

國立臺北大學永續創新國際學院
教師聘任暨升等評審辦法
National Taipei University International College of
Sustainability Innovations
Regulations Governing the Evaluation of Faculty
Appointment and Promotion

本院 109 年 10 月 27 日第一次院務會議修訂通過
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業經本院 112 年 3 月 2 日第二次院務會議修訂通過

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第一章 總則

Chapter 1 General Provisions

- 第一條 依據本校組織規程第二十七條及教師聘任暨升等評審辦法、**約聘教學人員聘任辦法**訂定本辦法。
- Article 1 These Regulations are set forth pursuant to Article 27 of the National Taipei University Organizational Regulations, the Regulations Governing the Evaluation of Faculty Appointment and Promotion, and the Regulations Governing the Appointment of **Contract-based full-time faculty member.**
- 第二條 本院各級教師之聘任及升等，除法令另有規定外，依本辦法規定辦理之。
- Article 2 Matters related to the appointment and promotion of faculty members of all levels at the College shall be handled in accordance with the Regulations, unless otherwise specified by the law.
- 第三條 本辦法所稱教師分教授、副教授、助理教授、講師、大學法修正通過前聘任之助教及教育人員任用條例八十六年三月二十一日修正施行前聘任已取得助教證書之助教；如未有特別規定，包括專、兼任教師。本辦法所稱聘任，除大學法第十九條規定之初聘、續聘及長期聘任外，包括聘期、停聘、解聘、不續聘、延長服務等與教師權益相關之聘任事項。本辦法所稱升等，包含以專門著作、技術報告、成就證明或作品等方式，呈現其專業理論或實務（包括教學）之研究或研發成果升等。

Article 3 As defined in the Regulations, “teachers” include professors, associate professors, assistant professors, lecturers, teaching assistants appointed before the amendment of the University Act, and teaching assistants who received their certificates before the enforcement of the March 21, 1997 amendment of the Act Governing the Appointment of Educators. Other teacher categories not specifically specified include full-time and part-time teachers. Pursuant to Article 19 of the University Act, “teacher appointment” in the Regulations includes initial appointments, renewed appointments, and long-term appointments; covers matters such as their term of appointment, suspension, dismissal, non-renewal of employment, extension of services; and encompasses appointment-related matters that involve the rights and interests of teachers. Promotion is a demonstration of a teacher’s professional theoretical or practical (including teaching) research and development outcomes through specialized publications, technical reports, proof of academic achievement, or other works.

第二章 初聘

Chapter 2 Initial appointment

- 第四條 教師之初聘以在各學程分配教師名額內為限。
Article 4 The initial appointment of faculty is pursuant to the quota allocated by each degree program.
- 第五條 具有學生學籍者，不得初聘為約聘教學人員。
Article 5 A person enrolled as a student is ineligible for an initial appointment as a contract-based full-time faculty member.
- 第六條 本院教師之初聘，應分別符合教育人員任用條例及約聘人員聘任辦法所規定之基本資格條件，並不得具有教育人員任用條例第三十一條規定情事。
Article 6 The initial appointment of faculty members at the College is pursuant to the basic eligibility requirements stipulated

in the Act Governing the Appointment of Educators, whereby none of the situations listed in Article 31 of the said Act may occur.

- 第七條 約聘教學人員之初聘，應由各該學程於二種以上之國內、外報紙、電子媒體或學術刊物登載徵聘資訊；所定應徵期間，至少一個月以上。徵聘資訊應明確載明所需教師之專長。
- Article 7 Regarding the initial appointment of **contract-based full-time faculty members**, each degree program shall publish the recruitment information in two or more local and foreign newspapers, electronic media, or academic publications, and the recruitment period shall last for at least one month. The recruitment information shall clearly include the professional requirements.
- 第八條 本院各學程初聘約聘教學人員，應訂定嚴謹之評審程序，並應於起聘學期開始前五個月完成評審程序送院，逾期不予受理。
- Article 8 A rigorous review process shall be formulated to govern the initial appointment of **contract-based full-time faculty members** in all degree programs at the College. The review process shall be evaluated by the affiliated degree program and then submitted to the College no less than five months before the start of the recruitment period. Late submissions shall be rejected.
- 第九條 本院各學程初聘約聘教學人員，除經本院院教評會認可之教育部所頒與聘任同等級之教師證書者外，應於院教評會審查前，由院辦理著作外審。
- Article 9 The initial appointment of **contract-based full-time faculty members** in each degree program shall be subjected for external review by the College prior to a review by the College Faculty Evaluation Committee (FEC), unless the applicant holds a teaching credential or equivalent issued and appointed by the Ministry of Education as verified by the College FEC.

