

國立中山大學教師及研究人員聘任規則

Regulations for Appointment Qualifications of Faculty and Researchers at National Sun Yat-sen University

99.12.24 本校 99 學年度第 2 次校務會議修正通過
Amended and approved at the 2nd University Affairs Council meeting of the 2010 academic year

101.6.1 本校 100 學年度第 4 次校務會議修正通過
Amended and approved at the 4th University Affairs Council meeting of the 2011 academic year

103.6.6 本校 102 學年度第 4 次校務會議修正通過
Amended and Approved at the 4th University Affairs Council meeting of the 2013 academic year

104.5.29 本校 103 學年度第 4 次校務會議修正通過
Amended and Approved at the 4th University Affairs Council meeting of the 2014 academic year

105.6.3 本校 104 學年度第 4 次校務會議修正通過
Amended and Approved at the 4th University Affairs Council meeting of the 2015 academic year

105.12.23 本校 105 學年度第 2 次校務會議修正通過
Amended and Approved at the 2nd University Affairs Council meeting of the 2016 academic year

108.5.24 本校 107 學年度第 4 次校務會議修正通過
Amended and Approved at the 4th University Affairs Council meeting of the 2018 academic year

108.12.20 本校 108 學年度第 2 次校務會議修正通過
Amended and Approved at the 2nd University Affairs Council meeting of the 2019 academic year

109.10.23 本校 109 學年度第 1 次校務會議修正通過
Amended and Approved at the 2nd University Affairs Council meeting of the 2020 academic year

第一條 本規則依據本校教師評審委員會設置辦法第二條規定訂定之。

I. These regulations are enacted in accordance with Article 2 of the “Regulations for Establishment of the Faculty Evaluation Committee at National Sun Yat-sen University (hereinafter referred to as “NSYSU”)”.

第二條 本校教師及研究人員之聘任，除法令另有規定外，悉依本辦法辦理。

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

II. The appointment of faculty members and researchers shall be handled in accordance with these regulations, unless otherwise stipulated by law.

第三條 本校各級教師之聘任除應符合教育人員任用條例第十六至第十八條之資格條件及具備外語教學授課能力外，並應具下列資格之一：

III. The appointment of professors of different ranks shall meet the qualifications stipulated in Articles 16 to 18 of “Act of Governing the Appointment of Educators”. In addition, the applicants should possess the ability to give lectures in a foreign language and meet one of the following conditions:

一、助理教授：

1. Assistant professor should:

(一) 具二年以上博士後之相關學術研究、教學工作經驗。

(1) have working experience of at least two years in relevant academic research and/or teaching, after obtaining the doctoral degree. Or,

(二) 已發表或出具證明將定期發表在科學引用索引 (SCI, 含 Expanded) 期刊論文二篇以上者。

(2) have already published, or provide proof of acceptance for publication, of two or more academic papers in journals indexed in the Web of Science “Science Citation Index Expanded” (SCIE) database. Or,

(三) 已發表或出具證明將定期發表在社會科學引用索引 (SSCI) 期刊論文一篇、或科技部人文社會期刊 A 級一篇或 B 級二篇、或人文社會引用索引 (AHCI) 期刊論文一篇、或經校教評會審查認可之期刊論文一篇以上者。

(3) have already published, or provide proof of acceptance for publication, of one academic paper in journals indexed in the WOS “Social Science Citation Index ” (SSCI) database, or one academic paper in the Class A journals categorized by Department of Humanities and Social Sciences of Ministry of Science and Technology (MOST), or two academic papers in the Class B journals categorized by MOST, or one academic paper indexed in the WOS “Arts and Humanities Citation Index” (AHCI) database, or one or more academic papers recognized by the University

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

Faculty Evaluation Committee (hereinafter referred as “UFEC”) upon review.

二、副教授：

2. Associate professor should:

- (一) 最近五年期刊論文發表篇數達聘任單位同職級專任教師最近五年平均篇數以上者。其中理工類科應發表在 SCI 期刊；文法商類科應發表在 SSCI、或科技部人文社會 B 級以上、或 AHCI、或經校教評會審查認可之期刊。

(1) have published in the last five years more journal papers than the average number of those published in the last five years by the full-time associate professors of the recruiting department/institute/program.

