

National Pingtung University of Science and Technology

Employment Agreement for Full-time Faculty

Amended and adopted at the 47th university council meeting on June 27, 2011

Amended and adopted at the 51st university council meeting on June 21, 2012

Amended and adopted at the 52th university council meeting on December 10,
2012

Amended and adopted the full text of the Employment Agreement at the 1st
extraordinary university council meeting on October 24, 2016

Amended and adopted section 4 and section 10.1 at the 66th university council
meeting on December 23, 2019

**Amended and adopted section 13 at the 70th university council meeting on
December 27, 2021**

1. Term of employment: Effective from _____ to _____ .
2. The number of teaching hours per week, hourly wages, reduced hours and other relevant matters for full-time teachers shall comply with the University's *Regulations on the Calculation of Faculty Members' Teaching Hours* and other applicable regulations applied.
3. Full-time faculty engaging in part-time teaching or other positions off-campus must comply with the University's *Implementation Directions on Full-time Faculty Members with Part-time Off-campus Teaching Positions, Rules on Full-time Faculty Members with Part-time Positions*, and other applicable rules or regulations. Full-time teachers are prohibited from part-time teaching or employment off-campus without the University's approval.
4. Full-time faculty must accept this Employment Agreement within two weeks of receipt, or it will be considered a refusal. Once accepted, faculty cannot decline the position without the University's written consent. Failure to assume the position without the University's approval will require compensation for all incurred losses [e.g., recruitment costs, wages for temporary staff, etc.].
5. Full-time faculty are expected to teach, supervise exams, grade papers, serve as homeroom teachers, and guide students in their studies and further education.
6. Full-time faculty are responsible for their students' mental health, moral development, daily life, and conduct, offering guidance and counseling.

7. Full-time faculty shall teach in day programs, division of continuing education, and extension education training courses.
8. Full-time faculty shall accept faculty evaluation in accordance with the University's *Regulations on Full-time Faculty Evaluation* and other related regulations.
9. Full-time faculty engaging in entrusted research must sign additional agreements with the University and adhere to the University's *Regulations on Industry-university Cooperation Financial Management*. Contracts with other entities must follow the University's administrative processes.
10. In teaching, guiding, training, evaluating, managing, consulting, or providing job opportunities, full-time faculty, especially in terms of sex and gender interactions, must maintain professional ethics, respecting personal sexual and bodily integrity, and comply with the *Gender Equality Education Act, Gender Equality in Employment Act, Regulations on the Prevention and Handling of Sexual Assault, Sexual Harassment, or Sexual Bullying on Campus* and other relevant rules and regulations.

Full-time faculty should report any potentially unethical relationships with students to the University and avoid situations that could lead to ethical violations.

Full-time faculty should respect one's sexual and bodily integrity, avoid unwelcome pursuits, and using coercion or violence to resolve sexual or gender-related conflicts are strictly prohibited.

 - 10.1. Upon becoming aware of alleged campus bullying, full-time faculty shall immediately report the matter to the Office of Academic Affairs (Campus Safety Center) and follow the University's *Directions on Prevention of Bullying on Campus*.
11. Full-time faculty intending to end their employment after the contract term must inform the University in writing two months before expiration. Full-time faculty shall not terminate his/her agreement and resign unless granted written consent by the University.
12. Full-time faculty violating qualifications submission or ethical rules will face

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consequences in line with the University's *Directions on the Violation of Teacher Qualifications Submission* and *Code of Ethics for Teachers*.

13. Full-time faculty breaching the Employment Agreement and other related regulations shall be reviewed by the relevant school committee, and submitted to the University's teacher evaluation committee for evaluation. Where full-time faculty is found to breach this Agreement or related regulations, the full-time faculty shall bear the consequences of **dismissal, non-renewal of appointment, suspension, or severance** in accordance with the *Teachers' Act*.

In cases where **dismissal, non-renewal of appointment, suspension, or severance** under the *Teachers' Act* and article 31 of the *Act Governing the Appointment of Educators* does not apply, the University may, after review by the teacher evaluation committee at all levels, issue a verbal warning, reprimands, demerits, withhold seniority-based salary increases, or take other actions depending on the extent of the violation.

14. Full-time faculty remuneration and other related matters shall adhere to the *Teacher Remuneration Act*, *Act Governing the Appointment of Educators*, *Enforcement Rules of Act Governing the Appointment of Educators*, and the University's *Rules on Teacher Appointment*.

15. Full-time faculty newly hired between August 1st, 2004 to July 31st, 2012, who have not passed the first promotion within seven years after their appointment shall not be granted a salary increase; those who have not passed the promotion within nine years are ineligible for renewal of appointments in accordance with article 19 of the *University Act* and the University's *Regulations on Non-renewal Policy for Full-time Teacher*. Full-time faculty newly hired since August 1st, 2012, who have not passed the first promotion within six years after their appointment shall not be granted a salary increase; those who have not passed the promotion within eight years are ineligible for renewal of appointments in accordance with article 19 of the *University Act* and the University's *Regulations on Non-renewal Policy for Full-time Teacher*.

16. Full-time faculty using the resources of the University to obtain research and development results patentable or protected in a non-patent form must adhere to

the University's *Regulations on Patent Application and Technology Transfer of Research and Development Results* and other related regulations.

17. The University may collect, process, and use full-time faculty's personal information for administrative purposes under the *Personal Data Protection Act*. Acceptance for this Agreement is considered consent under articles 15 and 16 of the *Personal Data Protection Act*.
18. Matters not covered by this Employment Agreement may be supplemented in accordance with the *Act Governing the Appointment of Educators, Teachers' Act, University Act, Rules on Teachers' Leave*, regulations on teachers' part-time positions and other relevant rules and regulations of the University.

*Disclaimer: This Employment Agreement is executed in Chinese, with this English translation hereof solely for reference. In the event of any discrepancy between the Chinese text and the English translation hereof, the Chinese text prevails.