

國立中山大學進用約聘教學人員及研究人員實施要點

Guidelines on the Contract Employment of Faculty and Researchers

101年11月27日本校101學年度第2次校務基金管理委員會修正通過
103年11月7日本校103學年度第3次校務基金管理委員會修正通過
105年3月11日本校105學年度第1次校務基金管理委員會修正通過
107年3月9日本校107學年度第1次校務基金管理委員會修正通過
108年5月17日本校108學年度第2次校務基金管理委員會修正通過
109年3月6日本校109學年度第1次校務基金管理委員會修正通過
110年12月10日本校110學年度第3次校務基金管理委員會修正通過，修正之第
7、8點自中華民國一百一十一年一月一日施行
111年12月9日本校111學年度第3次校務基金管理委員會修正通過
113年3月15日本校113學年度第1次校務基金管理委員會修正通過

Amended and approved at the 1st University Endowment Fund Management Committee meeting on May 15, 2024

一、國立中山大學（以下簡稱本校）為因應教學及研究需要，依專科以上學校進用編制外專任教學人員實施原則(以下簡稱教學人員實施原則)及國立大學校務基金進用研究人員及工作人員實施原則(以下簡稱研究人員實施原則)訂定本要點。

I. These guidelines are formulated in accordance with the provisions in *Principles for the Recruitment of Full-time Faculty beyond the Manning Quota at Junior Colleges and Institutions of Higher Education* and *Principles for the Recruitment of Researchers and Staff Using the University Endowment Fund at National Universities*. Matters concerning the necessity for contract employment of faculty and researchers at the University shall be handled in accordance with these guidelines.

二、本要點所稱進用約聘教學人員及研究人員，係指以校務基金自籌收入聘用從事教學或研究之編制外人員。

II. The contract employment in these guidelines shall refer to faculty and researchers beyond the manning quota of the University, who are employed to perform teaching and research activities using the self-generated revenue of the University Endowment Fund.

前項所稱校務基金自籌收入，係指國立大專院校校務基金設置條例第三條第一項第二款所定之收入。

The said self-generated revenue of the University Endowment Fund in the preceding Paragraph shall refer to incomes stipulated in Subparagraph 2 of Paragraph 1 of Article 3 in *Act Governing the Establishment of Endowment Fund at National Universities*.

三、教學人員及研究人員之聘用，應本公平、公正、公開之原則辦理，並需符合下列要件：

III. The contract employment of faculty and researchers shall be handled based on a

fair, just, and open principle. Those who intend to apply for the contract employment shall also meet all the following three conditions:

(一)具有擬任工作所需之知能條件。

(1) possess the knowledge and skills required for the applied position

(二)不得有教育人員任用條例規定不得為教育人員之情事。

(2) not involve themselves in provisions stipulated in *Act of Governing the Appointment of Educators* that prohibit one from becoming an educator

(三)品行端正及對國家忠誠。

(3) have a decent moral character and are loyal to the country

四、教學人員及研究人員之聘用，應訂立契約，內容含下列各項：

IV. A contract entered into for contract employment of faculty and researchers shall include the following contents:

(一)聘用期間。

(1) employment term

(二)工作內容。

(2) job descriptions

(三)聘用期間報酬。

(3) remuneration during the employment term

(四)受聘人違背義務時應負之責任。

(4) employee's liability for breach of contract

(五)其他必要事項。

(5) other necessary conditions

各聘用單位辦理簽約時，契約書應先經聘用單位主管審閱核章後，再送教學人員或研究人員簽章，並由人事室用印後轉發當事人。

When handling the signing process, each employing unit shall first have the contract reviewed and stamped up by its head. The contract shall then be signed by the faculty or researchers, affixed with the Office of Personnel Services (OPS)'s official seal, and subsequently forwarded to the party concerned.

五、各單位符合下列各款情形之一者，除第四款僅得延聘為教學人員外，其餘各款得延聘教學或研究人員：

V. Individual units may engage contract employment of faculty and researchers when the units meet one of the conditions stipulated in Subparagraphs 1 through 4. The units meeting the condition stipulated in Subparagraph 4 may engage contract employment of faculty for teaching only.

(一)單位有教師或研究人員需求，擬先試聘者。

(1) There are vacancies within the manning quota of faculty and researchers

of the units, and the contract employment is on a probational basis before formal appointment.

