

TKU Regulations Regarding Faculty Service and Benefits

(Please also refer to the Teacher's Act in the ROC Law & Regulation Database)

TKU Regulation No. 1110010493 (11/22/2022)

(英文譯本僅供參考，法規之實施概以中文版為準。)

The English version is provided for reference only. The practice of the regulations shall be based on the Chinese version.)

Chapter 1 Overview

Article 1

TKU Regulations Regarding Faculty Service and Benefits (hereinafter referred to as "The Regulations") govern the employment of TKU faculty, the provision of faculty benefits, and all faculty service obligations.

Article 2

Job responsibilities of TKU full-time faculty include: teaching evening classes and related extension courses, serving as student counselors, assisting with recruitment, and submitting and carrying out research projects. Faculty shall also help with guidance and discipline programs, take part in teaching activities, attend all required meetings or conferences, and carry out all other duties stipulated by decrees.

Full-time faculty shall work on campus for at least four days per week, while teaching assistants should keep the same working hours as TKU administrative staff.

Article 3

TKU full-time faculty shall not concurrently take a paid full-time job outside of TKU, and shall not rent or lend out any form of acquired professional accreditation (licenses, etc).

Full-time faculty shall gain approval from the President of TKU before they teach part-time outside of TKU, and they shall teach no more than four hours per week. Their employment grade or status at the other recruiting institution may not be lower than that ascribed to them at TKU. In addition, such faculty members shall ask the other institution to send a letter to TKU seeking TKU's approval.

Those who serve in managerial administrative positions, assistant professors and

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‘extended service’ faculty members shall not teach at other institutions. Faculty members who teach part-time at other institutions, or who take part-time positions shall seek approval respectively before the start of each semester, or before accepting contracts of employment.

Article 4

Matters not covered in The Regulations shall be dealt with in accordance with related laws from the educational decree.

Chapter 2 - Employment

Article 5

The term “TKU faculty” includes professors, associate professors, assistant professors, and lecturers, all of whom pass the review by all of the department, college, and university-level Faculty Review Committees successively and are appointed by the TKU President.

Article 6

The job responsibility of teaching assistants is assisting in all aspects of teaching and research. They shall possess one of the following qualifications:

1. Have graduated from university or an independent college with excellent grades.
2. Have graduated from a three-year vocational college program and previously, conducted research or served in a professional position in an industry related to their area of specialization for two years or more; or, have graduated from a two-year or five-year vocational college program, and previously conducted research or served in a professional position in an industry related to their specialization for three years or more, attaining excellent results.

Article 7

Lecturer shall possess one of the following qualifications:

1. A master’s degree certificate or its equivalent from a graduate school or institute, having graduated with excellent grades.
2. Have graduated from university or an independent college and served as a teaching

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assistant, responsible for assisting with instruction or research for four or more years, attaining excellent results; as well as having published a book in a specialized field.

3. Have graduated from university or an independent college and conducted research or served in professional position in a field related to their specialization for six or more years, with excellent results; and have published a book in a specialized field.

Article 8

Assistant professor must possess one of the following qualifications:

1. A doctoral degree certificate or its equivalent, with excellent results, as well as a published book in a specialized field.

2. A master's degree certificate or its equivalent, and have conducted research or served in a professional position in a field related to their specialization for four or more years, with excellent results; as well as a published book in a specialized field.

3. Have graduated from the department of medicine, Chinese medicine, or dentistry of a university or an independent college, and have at least nine years of work experience in clinical medicine. Of these nine years, at least four years must have been spent as an attending physician at a medical center, with excellent results. They must have also published a book in a specialized field.

4. Have served as a lecturer for at least three years, with an excellent record, and published a book in a specialized field.

Article 9

Associate professor must possess one of the following qualifications:

1. A doctoral degree certificate or its equivalent, and conducted research or served in a professional position in a related industry for at least four years; as well as a published book in a specialized field.

2. Have served as an assistant professor for at least three years, with outstanding achievements, having previously published a book in a specialized field.

Article 10

Professor must possess one of the following qualifications:

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1. A doctoral degree certificate or its equivalent, and at least eight years of experience of conducting research or serving in a professional position in a field related to their field of specialization. The candidate must also have produced an innovative work or invention, and made a significant contribution to the academia or published a seminal book in a specialized field.
2. Have served as an associate professor for at least three years, having made outstanding achievements and published a seminal work in a specialized field.

