

National Yunlin University of Science and Technology Employment Contract for Tenure-Track Faculty

Amended Date: June 7, 2023

Approved by the University Council, the second meeting, 111 academic year

1. Remuneration: monthly delivery according to the standard set by the government.
2. Teaching:
 - (1) It shall be handled in accordance with the provisions of the “Key points of the calculation of teaching hours of the school.” If there is still a shortage of teaching hours for two consecutive years, the Academic Affairs Office will assign the teacher to the department (institute) to deal with it. If the number of teaching hours cannot be met after assistance, if necessary, it may request the Teaching Evaluation Committee to be reappointed to a part-time position. However, this does not apply to those not attributable to the teacher himself.
 - (2) Teachers should support the teaching of courses in each department's in-service or extension classes.
3. Teachers should be present during office hours and stay at school at least four full-time days a week to teach, research, counsel, and assist in school affairs. Except as otherwise provided by laws and regulations, part-time jobs or part-time teaching outside the school shall not be permitted. However, in particular circumstances, this shall only apply if the school for the part-time job has obtained the school's consent. Teachers can have a maximum of four hours of part-time classes per week should be held like the expert area of the school's teaching. Off-campus part-time jobs are subject to laws and regulations and the prior consent of the university.
4. If a teacher cannot teach for any reason, his leave, class transfer, make-up class, or substitute teaching shall be handled according to "The main points of the school's teacher's leave and substitute teaching" and relevant government regulations.
5. Newly appointed lecturers and assistant professors from the 2008 academic year onwards must apply for promotion within six years of their appointment. The Teaching Evaluation Committee shall not reappoint those who fail to be promoted within eight years by the procedures.
6. Teacher applications for qualification review (including submission with books,

journal articles, technical reports, artistic works and achievements, and sports achievement certificates) shall comply with the relevant regulations. Suppose there is a violation or other academic achievements involving violations of academic ethics, plagiarism, or other fraud. In that case, if verified to be accurate, it will be transferred to the Faculty Evaluation Committee for handling under the procedures. The employment may be dismissed or not renewed if the circumstances are severe.

7. Teachers shall accept the evaluation by the "Faculty Evaluation Measures" of the school, and those who fail the assessment shall be dealt with following the relevant provisions of the school's teacher evaluation measures.
8. Teachers undertaking industry-academia cooperation (including research projects) should be entrusted through the university's administration and signed by the university. However, those who report under the "Principles for Handling Tenure-Track Faculty at All Levels of Public Schools" and are approved to concurrently serve in foundations, associations, societies, and other institutions, and accept the entrustment to handle the plan in the name of the foundation, association, and society, etc., shall still go through the procedures of obtaining school permission. If there is a violation, it will be transferred to the Faculty Evaluation Committee for handling by the policies. The employment may be dismissed or not renewed if the circumstances are severe.
9. Teachers undertaking the subsidy (entrustment) program shall abide by the norms of the school or the subsidy (entrustment) unit and the relevant laws and regulations of accounting. If there is any violation, it will be transferred to the Faculty Evaluation Committee to deal with it according to the procedure. The employment may be dismissed or not renewed if the circumstances are severe.
10. The rights and obligations of teachers who use the resources of the university to complete research and development results with patent or non-patent protection shall be handled following the Research and Development Results Management Regulations of the University. If there is any violation of the obligations, they shall be dealt with by the relevant regulations of the university.
11. During employment, teachers must serve as mentors and accept entrusted matters. In addition, teachers should assist and counsel students on issues such as psychology, morality, life, and words and deeds.
12. Teachers should be gender-conscious and comply with gender-related regulations. Suppose there is any violation, and it is proved true after investigation. In that case, it shall be dealt with following the Teachers Act and the relevant laws and

regulations of the university.

13. Suppose a teacher is involved in a case of accusation (confession), and it is verified that the reason for the indictment is not a fact but a false accusation of abuse. In that case, it will be transferred to the Faculty Evaluation Committee for handling under the procedures. The employment may be dismissed or not renewed if the circumstances are severe.
14. After the teacher is seconded and returned to the establishment, if it is found that there is a violation by the secondment authority, it shall be dealt with under point 17 of this contract.
15. If a teacher intends to cease to apply after the expiry of the offer period, they shall notify the school in writing three months before the expiry of the offer. During the validity period of the appointment, a teacher is not allowed to leave the job without the consent of the university.
16. Teachers should abide by the school's "Code of Ethics for Teachers." And Article 6 to Article 9 of the "Guidelines for Campus Bullying Prevention and Control".
17. Suppose a teacher violates the relevant government laws and regulations, such as the Teachers Act, the administrative rules of the university, and this contract. Still, the circumstances do not reach the level of dismissal, suspension, or non-renewal. In that case, they shall be punished for a certain period in accordance with the following paragraphs:
 - (1) Shall not be administrative and academic supervisors at all levels.
 - (2) Not to serve as a member of the Faculty Evaluation Committee and other designated committees.
 - (3) Secondment is not allowed.
 - (4) It is not allowed to apply for and implement plans for lectures abroad, research at home and overseas, and advanced studies.
 - (5) No leave for research.
 - (6) Applications for industry-academia cooperation (including research projects) are prohibited.
 - (7) Implementation of industry-academia cooperation (including research projects) is prohibited.
 - (8) No seniority (merit) salary increase.
 - (9) Part-time jobs or courses outside the school are not allowed.
 - (10) Not supervising new graduate students or graduate students of other specified

grades.

(11) Academic and research awards shall not be approved.

(12) Must not be recommended to participate in off-campus activities.

(13) No promotion is allowed.

18. Other unspecified matters shall be handled in accordance with the relevant laws and regulations of the government and the school.

19. This employment contract shall be approved by the University Council and implemented after being approved by the President, and the same applies when amended.