The academic papers published in the science and engineering areas should be published in journals in WOS SCI database while the academic papers in the arts and humanities, management, and social science areas should be published in journals in WOS SSCI database, or in the Class B or above journals categorized by MOST, or in the WOS AHCI database, or in the journals recognized by the UFEC upon review. Or,

- (二) 具國外相當副教授資格或助理教授四年以上之學術研究、教學工作經驗者。

(2) have been an associate professor (or equivalent thereof) in a foreign university or have been an assistant professor with working experience in relevant academic research or teaching for at least four years.

三、教授：

3. Professor should:

- (一) 具國外相當教授資格或副教授五年以上之學術研究、教學工作經驗者。

(1) have been a professor (or equivalent thereof) in a foreign university or have been an associate professor with working experience in relevant academic research and/or teaching for at least five years. Or,

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

(二) 最近五年期刊論文發表篇數達聘任單位同職級專任教師最近五年平均篇數以上者。其中理工類科應發表在 SCI 期刊；文法商類科應發表在 SSCI、或科技部人文社會 B 級以上、或 AHCI、或經校教評會審查認可之期刊。

(2) have published in the last five years more journal papers than the average number of those published in the last five years by the full-time professors of the recruiting department/institute/program.

The academic papers published in the science and engineering areas should be published in journals in WOS SCI database, the academic papers in the arts and humanities, management, and social science areas should be published in journals in WOS SSCI database, or in the Class B or above journals categorized by MOST, or in the WOS AHCI database, or in the journals recognized by the UFEC upon review.

各級教師若未符合前項各款之條件者，基於延攬性質或專業領域的特殊性，提聘單位若有具體理由或足資證明被提聘人極具研究潛力者，應提出相關事證經系所(教育中心、學位學程)、院(西灣學院)、校教評會個案審查。

In the situation that the applicants fail to meet the conditions stipulated above for professors of different ranks, based on the nature of specialization or specialties of the department/institute/program, the recruiting unit can submit an appointment application if the department/institute/program presents solid reasoning or provides substantial evidence to demonstrate the applicant's extraordinary potential in research. The application along with supporting documentations and materials may be submitted for approvals upon reviews by the Department/Institute/Program, College, and University Faculty Evaluation Committees.

藝術及體育類科各級教師聘任資格依「專科以上學校教師資格審定辦法」附表三及附表四之審查基準辦理。

The appointment qualifications of faculty members in the Art and Physical Education related disciplines shall follow the review benchmarks in Attachments 3 and 4 of "Accreditation Regulations Governing Teacher Qualifications at Institutions of Higher Education".

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

第一及第三項之助理教授，其博士學位若在本校取得者，應具本校以外之國內外著名大學或研究單位從事與專長相關之研究或教學工作二年以上之資歷。

Assistant professors referred to in Paragraphs 1 and 3 who receive their doctoral degrees in NSYSU should have working experience of at least two years of relevant academic research and/or teaching at renowned domestic/overseas universities or research institutions.

各系所(教育中心、學位學程)、院(西灣學院)得另訂更嚴格資格條件。

Individual department/institute (education center, or degree program) and college (including Si-Wan College) can establish their own more stringent conditions.

第三條之一 本校各級研究人員之聘任除應具國際學術研究合作能力外，並應具下列資格之一：

III-1. Applicants for the appointment of researchers of different ranks should possess the capability to perform international academic research collaboration and shall meet one of the following conditions:

一、助理研究員：

1. Assistant researcher should:

(一) 具有博士學位，並有專門著作者。

(1) have obtained a doctoral degree and published specialized academic paper(s). Or,

(二) 具有碩士學位，曾在大學或研究機構從事相關之研究工作四年以上，並有重要研究成果或專門著作者。

(2) have obtained a Master's degree, have at least four years of working experience in relevant academic research at universities and/or research institutions, and have announced important research outcome(s) or have published specialized academic paper(s). Or,

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

(三) 曾任研究助理或講師三年以上，成績優良，並有重要研究成果或專門著作者。

(3) have been a research assistant or lecturer for at least three years with excellence and have announced important research outcome(s) or have published specialized academic paper(s),

二、副研究員：

2. Associate researcher should:

(一) 具有博士學位，曾在大學或研究機構從事相關之研究工作四年以上，並有重要研究成果或專門著作者。

(1) have obtained a doctoral degree, have at least four years of working experience in relevant academic research at universities and/or research institutions, and have announced important research outcome(s) or have published specialized academic paper(s). Or,

(二) 曾任助理研究員或助理教授三年以上，成績優良，並有重要研究成果或專門著作者。

(2) have been an assistant researcher or assistant professor for at least three years with excellent performance and have announced important research outcome(s) or published specialized academic paper(s).

