



## **EMS Faculty Recruitment Policy**

(Issued in October, 2015)

The Economics and Management School of Wuhan University adopts a six-tier faculty rank structure at Outstanding Talent, Discipline Leader(A/B), Young Academic Leader, Outstanding Young Scholar, Assistant Professor (Tenure-track) and Post-Doctoral scholars and PhDs.

### **Section 1 Terms and Conditions for Positions**

#### **1. General Conditions**

- a) Abide by national laws and regulations, equip with excellent political and professional qualities, devote to work in education with moral integrity, strictly follow various rules and regulations of the University, and accept the administration of the University
- b) Have completed undergraduate programme in a “211 Project” university or a well-known overseas university, and obtained a doctoral degree from a well-known overseas university or a “985 Project” university. Exceptions can be made for those especially prominent
- c) Strong teamwork skills and, qualified for teaching and research work
- d) Good at verbal expression and competent in classroom teaching with adequate teaching experience
- e) Possess good capacity in scientific research and have consistent research direction
- f) Be physically healthy and have not infectious diseases

#### **2. Recruitment Terms and Conditions for Outstanding Talent, Discipline Leaders (A/B) and Young Academic Leaders**

Terms and Conditions for Outstanding Talents, Discipline Leaders (A/B) and Young Academic Leaders see Implementation Methods to Recruit Talents of Wuhan University (W.D.R.Z. [2009] No.71)

#### **3. Recruitment Terms and Conditions for Outstanding Young Scholars**

##### **3.1 Requirements**

- a) Have ability to conduct research independently, have academic development potential.



- b) Research papers in A<sup>-</sup> level journals (refer to Attachment1: Classification of Academic Journals by EMS), or research evidence equivalent to position requirement of associate professor of Wuhan University
- c) 40 years old or younger
- d) Can work full-time in EMS

### **3.2 Salary and Benefits**

- a) Can be appointed as professor or associate professor, with related salary and benefits followed by university's regulation, plus additional compensation
- b) Research start-up funding 50,000RMB-150,000RMB
- c) Housing compensation 100,000RMB-200,000RMB
- d) Assist to arrange work for spouses, or help to apply an one-time family compensation of 20,000RMB-30,000RMB from the university

## **4. Recruitment Terms and Conditions for Assistant Professors (Tenure-Track)**

### **4.1 Requirements**

- a) Possess a PhD degree from a prestigious overseas university
- b) Have academic development potential. We give priority to those who have published research papers in international journals.
- c) 30 years old or younger
- d) Can work full-time in EMS

### **4.2 Responsibilities**

#### **4.2.1 Teaching Statement**

In the term of appointment, following teaching workload must be accomplished:

- a) Teaching workload of 2 courses for undergraduates or graduates (108 course hours) in the first year
- b) Teaching workload of 2 courses for undergraduates or graduates (108 course hours) in the second year
- c) Teaching workload of 3 courses for undergraduates or graduates(162 course hours) in the third year
- d) Those who renew the employment contract in the second year will apply the third year teaching workload

#### **4.2.2 Research Statement**

- a) One revise and resubmit paper in A- level international journals authored only from Wuhan University
- b) or one accepted paper in B+ level international journals, or two accepted papers in B level international journals



- c) or two accepted papers in *Journal of Social Science in China*, *Economics Research Journal*, or *Journal of Management World*

#### **4.2.3 Other Engagement**

- a) Complete discipline development tasks (discipline assessment, evaluation, application etc.) assigned by the department or the school
- b) Participate voluntary activities arranged from the department and the school
- c) Serve as a mentor for students in EMS

#### **4.3 Salary and Benefits**

- a) Annual Salary 250,000RMB-400,000RMB
- b) Housing Compensation 50,000RMB-100,000RMB
- c) Research start-up funding up to 30, 000RMB in the first year
- d) Up to 20, 000RMB travel fund for international conferences in each of the second and third year

