

Guidelines for Postdoctoral Scholar Program at Academia Sinica

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1. Academia Sinica (AS) wishes to enhance research quality and to solidify postdoctoral training. Thus, the “Guidelines for Postdoctoral Scholar Program at Academia Sinica” (the Guidelines) are established to promote this end.
2. The Guidelines are only applicable to the postdoctoral scholars appointed by the “Postdoctoral Scholar Program.”
3. In “Postdoctoral Scholar Program” there are two types of postdoctoral scholar recruitment:
 - (1) Academia Sinica Postdoctoral Scholars, which constitute 10% of total recruitment.
 - (2) Postdoctoral Scholars.
4. Eligibilities for the two types of postdoctoral scholars in Article 3 are as follows:
 - (1) Academia Sinica Postdoctoral Scholars: A PhD conferred within last four years from a domestic public university, a domestic private university accredited by the Ministry of Education or a foreign university recognized by AS; evidence of outstanding research performance; ability to conduct research independently.
 - (2) Postdoctoral Scholars: A PhD conferred within last six years from a domestic public university, a domestic private university accredited by the Ministry of Education or a foreign university recognized by AS; evidence of excellent research performance; ability to conduct a research project assigned by a principal investigator (PI).

Applicants who had given birth after receiving their PhDs may defer the timeframes specified above for two years. Applicants who had served compulsory military service after receiving their PhDs may defer the timeframes specified above for a period equivalent to the length of their service, and should provide proof for such military service.
5. Eligible applicants must obtain sponsorship from one AS PI before submitting their application. In principle, the applications are processed online twice a year. Applicants should provide the following documents before application deadlines.
 - (1) Divisions of Mathematics, Physical Sciences and Life Sciences:
 - (1.1) Academia Sinica Postdoctoral Scholars: an application form, research plan, curriculum vitae, and reprints of selected publications from the applicant; a letter of sponsorship from the sponsoring PI; three letters of recommendation.
 - (1.2) Postdoctoral Scholars: an application form, research plan, curriculum vitae, and reprints of selected publications from the applicant; an “Application Form for Recruiting a Postdoctoral Scholar” from the sponsoring PI; three letters of recommendation.
 - (2) Division and Humanities and Social Science:

The type of appointment need not be specified by applicants, and shall be decided according to the review results. Documents needed include an application form, research plan, degree and employment verification, and reprints of selected publications from the applicant; a letter of sponsorship from the sponsoring PI; three letters of recommendation.

6. All applications shall be reviewed, and all review results shall be approved by a review committee, organized by the Central Academic Advisory Committee and paneled by domestic and foreign experts. The main review criteria of each division are as follows:
 - (1) Divisions of Mathematics, Physical Sciences and Life Sciences: For an Academia Sinica Postdoctoral Scholar, the review is based on the applicant's research plan, knowledge and ability. For a Postdoctoral Scholar, the review is based on the expectations from the hiring lab, the applicant's knowledge and ability to carry out a research project.
 - (2) Division and Humanities and Social Science: The review is based on the applicant's research plan, knowledge and ability. The type of appointment shall be decided according to the review results.
7. The appointment of the aforementioned two types of postdoctoral scholar is two years in principle. Upon completion of the first year, all appointees must submit a progress report, and all sponsoring PIs should submit an "Evaluation Form for Postdoctoral Scholars Supported by Academia Sinica," which shall serve as a reference for appointment renewals and salary increases for the second year. After the two-year appointment, all appointees must reapply for another term of appointment. Postdoctoral appointments under the Guidelines are limited to four years
8. Salaries and budget sources for the postdoctoral researchers appointed via the Guidelines are as follows:
 - (1) Salaries shall be determined according to the "Salary Scale for Postdoctoral Scholars at Academia Sinica." (See attached.) The type of appointment, education background, work experience, research ability, accomplishments and expected performance of the applicant may also be salary factors.
 - (2) Academia Sinica Postdoctoral Scholars (ASPS) may apply for a research grant of up to NT \$150,000 per year. ASPS appointees from overseas may receive a subsidy for air travel.
9. The Allocation of expenses relating to salaries, airfares and research grants of other types of postdoctoral researchers hired by AS should follow paragraph 1 & 2 in Article 8 of this Guideline.
10. The appointment of postdoctoral scholars need
11. Should postdoctoral scholars appointed via the Guideline are involved in violations of academics ethics; their cases will be handled pursuant to the "Guidelines for the Establishment and Operation of Ethics Committee at All Levels, Academic Sinica."
12. The Guideline takes effect from the date of approval by the Office of the President, Republic of China (Taiwan.)