(二) 單位因業務需要且有相關經費支援者。

(2) The units' operation requires contract employment, and the units have sufficient budget to cover all the expenses.

(三) 從事產學合作、學術研究或建教合作相關單位延聘者。

(3) The contract employment is for related units carrying out industry-academia collaboration, academic research, or cooperative education.

(四) 支援全校性或跨領域課程，經簽准有案者。

(4) The contract employment is for supporting the university-wise or cross-disciplinary courses and has been specially approved.

用人單位或計畫主持人聘任教學或研究人員前，應填具相關申請表，並檢附以下證件，依第八點或第九點規定完成審查程序後始得聘用：

Employing units or principal investigators of research projects shall fill out the relevant application forms and attach the documentation specified below before engaging the contract employment of faculty or researchers. The employment shall commence after the completion of the evaluating procedure for the application in accordance with Article 8 or 9.

(一) 最高學位證書。

(1) graduation certificate of the highest degree

(二) 符合擬聘等級最低資格資歷證明文件。

(2) documentation indicating conformity with the minimum qualifications and work experience for the applied rank

(三) 其他足資證明文件。

(3) other supporting documents

六、教學人員分為講座教授、教授、副教授、助理教授及講師等五職務等級，其聘任資格比照編制內專任教師相關規定辦理。

VI. Faculty is classified into five ranks: chair professor, professor, associate professor, assistant professor, and lecturer. Qualifications for contract employment of faculty shall be handled in accordance with relevant regulations governing the appointment of full-time faculty within the manning quota of the University.

前項人員聘任年齡教授及副教授不得逾七十歲；助理教授及講師不得逾六十五歲。但符合經教育部專案計畫核准者不在此限。

The maximum age for appointment shall be 70 for professors and associate professors, and 65 for assistant professors and lecturers; this restriction shall not apply to individuals approved under special projects by the Ministry of Education (MOE).

七、研究人員分為研究講座、研究員、副研究員、助理研究員等四職級及博士後研究員。研究人員聘任資格比照大學研究人員聘任辦法，但為應產學合作、學術研究計畫需求，得另行規定之。

VII. Researchers are classified into four ranks: chair research fellow, research fellow, associate research fellow, and assistant research fellow, as well as postdoctoral research fellow. The qualifications for appointment shall follow *Regulations Governing Appointment of University Research Personnel*; however, separate provisions may be established to meet the needs of industry-academia collaboration and academic research projects.

博士後研究員之聘任資格為近三年內以第一作者或通訊作者身分發表SCIE/SSCI/AHCI論文至少一篇，且須於審查時提供以下參考資料：

Qualifications for postdoctoral research fellows shall include at least one paper in SCIE/SSCI/AHCI journals as the first author or corresponding author within the past three years, and the following reference materials provided during the review:

(一) 被延攬人取得博士學位年份及發表著作之質與量。

(1) the year when the applicants obtained their doctorate, and the quality and quantity of their published works

(二) 與用人單位之助理教授或助理研究員(含約聘教研人員)職級近三年之FWCI及引用數值比較。

(2) comparison of FWCI and citation counts in the past three years with the counterpart figures from assistant professors or assistant research fellows (including those contract-employed) of the employing units

博士後研究員聘用年限以三年為上限。學術表現優良者，得改聘為約聘教研人員。

The employment term of postdoctoral research fellows shall be limited up to three years. Those with excellent academic performance may be re-appointed as contract-employed faculty or researchers.

研究人員聘任年齡不受已屆應即退休年齡之限制。

The term of employment of postdoctoral research fellows shall be limited up to three years. Those with excellent academic performance may be re-appointed as contract employed faculty or researchers.

八、各單位聘任教學人員依下列規定辦理：

VIII. The contract employment of faculty by individual units shall be handled in accordance with the following procedures:

(一) 新聘程序：

(1) Procedure for new employment:

1. 教學人員應先由提聘二級學術單位(以下簡稱系級)教師評審委員會(以下簡稱教評會)通過、院級主管同意後，由本校新進教師遴聘委員會進行審查。審查通過後其聘任資格及審查程序比照專任教師聘任規定辦理送審，請頒教師證書。
 - i. The appointment of the faculty shall first be approved by the faculty evaluation committee of the department/institute/degree program (hereinafter referred to as the DFEC), and consented to by the dean of the affiliated college. Thereafter, the case shall be reviewed by the University's New Faculty Selection Committee. Upon approval, the qualifications and review procedures shall follow the regulations governing the appointment of full-time faculty, and the case shall be submitted for certification and issuance of a Teacher's Certificate.
 2. 前目人員已具擬聘職級教師證書者，得免辦理著作外審。
 - ii. Applicants referred to in the preceding Item who already possess a Teacher's Certificate of the applied professorship rank shall be exempt from the external review of their academic works.