第三章 續聘、評鑑

Chapter 3 Reappointment and Evaluation

第十條 約聘教學人員之聘期，配合學期制，以一學年一聘為原則，但擔任本校約聘教學人員連續三年並通過評鑑，且有相關經費支援者，得一次續聘二年。
每學年聘期屆滿前，如擬續聘時應比照約聘教學人員辦理評鑑以作為續聘與晉薪之依據，聘期屆滿如未經用人單位簽請續聘者，視同不續聘，應無條件離職。

Article 10 The term of appointment for contract-based full-time faculty members shall be one academic year per term. However, those who have served as contract-based full-time faculty members for three consecutive years, who have also passed every evaluation and have the relevant financial support, may apply for a reappointment term of two years.
Prior to the end of the employment period of each academic year, contract-based full-time faculty members who wish to renew their employment shall undergo a performance evaluation similar to that of contract-based full-time faculty members to serve as a reference for renewed employment and salary increase. Those who fail to submit their request for renewed employment upon completion of their period of employment shall be deemed not to have renewed their contract and shall resign unconditionally.

第十一條 第二次續聘教師於聘期屆滿日三個月前，應由院教評會辦理教學、研究、服務及輔導之評鑑；經評鑑不適任者，於下次續聘前，再予評鑑，仍評鑑未通過者，依教師法第十四條之規定經三級教評會決議通過者，報請教育部核准後，不予續聘。

Article 11 Three months prior to the end of the period of employment, contract-based faculty who have been reappointed for the second time shall undergo an evaluation organized by the College FEC regarding their teaching, research, counseling, and services. Those deemed

unfit for their position shall be reevaluated before their next reappointment. If they fail the reevaluation, pursuant to Article 14 of the Teachers' Act, they shall be dismissed and shall never be reappointed following a resolution by the tertiary FEC and reported to the Ministry of Education for approval.

第十二條 約聘教學人員之聘任資格依教育人員任用條例或大學聘任專業技術人員擔任教學辦法之規定，教師員額不足之系所，其聘任年齡不受已屆應即退休年齡不得任用為專任教育人員之限制，得聘任已退休教師，最高以七十五歲為限，並應特別考量其教學能力，提經三級教評會審議通過後，報請校長聘任之。

Article 12 The qualifications for appointing contract-based full-time faculty members shall be pursuant to the Act Governing the Appointment of Educators or the Employment Regulations for Professional Technicians Teaching at Universities. Departments with a shortage of faculty members shall not be restricted by the requirement that full-time educators cannot be appointed once they have reached retirement age. The maximum age limit for appointing a retired faculty member is 75 years; their teaching capabilities must be specially considered and approved by the tertiary FEC before appointment by the President.

第四章 升等 Chapter 4 Promotion

第十三條 本院各級教師申請升等，應分別具備下列條件，且於提送升等案件前應完成至少六小時之學術倫理訓練課程，約聘教學人員得比照約聘教學人員資格審查規定辦理審查教師資格，發給教師證書。其符合升等條件者，亦得比照本校編制內約聘教學人員辦理升等審查。

Article 13 College faculty members at all levels shall possess the following requirements to apply for a promotion, and must complete at least six hours of academic ethics training

before submitting their applications. Contract-based full-time faculty members shall undergo their teacher qualification review, similar to that of project-based faculty members, and must receive their faculty certification.

Those who fulfill the criteria for a promotion shall undergo a promotion review similar to that of project-based faculty members employed by the University.

一、專門著作(含學位論文)升等

1. Promotion through specialized publications (including degree dissertations)

(一) 擬升等助理教授者，須曾任講師三年以上，成績優良有相當於博士論文水準之專門著作或具博士學位。

(1) Applicants who wish to be promoted to an assistant professorship must have served as a lecturer for more than three years, and must possess an outstanding performance and specialized publications equivalent to a doctoral thesis, or possess a doctoral degree.

(二) 擬升等副教授者

曾任助理教授三年以上，成績優良並有專門著作。

教育人員任用條例修正公佈（八十六年三月十九日）施行前已取得助教或講師證書之現職人員，如繼續任教而未中斷，成績優良，有相當博士論文水準之專門著作或具備博士學位。

教育人員任用條例修正公布（八十六年三月十九日）施行前已取得助教證書之現職人員如繼續任教而未中斷，經依規定取得講師資格後，成績優良，有相當博士論文水準之專門著作，或具備博士學位。其得有博士學位後經升等為講師者，一年後得以學位升等為副教授。

(2) Applicants who wish to be promoted to an associate professorship must meet at least one of the following criteria:

Have served as an assistant professor for more than three years, and must possess an outstanding performance and important specialized publications;