Article 11

There are three different types of employment contracts: the initial employment contract, continued employment contract, and long-term employment contract. The initial employment contract shall remain in force for one year. The continued employment contract signed for the first time shall remain in force for one year. Thereafter, each continued employment contract is valid for two years except when other regulations apply. The long-term employment contract shall remain in force for either six years (long-term) or indefinite period (tenure), but expire when the faculty member reaches retirement age. Part-time faculty employment contracts shall be signed for no longer than one year.

Article 12

Full-time faculty members who serve as professors or associate professors for ten years or more and demonstrate excellence in teaching or research, with specific results or achievements to show, may be entitled to long-term (six years) contracts; those who attain outstanding results or achievements in either instruction or research may be entitled to long-term (lifetime) contracts.

Chapter 3 – Evaluation, Teaching Assessment, Acceptance of Employment, Severance, and the Suspension, Termination, and Non-renewal of Employment Contracts.

Article 13

The performance of full-time faculty members in the areas of teaching, research, counseling, and service are assessed in accordance with the *TKU Regulations Regarding Faculty Evaluation*.

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The *TKU Regulations Regarding Faculty Evaluation* is formulated separately, announced and enacted after being passed in the school affairs meeting.

The teaching assessment of faculty is dealt with in accordance with the *TKU Regulations for Implementation of Teaching Assessment*.

Article 14

Starting from the 2006-2007 academic year, should newly employed full-time associate professors and full-time assistant professors do not submit National Science and Technology Council (NTSC) research projects or Ministry of Education (MOE) Teaching Practice Research Projects in two consecutive academic years, and do not undertake specialty research projects put on file with the Research and Development Office for future reference or MOE USR projects, they shall only be granted one-year continued employment contracts upon evaluation, and may not receive a rise in salary; this item applies to the newly-employed full-time lecturers after they pass the promotion. In contrast, faculty members working in the disciplines of arts and sports may submit innovative works, proof of achievements, or technology reports instead of research projects.

Starting from the 2023-2024 academic year, this article shall also apply to the full-time faculty members with the title of assistant professors or above, except for those who serve concurrently in managerial positions or who receive research grants from TKU.

Article 14-1

Starting from the 2020-2021 academic year, newly employed full-time faculty members shall teach at least two classes in English (or other foreign languages) in each academic year.

Starting from the 2021-2022 academic year, newly employed full-time faculty who meet the qualification specified by NTSC for new employees that their research proposals can be reviewed upon receipt at any time, shall submit the proposal within 3 years starting from the date of the employment contract.

Those who do not follow the stipulations in the previous two paragraphs, shall only be granted one-year continued employment contracts upon evaluation, may not receive a rise in salary, may not receive yearly work bonus, may not receive the hourly pay for exceeded lecture hours, and may not apply for any grants or subsidies of TKU.

Article 15

If, during the term of employment, the faculty member fails to sufficiently fulfill his / her responsibilities, a resolution shall be made by the Faculty Review Committee at both the department and college levels, and then be reviewed by the university-level Faculty Review Committee.

Article 16

If faculty members violate any of the terms stipulated in the Article 14-1 and Article 15-1 of Teachers' Act, their employment contracts shall be terminated.

If faculty members violate any of the terms stipulated in the Article 16-1 of Teachers' Act, their employment contracts shall be terminated or not renewed; should the cases of the faculty members are suitable for the termination of employment with severance pay, they shall be dealt with in accordance with the Article 27 of Teachers' Act.

If faculty members violate the stipulations in the previous two paragraphs with violations verified, and they are not suitable for termination but a suspension is required, the circumstance of the case shall be deliberated and a resolution of suspension of their contracts for 6 months to 3 years shall be made.

If one of the following circumstances occurs, the faculty member is deemed to have ineffective teaching, incompetence in work with concrete facts, he/she shall be managed in accordance with the second paragraph of current article.

1. For no special reason, the faculty member misses one-third or more of the total number of lecture hours for one course in one semester, or for two successive semesters, misses one-quarter of the total number of lecture hours for one course in each semester. Subsequent make-up classes shall not be taken into account.
2. The full-time faculty member simultaneously holds a full-time position outside of TKU.

