

長榮大學特聘外籍師資延攬辦法

Chang Jung Christian University Foreign Teacher Recruitment 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 University Affairs Meeting of Academic Year 2017 Semester 1.
108.06.20 第九屆董事會第 20 次會議通過
Approved on June 20, 2019 by the 20th Meeting of the Ninth Board of Directors.
109.05.07 108-2 第 3 次行政會議通過
Approved on May 7, 2020 by the 3rd Administrative Meeting of Academic Year 2019 Semester 2.
109.06.22 108-2 期末校務會議通過
Approved on June 22, 2020 by the end-of-semester University Affairs Meeting of Academic Year 2019 Semester 2.
109.07.02 第十屆董事會第 2 次會議通過
Approved on July 2, 2020 by the 2nd Meeting of the Tenth Board of Directors.

第一條 長榮大學為因應國際化、提升競爭力，特訂定本辦法。

Article I In response to internationalization and to enhance its competitiveness, Chang Jung Christian University has formulated this Regulations.

第二條 本辦法所稱之外籍教師，係指具外國國籍且未曾有中華民國國籍，並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 term “Foreign Teachers” in this Regulations refers to teachers who have foreign nationality, had never held the nationality of the Republic of China, are qualified as professors by the Ministry of Education, and are appointed on a contracted basis through special project proposals.

第三條 本校各教學單位擬聘外籍教師者，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、授課時數等。

Article III All teaching units of CJCU who wish to hire foreign teachers shall formulate and submit a "project proposal" for approval by the University President before they may proceed with the relevant procedures.

The content of the project proposal shall include the reasons for the proposed appointment, teaching needs, expected work objectives of the said teacher position, appointment period, remuneration, and the number of teaching hours.

第四條 外籍教師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。

本校應於外籍教師進用兩個月前，辦妥外國人聘僱許可證。

Article IV The employment procedures for foreign teachers shall be the same as for full-time teachers of CJCU. Candidates shall be reviewed and approved by the Teacher Evaluation Committee at all levels before they may be hired. .

Two months before foreign teachers begin their employment, CJCU shall complete the employment permit for foreign workers.

第五條 外籍教師之聘約期間一年一聘，續約以一年為原則。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 Foreign teachers shall be hired on a one-year basis, and their contracts shall generally be

renewed for one year. Two months before the employment term expires, the hiring unit shall submit the "Annual Job Achievement Report" and the "Contract Renewal Proposal" for approval by the University President. Upon approval, the application shall be submitted to the Teacher Evaluation Committee at all levels for deliberation, and renewal may proceed only upon approval.

第六條 外籍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，每月得另給以補助生活費及返鄉交通費。新聘第一年得另給以一次性搬遷補助。

補助標準如下：

Article VI The starting salary level and increase in salary level for foreign teachers shall be in accordance with CJCU's regulations for faculty and staff. A fixed salary shall be adopted, with an additional monthly allowance for living expenses and travel expenses for returning home. Those in their first year of employment shall be given a one-time allowance for relocation. The subsidy standards are as follows:

1、生活補助費：每月新台幣 60,000 至 120,000 元。

1. Living allowance: NT\$60,000 to NT\$120,000 per month.

二、返鄉交通補助費：服務滿六個月以上者，每學年往返最直接航程經濟艙機票 1 次，機票費實報實銷。

2. Return home travel expense subsidy: Those who have served for six months or more shall be reimbursed for a one economy class two-way air ticket on the most direct flight per academic year

三、搬遷補助費：新台幣 30,000 至 50,000 元。

3. Relocation allowance: NT\$30,000 to NT\$50,000.

第七條 外籍教師之聘約期間、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 contract period, teaching hours, salary standard, leave, welfare, insurance, and other rights and obligations of foreign teachers shall be separately stipulated in the contract.

第八條 外籍教師於聘約期間，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，並得求償違約損害賠償。

Article VIII During the period of their employment, if foreign teachers fail to improve poor teaching, research, service, or advising performance or other improper conduct or breach of contract after being admonished by CJCU, CJCU may terminate the contract and may seek compensation for any damage resulting from the contract termination.

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 This Regulations are announced and implemented upon approval by the Administrative Meeting, the University Affairs Meeting, and the University President; likewise, any amendments.