed in accordance with Sub-paragraph 1 or 2 of Paragraph 1, and he/she intends to submit a compilation of works as his/her representative work for the Collegiate external review, said works shall be created within the last three years, and a report explaining its creation shall be attached. Where a full-time faculty member is newly-appointed in accordance with Sub-paragraph 4 of Paragraph 1, his/her representative work shall meet one of the threshold requirements for newly-appointed full-time faculty members stipulated in the other Sub-paragraphs of the same Paragraph.

Newly-appointed foreign teachers may submit papers published in academic or professional journals other than those stipulated in Sub-paragraph 3 of Paragraph 1 for review, provided that said journals adopt a peer-review system.

College of Technology and Engineering:

All newly-appointed full-time faculty members (novice teachers with a doctoral degree excluded) shall meet one of the following requirements:

1. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SCIE, SSCI, TSSCI, EI, A&HCI, THCI (formerly THCI Core before 2016), SCOPUS, etc., as the first or corresponding author.

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2. Within the last three years, he/she has served as the principal investigator (rather than as a Co-PI) of at least two research projects funded by the National Science and Technology Council (formerly Ministry of Science and Technology).
3. On average, he/she has earned one invention patent in Taiwan or abroad, or won one international competition prize, every year in the last three years.
4. Within the last three years, he/she has served as the principal investigator (rather than as a Co-PI) of at least one technology development program for academia, industrial technology development project, or industry-academia collaboration project, with concrete results achieved for review.
5. He/she possesses extensive industry experience, with specific achievements for review (this applies to technical specialists).

The aforementioned journal articles and research projects funded by the National Science and Technology Council (formerly Ministry of Science and Technology) may offset one another.

College of Sports and Recreation:

1. Newly-appointed full-time lecturers shall excel in athletics skills (at a level tantamount to athletes of national teams) and shall be competent to teach athletics skills as an instructor.
2. A doctoral degree is required for his/her appointment as a disciplinary faculty member.
3. All newly-appointed full-time faculty members (novice teachers with a doctoral degree excluded) shall meet one of the following requirements:
 - (1) Within the last three years, he/she has at least one monograph published, with reviewer comments and relevant proof that confirms its approved publication attached.
 - (2) Within the last three years, he/she has two academic papers published in journals indexed in SCI, SCIE, SSCI, TSSCI, EI, A&HCI, THCI (formerly THCI Core before 2016), SCOPUS, etc., as the first or corresponding author.
 - (3) Within the last three years, he/she has served as the principal investigator of at least two research projects funded by the National Science and Technology Council (formerly Ministry of Science and Technology).
 - (4) Technical specialists: They shall enjoy high reputation in the fields of physical education, sports, or recreation, and have extensive industry experience with outstanding performance and specific achievements.

The aforementioned journal articles and research projects funded by the National Science and Technology Council (formerly Ministry of Science and Technology) may offset one another.

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College of Music:

All newly-appointed full-time faculty members (novice teachers with a doctoral degree excluded) shall meet one of the following requirements:

1. Within the last five years, he/she has at least three pieces of musical works published or exhibited on a nationwide scale, one of which shall be a personal work or solo performance. Please attach a personal portfolio or an interpretive report on your artistic work or performance. For those who specialize in the fields of theater and dance, he/she shall have served as a director, choreographer, playwright, or leading actor/actress. He/she was the recipient of an international-competition prize.
2. For those who specialize in the field of collaborative piano, he/she shall have at least three collaborative piano concerts held on a nationwide scale within the last five years.
3. For those who specialize in the field of composition, he/she shall have at least three presentation on a nationwide scale within the last five years, and attach one of the report.
4. For those who specialize in the field of conducting, he/she shall have at least three performances of different repertoire on a nationwide scale within the last five years, and attach one of the interpretive report.
5. Recipients of awards in international-level competitions and attach one of the interpretive report within the past five years.
6. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SCIE, SSCI, TSSCI, EI, A&HCI, THCI (formerly THCI Core before 2016), SCOPUS, etc., or accepted for publication in the aforementioned journals (with the acceptance letter attached) as the first or corresponding author, or, within the last three years, he/she has at least one monograph published, with reviewer comments and relevant proof that confirms its approved publication attached.
7. Within the last three years, he/she has served as the principal investigator of at least one research project funded by the National Science and Technology Council (formerly Ministry of Science and Technology) or any other central government agencies, and has a piece of work published or exhibited on a nationwide scale as stipulated in Sub-paragraph 1 of Paragraph 1, or has a journal article published as stipulated in Sub-paragraph 3.