Are incumbent personnel who received their teaching assistant or lecturer certificate before the enforcement of the March 21, 1997 amendment of the Act Governing the Appointment of Educators, have continued teaching without suspension, and must possess an outstanding performance and specialized publications equivalent to a doctoral thesis, or possess a doctoral degree;

Are incumbent personnel who received their teaching assistant certificate before the enforcement of the March 21, 1997 amendment of the Act Governing the Appointment of Educators, have continued teaching without suspension and continued to do so after receiving their lecturer certification according to the relevant regulations, and must possess an outstanding performance and specialized publications equivalent to a doctoral thesis, or possess a doctoral degree. Those who have received their doctoral degree may be promoted to a lecturer, and then to an associate professor one year later.

(三) 擬升等教授者，須曾任副教授三年以上，成績優良並有重要專門著作。

(3) Applicants who wish to be promoted to a professorship must have served as an associate professor for more than three years, and must possess an outstanding performance and important specialized publications.

一、技術報告升等—教師在技術研發領域之學理或實作有創新、改進或延伸應用之具體研發成果者，得以技術報告送審，其條件如下：

(一) 擬升等副教授者，在本校專案助理教授三年以上，成績優良，並曾執行相當水準之技術應用研究計畫、具備專業技術研發成果、或參與專業領域之競賽獲得相當成果者。

(二) 擬升等教授者，在本校專案副教授三年以上，成績優良，並曾執行相當水準之技術應用研究計畫、具備專業技術研發成果、或參與專業領域之競賽獲得相當成果者。

1. Promotion through technical reports – Applicable to faculty members who have achieved specific R&D outcomes in the form of innovative, improved, or extended applications in theoretical or practical research within the field of technology. These faculty members may submit their technical reports for review if they meet the following criteria:

(1) Applicants who wish to be promoted to an associate professorship must have served as an assistant professor for more than three years, possess an outstanding performance, have completed significant research programs on technical applications, possess professional technology R&D outcomes, or have achieved significant results from participating in competitions related to their professional expertise.

(2) Applicants who wish to be promoted to a professorship must have served as an associate professor for more than three years, possess an outstanding performance, have completed significant research programs on technical applications, possess professional technology R&D outcomes, or have achieved significant results from participating in competitions related to their professional expertise.

二、教學著作升等

(一) 教師具有優良之教學實務或創新成果，得以教學著作提出升等。但不包括隸屬獨立研究所之教師，且僅限擬升等助理教授或副教授者。

(二) 教學著作除須符合本校現行專門著作升等規定之外，於升等生效日前五學年內，須符合下列規定：

1. 五學年總計應教授學士班(不含進修學士班)、碩士班(不含碩士在職專班)或博士班課程，擬升等助理教授者，應達100學分以上，擬升等副教授者，應達90學分以上(但自100學年度以後新聘教師擬升等副教授者，僅需達81學分以上)；且其中教授學士班之課程應各達二分之一以上(如該課程為零學分，則以授課時數計算)。
2. 符合「國立臺北大學教學優良教師獎勵辦法」及「國立臺北大學教學優良教師獎勵辦法作業細則」下列規定之一者：
 - (1) 曾獲選為教學優良教師二次以上或教學傑出教師一次以上。
 - (2) 教學優良教師遴選分數至少有三學年在全學系、體育室、師資培育中心或通識教育中心的排名前百分之三十以內(行政單位所屬教師則納入相關學系排名)。

(三) 本院各級教師申請以教學著作升等者，除應依前二目規定外，應具下列條件：

- 1、擬升等助理教授者須曾任講師三年以上，成績優良，以送審人取得前一等級教師資格後及升等生效日前五學年內教學著作為代表著作送審。
- 2、擬升等副教授者須曾任助理教授三年以上者，成績優良，以送審人取得前一等級教師資格後及升等生效日前五學年內教學著作為代表著作送審。

2. Promotion through teaching works:

(1) Faculty members who possess excellent or innovative practical teaching outcomes may apply for a promotion through their teaching works. This method does not apply to faculty members affiliated with an independent graduate institute, and applicants may be promoted only to an assistant or associate professorship.

