

國立屏東科技大學專任教師不續聘辦法

National Pingtung University of Science and Technology

Regulations on Non-Renewal of Full-Time Faculty Members

93年7月13日本校92學年度第2學期第5次教評會審議通過
93年9月30日本校第20次校務會議審議通過
98年2月26日本校97學年度第2學期第1次臨時教評會修正通過
98年3月16日本校第38次校務會議修正通過
98年6月22日本校第39次校務會議修正通過
98年10月19日本校98學年度第1次臨時校務會議修正通過
99年6月28日本校第43次校務會議修正通過
101年3月8日本校100學年第2學期第1次校教評會修正通過
101年6月21日本校第51次校務會議修正通過
103年12月29日本校第56次校務會議修正通過
105年10月24日本校105學年度第1次臨時校務會議修正通過第一條至第三條
107年12月24日本校第64次校務會議修正通過第2、3、5條，
並增訂第3條之1及3份附表，並自108年2月1日起生效
109年12月28日本校第68次校務會議修正通過部份條文

第一條 Article 1

國立屏東科技大學（以下簡稱本校）基於學術研究發展需要並為策勵所屬編制內專任教師（以下簡稱教師）提昇教學、研究、輔導與服務水準，特依據大學法第十九條，訂定「國立屏東科技大學專任教師不續聘辦法」（以下簡稱本辦法）。

National Pingtung University of Science and Technology (hereinafter referred to as 'the University'), based on the needs of academic research and development, and to encourage the improvement of teaching, research, counseling, and service standards of full-time faculty members within its establishment (hereinafter referred to as 'faculty'), hereby establishes the 'National Pingtung University of Science and Technology Regulations on Non-Renewal of Full-Time Faculty Members' (hereinafter

referred to as 'these Regulations'), in accordance with Article 19 of the University Act.

第二條 Article 2

專任教師聘任後有下列各款原因之一，且情節重大者，經全體教師評審委員會委員三分之二以上之出席及出席委員三分之二以上之審議通過，報請主管教育行政機關核准，並依行政程序法規定合法送達後，不予續聘：

After appointment, if a full-time faculty member meets one of the following conditions, and if the circumstances are serious, upon approval by two-thirds or more of the members of the Faculty Evaluation Committee present and two-thirds or more of the members present at the meeting, it shall be reported to the competent education administration authority for approval, and after legal delivery according to the procedures stipulated by administrative laws and regulations, the appointment shall not be renewed:

一、依本校專任教師評鑑辦法及其施行細則之規定，接受評鑑未獲通過，經辦理再評鑑仍未通過者。但一百學年度以前評鑑未通過者，其再評鑑仍適用原規定。

1. According to the regulations and detailed implementation rules of the National Pingtung University of Science and Technology Faculty Evaluation Procedure, those who fail the evaluation and do not pass after undergoing re-evaluation. However, for those whose evaluation was not passed before the 100th academic year, the original regulations still apply to their re-evaluation.

二、本校聘任之新進副教授、助理教授、講師(以下簡稱本校新進教師)，未於

起聘後八年內通過升等者。

2. Newly appointed associate professors, assistant professors, and lecturers (hereinafter referred to as "newly haired faculty members") who fail to be promoted within eight years after their appointment.

三、其他依大學法、教師法規定不續聘之情事者。

3. Other circumstances not requiring renewal in accordance with the provisions of the University Act and the Teachers' Act.

前項所稱情節重大，須由本校三級教師評審委員會就以下各款情形逐一審議及決議：

For cases deemed serious under the preceding paragraph, they must be reviewed and decided upon individually by the three-tier Faculty Evaluation Committee of this university for the following situations:

一、公益性：對於「違反聘約情節重大」之教師不予續聘，有助於本校提供「教學內容的良好品質」與「良好品質的教師」，保障學生的受教權，落實憲法及大學教育公共利益目的之達成。

1. Public Interest: Not renewing the contract of teachers deemed to have "committed significant breaches of contract" contributes to the provision of "high-quality teaching content" and "quality teachers" at the university, safeguarding students' right to education and fulfilling the constitutional and public interest objectives of university education.

二、適當性：本校教師不予續聘有助於達成本辦法第一條之立法目的。

2. Appropriateness: The non-renewal of teachers at the university contributes to

achieving the legislative objectives outlined in Article 1 of these regulations.