The timing of the publication or performance of the works referred to in Subparagraphs 1 through 4 of Paragraph 1 shall comply with the provisions of Appendix 3 of the *Regulations Governing the Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education*. The materials submitted shall include proof of public performance, a complete video recording of the live performance, and the

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program content. For compositions, the musical score shall also be submitted.

The aforementioned journal articles and research projects funded by the National Science and Technology Council (formerly Ministry of Science and Technology) or any other central government agencies may offset one another.

For full-time faculty members newly appointed under the qualification requirements set forth in Subparagraph 7 of Paragraph 1, the representative work shall satisfy the eligibility threshold for new appointments specified in at least one of the other subparagraphs of the same paragraph.

Newly appointed foreign faculty members may submit for review articles published in academic or professional journals other than those specified in Subparagraph 6 of Paragraph 1. However, such articles must still be journal publications that have undergone a peer-review process.

College of Management:

All newly-appointed full-time faculty members (novice teachers with a doctoral degree excluded) shall meet one of the following requirements:

1. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SCIE, SSCI, TSSCI, SCOPUS, etc., as the first or corresponding author.
2. Within the last three years, he/she has served as the principal investigator of at least two research projects funded by the National Science and Technology Council (formerly Ministry of Science and Technology).

The aforementioned journal articles and research projects funded by the National Science and Technology Council (formerly Ministry of Science and Technology) may offset one another.

College of International Studies and Social Sciences:

All newly-appointed full-time faculty members (novice teachers with a doctoral degree excluded) shall meet one of the following requirements:

1. Within the last three years, he/she has at least one monograph published, with reviewer comments and relevant proof that confirms its approved publication attached.
2. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SCIE, SSCI, TSSCI, EI, A&HCI, THCI (formerly THCI Core before 2016), SCOPUS, etc., as the first or corresponding author.
3. Within the last three years, he/she has served as the principal investigator of at least two research projects funded by the National Science and Technology Council (formerly Ministry of Science and Technology).

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The aforementioned journal articles and research projects funded by the National Science and Technology Council (formerly Ministry of Science and Technology) may offset one another.

Newly-appointed full-time faculty members who intend to take up the position of Associate Professor or higher, but who have not received a teacher certificate awarded by the Ministry of Education for his/her target position, shall meet the requirements no less than the basic publication threshold for the Collegiate promotion review.

Administrative Units and University-level Centers:

All newly-appointed full-time faculty members and research fellows (novice teachers and research fellows with a doctoral degree excluded) shall meet one of the following requirements:

1. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SCIE, SSCI, TSSCI, EI, A&HCI, THCI (formerly THCI Core before 2016), SCOPUS, etc., as the first or corresponding author.
2. Within the last three years, he/she has served as the principal investigator of at least two research projects funded by the National Science and Technology Council (formerly Ministry of Science and Technology).
3. Within the last three years, he/she has at least one monograph published, with reviewer comments and relevant proof that confirms its approved publication attached.

The aforementioned journal articles and research projects funded by the National Science and Technology Council (formerly Ministry of Science and Technology) may offset one another.

III. For the purposes of these Regulations, the term “novice teacher with a doctoral degree” refers to those who obtained their doctoral degree within two years prior to the first day of the recruitment announcement by the hiring unit (excluding the duration of mandatory military service).

IV. The Regulation and any amendments thereto shall be implemented upon passage by the Faculty Evaluation Committee.