

# **NATIONAL CENTRAL UNIVERSITY**

## **Appointment Contract for Adjunct Lecturers**

1. During the appointment period, remuneration shall be calculated on an hourly wage basis and paid monthly during the semester.
2. Adjunct faculty members shall enjoy the following rights during the appointment period:
  - 1) Right to raise suggestions regarding the teaching and administrative matters of the University.
  - 2) Rights and benefits stipulated by the law such as remuneration, personal leave, insurance, and retirement pay.
  - 3) Right to raise a grievance and request remedies accordant with Teachers' Act if he/she considers the University's actions related to the termination of his/her appointment contract, suspension, remuneration, leave, and retirement pay, illegal and inappropriate, causing damage to his/her own rights and interests
  - 4) As specified by the law, teaching autonomy for lecturers
  - 5) Unless otherwise specified, lecturers may refuse to participate in tasks and activities unrelated to teaching assigned by educational administrative institutions or schools.
  - 6) Other rights stipulated in the regulations.
3. Adjunct faculty members shall bear the following responsibilities:
  - 1) Acting in accordance with the appointment contract and upholding the reputation of the University.
  - 2) Actively protecting students' rights to education.
  - 3) Implementing teaching activities in accordance with relevant regulations.
  - 4) Strictly abiding by his/her duties, conscience, and carrying forward the spirit of mentorship and professionalism.
  - 5) Other responsibilities stipulated in the regulations.
4. Adjunct lecturers shall be hired for one academic year or semester, depending on the course taught. The University may terminate the appointment contract before its expiry if insufficient numbers of students elect the course.
5. If circumstances which call for a termination or suspension of appointment based on Regulations on Appointment of Adjunct Lecturers in Higher Education occur, they shall be handled in accordance with Regulations on Appointment of Adjunct Lecturers in Higher Education and other relevant regulations.
6. Days of leave shall be calculated following Article 3 "Days of Leave Taken" of Regulations on Taking Personal Leave for Faculty Members and handled in accordance with Article 9 of Regulations on Appointment of Adjunct Lecturers in Higher Education and Article 13 of the University's Regulations on Appointment of Adjunct Lecturers, as well as the University's Regulations on Taking Personal Leave and Make-Up Classes, Class Rescheduling, and Substitutions.
7. Those who meet the qualifications specified in Labor Insurance Act, Employment Insurance Act, and National Health Insurance Act, shall enroll in Labor Insurance, Employment Insurance, and National Health Insurance. For those who meet the qualifications specified in Labor Pension Act but do not currently hold a position, the University shall contribute labor pension

funds on a monthly basis. If a lecturer resigns due to appointment contract termination or personal reasons, he/she shall be responsible for paying the self-paying portion of insurance fees before the end of appointment.

8. Any matters not covered in this contract shall be handled in accordance with relevant regulations.