

國立中興大學教師員額管理辦法

National Chung Hsing University Faculty Position Management Regulations

94 年 12 月 1 日第 316 次行政會議通過

December 1, 2005 Passed at the 316th Administrative Meeting

94 年 12 月 9 日第 49 次校務會議修正通過 (第 3、7 條)

December 9, 2005 (Articles 3 and 7) amended and passed at the 49th University Council meeting

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

December 8, 2006 (Articles 2, 3, 5, 6, and 7) amended at the 51st University Council meeting

97 年 5 月 9 日第 54 次校務會議修正(第 5 條)

May 9, 2008 (Article 5) amended at the 54th University Council meeting

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

December 24, 2021 (Title, Articles 1 through 3, and Articles 5 through 7) amended at the 95th University Council meeting

112 年 4 月 21 日第 100 次校務會議修正(第 5 條)

April 21, 2023 (Article 5) amended at the 100th University Council meeting

113 年 6 月 7 日第 105 次校務會議修正(第 2 條)

June 7, 2024 (Article 2) amended at the 105th University Council meeting

第一條 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 pursuit of excellence, National Chung Hsing University (hereinafter referred to as "the University") has formulated these Regulations based on the resolution of the University Council at its 48th meeting, spring semester, Academic Year 2004.

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 number of faculty positions at the University shall, in principle, be allocated by college units and classified according to staffing attributes as either college (office, center, or degree program) quotas or University competitive quotas.

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

Units offering University-wide, general education, and service-oriented courses shall be allocated 1 additional full-time or project-based faculty position for every 18 additional credits of such courses offered per academic year, taking into account course hours, student enrollment, as well as 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 Task Force, convened by the President and composed of the Senior Vice President, Vice President for Academic Affairs, Vice President for Research and Development, Director of Personnel, Comptroller, all college Deans,

and distinguished professors. The Task Force 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 departments that increase the number of classes and for newly established academic programs, faculty positions shall be allocated based on the approved quotas set by the Ministry of Education and shall, in principle, 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 Task Force of the University 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 Academic programs 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 Task Force.

Units hiring faculty under University competitive quotas shall submit an annual service performance report to the Faculty Position Management Task Force for review. If the performance evaluation is unsatisfactory, the position shall be converted into a college quota.

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 For allocating faculty positions among its academic programs, each college shall formulate its Faculty Position Allocation Regulations and establish a Faculty Position Management Task Force to oversee the initial review of and recommendations for faculty positions and personnel adjustments within its academic units. The formulation of these regulations shall take into consideration the current faculty position status and developmental needs (each academic program shall establish a mid-term development plan) of each respective academic program, as well as the overall college development planning and academic development trends. These regulations shall be implemented after approval by the College Affairs Meeting.

The Faculty Position Allocation Regulations of each college shall be approved by the College Affairs Meeting and submitted to the University for review and filing 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 and any amendments made hereto shall be implemented upon passage by the University Council.