NATIONAL CENTRAL UNIVERSITY
Appointment Contract for Project Teaching and Research Personnel

1. Project teaching and research personnel (hereinafter referred to as project faculty members) are appointed in accordance with Guidelines for Recruiting Teaching, Research, and Administrative Personnel with the University Endowment Fund and the University's Guidelines for Appointing Project Teaching and Research Personnel.

2. Matters concerning salary, promotion, years of service, tenure and promotional salary increase, personal leave, and part-time service at external institutions at home or abroad for project faculty members shall be handled consistent with the University's guidelines for full-time faculty members. However, in the case that another agreement was made due to special circumstances, such an agreement shall prevail.

3. The calculation of the teaching hours (working hours) of project faculty shall be carried out in compliance with NCU's Calculation Guidelines of Hourly Pay for Faculty Members.

4. Project faculty members who meet the conditions specified in Article 14-1 of the Teachers' Act shall be subject to termination or non-renewal of appointment, except for those applying for retirement or severance according to relevant regulations pursuant to subparagraph 7, and those who are suspended and awaiting investigation after undergoing the review of the Faculty Evaluation Committee pursuant to subparagraphs 8 and 9.

5. Faculty members shall comply with teaching evaluations, respect the results of such evaluations, and strive to effectively and actively improve the quality of instruction.

6. Requests for personal leave shall be handled in accordance with Regulations on Taking Personal Leave for Faculty Members and Regulations on Taking Personal Leave and Make-Up Classes, Class Rescheduling, and Substitutions. If the personal leave conflicts with class periods, faculty members must arrange make-up classes or apply for substitutions.

7. Faculty members shall undergo regular evaluations. Those who do not meet evaluation standards shall not be given a salary increase in the next academic year, and shall be barred from engaging in concurrent employment or teaching outside of the University, or serving as the University's academic or administrative supervisor at any level. Those who fail to meet the criteria twice in a row shall apply for retirement or be subjected to dismissal or non-renewal of appointment.

8. Faculty members who undertake a commissioned research project during their appointment period shall do so in accordance with the University's Industry-Academia Collaboration Guidelines. Research contracts must be signed in the university's name, and there shall be no cases of commissioned research that were not accepted through the school's administrative process.

9. Faculty members who concurrently serve as a University administrative or academic supervisor shall be paid a supervisory personnel subsidy in accordance with Additional Pay Standard Chart for

Public School Principals and Teachers Who Hold a Concurrent Supervisory Position.

10. The appointment period of project faculty members shall be handled consistent with regulations of full-time faculty members. However, for those who were hired mid-semester, the appointment period may be adjusted to the end of the semester depending on the status of funding approval.

11. Project faculty members who fail to pass performance evaluations or those whose funding have been denied will not be re-appointed. If the funding for self-funded appointments approved by the Project Faculty Evaluation Committee is cut off mid-semester, and the appointing unit is unable to find alternate sponsors, the University may terminate the contract in advance.

12. During their appointment period, faculty members shall be insured in compliance with Labor Insurance Act and National Health Insurance Act. Faculty members shall make claims for retirement pay or contribution benefits in accordance with Article 7-2 of Labor Pension Act or Guidelines for Contribution Benefits for Contract Personnel in Government Agencies and Schools.

13. Faculty members shall abide by ethical norms. Verified cases of academic misconduct, such as the violation of the Accreditation Regulations Governing Teacher Qualifications Institutions of Higher Education and Principles of Academic Ethics Review at Institutions of Higher Education, may result in the faculty member's dismissal, suspension, or non-renewal of appointment depending on the seriousness of the circumstances.

14. Unless otherwise agreed, the proprietary rights of work results produced by project faculty members during employment shall belong to the University; any issues involving copyright or intellectual property rights shall be handled in accordance with relevant regulations of the University.

15. Faculty members shall strictly abide to concurrent employment regulations. In the case of violations of Guidelines for Additional Part-time Positions Held by Teachers of Public Schools of Various Levels, the remuneration paid to faculty member during the illegal part-time period shall be recovered by the University and incorporated into the school administration fund.

16. During their appointment period, faculty members shall strictly abide to professional ethics, engage in teaching, research, and counseling and service work in accordance with regulations, and comply with relevant regulations such as Gender Equity Education Act, Act of Gender Equality in Employment, and Regulations on the Prevention of Sexual Assault, Sexual Harassment, and Sexual Bullying on Campus.

17. Except for reasons of force majeure or special circumstances, faculty members are prohibited from resigning mid-semester. If resignation in advance is necessary, an application should be submitted one month in advance, upon which only after the approval of the application by the University and the resignation procedures are completed may the faculty member resign.

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