

長榮大學高階師資延攬辦法

Chang Jung Christian University Regulations for Recruiting High Level Teachers

107.01.04 106-1-5 次行政會議通過

107.03.19 106-2 期初校務會議通過

107.03.29 第九屆董事會第 14 次會議通過

Approved on January 2018 by the 5th Administrative Meeting of Academic Year 2017 Semester 1.

Approved on March 19, 2018 by the beginning-of-semester University Affairs Meeting of Academic Year 2017 Semester 2.

Approved on March 29, 2018 by 14th Meeting of the 9th Board of Directors.

第一條 長榮大學為延攬高階師資到校服務，藉以因應校務發展、充實師資陣容，特訂定本辦法。

Article I To meet the needs of University development and enrich faculty profile, Chang Jung Christian University has formulated the Regulations for recruiting high level teachers.

第二條 本辦法所稱之高階師資，係指具教育部部定教授資格，以約聘方式專案進用之編制外教師。

Article II The high level teachers in the regulations refer to teachers with professorship qualification from the Ministry of Education and who are outside teachers contracted on a special project basis.

第三條 本校各教學單位因提升教學及研究需要聘任高階師資者，應擬訂「專案計畫書」上簽，陳請校長核定後始得進行相關程序。

專案計畫書之內容，應包括擬聘任原因、教學需要、該教師員額預期工作目標、聘任期間、報酬、授課時數等。

Article III Teaching units at the University needing to employ high level teachers to enhance their teaching and research shall submit a Project Proposal to the University for approval before proceeding with relevant procedures.

The project proposal shall include the reason for the employment, the teaching needs and the expected work objectives, employment term, remuneration and the number of teaching hours of the teaching position.

第四條 依本辦法聘任之高階師資，其聘任程序比照本校專任教師，經各級教師評審委員會審議通過後，予以進用。

Article IV The procedure for hiring high level teachers is in accordance with the University's regulations for hiring full-time teachers, and shall be approved by various levels of teacher evaluation committees before hiring.

第五條 高階師資之聘約期間以一年為原則，續約以一年為限。聘期屆滿前兩個月，由聘任單位檢附「年度工作成效報告書」及「續約專案計畫書」，經簽請校長同意後，提送各級教師評審委員會審議，通過後始得續約。

Article V The appointment term for high level teachers is one year, with a maximum extension of one year. Two months before the expiration of employment term, the hiring unit shall submit the Annual Work Effectiveness Report and the Contract Renewal and Project

Proposal for approval by the University President and review by various levels of teacher evaluation committees. Contract may be renewed only upon approval.

第六條 依本辦法延聘之教師，應依本校教職員工敘薪辦法規定辦理起敘與提敘，採固定薪，每月並得個別給予彈性薪資**新台幣二萬元至五萬元**。

Article VI The starting salary and salary increase grades for teachers employed through this Regulations shall be in accordance with the University's salary scales for faculty and staff. A monthly fixed salary shall be remunerated, and a flexible wage of NT\$20,000-50,000 may be paid.

第七條 高階師資之聘約期間、授課時數、報酬標準、差假、福利、保險及其他權利義務等事項，以契約另訂之。

Article VII The employment term, number of teaching hours, remuneration standard, leaves, welfare, insurance and other rights and obligations of high level teachers shall be separately determined by their contract.

第八條 高階師資於聘約期間，因教學及研究不力或有其他不當行為或違反契約履行義務時，未達計畫目標者，本校得終止契約，若有損害並得追償違約之損害賠償。

Article VIII During their employment term, the University may terminate the contract of high level teachers if they fail to meet project objectives due to incompetent teaching or research, misconduct or breach of contract, and may seek compensation for any damages from the breach of contract.

第九條 本辦法經行政會議、校務會議、董事會通過後實施，修正時亦同。

Article IX The Regulations are implemented upon approval by the Administrative Meeting, University Affairs Meeting and Board of Directors Meeting; the same procedures shall be applied to any amendment.