(2) In addition to meeting the University's existing regulations on faculty member promotion through specialized publications, applicants must meet the following criteria within five semesters before their promotion is effective:

1. Applicants who wish to be promoted to an assistant professorship must have taught more than 100 credits within five semesters. The courses include bachelor's program courses (excluding night-school program courses), master's program courses (excluding in-service master's program courses), or doctoral program courses. Applicants who wish to be promoted to an associate professorship must have taught more than 90 credits. However, those who were appointed from the 2011 academic year onwards require only more than 81 credits. The credits taught at bachelor's program courses shall account for more than half of the total credits in both cases. If a course has zero credits, calculation will be based on teaching hours.
2. Applicants who meet any of the following criteria stipulated in the NTPU Regulations Governing the Rewarding of Teachers with Excellent Teaching Performance and the NTPU Guidelines for Rewarding Teachers with Excellent Teaching Performance:
 - (1) Has been selected as a teacher with an excellent teaching performance more than two times or has been selected as

a teacher with an outstanding teaching performance more than one time.

- (2) Whose teaching excellence scores are ranked within the top 30% across all departments, the Physical Education Office, the Center for Teacher Education, or the Center for General Education for at least three academic years (faculty members affiliated with the administrative units shall be included in the ranking of their relevant departments).

依前項第一款第三目教育人員任用條例修正公佈（八十六年三月十九日）施行前已取得助教或講師證書之現職人員取得博士學位擬申請升等副教授者，除博士學位論文及成績優良外，必須同時提出其他參考著作，其專門著作送審篇數應參照本校教師升等評審準則有關著作升等副教授之規定辦理，如未通過審查者，得申請改以助理教授送審。

According to Item 3, Subparagraph 1 in the previous Paragraph, incumbent personnel who wish to be promoted to an associate professorship after receiving their doctoral degree, and who have received their teaching assistant or lecturer certificate before the enforcement of the March 21, 1997 amendment of the Act Governing the Appointment of Educators, must also submit other reference works in addition to possessing a doctoral thesis and outstanding performance. The number of specialized publications to be submitted for review shall be pursuant to the regulations on associate professorship promotion through specialized publications stipulated in the NTPU Guidelines Governing the Evaluation of Faculty Promotion. Those who failed the review may apply to be promoted to an assistant professor instead.

各級教師以成就證明、作品申請升等條件依本條第一項第一款規定辦理，且應符合教育人員任用條例有關各級教師升等年資之規定。

其成就證明或作品除應依「專科以上學校教師資格審定辦法」及「專科以上學校教師資格送審作業須知」等相關規定辦理外；其代表成就證明或作品與參考著作等論著並須與任教課程有關，且應達本院及系教師著作升等送校外審查標準。

Promotion applications through proofs of achievement and works for all faculty members shall be pursuant to Subparagraph 1, Paragraph 1 of these Regulations, while also meeting the tenure requirements for faculty member promotion at all levels as stipulated in the Act Governing the Appointment of Educators. The proofs of achievement or works shall be handled in accordance with the Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education and the Instructions Governing Submissions for the Review of Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education. Furthermore, the representative proofs of achievement or works must be related to the courses taught by the applicant, and must meet the criteria for external review of publications for promoting teachers from the College and its departments.

第十四條 約聘教學人員升等年資之核計，以在本校任教年資為原則，經各級教評會認定之他校任教年資，得酌予採計。

約聘教學人員經核准全時進修、研究或學術交流者，於升等時，其全時進修、研究期間年資，最多採計一年；經核准借調，且於借調期間返校義務授課者，於申請升等時，其借調期間年資最多採計二年。年資之核計至升等生效日為準。約聘教學人員之升等應審查其教學績效、研究成果及服務與合作；評審準則及相關作業要點另訂之。

Article 14 The tenure of contract-based full-time faculty members applying for a promotion shall be calculated according to their tenure at NTPU. The tenure obtained from other universities may be calculated at discretion after it has been recognized by the FECs at all levels. Contract-based full-time faculty members who have been approved to extend their education,

perform research, or academic exchange full-time may declare a maximum one-year tenure in full-time extension education and research when applying for a promotion. Those who have been approved for a transfer and returned to NTPU to fulfill their teaching obligations during their period of transfer may declare a maximum two-year tenure in transfer when applying for a promotion. The length of tenure shall be calculated until the effective date of the promotion.

Contract-based full-time faculty members applying for a promotion shall be subjected to a review of their teaching performance, research outcomes, service, and collaborations; such reviews shall be governed by a different set of standards, guidelines, and instructions.

第十五條 約聘教學人員於本校徵聘期間，已於原任職學校通過升等審查，惟尚未取得教育部審定之教師證書，或取得教育部頒發高一等級教師證書時間，已逾本校聘任作業截止收件日期，未及以升等後之等級應聘者，得於應聘當年申請升等，由院辦理著作外審，通過後送校教評會審議，校級不須辦理外審。經審議通過者，其高一等級之教師資格，溯及至教育部頒發教師證書之生效日。

Article 15 During their employment at NTPU, a contract-based faculty member who has missed the deadline set for by the University for handling promotion applications, despite having already completed an evaluation for promotion at their original educational institution, but who has yet to receive a teacher's certificate issued by the Ministry of Education or a higher-ranking Teacher's Accreditation Certificate, shall apply for a promotion during the year of their employment. The College shall organize an external review of the applicant's publications and, upon College approval, the application shall be evaluated by the University FEC. For applicants who have passed the evaluation, their higher-ranking Teacher's Accreditation Certificate qualifications are retroactive from the effective date of the teacher's certificate issued by the Ministry of Education.

