

National Pingtung University of Science and Technology Full-Time Teacher Appointment Contract

December 23, 2024 Amendments to Article 10 and Article 10-1 passed at the 76th University Council meeting

- I. Appointment period: From ____ / ____ / ____ to ____ / ____ / ____ (MM/DD/YYYY).
- II. Matters concerning the full-time teacher's weekly teaching hours, hourly lecture fees, and teaching-hour reductions shall be handled in accordance with the University's Regulations for Calculating Teachers' Teaching Hours and other relevant provisions.
- III. Matters regarding full-time teachers' part-time teaching or concurrent employment outside the University shall be handled in accordance with the University's Directives for Full-Time Teachers Teaching Outside the University, the Principles for Handling Concurrent Employment of Full-Time Teachers, and other relevant provisions. Full-time teachers may not engage in part-time teaching or concurrent employment outside the University without the University's prior approval.
- IV. Upon receiving an appointment letter, the full-time teacher shall accept the appointment within two weeks; otherwise, the appointment shall be deemed declined. After accepting the appointment, the full-time teacher may not fail to report for duty for any reason without the University's written approval. If the full-time teacher fails to report for duty without the University's written approval, they shall compensate the University for all losses arising from such failure to report for duty (including, for example, teacher recruitment announcement fees and hourly lecture fees for teachers hired to teach [substitute] in their place).
- V. Full-time teachers have the obligation to personally teach courses, proctor examinations, grade examinations, serve as mentors, and supervise students' internships and advanced studies.
- VI. During the appointment period, full-time teachers shall bear responsibility for providing counseling to students regarding their mental well-being, moral conduct, daily life, and behavior.
- VII. Full-time teachers have the obligation to teach courses in the day division, the continuing education division, and extension education training programs.
- VIII. Full-time teachers have the obligation to undergo teacher evaluation in accordance with the University's Regulations for the Evaluation of Full-Time Teachers and other relevant provisions.
- IX. When undertaking commissioned research, full-time teachers shall enter into contracts in the University's name and shall handle all matters in accordance with the University's Regulations for the Management of Revenues and Expenditures of Industry–Academia Collaboration. Teachers may not, without going through the University's administrative procedures, independently execute contracts with any institutions.
- X. When a full-time teacher, in the course of teaching, advising, training, evaluating,

managing, counseling, or providing students with work opportunities, holds a position of unequal power in terms of status, knowledge, age, physical strength, identity, ethnicity, or access to resources, the teacher shall not, in interpersonal interactions involving sex or gender with adult students, develop relationships based on sexual conduct or romantic emotions that violate professional ethics. Teachers shall respect the sexual and bodily autonomy of others and themselves, and shall comply with the Gender Equity Education Act, the Gender Equality in Employment Act, and the Guidelines Governing the Prevention of Sexual Assault, Sexual Harassment, or Sexual Bullying on Campus, as well as other relevant provisions.

If a full-time teacher becomes aware of a potential violation of professional ethics in the teacher–student relationship as described above, the teacher shall proactively recuse themselves or report the matter to the University for handling. Full-time teachers shall respect the sexual and bodily autonomy of others and themselves, avoid unwelcome pursuit, and may not use coercion or violence to address conflicts related to sex or gender.

- X-I. When a full-time teacher becomes aware of a suspected campus bullying incident, they have the obligation to immediately report the matter to the Office of Student Affairs (Campus Security Center) for University handling, and shall comply with the University’s Regulations for the Prevention of Campus Bullying.
- XI. If a full-time teacher intends not to accept reappointment upon expiration of the appointment contract, they shall notify the University in writing two months prior to the contract’s appointment expiration. A full-time teacher who wishes to resign during the term of the appointment contract may do so only after obtaining the University’s written approval.
- XII. If a full-time teacher violates the regulations governing the review of teacher qualifications or engages in conduct that breaches teacher ethics, the matter shall be handled in accordance with the University’s Directives for Handling Violations of Teacher Qualification Review Regulations and the University’s Code of Teacher Ethics.
- XIII. If a full-time teacher violates the appointment contract or relevant provisions, the University may, after review of the facts by the relevant committee(s), refer the matter to the University Teacher Evaluation Committee for deliberation. For serious violations, the case shall be handled in accordance with the Teachers’ Act, which may result in dismissal, non-renewal of appointment, suspension, or severance with pay.
If the teacher’s misconduct does not meet the conditions for dismissal, non-renewal of appointment, suspension, or severance with pay as stipulated in the Teachers’ Act or Article 31 of the Act Governing the Appointment of Educators, the University may, after deliberation by the appropriate Teacher Evaluation Committee(s), impose disciplinary actions such as verbal admonition, reprimand, demerit, denial of seniority-based salary increment, or other penalties (based on the severity of the circumstances).
- XIV. Matters concerning the remuneration and other related rights and obligations of

full-time teachers shall be handled in accordance with the Teacher Remuneration Act, the Act Governing the Appointment of Educators and its Enforcement Rules, and the University's Rules for the Appointment of Teachers.

- XV. For full-time teachers newly appointed between August 1, 2004 and July 31, 2012, those who do not obtain their first promotion within seven years from the start of appointment shall not receive a salary increment; those who still fail to obtain a promotion by the ninth year shall not be reappointed in accordance with Article 19 of the University Act and the University's Regulations for Non-Renewal of Appointment of Full-Time Teachers. For full-time teachers newly appointed on or after August 1, 2012, those who do not obtain their first promotion within six years from the start of appointment shall not receive a salary increment; those who still fail to obtain a promotion by the eighth year shall not be reappointed in accordance with Article 19 of the University Act and the University's Regulations for Non-Renewal of Appointment of Full-Time Teachers.
- XVI. When a full-time teacher completes research and development outcomes of patentable value or results protected in non-patent forms using the University's resources, the rights and obligations associated with such results shall be handled in accordance with the University's Regulations Governing Patent Applications, Technology Transfer, and Related Matters for Research and Development Outcomes.
- XVII. For operational needs, the University may collect, process, or use a full-time teacher's personal data within the scope of the collection purpose in accordance with the Personal Data Protection Act, for purposes related to University administration. For full-time teachers who agree to accept the appointment, this appointment contract shall serve as the written consent required under Articles 15 and 16 of the Personal Data Protection Act.
- XVIII. Matters not specified in this appointment contract shall be handled in accordance with the Act Governing the Appointment of Educators, the Teachers' Act, the University Act, the Regulations for Leave of Absence for Teachers, the laws governing teachers' concurrent employment and part-time teaching, and other relevant regulations of the University.