

國立中山大學理學院物理學系教師聘任要點

97.12.02 九十七學年度第
四次系務會議修訂通過

一、為審議物理系專、兼任教師與校務基金進用教學人員及研究人員(簡稱約聘教師)之聘任(含聘期、停聘、解聘、不續聘)，依據本校「教師評審委員會組織章程」第二條第三款、「教師及研究人員聘任規則」、「校務基金進用教學人員及研究人員實施要點」及理學院「教師聘任要點」訂定本要點以憑辦理。

二、新聘各級教師應依據本校「教師及研究人員聘任規則」第三條第一款所列資格審查。

三、本系擬聘專任教授、副教授、助理教授及講師，需經本系人事委員會進行遴選後向系務會議提出建議名單，再由全體專任教師進行初、複選後，送教師評審委員會依擬聘職等進行審查後送理學院教師評審委員會審理。

(一)本系擬新聘教師時，應約於十月(或五月)月底前將招聘廣告刊登於國內外媒體或學術刊物，並言明截止收件日期約為二月(或八月)底。

(二)所有申請者資料均公開陳列以提供全體專任教師參閱。人事委員會依申請者領域分類後，依個人專長進行分組遴選，再向系務會議提出建議名單。若欲推薦未在建議名單之列的人選時，須於系務會議中詳述推薦理由並經無異議通過後，方可參加初選。

(三)本系全體專任教師就所有建議名單，以無記名投票方式進行初複決選程序，無法出席會議者得採通訊投票及委託投票。

初選須經全體專任教師三分之二以上出席，並經出席者二分之一以上同意始得進入複選。

複選需經全體專任教師四分之三以上出席，並經出席者三分之二以上同意始得進入送理學院外審排序。

決選時需經全體專任教師四分之三以上出席，參考理學院外審成績投票後依票數高低決定聘任順序送系教評會確認。

(四)本系教師評審委員會就第三條第三項第三款之決議、理學院外審成績及其個人學經歷，依本校「教師及研究人員聘任規則」所列之資格進行聘任資格之審查及確認。

(五)新聘教師(教授除外)依「國立中山大學教師不續聘辦法」須在聘任後八年內完成升等，並須通過本系新任教師評量，未通過評量之教師不予續聘。本系教師評量細則另訂之。該規定應明定於聘任同意書中。

四、兼任教師之聘任得依課程需要由課程委員會提出人選，經教師評審委員會四分之三出席，並經出席者三分之二以上同意，始得通過聘任，唯聘期均以一年或半年為原則。

五、約聘教師之聘任得依課程或研究需要，由課程委員會或學術委員會提出人選，經教師評審委員會四分之三出席，並經出席者三分之二以上同意，始得通過聘任，唯聘期均以一年或半年為原則，聘任期間本系僅提供研究室(含個人電腦)提聘程序依本校「校務基金進用教學人員及研究人員實施要點」相關規定辦理

六、本系擬聘助教協助教學工作，亦需經本系教師評審委員會審議通過後，向理學院教師評審委員會提聘。

七、停聘、解聘或不續聘的聘任案件經本系教師評審委員會通過後，如當事人有異議得向理學院教師申訴評議委員會提出申訴。

八、本要點經系務會議通過，送理學院教師評審委員會核備後實施，修正時亦同。

College of Science

Department of Physics Guidelines for Faculty

Appointments

Amended and approved by the 4th Department General Meeting on December 2, 2009,
School Year 97.

Article I. This set of guidelines is specifically issued in accordance with Subparagraph 3, Article 2 of “National Sun Yat-sen University (NSYSU) Regulations for Faculty Evaluation Committee Establishment,” “NSYSU Regulations for Appointments of Teaching and Research Personnel,” “NSYSU Management Guidelines for Appointing Teaching and Research Personnel through the University Endowment Fund,” and “College of Science Guidelines for Faculty Appointments” to set criteria for review of recruitment and appointment of full-time and adjunct faculty members of

the Department of Physics. These guidelines also governs teaching and research personnel (contracted personnel) employed with the university endowment funds, including terms of appointment, suspensions of appointment, terminations, and non-renewals of appointment.