(二) 聘期:以一年一聘為限，但於二月一日新聘者，首次聘期得為一年六個月。

(2) Term of appointment: The appointment shall be limited to one year per term. Nevertheless, the initial term of the faculty beginning on February 1 may be extended to one year and six months.

(三) 繢聘條件：

(3) Conditions for employment renewal:

1. 繢聘前一年須申請並獲得國家科學及技術委員會(以下簡稱國科會)計畫補助且經系級教評會審議通過者，始得辦理續聘，續聘以一次為限。
 - i. To be eligible for reappointment, the faculty shall, in the year preceding the renewal, apply for and obtain project funding from the National Science and Technology Council (NSTC), and receive approval from the DFEC. Reappointment shall be limited to one term only.
2. 音樂學系、劇場藝術學系約聘教學人員續聘前一年須申請並獲得國科會計畫或教育部教學實踐研究計畫或其他相關政府單位計畫補助，經系級教評會審議通過，辦理續聘，續聘仍以一次為限。
 - ii. The faculty in the Department of Music and the Department of Theatre Arts shall, in the year preceding the renewal, apply for and obtain project funding from the NSTC, the MOE's Teaching Practice Research Program, or other relevant government agencies. Reappointment shall be subject to approval by the DFEC and limited to one term only.

3. 外籍教學人員、全英語學程教學人員、醫學院臨床教學人員或由提聘單位自籌經費聘任之教學人員，得由各學院另訂續聘條件，並列入契約內容。
- iii. For international faculty, faculty in EMI programs, clinical faculty in the College of Medicine, or those appointed with self-funded budgets by the employing unit, its college may establish separate reappointment criteria, which shall be incorporated into the contract.

(四) 繢聘程序：各聘任單位系級教評會應於每年五月底前完成續聘審查，並經院級教評會及校級教評會審議通過後，陳請校長核定後始得續聘。

(4) Reappointment procedure: Each employing unit shall complete the reappointment review through its DFEC by the end of May each year. Reappointment shall proceed only upon approval by the College Faculty Evaluation Committee (CFEC) and the University Faculty Evaluation Committee (UFEC), followed by final approval from the President.

九、各單位聘任研究人員及博士後研究員依下列規定辦理：

IX. The contract appointment of researchers (including postdoctoral research fellows) by individual units shall be conducted in accordance with the following regulations:

(一) 新聘程序：

(1) Procedure for new employment:

1. 學術單位聘任研究人員及博士後研究員，應經系級教評會通過、院級主管同意後，由學術單位循行政程序簽辦，並會請研發處依第七點聘任資格進行審查，必要時由研發長召集教務長、產學長、各院院長、西灣學院院長組成審查小組進行審查。審查通過且經校長核定後，方可延聘。
 - i. The appointment of researchers (including postdoctoral researcher fellows) by an academic unit shall be processed through administrative procedures following approval from the DFEC and consent from the dean of the affiliated college. The academic unit shall then submit the case to the Office of Research & Development (ORD) to review the qualifications in accordance with Article 7. When necessary, the vice president for Research and Development shall convene a review panel composed of the vice president for Academic Affairs, the vice president for Industry Collaboration, and the deans of individual colleges. The appointment shall proceed only upon approval from the review panel and the President.
 2. 行政單位因業務需要且有相關經費支援時，得聘任研究人員及博士後研究員，經專簽校長核定後，方可延聘。
 - ii. Administrative units may appoint researchers (including

postdoctoral research fellows) for operational needs with relevant funding available. The appointment shall proceed only upon approval from the President.

3. 新聘人員由研發處彙整送校教評會備查。
- iii. The list of newly appointed personnel shall be compiled by the ORD and then submitted to the UFEC for reference.
4. 已獲政府部會審查通過之計畫研究人員，不受前3目限制。
- iv. Project researchers whose appointments have been approved by government ministries/agencies shall not be subject to the restrictions stipulated in the preceding three Items.