If one of the following circumstances occurs, the faculty member is deemed to have ineffective teaching, incompetence in work with concrete facts, he/she shall be managed in accordance with the second paragraph of current article:

1. The full-time faculty member does not process faculty qualification evaluation in accordance with related regulations.
2. After the final evaluation of TKU Faculty Evaluation Committee, the faculty evaluation result of the full-time faculty member is lower than 70 points for 3 consecutive times or lower than 60 points for 2 consecutive times.

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3. The part-time faculty member has a teaching assessment lower than 3.5.

Except for the exemption from the deliberation of faculty review committee stipulated by Teacher's Act, the suspension, termination or non-renewal of employment contracts of faculty members shall be passed by the Faculty Review Committees at the department, college, and university levels; and shall be processed in accordance with Teacher's Act, the administrative process of termination, suspension and non-renewal of faculty in junior college, tertiary college, or university stipulated by MOE.

Article 16-1

If a faculty member has one of the following conditions but has not yet reached the extent of suspension, termination, or non-renewal of contract, his/her case shall be considered by the Faculty Review Committee.

1. A full-time faculty member receives a commission to undertake a research project, but does not settle it according to regulations.
2. A full-time faculty member receives a commission to undertake a research or subsidy project, but does not file it with the Research and Development Office, nor receive the approval from the university president to sign a contract in the name of the university.
3. A full-time faculty member has a part-time teaching position outside of TKU but has not reported it to the university for approval before the start of each semester, or a part-time position outside of TKU but has not reported it to the university for approval before receiving the contract.
4. A faculty member violates intellectual property rights or violates academic ethics.
5. A faculty member violates major policies of the university and does not accept repeated persuasions.
6. A faculty member violates circumstances of The Regulations, the faculty contract, or other legal regulations.

If a faculty member violates the stipulations aforementioned, after the deliberations of the Faculty Review Committee, one or more of the following items of disciplinary actions shall be adopted based upon the severity of the situation:

1. The faculty member may not apply for a teaching sabbatical.
2. The faculty member may not receive the hourly pay for exceeded lecture hours.
3. The faculty member may not receive the doctoral bonus.
4. The faculty member shall maintain his/her original salary without increase.
5. The faculty member may not receive a yearly work bonus.
6. The faculty member may not apply for any school award or subsidies.
7. The faculty member may not have a part-time teaching position or part-time job outside of TKU.
8. The faculty member shall not take any concurrent managerial position.
9. The faculty member shall not be seconded to civil services.

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10. The contract of the part-time faculty member may not be renewed.
11. Non-statutory rights of the faculty member inside the university shall be suspended.

Article 17

If the provisions in Article 15 of the Teachers' Act apply to the faculty member, his/her employment shall be terminated with severance pay in accordance with the stipulations in such Article.

Article 18

The full-time assistant professor, who has not passed the promotion to associate professor within 8 years since 2006-2007 academic year, shall have an annual contract every year from the start of his/her 9th year of service, may not receive a rise in salary, may not receive yearly work bonus, may not receive the hourly pay for exceeded lecture hours, and may not apply for any grants or subsidies of TKU, and he/she shall annually undergo the faculty evaluation up until the academic year his/her promotion is approved. This regulation does not apply to the faculty member who has applied for promotion within eight years but has not yet been reviewed and approved.

Full-time assistant professors who fulfill the following conditions may apply to extend the time limit for promotion:

1. For those who concurrently hold paid managerial positions, the time limit for promotion shall be extended by the number of years they serve in the role. The period of service less than one year shall be counted as one year.
2. Due to pregnancy or delivery, female faculty members may extend the time limit for promotion by two years for each time; for the pregnancy or delivery of their spouses, the faculty members may extend the time limit by one year for each time.
3. Female faculty members who suffer miscarriage may apply to extend the time limit for promotion by one year for each time.
4. For those who have positions retained without pay or who have special reasons and are approved, the approved period of time may be excluded from the time limit for promotion; a period less than a year shall be calculated as one year.

Full-time lecturers who have not gained a promotion within eight years since the appointment date at TKU shall be offered one-year contracts, to be renewed annually, and may not hold part-time teaching positions or part-time jobs outside of TKU.

Article 19

Faculty members whose contracts are terminated may not be appointed again. For any

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objection against the decision of contract termination, the faculty member may lodge an appeal with the TKU Faculty Appeal Review Committee.

Article 20

After receiving an offer of employment from TKU, the candidate shall decide whether or not to accept this offer within two weeks, and reply with the acceptance letter for employment. Those who decline the offer shall return the letter for cancellation within two weeks. Those who do not return the letter in time shall be deemed to decline the offer.

