

Guidelines for the Academia Sinica Postdoctoral Scholar Program

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1. The Academia Sinica (AS) Postdoctoral Scholar Program has been established to enhance research quality and strengthen postdoctoral training. These Guidelines have been established to promote this end.
2. The Guidelines are only applicable to the postdoctoral scholars appointed by the Postdoctoral Scholar Program.
3. The Postdoctoral Scholar Program offers two types of postdoctoral positions:
 - (a) Academia Sinica Postdoctoral Scholars, which constitute 10% of total recruitment.
 - (b) (Regular) Postdoctoral Scholars
4. Applicants with Ph.D. degrees conferred by domestic or foreign public or private universities within the last five years are eligible to apply. The appointment period shall be on an annual basis and limited to six years after obtaining the doctoral degree.

Following the completion of their Ph.D. degrees, applicants may defer the period for two years for each childbirth or parental leave; applicants may defer the period in accordance with the duration of military service by submitting relevant documents as proof.

5. Applicants are required to find a Sponsoring Mentor at AS, who will agree to sponsor their applications prior to submission. All applications must be processed online.
6. All applications shall be reviewed and approved by the review committee organized by the Central Academic Advisory Committee and paneled by experts within and outside AS. Reviews are conducted twice a year in principle.

7. The appointment period of the aforementioned types of postdoctoral scholars is two years in principle. After completing two years, they may reapply and be appointed for a maximum of four years.

In the event of parental leave, the appointment period may be interrupted, but the total appointment period remains unchanged.

8. Upon completion of the first year, all postdoctoral scholars are required to submit a progress report regarding their research as well as an evaluation form from their sponsoring mentors, which will serve as a reference for appointment renewals and salary for the second year.

Postdoctoral scholars who leave their positions when the appointment ends or after more than six months' service should submit a final report before leaving.

9. Remuneration and funding sources for postdoctoral scholars are as follows:

- (a) Remuneration should be paid according to the Remuneration Standards for Ph.D. Level Contract-based Employees (attached), and adjusted according to the applicant's education, work experience, research capacity, accomplishments and expected performance.
- (b) Academia Sinica Postdoctoral Scholars may apply for research grants of up to NT\$500,000 per year. Postdoctoral Scholars recruited from outside of Taiwan may receive a subsidy for airfare.
- (c) The source of such funding is provided by General Academic Research and Evaluation program.

10. Remuneration, airfares and research grants for all types of AS-appointed Ph.D. Level Contract-based Employees should follow Article 9 Paragraphs 1 and 2 of the Guidelines.

11. The host institute or research center of a postdoctoral scholar appointed via the Guidelines shall comply with AS regulations for contract-based employees to handle employment, management, termination, etc.

12. Should a postdoctoral scholar appointed via the Guidelines be involved in any academic ethics violation, the Code of Ethics for Academia Sinica Research Fellows and Research Specialists is applicable to their case.