國立中興大學教師員額管理辦法

94 年 12 月 1 日第 316 次行政會議通過

94 年 12 月 9 日第 49 次校務會議修正通過（第 3、7 條）

95 年 12 月 8 日第 51 次校務會議修正(第 2、3、5、6、7 條)

97 年 5 月 9 日第 54 次校務會議修正(第 5 條)

110 年 12 月 24 日第 95 次校務會議修正(名稱、第 1-3 及 5-7 條)

112 年 4 月 21 日第 100 次校務會議修正(第 5 條)

113 年 6 月 7 日第 105 次校務會議修正(第 2 條)

1. 國立中興大學（以下簡稱本校）為適當調配教師員額及充分運用教學資源，以利

全校卓越之發展，特依據本校 93 學年度第 2 學期第 48 次校務會議之決議，特訂定本辦法。

Article 1

To appropriately allocate faculty positions and make full use of teaching resources for the University's overall excellence, National Chung Hsing University (hereinafter referred to as "the University") has formulated these regulations based on the resolution of the 48th University Council meeting in the second semester of the 93rd academic year.

第二條 為維繫教學及研究品質，本校教師總額配置以學院之單位為原則，依員額屬性分為各學院（室、中心、學位學程）員額或學校競爭型員額。

各學院得以學校競爭型員額或學院員額聘任教師，並以專任為原則，但得以專案教師聘任。

提供學校共同、通識及全校服務性課程之單位，應依該類課程授課時數、修課人數、輔系、雙主修等，以每學年增開 18 學分則以增加一位編制內教師或專案教師員額為原則。

Article 2

To maintain the quality of teaching and research, the total faculty allocation of the University shall be based on colleges as the primary unit. Faculty positions are classified into college-specific positions (including institutes, centers, and degree programs) and University competitive positions.

Colleges may appoint faculty members using either University competitive positions or college-specific positions, with full-time appointments being the principle, though project-based faculty appointments are also permitted.

Units responsible for offering general education, University-wide, and service-oriented courses shall be allocated one additional full-time or project-based faculty position for every 18 additional credits offered per academic year, taking into account the total teaching hours, student enrollment, and participation in minor and double-major programs.

第三條 本校設置員額管理小組，由校長召集並聘請副校長、教務長、研發長、人事主任、主計主任、各學院院長及學術傑出教授組成，綜理全校員額之配置。

Article 3

The University shall establish a Faculty Position Management Committee, convened by the President and composed of the Vice President, Dean of Academic Affairs, Dean of Research and Development, Director of Human Resources, Director of Budget and Accounting, all College Deans, and distinguished professors. This committee shall oversee the allocation of faculty positions across the University.

第四條 學系增班及新設系所之員額，以教育部核定員額數為準，逐年增列為原則。若教育部未核給員額，則由各院自行調整或本校員額管理小組調整。

Article 4

For the expansion of existing academic programs and the establishment of new departments or institutes, faculty positions shall be allocated based on the approved quotas set by the Ministry of Education and shall be increased incrementally each year. If the Ministry of Education does not grant additional positions, the respective college shall adjust internally, or the Faculty Position Management Committee shall make necessary adjustments.

第五條 表現卓越之系所或相當於國家科學及技術委員會傑出獎以上之教師員額，經本校員額管理小組同意可額外核給。

聘任學校競爭型員額教師之單位應每年提出服務成果報告送員額管理小組審議，成果審議不通過者，應轉為學院員額。

Article 5

Departments that demonstrate outstanding performance, or faculty members who have received awards equivalent to or higher than the National Science and Technology Council Outstanding Award, may be granted additional faculty positions upon approval by the Faculty Position Management Committee.

Units hiring faculty under the University competitive positions category must submit an annual service performance report to the Faculty Position Management Committee for review. If the performance evaluation is unsatisfactory, the position shall be reclassified as a college-specific position.

第六條 各學院為調配所屬系所教師員額，應參酌所屬各系所教師員額狀況及發展需求（各系所應訂定中期發展計畫）、學院整體發展規劃與學術發展趨勢訂定其「教師員額流通辦法」並成立「教師員額管理小組」，以負責初審各教學單位教師員額及人力流通之建議事宜，經院務會議通過後實施。

各學院「教師員額流通辦法」應經院務會議通過，報校核備後施行。

Article 6

Each college shall formulate its "Faculty Position Allocation Guidelines" and establish a "Faculty Position Management Subcommittee" to oversee the initial review and recommendations for faculty position distribution and personnel adjustments within its academic units. The formulation of these guidelines should take into consideration the current faculty allocation, developmental needs of its departments (each department should establish a mid-term development plan), overall college development strategies, and academic trends. These guidelines shall be implemented after approval by the College Affairs Meeting.

Each college's "Faculty Position Allocation Guidelines" must be approved by the College Affairs Meeting and submitted to the University for record-keeping before implementation.

第七條 本辦法經校務會議通過後施行，修正時亦同。

Article 7

These regulations shall take effect upon approval by the University Council, with any amendments following the same procedure.