Article 21

Newly employed full-time faculty members, whose employment are approved by TKU Faculty Evaluation Committee before the starting date of the semester and who complete the employee registration process at the TKU Office of Human Resources before the starting date of that semester, shall start their employment and receive salary pay from the starting date of that semester; who complete the employee registration process at the TKU Office of Human Resource after the starting date of the semester, shall start their employment and receive salary pay from their registration date at TKU. Those, whose employment are approved by TKU Faculty Evaluation and who complete the employee registration process at the TKU Office of Human Resources after the starting date of the semester, shall start their employment and receive salary pay from their registration date at TKU.

The deadline and required documents for the registration of newly employed full-time faculty members shall be in accordance with the notification of Office of Human Resources.

Article 22

For resignation for some special reason, the faculty member shall submit a letter of resignation at least one month in advance, and shall leave his/her post after gaining the approval of the President of TKU. Faculty members shall personally carry out the duties stated in their contracts. During the period of employment, with the exception of force majeure or special situation that has been approved by the TKU President, faculty members may not resign in the middle of an academic year. The faculty member, who resigns in the middle of an academic year without the approval of the university President, shall compensate three months of his /her salary, including base salary, academic research fees, and administrative stipends. If there are other subsidies, they shall be handled in accordance with applicable regulations.

Article 23

If, for a specific reason, TKU terminates the faculty member's contract, it shall provide the employee with one month's prior notice.

Article 24

On resigning, faculty members shall complete all required procedures for resignation. After doing so, they may apply for a "Proof of Resignation" document.

Article 25

In accordance with Article 19.3 of the *Education Personnel Employment Enforcement Rules*, newly-employed faculty members shall submit all documentary proof of credentials for review within three months after their employment start at TKU. Those who fail to do so within the three-month time frame – except for circumstances where responsibility may not be attributed to the faculty member – may not have their contract renewed when their first contract ends. Those whose have submitted documents do not pass the review shall have their employment cancelled immediately.

Article 26

The employment of military officers is carried out in accordance with regulations set forth by the Ministry of Education.

Chapter 4 – Remuneration

Article 27

Remuneration for full-time faculty members includes basic salary, extra payments for academic research, and extra payments for managerial positions, each of which is distributed monthly.

Article 28

Faculty members' salary shall be calculated based on the TKU Employee Salary Calculation Table. The table and calculations therein are formulated separately.

Article 29

Novice faculty members will receive salary based on the lowest pay bracket in the salary calculation table. If, however, such faculty member's highest educational qualification exceeds that of faculty members in the lowest salary bracket, their salary

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may be raised accordingly.

This only applies to faculty members whose current positions are of an equivalent level to their previous teaching positions held or research conducted, and who shall provide official documentary proof of such.

Article 30

At the end of the academic year, the full-time faculty members, who pass the credential review, may add together the time of service in TKU and the time of service at their previous teaching position. If the total amounts to one academic year, they may be eligible – based on their teaching achievements throughout the academic year – to receive a higher-level salary or annual bonus.

Full-time faculty members who demonstrate excellence in teaching or make outstanding contributions may be selected – in accordance with the *TKU Regulations on Rewards for Outstanding Teachers*, and after submitting to the TKU President for approval – to receive prize (trophy), bonus, and public praise.

Article 31

Part-time faculty may receive the hourly pay for no more than 4 credits per semester. Their hourly rate is calculated based on four and a half months for a semester. This item applied to the hourly pay for exceeded lecture hours for full-time faculty. For short-term courses, however, their hourly salary will be calculated based on the actual number of lecture hours.

Article 32

Faculty members start receiving salary from their “official date of employment” and stop receiving salary on the day that they resign. If, however, faculty members resign or change to part-time employment status within the first three months of the semester without giving official notice and receiving approval of such action before the start of the semester, they shall return all salary payments received throughout the semester. Faculty members who change to part-time employment status shall be paid for hourly rate based on their actual lecture hours.

Article 33

Among full-time faculty members whose weekly lecture hours exceed the basic number, professors, associate professors, and lecturers may receive the hourly pay for at most two exceeded on-campus lecture hours, while the hourly pay for a total amount of

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exceeded lecture hours on and off campus for no more than six hours.

Assistant professors may receive the hourly pay for exceeded lecture hours from the fifth semester after they are employed, with a maximum of two hours.