三、研究員：

3. Researcher should:

(一) 具有博士學位，曾在大學或研究機構從事相關之研究工作八年以上，並有重要研究成果或重要專門著作者。

(1) have obtained a doctoral degree, have at least eight years of working experience in relevant academic research at universities and/or research institutions, and have announced important research outcome(s) or have published specialized academic paper(s). Or,

(二) 曾任副研究員或副教授三年以上，成績優良，並有重要研究成果或專門著作者。

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

(2) have been an associate researcher or associate professor for at least three years with excellence and have announced important research outcome(s) or have published specialized academic paper(s).

第四條 本大學教師及研究人員以專任為原則，但必要時得聘請兼任教師及研究人員，其總額不得超過該系所(教育中心、學位學程)、西灣學院之專任員額三分之一，惟音樂系、夜間部、進修部、西灣學院通識課程除外，而每一專任員額得折算改聘四名兼任。

IV. Faculty members and researchers shall be appointed as full-time personnel but can be appointed on a part-time basis when necessary. The number of appointment of part-time personnel shall not exceed one third (1/3) of the quota of full-time personnel of the individual department/institute (education center, or degree program) and Si-Wan College. The said limitation of one third of the quota of full-time personnel does not apply to the Department of Music, night division, continuing education division, and general education courses of Si-Wan College. The appointment of one full-time employee is equivalent to the appointment of four part-time employees.

第五條 新聘專任教師及研究人員之聘任程序及提本校教評會審議時間如下：

V. Procedures of appointment of new full-time faculty members and researchers and submission of relevant documentations to the UFEC for review are as follows:

一、各系所(教育中心、學位學程)辦理初聘應本公平、公正、公開之原則，於傳播媒體或學術刊物刊載徵聘資訊。

1. Individual department/institute (education center, or degree program) should announce recruitment information in mass media or academic publications based on a fair, just, and openness principle.

二、各系所(教育中心、學位學程)教師評審委員會應依據該單位缺額、課程或研究需要、各級教師應授課時數及聘任有關證件資料進行初審。

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

2. Faculty Evaluation Committee of individual department/institute (education center, or degree program) shall conduct the initial review based on available opening, requirement of course works or researches, mandatory weekly lecturing hours of professors of different ranks, and relevant certificates and documentations provided by the applicants.

三、初審通過後，各系所(教育中心、學位學程)應將會議紀錄、聘任有關證件資料及前一職級以後之著作(含學位論文)、作品、成就證明或技術報告，送各學院、西灣學院教師評審委員會進行複審。

3. After passing the initial review, minutes of the review, relevant certificates and documentation, and academic publications (including degree dissertation)/creative works/proof of merits/technical reports finished by the applicants after reaching current professorship rank shall all be submitted to the College (Si-Wan College included) Faculty Evaluation Committee for second review.

各學系所(教育中心、學位學程)新聘助理教授或助理研究員，須先由所屬院(西灣學院)辦理前一職級以後之著作(含學位論文)、作品、成就證明或技術報告外審，外審時由系所(教育中心、學位學程)教評會推薦九位以上校外專家學者為審查人，院長、西灣學院院長得增列審查推薦人選後，由院長(西灣學院院長)召集院教評會委員若干人秘密遴選五位外審委員辦理外審，需四位以上審查通過始得聘任。

For appointment of a new assistant professor or an assistant researcher, academic publications (including degree dissertation)/creative works/proof of merits/technical reports finished by the applicants after reaching current professorship rank shall be subject to an external review conducted by the college (including Si-Wan College). External reviewers shall be selected from a list presented by the Faculty Evaluation Committee of individual recruiting department/institute (education center, or degree program) consisting of at least nine external experts and/or scholars as reviewers. Dean of the college (including Si-Wan College) may also expand the list by recommending more experts and/or scholars. Dean of the college (including Si-Wan College) shall then invite a certain number of College Faculty Evaluation Committee members to

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

confidentially select five reviewers from the list of external experts and/or scholars. The appointment must receive approvals of no less than four external reviewers to pass the second review.

