

NATIONAL CENTRAL UNIVERSITY

Appointment Contract for Full-time Faculty and Research Personnel

1. The acceptance of appointment by faculty members and research personnel indicates the acceptance of and adherence to the points specified in this contract. Matters not covered in this contract shall be handled in accordance with the Teachers' Act, relevant laws, and the relevant regulations of the University.
2. Compensation shall be delivered monthly in accordance with the standards stipulated by the government. Salaries for newly appointed faculty and research personnel shall be calculated starting from the effective date of employment.
3. Faculty and research personnel shall undergo evaluations in accordance with the University's regulations for faculty evaluations. Those who do not meet the standards shall not be given a salary increase in the next academic year, and shall be barred from engaging in part-time employment or teaching, sabbatical research or teaching, 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 termination or non-renewal of appointment.
4. Faculty members shall carry out teaching duties in accordance with NCU's Calculation Guidelines of Hourly Pay for Faculty Members; in addition, faculty members shall comply with teaching evaluations, respect the results of such evaluations, and strive to effectively and actively improve the quality of instruction.
5. Requests for personal leave shall be handled in accordance with Regulations on Taking Personal Leave for Faculty Members and the University's 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.
6. Associate professors, assistant professors, and the research personnel of equivalent rank who were appointed after August 1st, 2007 and who have not been promoted within 6 years of employment will be subjected to non-renewal after the contract's expiration in the 8th year. No further promotion will be permitted during this period. However, in special circumstances such as pregnancy, childbirth, or childcare leave without pay, faculty may—before the 6-year deadline, apply for an extension that shall be reviewed by the 3 levels of the Faculty Evaluation Committee, with each extension limited to 2 years.
7. 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.
8. Faculty and research personnel shall abide by ethical norms. Verified cases of academic misconduct,

such as violations of 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.

9. Faculty and research personnel shall strictly abide by 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.
10. 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.
11. If a faculty member does not intend to renew their appointment, the University shall be notified in writing one month in advance. Those who wish to resign during their appointment period shall first obtain the approval of the University
12. Those who have been approved for renewal will be sent a new letter of appointment before the expiration of the existing contract.