

# 長榮大學護理學系師資延聘辦法

## Chang Jung Christian University Department of Nursing Faculty

### Appointment Regulations

106.12.07 106-1-4 次行政會議通過

Approved on December 7, 2017, by the 4th Administrative Meeting of Academic Year 2017 Semester 1.

106.12.18 106-1 期末校務會議通過

Approved on December 18, 2017, by the End-of-Semester Institutional Affairs Meeting of Academic Year 2017 Semester 1.

107.01.11 第九屆董事會第 13 次會議訂定

Approved on January 11, 2018, by the 13th Meeting of the Ninth Board of Directors.

第一條 長榮大學護理學系為積極延攬具服務熱忱之教師到系服務，藉以充實師資陣容，特訂定本辦法。

Article I The Chang Jung Christian University Department of Nursing has formulated this Regulations to actively recruit enthusiastic teachers for service to enrich the department's faculty profile.

第二條 依本辦法延聘教師，係指具教育部部定助理教授以上資格，以約聘方式專案進用之編制外教師。  
於本辦法通過實施前，護理學系已聘任之助理教授級以上編制外專案教師，不適用本辦法之規定。

Article II The teachers in this recruitment Regulations refer to teachers certified as assistant professors or above by the Ministry of Education, and who shall be recruited on a project basis outside the set quota for teachers.  
Assistant professors or above who have been appointed by the Department of Nursing outside of its set teacher quota prior to the implementation of this Regulation shall not be subject to the provisions of this Regulations.

第三條 護理學系因教學、研究、服務與輔導需要擬聘前條所定教師者，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、報酬等。

Article III To recruit teachers as defined in the preceding article to meet its teaching, research, service, and advising needs, the Department of Nursing shall formulate and submit a Project Proposal to the University President for review and approval before proceeding with the relevant procedures.  
The content of the project proposal shall include the reasons for the proposed appointment, teaching needs, expected work objectives to be fulfilled by the teacher positions, the duration of the appointment period, and remuneration.

第四條 依本辦法延聘之教師，其每週基本授課時數，專案助理教授十四小時，專案副教授九小時，專案教授八小時，但參與行政服務工作者另依本校相關規定扣除行政職務減授鐘點。  
前項各職級教師得超授鐘點之時數，以其每週基本授課時數為上限。

Article IV Teachers who are recruited in accordance with this Regulations shall be given basic weekly teaching hours. For project assistant professors, the weekly teaching hours are 14 hours; for project associate professors, 9 hours; and for project professors, 8 hours. However, those who participate in administrative service shall have reduced teaching hours in accordance with the relevant provisions of CJCUC's regulations on teaching hour reduction for administrative duties.

The number of teaching hours that teachers in the abovementioned position levels may exceed shall be based on the upper limit of their weekly teaching hours.

第五條 依本辦法延聘之教師，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 V Teachers who are recruited in accordance with this Regulations shall be recruited according to the procedure for recruiting CJCUC full-time faculty and shall be reviewed and approved by the various levels of faculty review committees before they may be appointed.

第六條 依本辦法延聘之教師，其聘約期間以一年為原則，續約以一年為限。聘期屆滿應辦理績效評量，作為續約案審議之參酌依據。

前項績效評量，準用本校專案教師聘任辦法第六條有關培力型專案教師之績效評量規定。

依本辦法延聘之教師，二年契約期滿時，教學、研究、服務與輔導表現優異有具體事證者，得由聘任單位提出申請，轉任編制內教師。聘任單位提出申請時，應檢附該專案教師表現優異具體事蹟，並由該專案教師檢附未來二年發展規畫，作為轉任案審議之參酌依據。

Article VI For teachers who are appointed in accordance with this Regulations, the term of employment shall generally be one year, and the renewal shall be limited to one year. Upon expiration of the employment term, a performance evaluation shall be conducted to serve as the basis for reviewing the renewal proposal.

The abovementioned performance evaluation in the preceding paragraph shall be conducted in accordance with the provisions on the performance evaluation of empowerment-type project outlined in Article VI of the Chang Jung Christian University Project Faculty Appointment Regulations. Upon the expiration of the two years contract of faculty who have been appointed in accordance with this Regulations, their hiring unit may apply for those who have demonstrated specific outstanding performance in teaching, research, service, and advising to be transferred to become official faculty in the unit.

When applying, the hiring unit shall provide supporting documents of the outstanding performance of the project faculty. The said project faculty shall also provide his or her development plan for the next two years as a

basis for reviewing the transfer proposal.

第七條 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。但轉任編制內專任教師後，其薪酬比照本校專任教師發給。

前項彈性薪資加給數額，助理教授每月新臺幣 15,000 元；副教授每月新臺幣 20,000 元；教授每月新臺幣 25,000 元。

Article VII The starting salary and increase salary for teachers who are appointed in accordance with this Regulations shall be based on a fixed salary in accordance with the provisions of CJCU's regulations for faculty and staff salaries. In addition, flexible salaries may be separately issued each month. However, the remuneration of teachers who have been transferred to become full-time members of the staff shall be handled in accordance with that of full-time faculties of CJCU.

The additional flexible salary in the preceding paragraph is NT\$15,000 per month for assistant professors; NT\$20,000 per month for associate professors; and NT\$25,000 per month for professors.

第八條 依本辦法延聘之教師，其聘約期間、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 VIII For teachers who are appointed in accordance with this Regulations, their employment period, number of teaching hours, remuneration standards, leave, benefits, insurance, and other rights and obligations shall be separately stipulated in their contract.

第九條 依本辦法延聘之教師，於聘約期間，因教學、研究、服務與輔導不力或有其他不當行為或違反契約履行義務時，經本校指正而未改善者，本校得終止契約，若有損害並得追償違約之損害賠償。

Article IX For teachers who are appointed in accordance with this Regulations, if they are incompetent in their teaching, research, service, or advising, or engage in improper conduct or breach the terms of obligations in their contract during their employment, and fail to improve after being corrected by CJCU, CJCU may terminate the contract and reserve the right to recover any damages resulting from the breach of contract.

第十條 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 X This Regulations will be implemented upon the approval of the Administrative Meeting, the Institutional Affairs Meeting, and the Board of Directors Meeting, and the same shall apply for all amendments of the regulations.