Article 34

Full-time faculty members may apply for research-based awards in accordance with related regulations.

Faculty members, who assist in managerial work for laboratories, media center, etc., besides teaching, may receive hourly pay based on the situation of specific cases.

Chapter 5 – Instruction

Article 35

The lecture hours for full-time faculty include undergraduate program, continuing education bachelor program, graduate institute and minor program. The basic weekly lecture hours for full-time faculty is eight hours for professors, nine hours for associate professors, ten hours for assistant professors, and ten hours for lecturers.

Faculty members who gain permission to exceed the basic weekly lecture hours due to teaching classes with large student enrollment, correcting homework / assignments, teaching intern classes, or for other specific reasons with approval, are not entitled to such exceeded hours as part of their basic weekly lecture hours.

Article 36

The number of weekly lecture hours for full-time faculty can be reduced in the following situations:

1. A faculty member who also serves as the university president is exempt from the basic lecture hours.
2. A faculty member who serves concurrently as a university vice president is entitled to a reduction of eight lecture hours.
3. A faculty member who serves concurrently as a college dean is entitled to a reduction of six hours.
4. A faculty member who serves concurrently as a department (division) chair or institute director is entitled to a reduction of four hours.
5. A faculty member who serves concurrently as other administrative posts is entitled

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to a reduction of six hours.

6. A faculty member who serves concurrently as the discipline coordinator of NSTC is entitled to a reduction of two hours.

Article 37

The schedule of basic weekly lecture hours of full-time faculty members shall be arranged by their respective academic units.

Faculty members who apply for and receive approval to teach for less than the basic lecture hours in one single semester shall make up for this in the other semester of the same academic year. A maximum of two lecture hours per semester may be altered or shifted. If faculty members do not teach for the required number of basic lecture hours in one academic year, the hourly pay of the insufficient lecture hours shall be deducted from their salary pay.

Article 38

Faculty members shall personally come to class on schedule to deliver instruction, supervise student-based research, and mark student lab reports and exam papers, shall not ask others to teach on their behalf without permission.

Article 39

All sports teachers shall concurrently serve as sports supervisors, and guide extracurricular sports activities.

Article 40

The hourly pay for intern courses, as well as courses related to painting, calligraphy, and graphic engineering is calculated in accordance with a set of criteria formulated separately.

Chapter 6 – Leave, Make-up Classes

Article 41

Faculty members who want to take leave must provide prior notice. If the duration of leave is less than one week, they shall gain the approval of the supervisors of the first- and second- level units to which they belong. If the period of leave exceeds one week, they shall also gain the approval from the university President by following the TKU administrative system.

Article 42

After returning from leave, faculty members shall personally negotiate with their students for make-up classes, and notify the Office of Academic Affairs.

Article 43

If the duration of leave is between two to four weeks, the faculty member shall personally find a substitute teacher; the substitute teacher shall be a current TKU part-time or full-time faculty member receiving the approval of the supervisors of the first- and second- level units to which they belong. The payment of the substitute teacher's hourly pay shall be negotiated and organized between the faculty member requesting leave and the substitute teacher.

Article 44

If faculty members take leave between four weeks and two months, the supervisors of the first- and second- level units to which they belong shall assign TKU part-time or full-time faculty members appointed in the same academic year to take over for the duration of leave. The hourly pay provided to the substitute teacher shall be deducted from the salary of the faculty member on leave. The salary of teachers who go on leave for two or more months will be suspended for the time span that they are on leave. In this case, the hourly pay of the substitute teacher will be paid directly by TKU.

Article 44-1

Full-time faculty members who accompany their spouses to prenatal check-up, or whose spouses have delivery or miscarriage after the twentieth week or more of pregnancy, may take seven days of prenatal checkup accompaniment and paternity leave which can be taken separately. The prenatal checkup accompaniment leave shall be taken during pregnancy of the spouses; the paternity leave shall be taken within the total fifteen days (official holidays included) before and after the day of delivery or miscarriage.

To full-time female faculty members, eight days of prenatal leave shall be given, which may be taken separately, but may not be taken after delivery; 42 days of maternity leave after the delivery shall be given; 42 days of miscarriage leave shall be given for the miscarriage following after a pregnancy of twenty weeks or above; 21 days of miscarriage leave shall be given for the miscarriage following after a pregnancy of twelve or more but less than twenty weeks; 14 days of miscarriage leave shall be given for a miscarriage following after a pregnancy of less than twelve weeks. The maternity

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leave or miscarriage leave shall be taken successively for one time, and shall not exclude summer and winter vacations. If the prenatal leave has been taken before delivery, part of maternity leave may be taken before delivery when necessary, with the maximum of 21 days. If a miscarriage occurs, the days of maternity leave that have been taken shall be deducted from miscarriage leave.

