**NATIONAL CHUNG HSING UNIVERSITY**

**Full-Time Faculty Appointment Contract**

December 7, 2001— Amended and passed by the 41st University Council meeting

December 9, 2005— (Articles 9 through 12) amended by the 49th University Council meeting

December 7, 2007— (Articles 9 through 14) amended by the 53rd University Council meeting

May 9, 2008— (Article 10) amended by the 54th University Council meeting

December 12, 2008— (Article 11) amended by the 55th University Council meeting

May 13, 2011— (Articles 12 through 16) amended by the 60th University Council meeting

December 12, 2011— (Article 9) amended by the extended 61st University Council meeting

December 7, 2012— (Articles 14 through 17) amended by the 64th University Council meeting

December 13, 2013— (Articles 9, 14, and 16 through 18) amended by the 67th University Council meeting

December 12, 2014— (Articles 12 through 16) amended by the 71st University Council meeting

December 11, 2015— (Articles 2 and 14) amended by the 73rd University Council meeting

December 8, 2017— (Article 10) amended by the 79th University Council meeting

June 5, 2020— (Article 4) amended by the 89th University Council meeting

June 4, 2021— (Article 14) amended by the 93rd University Council meeting

Article 1 Remuneration: Remuneration shall be paid in accordance with the standards set by the government.

Article 2 Teaching: Matters pertaining to basic teaching hours shall be subject to the National Chung Hsing University (hereinafter, NCHU or “the University”) *Regulations for the Calculation of Teaching Hours and Overtime Hourly Lecture Fees*.

Article 3 While employed by the University, faculty members shall be responsible for providing guidance in ethical conduct for students in addition to their teaching duties.

Article 4 Faculty members who wish to take up part-time teaching or work engagements during working hours shall comply with the applicable regulations of the University.

Any remuneration obtained from unsanctioned part-time engagements shall be confiscated for inclusion in the NCHU Endowment Fund or the University’s annual budget.

Article 5 Faculty members are obligated to personally provide lectures, proctor examinations, grade papers, and supervise students in internship and further study programs.

Article 6 Faculty members who wish to request leave must do so in accordance with the applicable University regulations.

Article 7 Faculty members who do not wish to renew their contract must notify the University in writing at least two months prior to the conclusion of their current term of appointment. Faculty members who wish to resign during their term of appointment shall indicate their desire to do so on this Contract and return it to the University for processing. Faculty members shall stop receiving salary payments on the date of resignation.

Article 8 Faculty members whose contract is to be renewed will receive a new letter of appointment by the end of their current term of appointment.

Article 9 Faculty members shall be subject to an annual evaluation (and re-evaluation, if applicable) in accordance with the University’s *Faculty Evaluation Guidelines*. Those who fail an evaluation shall be subject to the following disciplinary actions:

1. Faculty members who fail the initial evaluation will be subject to a re-evaluation. Those who fail the re-evaluation shall be referred to the NCHU Faculty Evaluation Committee for disciplinary action in accordance with the University’s *Faculty Evaluation Guidelines*. Such faculty members may be subject to a salary freeze or reduction in academic/research subsidies.

2. Lecturers and assistant/associate professors must obtain a promotion and pass the re-evaluation by the deadline stipulated in the University’s *Faculty Evaluation Guidelines*. Those who fail to do so shall be referred to the competent faculty evaluation committee for non-renewal of appointment, which shall take effect following approval by the Ministry of Education.

Article 10 Faculty members who are found to have committed plagiarism or academic ethics violations shall be subject to the *Principles for Handling Teachers in Violation of Teacher Qualifications Review Guidelines*, the University’s *Regulations for the Review of Academic Ethics Violations*, and other applicable regulations.

Article 11 Faculty members must comply with the *Gender Equity Education Act* and *Act of Gender Equality in Employment* during their term of appointment.

Article 12 Faculty members may not develop relationships that violate professional ethics with students under their instruction, guidance, training, evaluation, management, or consultation, or when providing students with employment opportunities.

Should a faculty member find that their relationship with a student violates the code of professional ethics referenced in the preceding paragraph, they shall take the initiative to avoid further interaction with the student or report the matter to the University for handling.

In keeping with the principles and spirit of the *Gender Equity Education Act*, faculty members shall respect others’ and their own autonomy over their sexuality and body.

Article 13 The University shall be a signatory to any and all research project commissions and subsidy contracts undertaken by faculty members. In the event that the University is ineligible or unable to act as a signatory, specific reasons shall be provided for the NCHU President’s approval in accordance with internal administrative procedures, and a copy of the contract shall be submitted to the Office of Research and Development for recordation.

Article 14 Faculty members who commit any of the following violations shall be referred to the competent faculty evaluation committee for disciplinary action in accordance with Article 9, Paragraph 1 of the University’s *Faculty Evaluation Guidelines*, and for serious violations, in accordance with Articles 14 through 16, 18, 21, and 22 of the *Teachers’ Act*:

1. The faculty member accepts a research project commission or subsidy without signing a contract in accordance with Article 13 herein.

2. The faculty member is prosecuted by law enforcement and receives a guilty verdict from the court of first instance for fraudulently obtaining research subsidies.

3. The faculty member is found by the competent auditing authority to have violated the applicable regulations in a procurement case.

4. The faculty member is found by the competent authority to have infringed upon the University’s intellectual property rights.

5. The faculty member is subject to disciplinary action by a government agency after returning to the University from a period of secondment to said agency.

6. The faculty member violates the provisions of this Contract or other applicable laws and regulations.

Article 15 Matters unaddressed herein shall be subject to the applicable regulations of the University and the Ministry of Education.

Article 16 This Contract and any amendments made hereto shall be implemented following approval by the University Council.