各學院（西灣學院）審查副教授、副研究員以上之教師或研究人員新聘案，均應辦理前一職級以後之著作(含學位論文)、作品、成就證明或技術報告外審，外審時各系所(教育中心、學位學程)教評會應推薦九位以上校外專家學者為審查人，院長（西灣學院院長）、本校教師評審委員會召集人(以下簡稱校教評會召集人)得增列審查人選，並由校教評會召集人簽請校長組成外審名單圈選小組。外審委員為五人，需四人以上審查通過始得聘任。

For appointment of a new associate professor, professor, associate researcher, or researcher, academic publications (including degree dissertation)/creative works/proof of merits/technical reports finished by the applicants after reaching current professorship rank shall be subject to an external review. External reviewers shall be selected from a list presented by the Faculty Evaluation Committee of individual recruiting department/institute (education center, or degree program) consisting of at least nine external experts and/or scholars as reviewers. Dean of the college (including Si-Wan College) and chairperson of the UFEC may also expand the list by recommending more experts and/or scholars. Chairperson of THE UFEC shall then formally request the President to convene an ad hoc selecting committee to select five reviewers from the list of external experts and/or scholars. The appointment must receive approvals of no less than four external reviewers to pass the second review.

四、複審通過後，各院（西灣學院）至遲應於每學期開始前一個月檢送擬聘教師或研究人員聘任有關證件資料、外審成績及會議紀錄，簽會人事室陳請校長核示後提本校教評會決審。

4. Relevant certificates and documentation of the applicant who passes the second review, grade of the external review and minutes of the second review shall be delivered by individual College (Si-Wan College included) at least one month before each semester commences to the Office of

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

Personnel Services. The Office of Personnel Services shall then deliver the said materials to the President for permission to be submitted to the UFEC for final review.

新聘教師之著作、技術報告或體育成就證明件數，由各學院依屬性自訂，惟至多五至十件；藝術類科各級教師聘任資格依「專科以上學校教師資格審定辦法」附表三規定之件數辦理。

The number of academic publications, technical reports, or proofs of sports achievements submitted by each applicant shall be set by individual college according to each college's attribute. The maximum number should be from five to ten. The appointment qualifications of faculty members of different ranks in art-related disciplines shall be handled in accordance with the number stipulated in Attachment 3 in the "Accreditation Regulations Governing Teacher Qualifications at Institutions of Higher Education".

各聘任單位應備妥擬聘教師資料及院系所發展需求，由校長、副校長、研發長、教務長及各學院院長組成之新進教師遴聘委員會就校務發展需求審議之。

The recruiting department/institute/program shall present the unit's development needs when submitting the application materials of the candidate of appointment. The New Faculty Recruitment Committee consists of the President, Senior Vice President(s), Vice President of Research and Development, Vice President of Academic Affairs and Deans of the colleges as members shall review the credentials of the applicant based on the development plan of the university.

新聘兼任教師之教師資格審查要點另訂之。

Guidelines for appointment qualifications of new part-time faculty members shall be established separately.

第五條之一 新聘教師如具教師證書及下列資格之一者，經三級教評會認可，著作得免送外審：

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

V-1. With the approvals of the Department/Institute Faculty Evaluation Committee, College Faculty Evaluation Committee, and University Faculty Evaluation Committee, new faculty member applicants who already hold the Teacher's Certificate and meet one of the following conditions shall be exempt from external review for their academic works:

一、具曾任專門學會會士（Fellow）、著名大學講座教授。

1. The applicant has been a Fellow of an academic association or has been a chair professor of a renowned university. Or,

二、曾獲得科技部傑出研究獎、中研院年輕學者獎、科技部吳大猷獎者。

2. The applicant has received the Ministry of Science and Technology's (MOST) Outstanding Research Award, or Academia Sinica Young Scholars Award, or MOST Ta-You Wu Memorial Award. Or,

三、本校專任教師離職後兩年內再任，如其最近五年著作期刊論文發表篇數，已達聘任單位該級專任教師最近五年平均篇數以上。

3. The applicant is a previous full-time faculty member of NSYSU and reapplies within two years from quitting his/her position in the university and has published in the last five years more journal papers than the average number of those published in the last five years by the faculty members of the same rank of the recruiting department/institute/program.

