

Appointment Contract for Full-time Faculty

(Revised on April 2, 2014)

1. Duration of appointment: ___to___ . In the case of contract renewal, a new contract shall be submitted one month prior to the expiration date of the present contract.
2. Salary and benefits: Salary and stipend are paid in accordance with government regulations and standards.
3. Lecture hours: A weekly on-campus presence of a minimum of four full work days is required of all NCTU faculty. The required weekly lecture hours are eight hours for professors, nine hours for associate professors, nine hours for assistant professors, and ten hours for instructors. The lecture hours may be reduced based on relevant regulations should a teacher also assume administrative responsibilities.
4. During the first three years after initial appointment, all faculty must use English as the language of instruction in a minimum of one course (graduate courses are preferred) per academic year.
5. All NCTU faculty should, during the course of their appointment, provide assistance and counseling to students regarding their psychological well-being, morality, life, speech, and behavior. In addition, NCTU faculty are obliged to personally provide lectures, administer and grade examinations, and serve as student mentors.
6. Under no circumstances should NCTU faculty engage in full-time administrative or teaching positions at institutions other than NCTU. In cases of part-time positions, either as teachers or in other job functions, they must seek NCTU consent and apply for approval in accordance with relevant laws and regulations.
7. Newly appointed instructors and assistant professors must apply for promotion and receive approval within six years after initial appointment, and associate professors must do so within eight years. Should the said faculty fail to satisfy these requirements, their contract may only be extended for two additional years; in this case, they must apply for promotion within the first year. The contract of a faculty member will be renewed if the promotion application is approved. Otherwise, the contracts of instructors and assistant professors will be terminated at the end of the eighth year; contracts for associate professors will be terminated at the end of the tenth year. The years that the NCTU faculty assessment policy was suspended and the period prior to the announcement of this policy (August 1, 2001 to July 31, 2005) are excluded from the appointment years when calculating the mentioned time limit.
The time limit for the promotion application and the years of contract termination of P.E. teachers and teachers of administrative departments are two years more than the terms mentioned previously. In cases of pregnancy and childbirth, the time limit for the promotion application of female faculty is extended by two years for each time.

In cases of major accidents/disasters of NCTU faculty or childbirth of their spouses, an extension of two years to the promotion application time limit will be granted if a certificate is provided and approved by three-level Teachers' Review Committees.

8. Newly appointed faculty must pass a teacher assessment before submitting an application for promotion.
9. A written notice must be submitted to NCTU one month prior to the expiration of the present contract if the faculty member no longer desires contract renewal. Resignation during the contract term is effective only upon approval from NCTU.
10. NCTU faculty must comply with the NCTU teachers' code of ethics for gender equality. No faculty members may engage in interpersonal interactions that violate the professional standards of ethical behavior. Should a faculty member identify a possibility of such a relationship with a student, the said faculty member should avoid such an interaction or report it to the NCTU administration.
11. NCTU faculty may only enter into contracts with or accept research commission from external units through NCTU administrative procedures.
12. For any research output (including the intellectual property and other research and development output) reached by the NCTU faculty under the support of NCTU University Fund, government funding, or government trust funds, through research and development work in science and technology or through industry-academia collaboration, the moral rights of the said output belong to the inventor(s), whereas its property rights belong to NCTU. All related rights and obligations that ensue shall abide by NCTU's Implementation Regulations on Industry-academia Collaboration.
13. Should faculty members fail to fulfill their teaching obligations because of personal reasons, arrangements regarding leave of absence, rescheduled lessons, and substitute teachers must be in accordance with the Teachers' Leave Regulations and relevant NCTU regulations.
14. In cases of serious violations of this contract, NCTU shall act in accordance with Article 14 of the Teachers' Act. If the severity of the violation does not necessitate dismissal, suspension, or denial of appointment contract renewal, disciplinary action will be decided by three-level Teachers' Review Committees based on the severity of the matter and relevant regulations.
15. Matters that are not specified in this contract shall be dealt with in accordance with all relevant laws and regulations and NCTU regulations.