第十六條 約聘教學人員於本校聘任前已於他校取得高一等級教師證書，惟因用人單位考量應聘人之資歷，而以低一等級聘任者，得於應聘次年

依本校約聘教學人員之升等條件、程序送請審查，由院辦理著作外審，通過後送校教評會審議，校級不須辦理外審。經審議通過者，其升等生效日依本院「教師升等評審準則」第12條規定辦理，不予追溯。

依本條第一項申請升等者，送審人應以原任職學校升等送審之資格條件、專門著作，依本校約聘教學人員之升等條件送請審查，但其中專門著作不受最近五年限制。

Article 16 Prior to their employment at NTPU, a contract-based faculty member who received a higher-ranking Teacher's Accreditation Certificate from a different educational institution, but who is employed in a lower-ranking position at NTPU based on the faculty member's qualifications as considered by the recruiting unit, may undergo an evaluation for promotion during the year following their appointment based on the requirements and procedures of NTPU regarding the promotion of full-time faculty. The College shall organize an external review of the applicant's publications and, upon College approval, the application shall be evaluated by the University FEC; an external review at the University level is not required. For applicants who pass the evaluation, the date of their promotion shall take effect according to the provisions outlined in Article 12 of the NTPU Guidelines Governing the Evaluation of Faculty Promotion, which shall not operate retroactively. Pursuant to Paragraph 1 of this article, the applicant shall undergo an evaluation, per the requirements for the promotion of contract-based faculty at NTPU, by submitting the qualifications and publications that they submitted for review at their original educational institution. However, they are not subject to the restriction that they may submit only specialized publications published within the previous five years for review.

第五章 延長服務

Chapter 5 Extension of Service

第十七條 約聘教學人員之聘任資格依教育人員任用條例或大學聘任專業技術人員擔任教學辦法之規定，教師員額不足之系所，其聘任年齡不受

已屆應即退休年齡不得任用為專案教育人員之限制，得聘任已退休教師，最高以七十五歲為限，並應特別考量其教學能力，提經三級教評會審議通過後，報請校長聘任之。

- Article 17 The qualifications for appointing **contract-based full-time faculty members** shall be pursuant to the Act Governing the Appointment of Educators or the Employment Regulations for Professional Technicians Teaching at Universities. Departments with a shortage of faculty members shall not be restricted by the requirement that full-time educators cannot be appointed once they have reached retirement age. The maximum age limit for appointing a retired faculty member is 75 years; their teaching capabilities must be specially considered and approved by the tertiary FEC before appointment by the President.

第六章 停聘、解聘、不續聘、資遣

Chapter 6 Suspension, Dismissal, Non-Renewal of Employment, Severance

- 第十八條 約聘教學人員如因教學不力或不能勝任工作，有具體事實，或違反聘約，情節重大者，得經各級教師評審委員會審議通過後，予以解聘之。
- Article 18 **Contract-based full-time faculty members** who have specific instances of failing to fulfill their teaching duties or being incompetent in their job, or who have seriously violated their appointment contract, shall be dismissed after approval by the FECs at all levels.
- 第十九條 教師聘任或延長服務後，如有教師法第十四條第一項第一款至第六款、第八款至第十一款、第二項後段，或教育人員任用條例第三十一條第一項第一款至第六款、第八款後段、第九款及第三十三條規定之情事者，不得續聘或應予解聘。
- Article 19 Appointed faculty members, or those serving a prolonged service, who violate Subparagraphs 1 to 6 and 8 to 11,

Paragraph 1, Article 14, and the latter half of Paragraph 2, Article 14 of the Teachers' Act; as well as Subparagraphs 1 to 6, the latter half of Subparagraph 8, Subparagraph 9, Paragraph 1, Article 31, and Article 33 of the Act Governing the Appointment of Educators, shall not be reappointed and must be dismissed.

第二十條 教師涉有教師法第十四條第一項第八款或第九款情形者，本校應於知悉之日起一個月內經教評會審議通過後予以停聘，並靜候調查。經調查屬實者，報經主管教育行政機關核准後，予以解聘。

Article 20 Faculty members who violate Subparagraphs 8 or 9, Paragraph 1, Article 14 of the Teachers' Act shall be suspended within one month from the day the University becomes aware of their involvement and the University FEC approves the decision. The suspended faculty member must await an investigation during the period of suspension. If the violation is verified, the matter shall be reported to the competent education administrative authority and the violator shall be dismissed upon ratification.