新聘教師如具下列資格之一者，著作得免送外審並逕提校教評會備查：

New faculty member applicants who meet one of the following conditions shall be exempt from external review for their academic works and the application materials shall be submitted directly to the UFEC for future reference:

一、諾貝爾獎或相當等級之得主。

1. The applicant has received a Nobel Prize or its equivalent thereof.

二、國家級研究院院士。

2. The applicant is an academician of a national research institution.

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

三、國家講座。

3. The applicant is a holder of National Professorship.

教師如符合第一項第一及第二款資格，但未具教師證書者，仍應依規定辦理著作外審，惟申請本校講座教授之外審結果，得視同新聘專任教師之外審結果。

Applicants qualified for the conditions stipulated in Subparagraphs 1 and 2 of Paragraph 1 but do not hold the Teacher's Certificate shall still submit their academic works for external review according to the regulations. External review results for application of NSYSU chair professorship are deemed as equivalent to external review results for the application of full-time faculty member.

第六條 本校教師及研究人員按學年聘任，分為初聘、續聘及長期聘任，初聘為一年，續聘第一次為一年，以後續聘，每次均為二年。教師之續聘，應於每年五月底前，由系所(教育中心、學位學程)將教師續聘名冊提經系所(教育中心、學位學程)、院(西灣學院)教師評審委員會審議通過，並陳請校長核定後續聘。長期聘任及不續聘辦法另訂之。

VI. The appointment of faculty and researchers operates on an academic-year basis and is classified into the initial appointment, renewed appointment, and long-term appointment. The term of initial appointment is one year. The term of first renewed appointment is one year after which subsequent renewed appointments shall be two years. Each year by the end of May, individual department/institute (education center, or degree program) shall submit the list of renewed faculty staff to its Faculty Evaluation Committee and College (Si-Wan College included) Faculty Evaluation Committee for approval upon reviews. Renewed appointments shall be effective after the President's approval. Regulations for long-term appointment and non-renewal shall be established separately.

前項所稱「初聘為一年」係指學年度內以月計，任職滿十二個月者。

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

The said 'one-year' term of the initial appointment in the previous Paragraph refers to monthly employment for twelve consecutive months in an academic year.

第七條 本大學教師及研究人員待遇：專任者，每年按十二個月致送；兼任者，依教育部規定標準，以實際授課時數計算；但於學期中途到職者，均應自到職之日起算。

VII. The remuneration of full-time faculty and researcher is disbursed monthly for twelve months every year. The remuneration of part-time faculty and researcher is calculated in proportion to the actual weekly lecturing hours according to the provisions and standards specified by the Ministry of Education (MOE). The remuneration of both full-time and part-time faculty and researcher appointed after the semester commences shall be calculated from the date of official report of duty to the Office of Personnel Services..

第八條 專任教師基本授課時數，依本校「教師授課鐘點核計準則」規定辦理。

VIII. Weekly lecturing hours of full-time faculty member shall be handled in accordance with “Regulations for Calculation of Lecturing Hours of Faculty at National Sun Yat-sen University”.

第九條 教師聘任後如有下列情事之一者，不予續聘：

IX. Faculty members who meet one of the conditions stipulated below shall not be granted an appointment renewal:

一、依本校教師評鑑辦法辦理評鑑，評鑑結果經校教師評審委員會決議未通過者。

1. Those who fail to pass the faculty performance evaluation in accordance with "Regulations for Faculty Performance Evaluation at National Sun Yat-sen University" and the evaluation result has been approved by the UFEC.

