

Tamkang University Project Teaching Personnel Appointment Regulations

Secretariat Regulation No. 1060011291 (17/11/2017)

Article 1

In response to short-term teaching needs and recruiting excellent teaching personnel, the “Tamkang University Project Teaching Personnel Appointment Regulations” have been set up (hereafter called the regulations).

Article 2

The project teaching personnel referred to in these regulations refers to the project teaching personnel who are hired and whose school funds are outside the organization table.

Article 3

The project teaching personnel are divided into contract project teachers and contract full-time teachers.

Article 4

The appointment regulations for hiring contract project teachers are as follows:

1. The various teaching departments that require short-term teachers based on teaching needs and examining the written materials should list out the number of personnel and expenses, and following administrative procedures and after receiving approval should transact the appointment.
2. The appointment grades are divided into contract project professor, contract project associate professor, contract project assistant professor and contract project lecturer.
3. Each appointment is for one year with a limit of six years; when the six year term of employment ends, no new contracts are issued. Within the appointment period teacher qualification examination and promotion are not conducted. Remuneration follows the example of the same level full-time teachers at the lowest salary payments, and the year consists of twelve months.
4. Before the six year term of employment ends, a department should wait until the contract renewal funds have been approved and then following the teacher evaluation regulations of the different levels transact the contract renewal process.

Article 5

The appointment regulations for hiring contract full-time teachers are as follows:

1. In order to hire excellent and qualified teachers, starting from the 2018 academic year on, newly appointed full-time assistant professors and full-time lecturers will be engaged through these regulations.
2. The appointment grades are divided into contract full-time assistant professors and contract

full-time lecturers.

3. Each appointment is for one year with a limit of two years. When the two year term of employment ends, no new contracts are issued. During the period of the appointment seeking promotion is not to be transacted. Besides newly appointed teachers shall not undertake any administrative position nor participate on the teachers' evaluation committee.
4. Those appointed the second year must participate in the teachers' evaluation. The three areas of teaching, research, and counseling and service must each reach 70 points, and moreover those who are approved by a third level teachers' evaluation committee must switch the contract to be a full-time teacher on the organization table. After the switch, the teacher's salary and promotion time is calculated according to the number of years of the contract appointments. Full-time assistant professors are given an 8 year time limit for promotion, which also includes the number of years of the contract appointments. Those who during the first year have concrete instances showing they are not suitable shall not be issued a new contract.
5. Other rights and obligations follow the example of the equivalent ranked full-time teachers on the organization table.

Article 6

During the time the project teaching personnel are employed, the school will deal with labor insurance and health insurance in accordance with the law.

Article 7

After these regulations have been approved by the school affairs committee, they will take effect on the date of publication; the same will take effect when there are any amendments.