

# NATIONAL CENTRAL UNIVERSITY

## Directives for Faculty Tenure and Promotional Salary Increases

Approved by the 2<sup>nd</sup> University Council Meeting of Academic Year 2018-2019 on April 23, 2019

1. National Central University (NCU or “the University”) has formulated these Directives in accordance with the *Teacher Remuneration Act* and the *Enforcement Rules of the Teacher Remuneration Act* for the purpose of reviewing faculty tenure and promotional salary increases.
2. Full-time NCU faculty members who have been employed by the University for more than one academic year and who are not subject to any of the conditions listed in Article 3 shall be given an outstanding performance rating and may be granted a basic salary (seniority salary) increase of one grade, up to the maximum seniority salary offered for the position and professional rank to which they are appointed.
3. Faculty members who are subject to any of the following conditions during the academic year under review shall not be granted a basic salary (seniority salary) increase:
  - (1) Faculty members who do not meet the faculty evaluation criteria as stipulated in the *Faculty Evaluation Guidelines*
  - (2) Faculty members who are currently barred from promotional salary increases pursuant to the *Faculty Employment Regulations*
  - (3) Faculty members who are currently barred from promotional salary increases pursuant to the *Directives Governing the Handling of Faculty Members who Commit Violations of Teacher Qualification Accreditation Review Rules or Academic Fraud*.
  - (4) Faculty members who are in violation of their appointment contract and who are barred from promotional salary increases after review by the faculty evaluation committees at all three levels.
  - (5) Faculty members whose dismissal, suspension, or non-renewal of appointment is awaiting approval from the Ministry of Education and who are still currently employed in accordance with the *Teachers’ Act*.
  - (6) Faculty members who are subject to any other legal or regulatory requirements that bar them from promotional salary increases.
4. If a faculty member wishes to dispute the result of their tenure and promotional salary increase review, they may file an appeal with the University’s Grievance Committee within 30 days after receipt of the notification letter.
5. Unless otherwise stipulated, the University shall comply with these Directives when reviewing tenure and promotional salary increases for full-time researchers recruited in accordance with the *Regulations Governing the Appointment of University Research Personnel*, professional technicians hired in accordance with the *Employment Regulations for Professional Technicians Teaching at Universities*, and project teaching and research personnel hired in accordance with the *Guidelines for Recruiting Teaching, Research, and Administrative Personnel with the University Endowment Fund*.
6. Matters not addressed herein shall be subject to the relevant laws and regulations.
7. These Directives shall come into effect upon passage by the University Faculty Evaluation Committee and the University Council and approval by the President.