第二十一條 教師有教師法第十四條第一項第三款或第十款情形者，應報請主管教育行政機關核准後，予以解聘。

Article 21 Faculty members to whom the situations listed in Subparagraphs 3 or 10, Paragraph 1, Article 14 of the Teachers' Act pertain shall be reported to the competent education administrative authority and shall be dismissed upon ratification.

第二十二條 本院教師，如有下列情事，經各級教評會委員三分之二以上出席，及出席委員四分之三以上之決議，得以停聘、解聘或不續聘。

- 一、體罰或霸凌學生，造成其身心嚴重侵害。
- 二、行為違反相關法令，經有關機關查證屬實者。
- 三、教學不力或不能勝任工作有具體事實；或違反聘約情節重大者。其有前項第二款規定之情事，經各級教評會決議解聘或不續聘者，除情節重大者外，應併審酌案件情節，議決一年至四年不得聘任為教師，並報主管教育行政機關核准。

Article 22 Faculty members of the College to whom any of the following

situations pertain shall be suspended, dismissed, or forbidden from renewing their appointment following a resolution passed by two-thirds or more of the FEC members across all levels in attendance in addition to three-quarters of the committee members in attendance.

1. Inflicting corporal punishment on or bullying students to the point of causing severe physical and/or mental injury.

2. Having displayed a behavior verified by the relevant authorities to have violated relevant legal provisions.

3. Having specific instances of failing to fulfill their teaching duties or being incompetent in their job, or having seriously violated their appointment contract. Those to whom the situations outlined in Subparagraph 2 of the preceding Paragraph pertain shall be dismissed or shall be forbidden from renewing their appointment following a resolution passed by the FECs across all levels. With the exception of serious circumstances, the resolution shall legally forbid a violator from being employed as a faculty member for a period of one to four years based on the nature of the offense, and the offense shall be reported to the competent education administrative authority for ratification.

第二十三條 本院教師有下列情事者，除得依法辦理退休者外，並應予資遣：

- 一、經合格醫師證明有精神病尚未痊癒者。

- 二、因學系、所課程調整或減班，且現職工作不適任或現職已無工作又無其他適當工作可以調任者或經公立醫院證明身體衰弱不能勝任工作者。

- 三、前項第二款資遣原因之認定，應經各級教評會審查通過，報經教育部核定。

Article 23 Faculty members of the College to whom any of the following situations pertain shall receive severance pay and retire in accordance with the law:

1. Has been certified with a mental disorder by a qualified physician and has yet to fully recover from it.

2. Is unsuitable for employment in their current position due to course adjustments or reductions made by their department or graduate institute, or has no other work tasks available for them in their current position and there is no other suitable work to which they can be transferred, or has been certified by a government hospital as physically incapable of performing the job.
3. Once the reasons for severance pay outlined in Subparagraph 2 of the preceding paragraph have been verified and approved by the FECs at all levels, the matter shall be reported to the of the Ministry of Education for ratification.

第七章 兼任教師之聘任、升等

Chapter 7 Appointment and promotion of part-time faculty

- 第二十四條 各學程因課程需要，得聘任兼任教師；兼任教師之聘任除進修學士班及碩士在職專班外，應在分配教師名額內為之。兼任教師之聘任，以四名折算一名約聘教學人員缺額計；但不支鐘點費者除外。各學系、所聘請兼任教師之資格，比照約聘教學人員，但臺北聯合大學系統博士班學生不在此限。
- Article 24 To facilitate course implementation, all degree programs may appoint part-time faculty members; these should be allocated to the faculty quota except for night-school bachelor's programs and in-service master's programs. With the exception of those who do not receive hourly wages, the appointment of four part-time faculty members is equivalent to the appointment of one contract-based full-time faculty member. The qualifications for appointing a part-time faculty member at each department shall follow those for appointing a one contract-based full-time faculty member; however, this shall not apply to doctoral students from the University System of Taipei.
- 第二十五條 本院兼任教師之聘任，以聘任已取得教育部頒發之教師證書者為原則。若無教師證書，具有博士學位者，得聘為助理教授，由院