三、必要性：教師違反聘約約定之內容，對保障本校學生受教權及落實憲法與大學教育公共利益目的之達成，具有不利之影響，為維護學生受教權及憲法與大學教育之公共利益目的，有就該違反聘約之教師不予續聘之必要。

3. Necessity: Teachers violating the terms of their contracts have a detrimental impact on safeguarding the educational rights of students at our university and achieving the objectives of the constitution and public interest in university education. Therefore, it is necessary to not renew the contracts of teachers who breach their contracts to protect students' educational rights and fulfill the public interest objectives of the constitution and university education.

四、衡平性：對違反聘約之教師不予續聘所為限制該教師選擇職業自由，與欲維持「學生受教品質」及所欲達成憲法、大學教育公共利益目的間非顯失均衡。

4. Equity: Not renewing the contracts of teachers who breach their contracts does not unreasonably restrict their freedom to choose their profession, and it is not disproportionately imbalanced with the desire to maintain the "quality of student education" and achieve the objectives of the constitution and public interest in university education.

第三條 Article 3

本校新進教師未於起聘後六年內通過升等者，應執行下列規定，至通過升等為止：

Newly hired faculty members who have not been promoted within six years of their appointment shall be subject to the following provisions until they are promoted:

一、不予年資（功）加薪（俸）。

1. No seniority (merit) salary increment.

二、不得支領超授鐘點費。

2. Not eligible to receive overtime pay.

三、不得借調。

3. Not eligible for temporary transfer.

四、不核給學術研究獎勵。

4. Not eligible for academic research incentives.

五、不得擔任一級行政、學術主管職務。

5. Not allowed to hold first-level administrative or academic supervisory positions.

六、於本校通知之日起一個月內，自行提出改善計畫送交所屬系（所、中心、學位學程）教師評審委員會審議通過後據以執行，若仍無法改善者應再次修正改善計畫。

6. Within one month from the date of notification by the university, the faculty member must submit a self-improvement plan to the department (graduate institute, center, degree program) faculty evaluation committee for approval. If improvement is still not achieved, the **improvement plan** should be revised again.

七、其他合理之必要措施。

7. Other reasonable necessary measures.

第二條第一項第二款及前項期間內，具延長病假、懷孕、生產或經核准依教育人員留職停薪辦法及本校相關規定辦理留職停薪等情事者，分別得延長年限二年，但合併至多延長四年。

For faculty members who, during the period specified in Article 2, Paragraph 1, Subparagraph 2, are on extended sick leave, pregnant, undergoing childbirth, or on approved leave without pay in accordance with the "Regulations Governing Leave of Absence without Pay for Educational Personnel" and relevant regulations of the university, the tenure may be extended by two years each for the respective circumstances, with a maximum combined extension of four years.

本校新進教師未於起聘後六年內通過升等，具有前項之情事者，延長年限期間不適用第一項各款規定。

For newly hired faculty members who have not been promoted within six years of their initial appointment and fall under the circumstances specified in the preceding paragraph, the provisions of Subparagraphs 1 to 7 of Paragraph 1 shall not apply during the extended tenure period.

第三條之一 Article 3-1

本校新進教師依第三條第一項第七款規定提出改善計畫，經系（所、中心、學位學程）教師評審委員會審議通過者，依下列原則處理與執行：

For newly hired faculty members who submit improvement plans according to Article 3, Paragraph 1, Subparagraph 7, and have them approved by the department (graduate institute, center, degree program) faculty evaluation committee, the following principles shall be applied for handling and execution:

一、於本校各系（所、中心、學位學程）通知之日起一個月內，應提「專任教師教學或研究改善計畫書」（如附件一）經系（所、中心、學位學程）主管送請院長審核。

1. Within one month from the date of notification by the departments (graduate institute, centers, degree programs), faculty members shall submit their "Teaching or Research Improvement Plan" (as in Attachment 1) to the department (division, center, degree program) head for review by the dean.

二、應至少參加二次以上之教師教學或研究成長研習營，以提升教學及研究水準。

2. Attend at least two teaching or research development workshops to enhance teaching and research standards.

三、系(所、中心、學位學程)主管應與受輔導教師會談後，並商請校內教學或研究成果績優教師予以輔導，系(所、中心、學位學程)主管應於開始輔導二個月內將晤談情形填具「受輔教師晤談紀錄表」(如附件二)，送所屬學院院長確認。

3. After meeting with the mentored teacher, the department (graduate institute, center, program) head should request mentoring from distinguished teachers with excellent teaching or research performance within the university. The department (graduate institute, center, program) head should fill out the "Mentored Teacher Meeting Record Form" (see Attachment 2) within two months of the mentoring initiation and submit it to the dean of the relevant college for confirmation.