二、自民國八十八年十二月三日起至一〇九年七月三十一日止新進專任之講師、助理教授、副教授，未於聘任後八年內通過第一次升等者。教師具下列情事者，得不計入八年年資計算，惟合計至多四年為限：

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

2. Lecturers, assistant professors, and associate professors who are appointed during the date from December 3rd, 1999 to July 31st, 2020 and who fail to advance to the next professorship rank within eight (8) years from the date they are appointed. Cases concerning the conditions stipulated below shall discount up to four (4) years from the said eight years referred to in the preceding paragraph:

(一)教師本人或配偶因懷孕生產(本人每次以二年計、配偶每次以一年計)。

(1) The faculty members themselves or their spouses thereof are pregnant or give childbirth (two years at most each case for faculty members, one year at most each case for their spouses).

(二)延長病假(帶職帶薪)期間。

(2) The faculty members are on an extended sick leave with pay.

(三)育嬰留職停薪、侍親留職停薪及因病留職停薪期間。

(3) The faculty members are on an unpaid maternity leave, unpaid parent-caring leave, or unpaid sick leave.

(四)教師參與配合國家政策所推動之校級專案計畫，且事先提送校教評會核備，其計畫執行期間有具體績效並經相關權責單位審查後提送校教評會認可者，惟至多以三年為限。

(4) In cases concerning faculty members participating in particular university-level research project that is recognized beforehand by relevant competent units within the university and that the project is carried out to support governmental policies, the time during which the said project is undertaken with solid performance may be discounted up to three years. Such cases shall need to be approved by the UFEC first.

(五)領有輕度或中度「身心障礙手冊」者得延後一年；領有重度(含)以上「身心障礙手冊」或「重大傷病卡」者得延後二年；如任職期間因遭遇重大變故而領有「身心障礙手冊」者，輕度或中度得延二年、重度(含)以上者，得延四年。

(5) Faculty members who possess a Disability Identification with a mild or moderate degree may apply to extend one year. Those who possess a Disability

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

Identification with a severe degree (or worse) or a Major Illness Card may apply to extend two years. Faculty members who suffer disastrous accident during their current appointment of professor rank and are issued a Disability Identification with a mild or moderate degree may apply to extend two year. Those who are thus issued a Disability Identification with a severe degree (or worse) may apply to extend four years.

第一項規定應明訂於聘約中。

Provisions stipulated in Paragraph 1 shall be clearly specified in the employment contract.

第一項第二款所稱「八年」期間以到職年月起計，第一年聘期未滿一年者，不計入八年年資計算。

The said “eight years” period stipulated in the Subparagraph 2, Paragraph 1 starts from the month of the date they reported to the Office of Personnel Services for duty. Cases concerning faculty members whose first year of appointment with an appointment term less than one year shall have the first year discounted from the said eight years.

教師及研究人員因未於規定年限升等或教師評鑑未通過而不予續聘者。

Faculty members and researchers who fail to advance to the next rank within the stipulated number of years or who fail to pass the faculty performance evaluation incurring a non-renewal of appointment shall receive a written notification from NSYSU one month prior to the end of the appointment term.

本校應於聘期屆滿一個月前，以書面通知當事人。教師及研究人員擬於聘約期滿後，不再應聘時，應於聘約屆滿一個月前書面通知學校。如欲於聘約存續期間內辭職者，應經學校同意後，始得離職，並將經辦事項及經管（借）公物移交清楚，取具證明後，始得離職。

Faculty members and researchers who wish to end their appointment after the current term is obligated to notify NSYSU in writing one month prior to the end of the appointment term. Faculty members and researchers who wish to resign during semester and end their appointment must obtain approval from NSYSU after receiving proof of turning over items and properties in their possession.

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

第十條 本大學專任之教師，均有擔任導師、指導學生研究、評改學生試卷及各項作業、考核學生操行、指導學生課外活動之責任。

X. Full-time faculty members and researchers shall assume the responsibilities of serving as class advisors, supervising students' researches, grading students' examinations and home works, assessing students' conduct, and instructing students' extracurricular activities.

第十一條 助教須受所屬學系所(教育中心、學位學程)主管之指導，並協助教學有關之研究工作、指導學生實驗、評改學生作業為主，並有被指定兼辦本單位行政事務之義務，但不得在校外兼任其他工作。

XI. Teaching assistants shall be subject to the directives of head of the department/institute/program. They shall primarily assist researches related to lecturing, guiding students' laboratory experimentations, and grading students' home works. Teaching assistants shall also assume the duty of assisting the administrative affairs when assigned by the department/institute/program head. They shall not hold any concurrent off-campus position.