Article 44-2

Faculty members who donate bone marrow or an organ may take leave based on actual needs.

Article 44-3

For prenatal checkup accompaniment and paternity leave, maternity leave, miscarriage leave, miscarriage prevention leave, other leaves of two days or above, or donor-based leave (bone marrow or organ), documentary proof from medical institutions or surgeons shall be provided. This does not apply to those who take maternity leave before delivery.

Article 44-4

Faculty members with indigenous identities who wish to take official leave of one day for seasonal festival of indigenous people shall provide documentary proof of their tribal categories by submitting either their household certificates or household certificate transcripts. Their academic (or administrative) responsibilities shall be handled by a substitute assigned by their hiring units. Public holidays for indigenous faculty members are announced by the Council of Indigenous Peoples, Executive Yuan.

Article 44-5

Full-time faculty members who get married are entitled to fourteen days of marriage leave. Except for special circumstances, or having received the university president's approval to postpone the leave or to take leave within five days prior to the date of marriage, the marriage leave shall be taken within three months from the date of marriage registration.

Article 44-6

All approved leave of absence in accordance with The Regulations exclude official holidays. When full-time faculty members take marriage leave, prenatal checkup accompaniment and paternity leave, prenatal leave, miscarriage leave, delivery leave and leave for seasonal festival of indigenous people, the hourly fee of the substitute teachers shall be paid by the university.

Article 45

Full-time faculty members may apply for unpaid leave of absence for one academic year or one semester for further studies, research, illness or injury, parental leave for raising their children, or other special circumstances, which may be extended by application after such period ends; the leave of absence shall not exceed two years; but those who are taking a PhD program may apply to extend the leave of absence for a maximum of five years.

Full-time faculty members who are seconded to public office or to serve as presidents of colleges and universities where each term shall not exceed four years; if the employment period of the position seconded to exceeds four year, the secondment period shall be based on the said period.

Applications for unpaid leaves of absence shall be filed before the start of the semester and passed by each level of Faculty Review Committee; first-time applications shall first be passed by department and college-level Faculty Review Committees, and then submitted to the TKU President for approval. Except under special circumstances with the approval of the TKU President, the start and end of periods of unpaid leave shall be aligned with the start and finish of academic years or semesters. Applications for reinstatement shall be filed three months before the period of unpaid leave end. Those who don't apply before the time limit or who don't report for reinstatement in the given time frame will be deemed to resign from TKU, except for causes not attributed to them; on the next day after the unpaid leave of absence ends or the cause is no longer valid, the resignation will take effect.

With the exception of unpaid leave for illness or injury, parental care, secondment to public office, or lecturers undertaking a PhD, a maximum of one faculty member from each department (independent graduate institute, degree program, division, or center) may take unpaid leave in each academic year.

Full-time faculty members who do not report for reinstatement after the secondment expire, will be deemed to resign.

Article 46

If faculty members, who are seconded to public service positions before January 1, 2010, teach at least one course without receiving pay at TKU during their secondment period, their duration of service at TKU may be deemed as continuous. Their retirement pension will also continue to accrue. However, this period of time may not count into

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their duration of service for retirement.

Article 47

If faculty members who miss two or more weeks of classes without applications for leave or just cause, the corresponding college, jointly with the Office of Academic Affairs, shall submit a report to the TKU President to handle the matter.

Chapter 7 – Promotion

Article 48

Faculty members whose credentials meet the criteria set forth for review of promotion by MOE, whose teaching performance is assessed as outstanding, and who have previously released a specialized academic publication, may apply for promotion.

Article 49

The application, recommendation, and review of promotion of full-time faculty members shall be carried out in accordance with the *TKU Regulations on Faculty Promotion*.

Article 50

After being approved by the TKU President following the procedure of promotion, the application for promotion is then submitted to MOE. The date on which the application is passed by the MOE shall be the faculty member's date of promotion.

Article 51

The Regulations take effect on the date of its publication after being passed in TKU administrative affairs meeting unless the date of enforcement is stipulated separately. The same applies to any later amendments made.