四、受輔導期間結束後一個月內，系(所、中心、學位學程)主管填具「後續追蹤輔導評估表」(如附件三)，送所屬學院院長觀察、輔導其改進教學或

研究現況。

4. Within one month after the mentoring period ends, the department (graduate institute, center, program) head should fill out the "Follow-up Tracking and Mentoring Evaluation Form" (see Attachment 3) and submit it to the dean of the relevant college for observation and guidance on improving teaching or research conditions.

相關主管和參與追蹤輔導人員均應遵守保密原則。

All relevant supervisors and participating tracking and mentoring personnel must adhere to confidentiality principles.

第四條 Article 4

本辦法若有未盡事宜，悉依教師法、大學法暨相關規定辦理。

If there are any matters not covered in these Regulations, they shall be handled in accordance with the Teachers' Act, the University Act, and relevant regulations.

第五條 Article 5

本辦法經本校教師評審委員會及校務會議通過後施行，修正時亦同。

This regulation shall be implemented upon approval by the university's Faculty Evaluation Committee and Academic Affairs Council. Amendments to this regulation shall also follow the same procedure.

本辦法自九十三年八月一日起生效，但九十三年八月一日之本校新進教師，得順延一年適用本辦法第三條關於升等期限規定。

This regulation shall come into effect on August 1, 2004. However, for newly

hired faculty members appointed on August 1, 2004, they may have the deadline for promotion extended by one year, as stipulated in Article 3 of this regulation.

一百零一年七月三十一日前到任之本校本校新進教師，已適用本辦法一百零一年六月二十一日修正施行前第三條第一項規定者，仍適用原升等期限規定。

For newly hired faculty members appointed before July 31, 2012, who were already subject to the provisions of Article 3, Paragraph 1 of this regulation before its amendment on June 21, 2012, the original promotion deadline shall continue to apply.

本辦法一百零七年十二月二十四日修正條文自一百零八年二月一日施行。

The amendment to this regulation made on December 24, 2018, shall be effective from February 1, 2019.

本辦法一百零九年十二月二十八日修正條文第三條追溯自一百零八年二月一日施行。

The amendment to Article 3 made on December 28, 2020, shall be retroactively applied from February 1, 2019.

國立屏東科技大學 教師教學或研究改善計畫表

NPUST Teaching or Research Improvement Plan

學年度/學期 Academic year/Semester		填表日期 Date	年 月 日 (YYY/MM/DD)
學院別 College		系所別 Department	
姓名 Name			
任教科目 Taught Subjects			
待改善教學或研究問題 及反思 Areas for Improvement in Teaching or Research and Reflection			
具體改善方案 Specific improvement plans	<p>預計採行之改進計畫：(由受輔導教師自行提出) Improvement Plan: (To be proposed by mentored teacher)</p> <p>一、 二、 三、 四、 五、</p>		
預期成效 Expected results	<p>一、參加教學或研究成長研習營_____次以上。 1. Attend teaching or research growth workshops ____ times or more.</p> <p>二、教學評量成績達_____分以上。 2. Achieve a teaching evaluation score of ____ or above.</p> <p>三、完成研究成果_____篇(件)以上。 3. Complete ____ research outputs.</p> <p>四、預計於_____學年_____學期通過升等審查。(必填) 4. Expected to pass the promotion review in the ____ academic year. (Required)</p> <p>五、</p>		

教師簽名：_____ 系(所)主任：

Teacher's Signature

Department (graduate institute) Head

學院院長：
Dean of the College

附件二
Attachment 2

※於本校各系所中心通知之日起一個月內，受輔導教師自提「教學或研究改善計畫書」，密送系所中心主管及學院院長，相關主管和參與輔導人員均應遵守保密原則。

※ **Within one month from the date of notification by the departments, graduate institutes, centers, programs of the university, the mentored teachers shall submit their "Teaching or Research Improvement Plan" confidentially to the department (graduate institute, center, program) head and the dean of the college. All relevant supervisors and participating mentors are required to adhere to confidentiality principles.**

國立屏東科技大學 教師教學或研究輔導晤談記錄表
NPUST Teacher Teaching or Research Counseling Meeting
Record Form