第十二條 專任教師及研究人員不得兼任校外專任職務或課程；如有特殊情形，須商得系所(教育中心、學位學程)、院(西灣學院)主管同意，並經校長許可，始得於他校兼課，但每週在校內超支鐘點及校外兼課一共不得超過四小時，並必須通知教務處註冊課務組登記，其兼授之課程以與在本校所授科目性質相關者為限。

XII. Full-time faculty members and researchers shall not hold any concurrent position or teach course works outside NSYSU. Teaching course works in universities other than NSYSU is permissible upon approvals from the head of department/institute (education center, or degree program), dean of the college (Si-Wan College included), and the President. The total number of on-campus overtime hours and off-campus part-time hours shall not exceed

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

four hours each week. Full-time faculty members and researchers who wish to teach course works off-campus shall notify the Registration and Curriculum Division of the Office of Academic Affairs for registration. The lectures given off-campus shall be limited to those related to on-campus course works.

第十三條 專任教師及研究人員之薪級、獎金、福利、退休及撫卹等，均按政府規定辦理之。

XIII. Matters concerning full-time faculty members' and researchers' salary grade, bonus, benefits, retirement, bereavement compensation, and others are arranged and handled in accordance with government regulations.

第十四條 教師及研究人員如發生解聘、停聘、不續聘情事者，應由任職單位詳述理由及依據法令規章，提各該系所(教育中心、學位學程)教評會及院(西灣學院)教評會通過後，再提校教師評審委員會審議，經出席委員三分之二通過後，簽請校長核定，並報請教育部核准。

XIV. Cases pertaining to dismissal, suspension or non-renewal of appointment of full-time faculty members and researchers shall be approved by the Department/Institute (Education Center, or Degree Program) Faculty Evaluation Committee and College (Si-Wan College included) Faculty Evaluation Committee upon reviews based on specific reasons provide by the employing unit and relevant laws and regulations. Afterward, the case shall proceed for approvals from at least two thirds (2/3) of the members of the UFEC upon review and then approval from the President. The case shall then be submitted to MOE for approval.

教師及研究人員如不服解聘、停聘、不續聘之決議，於收到學校通知書後三十日內得向本校教師申訴評議委員會申訴。

Faculty members and researchers dissatisfying with the decision of dismissal, suspension or non-renewal of appointment may file grievance to the University Faculty Grievance Review Committee within thirty (30) days of receiving notification from the university.

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

第十五條 提聘之專任及兼任教師，所授科目或時數，如有變更、或因故無法應聘時，請提聘系所(教育中心、學位學程)於開學前連同聘書以書面通知人事室簽報校長核定後更正或註銷聘約。

XV. In cases pertaining to changes to subjects of lecturing or weekly lecturing hours, or the full-time or part-time faculty members become unavailable for the appointment due to personal reasons, the recruiting department/institute (education center, or degree program) shall, before the commencement of semester, submit written notification along with the letter of appointment to the Office of Personnel Services. The Office of the Personnel Services shall request for the President's approval to rectify or to invalidate the appointment.

第十六條 新聘專任教師除經教育部審定合格者外，應於聘期開始三個月內，備齊申請教師資格審查資料報請教育部核備，逾期不送件或核備未通過者，應依據有關法令規定辦理。

XVI. Newly appointed full-time faculty members, except those who have already been accredited by MOE as qualified, shall submit their faculty qualification evaluation documentation within three months of the commencement of appointment to MOE for authorization. Cases pertaining to failure to submit the said documentation or documentation not authorized by MOE shall be handled in accordance with provisions of relevant laws.

第十七條 本規則未盡事宜，悉依教育人員任用條例、專科以上學校教師資格審定辦法及相關規定辦理。

XVII. Matters not covered in these regulations shall be handled in accordance with the “Act of Governing the Appointment of Educators”, “Accreditation Regulations Governing Teacher Qualifications at Institutions of Higher Education” and relevant regulations.

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

第十八條 本規則經校教師評審委員會及校務會議通過，陳請校長核定後施行，修正時亦同。

XVIII. These regulations have been approved by the University Faculty Evaluation Committed and the University Affairs Council and have been submitted to the President for approval and implementation. Amendments to these regulations shall follow the same procedure.

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.