教評會決定是否辦理著作外審；如擬聘為副教授以上職級，應比照本校聘任約聘教學人員程序辦理，經審議通過後聘任。著作外審費用，由各學程決定是否由當事人負擔。

各學程如擬聘中央研究院院士或曾獲科技部(含原國科會)傑出研究獎、特約研究人員獎、教育部學術獎、國家講座、傑出人才發展基金會傑出人才講座、國內外其他公認學術成就卓著獎項者，及中央研究院特聘研究員、研究員、副研究員或助研究員為兼任教師，得免辦理著作外審。

依第一項規定聘任未具教師證書之兼任教師，在本校任教滿六學期，且每學期均有聘書，而各學期實際任教滿一學分者，得申請請頒教師證書；初聘外籍教師請頒教師證書，得不受具博士學位之限制。

兼任教師之續聘，經學程教評會審議後，依行政程序辦理；連續三年未授課者，於再聘任時，應依前項規定辦理。本院約聘教學人員獲准退休或辭職，因教學需要，改聘為兼任教師，應經學程教評會審議通過後，依行政程序辦理；但約聘教學人員退休改聘兼任教師，不需在分配教師名額內為之，其日間學制授課以四學分為限。

兼任教師年齡以不超過七十歲為限，但在學術上或專業實務上有特殊成就或本校退休教師，健康情況良好者，得繼續延聘五年；惟具有特殊專長（藝術、音樂、體育、戲劇及語文）之教師及本校名譽教授經院教評會審議通過後，其聘任條件及年齡得酌量從寬。

Article 25

The appointment of part-time faculty members at the College shall be undertaken for applicants who hold a Ministry of Education-issued Teacher's Accreditation Certificate. Applicants without the certificate, but who hold a doctoral degree, shall be appointed as an associate professor, and the College FEC shall determine whether an external review is required. Applicants who wish to be appointed as an associate professor or above shall be handled according to the procedures of appointing full-time faculty members, and shall be appointed following a

review. The College FEC shall determine whether costs of external review shall be covered by the applicant.

An external review is exempted if a degree program plans to appoint a part-time faculty member who is an academician from Academia Sinica; has won the MOST (NSC) Outstanding Research Award, Appointed Outstanding Research Award, Academic Award of Ministry of Education, National Chair Professorship, Outstanding Professorship of the Foundation for the Advancement of Outstanding Scholarship, or other locally or internationally recognized recipients of academic research outcomes excellence awards; or is an associate research fellow, research fellow, distinguished research fellow, or assistant researcher from Academia Sinica.

In accordance with the provisions of Paragraph 1, part-time faculty member who do not hold the Ministry of Education-issued Teacher's Accreditation Certificate may apply for one after teaching for six semesters at NTPU if they have received a Certificate of Appointment every semester and have taught one credit every semester.

Newly appointed foreign faculty members shall be exempted from the restriction that they must hold a doctorate degree when applying for the Teacher's Accreditation Certificate.

The reappointment of a part-time faculty member shall follow the relevant administrative procedures following review by the degree program FEC. Prospective applicants who have not taught for three consecutive years shall be reappointed in accordance with the provisions of the preceding paragraph. **Contract-based full-time faculty member** who have resigned or retired from the College may be appointed as part-time faculty if there is a need for them to teach, and their reappointment shall follow the relevant administrative procedures following review by

the degree program FEC. Retired contract-based faculty who are reappointed as part-time faculty shall not account for the faculty quota, and may teach a maximum of four credits in day-school programs. The maximum age of a part-time faculty member is 70 years. However, they may be reappointed for five years if they had exceptional academic or practical achievements or if they are a retiree of NTPU and are in good health. The age and appointment requirements for faculty members with special expertise (arts, music, sports, theater, and language) and distinguished professors of NTPU may be relaxed following approval by the College FEC.

第二十六條 本院兼任教師之升等，年資折半計算，餘比照約聘教學人員辦理。本院兼任教師，於他校升等取得教育部頒發高一等級教師證書，申請改聘者，仍需三級三審，除本院教評會認可者，得不受第一項升等條件之限制及免著作外審外，仍應由院辦理著作外審；其改聘生效日期，追溯自校教評會通過之當學期開始之日。

Article 26 Regarding the promotion of part-time faculty at the College, their tenure shall be calculated as fifty percent that of contract-based full-time faculty member, whereas other items are handled according to procedures equivalent to that for contract-based faculty. Part-time faculty at the College who were promoted at a different educational institution after receiving their Ministry of Education-issued higher-ranking Teacher's Accreditation Certificate from said educational institution must undergo a tertiary three-stage review when applying for reappointment to a different position. With the exception of those approved by the College FEC to be not restricted by the criteria for promotion specified in Paragraph 1, and those exempted from an external review of their specialized publications, the College must organize an external review of the applicant's specialized publications. The effective date of the reappointment to a different position shall be

retroactive from the first day of the semester during which the reappointment was approved by the University FEC.