### **5. Recruitment Terms and Conditions for Post-Doctoral or PhDs**

#### **5.1 Requirement**

- a) Have good educational background. Priority gives to those who have post-doctor research experience or overseas training from a prestigious overseas university
- b) 35 years old or younger for post-doctoral scholars
- c) 30 years old or younger for PhDs
- d) At least one paper published in the important Chinese journals (*Journal of Social Science in China*, *Economics Research Journal*, or *Journal of Management World*, excluding short essay) and listed as the first author (Exception: Listed as the second author with supervisor being the first author will be accepted)
- e) Or chair a research project funded by the National Social Science Foundation or the National Nature Science Foundation
- f) There could be some exceptions for those with Non-Chinese nationality
- g) For PhDs: in general, we DO NOT recruit fresh PhD graduate from Wuhan University.
- h) For post-doctoral scholars: PhD degree awarded from a university other than Wuhan University
- i) Can work full-time in EMS

#### **5.2 Salary and Benefits**

- a) Applications of the Foundation of Young Independent Innovation Research is available
- b) Research start-up funding 30,000RMB



- c) Housing compensation 50,000RMB-100,000RMB
- d) Related salary and benefits align with the university

### 5.3 Promotions Opportunity

- a) For PhDs who published a research paper as first author in one of those important Chinese journals (*Journal of Social Science in China, Economics Research Journal and Journal of Management World, excluding short essay*), or in B level international journals are eligible to apply as post-doctoral scholars
- b) Post-doctoral scholars with research records satisfied the university requirements can be further appointed to a higher position

## Section2 Appointment and Management

### 6. Feature of the Appointment

There are two kinds of appointments: government affiliated and tenure-track. The appointment of Outstanding Talent, Discipline Leaders (A/B), Young Academic Leaders and Outstanding Young Scholars can be offered as government affiliated or tenure-track; Assistant Professor is only considered as tenure-track; Post-Doctoral scholars and PhDs can be offered as government affiliated after successfully complete the contract requirements.

### 7. Appointment Duration

- a) For Outstanding Talents, Discipline Leaders (A/B), Young Academic Leaders and Outstanding Young Scholars : in accordance with the university contract
- b) For Assistant Professors: initial appointment for 3 years. In the cases that contract requirements are not meet, we will not renew the contract and maximum one year visiting faculty position can be offered.
- c) For Post-Doctoral scholars and PhDs: (“3+3”) initial appointment for 3 years, if passing the performance evaluation, a government affiliated position can be offered ; in the second 3 years, must complete research and teaching tasks in the contract and staffed as government affiliated, unless termination of the contract

### 8. Appointment Process

#### 8.1 Job Posting

Based on the recruitment plan approved by the university, the school administration office will post job vacancies.



## 8.2 Application

Applications/nominations, together with full curriculum vitae and the names and addresses of three referees, recent publications, and research papers should be sent to jgyre@126.com.

## 8.3 Trial Teaching and Academic Peer Review

- a) For Outstanding Talent, Discipline Leader (A/B), Young Academic Leader and Outstanding Young Scholar: in accordance with the university regulation
- b) For Assistant Professor, Post-Doctoral Scholars and PhDs: a trial teaching event and academic peer review will be held in the corresponding departments with minimum 2/3 of the department faculty member attended.

## 8.4 Interview

Applications/nominations pass the trial teaching and academic peer review by the department, and accepted by the School Committee of Professors will be interviewed by the school management board. The final decision will be made by the vote in secret ballot way. Applications/nominations with 2/3 “agree” votes will be submitted to the approval process in the university.

## 8.5 Sign a Contract

Contract will be signed when completion the approval process of the university and pass the health exam.

## 8.6 Recruitment of Assistant Professors

The recruitment team headed by the dean in overseas has the authority to make final decision for the appointment of assistant professors.

## Section 3 Supplementary Provisions

9. The school management committee meeting reserves the right to explain the terms of this document.
10. This document is to be implemented upon its release. Former Document of the Faculty Recruitment Scheme (W.D.J.G.H [2010] No23) will be terminated with the release of this document.

**Attachment1:** Classification of Academic Journals by EMS (W.D.J.G.H [2013] No.56)