Article II. Appointment of faculty members of all levels shall be reviewed in accordance with the qualifications specified in Subparagraph 1, Article 3 of “NSYSU Regulations for Appointments of Teaching and Research Personnel.”

Article III. The Personnel Committee of the department shall review candidates for full-time professors, associate professors, assistant professors, and lecturers the department intends to recruit and present a list of suggested candidates to department general meeting for the entire full-time faculty members to conduct initial and second-stage selections. Results of the initial and second-stage selections shall then be turned over for reviews by the Faculty Evaluation Committee according to the recruited candidate positions before the list is handed over to the College of Science Faculty Evaluation Committee for final decisions.

A. When intending to recruit faculty members, the department shall announce recruitment information through public media and academic publications in and outside the country before the end of October or May and application deadlines shall also be specified to be the end of February or August.

B. The information of all applicants shall be publicly displayed to be viewed by all full-time faculty members. The Personnel Committee shall classify the applications according to specialties of the applicants, select eligible candidates according to individual expertise and provide the department general meeting with a list of suggested candidates. Personnel wishing to recommend candidates that are not on the list of suggested candidates shall provide detailed descriptions and reasons of recommendations to the department general meeting and those recommended may participate in the initial selection if their recommendations are approved without objections.

C. The entire full-time faculty shall hold anonymous votes to elect candidates on the list in the initial and second selections. Those unable to vote in person may vote by mail or by proxy.

The initial selection shall require the attendance of more than (including) two thirds of all full-time faculty members and only candidates approved by majority rule may enter the second selection.

The second-stage selection shall require the attendance of three-quarters or more of all full-time faculty members and only candidates approved by two-thirds or more of the attendees may undergo external review by the College of Science for priority order arrangement.

The final selection shall require the attendance of three-quarters or more of all full-time faculty members to vote on the candidates by taking the results of external review into consideration. The numbers of votes received shall determine the priority order for

appointment and the outcome shall be presented to the Department Faculty Evaluation Committee for confirmation.

D. The Department Faculty Evaluation Committee shall conduct qualification review and confirmation according to decisions achieved in pursuance of Subparagraph 3, Paragraph 3 of Article 3, results of external review conducted by the College of Science, each candidate's academic record and work experience, and the requirements set forth in "NSYSU Regulations for Appointments of Teaching and Research Personnel."

E. According to "NSYSU Regulations of Non-renewals of Appointment," new faculty members (except professors) shall obtain promotions within eight years after appointments as well as pass the department's new faculty evaluation. The appointments of those failing the evaluation shall not be renewed. The faculty evaluation rules of the department shall be established separately but the previously mentioned non-renewal condition shall be stipulated in the Faculty Appointment Agreement.

Article IV. The Curriculum Committee may propose candidates for part-time teaching positions if necessary for certain courses. The attendance of three-quarters of Faculty Evaluation Committee members and approvals of two-thirds or more of the attending members are required for such candidates to be appointed. The terms of appointment shall be one or half of a year in principle.

Article V. Contracted personnel may be employed according to the needs in teaching or research. The Curriculum Committee or the Academic Committee shall nominate candidates. The attendance of three-quarters of Faculty Evaluation Committee members and approvals of two-thirds or more of the attending members are required for such candidates to be employed. The terms of employment shall be one or half of a year in principle. During the term of employment, the department shall only provide research rooms (personal computers included) and the employment procedure shall be conducted according to regulations set forth in the "NSYSU Management Guidelines for Appointing Teaching and Research Personnel through the University Endowment Fund."

Article VI. Appointments of executive officers in the department shall also require the approval of the Department Faculty Evaluation Committee before candidates are presented to the College of Science Faculty Evaluation Committee for appointment.

Article VII. Concerned parties finding their suspensions of appointment, terminations, or non-renewals of appointment determined by the Faculty Evaluation Committee unacceptable may appeal to the Faculty Appeal Evaluation Committee of the College of Science.

Article VIII. This set of regulations shall be implemented following approval of the department general meeting as well as review and approval of the College of Science Faculty Evaluation Committee. The same procedure shall be carried out when amendments are to be made.