第二十七條 有教師法第十四條第一項第一款至第十二款或第二項後段情事之一者，不得聘任為兼任教師。兼任教師在聘約有效期間內，有教師法第十四條第一項各款情事之一者，除有第八款及第九款規定情事，由學校逕予解聘者外，其餘各款情事應經各級教師評審委員會審議通過後予以解聘；其有第十三款規定之情事，除情節重大者外，各級教師評審委員會應併審酌案件情節，議決一年至四年不得聘任為教師。

Article 27 Individuals who violate Subparagraphs 1 to 12, Paragraph 1, Article 14 or the latter half of Paragraph 2, Article 14 of the Teachers' Act shall not be appointed as part-time faculty members. During their period of valid appointment, part-time faculty members who violate any of the matters specified in Paragraph 1, Article 14 of the Teachers' Act (except for the matters specified in Subparagraphs 8 and 9) shall be dismissed by NTPU. Otherwise, violators shall be dismissed following the resolutions of the FECs at all levels. With the exception of serious circumstances, the FECs shall decide to legally forbid a violator from being employed as a faculty member for a period of one to four years based on the nature of the offense.

第八章 申訴

Chapter 8 Appeals

第二十八條 本院教師對各級單位有關其個人之措施，認為違法或不當，致損害其權益者，得向本校教師申訴評議委員會，提出申訴。

Article 28 Faculty members of the College who feel that the measures applied to them by the units across all levels are illegal, inappropriate, or have violated their rights and interest may lodge an appeal with the NTPU Teacher Grievances Committee.

第二十九條 本院教師對各級教評會辦理其升等案，認為違法或不當，致損害其權益者，得於收受或知悉教評會決議通知書之次日起三十

日內繕具申復書先向上級教評會申復，申復每案以一次為限。未獲救濟後，得於收受或知悉決議通知書之次日起三十日內，繕具申訴書，再向教師申訴評議委員會，提出申訴。

上一級教評會或教師申訴評議委員會認申請複審有理，應責成原辦理教評會重新審查；原辦理教評會應有委員三分之二以上之出席和出席委員三分之二以上之決議，始能維持原議。

教師以同一事由已向本校教師申訴評議委員會提出申訴者，不得另提申復，如申復程序進行中另提申訴時，該申復案應即停止審議。教師提出申復或申訴期間，若同時提出另一升等案，嗣後申復或申訴成功，原升等案重新審查時，另一升等案應即停止審議。

Article 29 Faculty members of the College who feel that the resolutions of the FECs at all levels regarding their application for a promotion are illegal, inappropriate, or have violated their rights and interest may file for a reevaluation within 30 days after the day they received or was notified of the resolution. The reevaluation application must be submitted in writing to the higher-level FEC; only one reevaluation application may be submitted.

If no remediation measure was received, the faculty member may file for an appeal within 30 days after the day they received or were notified of the resolution. The reevaluation application must be submitted in writing to the Teacher Grievances Committee.

Once the higher-level FEC or Teacher Grievances Committee deemed that it is reasonable to perform the reevaluation, they shall demand that the original FEC perform the reevaluation. The original FEC shall uphold their original resolution if two-thirds or more of the committee members are in attendance and if two-thirds of those in attendance uphold the resolution.

Faculty members who submitted an appeal on the same matter to the Teacher Grievances Committee shall file

another appeal. If another appeal was filed during the reevaluation process, the ongoing reevaluation shall be terminated immediately. During the reevaluation or appeal period, if a faculty member files another reevaluation or appeal regarding another promotion that was ultimately successful, the review of the new promotion shall be terminated immediately when the original promotion is being reevaluated.

第九章 附則

Chapter 9 Supplemental information

- 第三十條 本辦法及其他附屬法規關於教師升等條件相關規定之修正，應自修正生效後提出之升等申請案之審查開始適用。為維護教師升等之權益，擬以著作升等教師沿用原法辦理至九十學年升等案止。
- Article 30 Amendments to these Regulations and other affiliated provisions related to faculty promotion shall be implemented after the amendments have taken effect and the review process of the application for promotion has begun. To uphold faculty members' rights and interests regarding their promotion, faculty promotion through specialized publication shall be handled in accordance with the original regulations for 90 academic years.
- 第三十一條 本辦法若有未盡事宜者，依本校相關規定辦理。
- Matters not addressed herein shall be subject to other applicable regulations.
- 第三十二條 本辦法應經院務會議決議通過後，陳請校長核定後施行，修正時亦同。
- Article 32 These Regulations shall be implemented after approval by the College Affairs Meeting and ratification by the President. The same shall apply to amendments.