單位 Department/Unit		受輔導教師 Mentored teacher	
原授課程名稱 Original Course Title		晤談日期 Meeting Date	年 月 日 (YYY/MM/DD)
晤談形式 Meeting Method	<input type="checkbox"/> 面談 <input type="checkbox"/> 電話訪談 <input type="checkbox"/> 書信/email <input type="checkbox"/> 其他_____		
晤談結果 Results of the meeting 【可複選】 【multiple choice】 了解受輔教師教學 評量不佳或研究成 效不彰之可能原因 及建議協助方案 Understanding possible reasons for the poor teaching evaluations or lackluster research performance of the mentored teacher and suggesting assistance plans	<p>Face-to-face Telephone Letter/Email Other</p> <p>一、系所主管瞭解問題原因：（由系所主管填寫） 1. Reasons understood by the departmental supervisor: (To be filled in by the department head)</p> <p><input type="checkbox"/>教學技巧或研究方向問題 Issues with teaching techniques or research direction</p> <p><input type="checkbox"/>教師專長或研究能力仍待精進 Teacher's expertise or research abilities still need improvement</p> <p><input type="checkbox"/>學生學習態度問題 Student learning attitudes problem</p> <p><input type="checkbox"/>不善運用教學設備或無法參與其他研究團隊 Inadequate use of teaching equipment or inability to participate in other research teams</p> <p><input type="checkbox"/>其他_____</p> <p>Other</p> <p>二、系所主管可提供之教學或研究資源及協助方式：（由系所主管填寫） 2. Ways and resources that the departmental supervisor can provide for teaching or research: (To be filled in by the department head)</p> <p><input type="checkbox"/>輔導改善教學設計及教學方法、協助擬訂研究主題 Counseling to improve teaching design and methods, assistance in formulating research topics</p> <p><input type="checkbox"/>協調變更授課科目 Coordinating to change teaching subjects</p> <p><input type="checkbox"/>協調開設協同教學課程 Coordinating to open collaborative teaching courses</p> <p><input type="checkbox"/>提供教具與教材資源或引薦其他研究團隊 Providing teaching aids and teaching material resources or recommending other research teams</p> <p><input type="checkbox"/>指派教學特優或研究績優教師輔導教學或研究 Assigning outstanding teachers in teaching or research achievements to mentor teaching or research</p> <p><input type="checkbox"/>調整教師教學負擔 Adjusting the teaching workload</p> <p><input type="checkbox"/>提供教學助理協助教學 Providing teaching assistants to assist in teaching</p> <p><input type="checkbox"/>提供教學優良教師課堂教學觀摩機會</p>		

	<p>Offering opportunities to observe classes taught by excellent teachers</p> <p><input type="checkbox"/>其他_____</p> <p>Other</p>
<p>指派教學或研究成果績優教師協助受輔教師改善教學或研究協談建議</p> <p>Assigning outstanding teachers in teaching or research achievements to assist the mentored teacher in improving teaching or research through discussion and advice.</p>	<p>教學或研究特優教師建議：</p> <p>Recommendations from outstanding teachers in teaching or research:</p>

告知輔導及處理方式

Notification of counseling and handling methods

- 1、 受輔教師應提「教學或研究改善計畫表(附件 1)」。
1. The mentored teacher should submit the "Teaching or Research Improvement Plan (Attachment 1)".
- 2、 系所主管應與受輔導教師會談，了解問題所在，並商請校內教學或研究成果績優教師予協助及輔導。
2. The departmental supervisor should have a meeting with the assisted teacher to understand the issues and request assistance and guidance from outstanding teachers in teaching or research within the university.
- 3、 教師於受輔導期間，應參加二次以上之教師教學或研究成長研習營。
3. During the counseling period, teachers should participate in workshops for teaching or research growth at least twice.

教師簽名：_____

Teacher's Signature

系(所)主任：

Department (graduate institute) Head

學院院長：

Dean of the College

※系所中心主管應於開始輔導二個月內將晤談情形填具「受輔教師晤談紀錄表」，送所屬學院院長確認，相關主管和參與輔導人員均應遵守保密原則。

※The departmental supervisor should fill out the "Teacher Counseling Record Form" within two months of the start of counseling, and submit it to the dean of the affiliated college for confirmation. All relevant supervisors and counseling participants must adhere to confidentiality principles.

國立屏東科技大學 教師教學或研究改善後續追蹤輔導評估表 NPUST Teacher Teaching or Research Improvement Follow-up Counseling Evaluation Form

單 位 Department/Unit		受輔導教師 Mentored teacher	
原授課程名稱 Original Course Title			
原授課程學期 Original Course Semester	學年度 學期 Academic year Semester	後續追蹤輔導期間 (以下簡稱本期間) Follow-up Counseling Period (hereinafter referred to as this period)	學年度 學期 Academic year Semester
評估項目 Evaluation Items	評估結果 Evaluation Results		填具者 Filled by
1. 繳交「教學或研究改善計畫表」 Submit "Teaching or Research Improvement Plan"	<input type="checkbox"/> 已繳交 Submitted <input type="checkbox"/> 未繳交 Unsubmitted		系所主管 Departmental Supervisor 所屬學院院長 Dean of the College
2. 繳交「教學或研究受輔教師晤談記錄表」 Submit "Teacher Teaching or Research Counseling Meeting Record Form"	<input type="checkbox"/> 已繳交 Submitted <input type="checkbox"/> 未繳交 Unsubmitted		系所主管 Departmental Supervisor 所屬學院院長 Dean of the College
3. 教師於本期間參加教學或研究成長研習營： Participated in teaching or research growth workshops during this period: 共計_____次。 _____ times in total.	<input type="checkbox"/> 已繳交 Submitted <input type="checkbox"/> 未繳交 Unsubmitted		系所主管 Departmental Supervisor 所屬學院院長 Dean of the College
4. 教師於本期間教學或研究成果表現： Performance of the teacher in teaching or research during this period: (1) 已於____學年____學期通過升等審查。 Passed the promotion review in the academic year ____ semester ____. (2) 曾於____學年____學期提出申請升等審查，惟未通過。 Previously applied for promotion review in the academic year ____ semester ____, but did not pass. (3) 未提出申請升等審查或已於____學年____學期提出申請，惟尚未完成升等審查。 Did not apply for promotion review or applied	<input type="checkbox"/> 已通過升等審查。 Passed the promotion review. <input type="checkbox"/> 曾提出申請升等審查，惟未通過。 Previously applied for promotion review but did not pass. <input type="checkbox"/> 未提出申請升等審查或已提出申請，惟尚未完成升等審查。 Did not apply for promotion review or applied but not yet completed.		系所主管 Departmental Supervisor 所屬學院院長 Dean of the College

but not yet completed in the academic year ____ semester ____.		
<p>綜觀本案教師於輔導期間表現，本案建議：</p> <p>After reviewing the performance of the teacher during the mentoring period, the following recommendations are proposed for this case:</p> <p><input type="checkbox"/> 予以結案，結束追蹤輔導列管。</p> <p>Close the case and end the follow-up mentoring.</p> <p>予以結案原因為：<input type="checkbox"/> 已於____學年____學期通過升等審查。</p> <p>Reason for closing the case: <input type="checkbox"/> Passed the promotion review in the academic year ____ semester ____.</p> <p><input type="checkbox"/> 持續列管，仍建議持續接受追蹤輔導。</p> <p>Continue monitoring, and it is recommended to continue receiving follow-up mentoring.</p> <p>持續列管原因為：</p> <p>Reasons for continuing monitoring:</p> <p><input type="checkbox"/> 曾提出申請升等審查，惟未通過。</p> <p>Previously applied for promotion review, but did not pass.</p> <p><input type="checkbox"/> 未提出申請升等審查或已提出申請，惟尚未完成升等審查。</p> <p>Did not apply for promotion review or applied but not yet completed.</p> <p><input type="checkbox"/> 其他，請說明：</p> <p>Other reasons, please specify</p>		系所主管 Departmental Supervisor 所屬學院院長 Dean of the College
系所主管： Departmental Supervisor	學院院長： Dean of the College	學術副校長： Academic Vice President

※系所主管請於受輔期間結束後一個月內填具「教學或研究改善後續追蹤輔導評估表」，密送學院院長及學術副校長備查，相關主管和參與輔導人員均應遵守保密原則。

※ The departmental supervisor is requested to fill out the "Teacher Teaching or Research Improvement Follow-up Counseling Evaluation Form" within one month after the end of the counseling period, and submit it confidentially to the dean of the college and the academic vice president for reference. All relevant supervisors and counseling participants must adhere to confidentiality principles.