(二)續聘程序：依前款新聘程序審查，審查通過後方得續聘。續聘人員由研發處彙整送校級教評會備查。

(2) Procedure for renewed employment: The reappointment shall be reviewed and approved in accordance with the procedures for new appointment as stipulated in the preceding Subparagraph. The list of reappointed personnel shall be compiled by the ORD and then submitted to the UFEC for reference.

(三)續聘條件：

(3) Conditions for employment renewal:

1. 研究人員續聘條件如下：

i. Qualifications for employment renewal of researchers:

(1)服務滿一年以上未滿二年，須有主持國科會或政府部會計畫，或有以第一作者或通訊作者發表SCIE/SSCI/AHCI論文至少一篇(Q2(含)以上級別期刊，含已被接受之論文)，提聘單位得申請續聘。論文以Journal Citation Report (JCR) 排名百分比為主，若該論文發表期刊無JCR 排名百分比，方得參酌 Journal Citation Indicator(JCI)排名百分比評定之。

(i)For those who have served for more than one year but less than two years, the eligibility shall require either having served as the principal investigator of a project funded by the NSTC or other government ministries/agencies, or having published at least one SCIE/SSCI/AHCI paper (including those accepted for publication) in the Q2 journals or above as the first or corresponding author. The ranking percentile by the Journal Citation Report (JCR), or by the Journal Citation Indicator (JCI) if the journal in which the paper is not in JCR, shall be used for assessment.

(2)服務滿二年以上，須有主持國科會或政府部會計畫，且有學術論文發表者，提聘單位始得申請續聘。

(ii)For researchers who have served for more than two years, the

employing unit may apply for renewal of appointment only if the individual has served as the principal investigator of a research project funded by the NSTC or other government ministries/agencies, and has published academic research papers.

惟因產學合作量能或單位業務發展所需之特殊專才，經專案簽准聘任之研究人員，不受此限。

Nevertheless, researchers with specialized expertise may not be subject to the above requirements if they are appointed through special approval due to industry-academia collaboration or specific development needs of the employing unit.

2. 博士後研究員續聘條件為每年以第一作者或通訊作者發表SCIE/SSCI/AHCI論文至少一篇(Q2(含)以上級別期刊，含已被接受之論文)；另可提供以下佐證資料作為續聘審查之參考：
 - ii. Qualifications for employment renewal of postdoctoral research fellows shall include at least one SCIE/SSCI/AHCI paper (including those accepted for publication) in the Q2 journals or above as the first or corresponding author every year, and the following reference materials provided during the review: In addition, the following supporting materials may be provided as reference for review.
 - (1) 申請人與用人單位助理教授或助理研究員職級(含約聘教研人員)近三年之FWCI比較值；另佐以本身於前次延攬時引用數之比較值。
 - (i) A comparison of the applicant's Field-Weighted Citation Impact (FWCI) over the past three years with that of assistant professors or assistant research fellows (including contract-employed faculty and researchers) within the employing unit shall be provided. Additionally, citation metrics from the applicant's previous recruitment period may be included as supplementary reference.
 - (2) 申請人與聘用單位之教師共同向政府機關、法人機構或產業界爭取之計畫，且擔任該計畫共同主持人。
 - (ii) The applicant has jointly applied for a research project with faculty members of the employing unit to government agencies, legal entities, or industry, and serves as a co-principal investigator of the project.

十、教學人員參加編制內專任教師甄選時，依新聘專任教師之程序重新審查，得免辦理著作外審。

X. Cases concerning contract employed faculty participating in the selection for full-time faculty positions within the manning quota of the University shall be handled in accordance with the procedure stipulated for the appointment of new full-time faculty, without the external review of academic works.

研究人員參加本校編制內專任教師甄選時，應依新聘專任教師之程序重新審查並辦理著作外審。

Cases concerning contract employed researchers participating in the selection for full-time faculty positions within the manning quota of the University shall be handled in accordance with the procedure stipulated for the appointment of new full-time faculty. The applicant's academic works shall be subject to external review.

十一、研究人員於本校授課時，依兼任教師提聘程序辦理，不另支給鐘點費。但如利用公餘時間授課者，惟得另支給鐘點費，每週最多以四小時為限。

XI. Cases concerning researchers who also teach shall be handled in accordance with the procedure stipulated for the appointment of adjunct faculty and without receiving additional hourly fees. Teaching may be paid for hourly fees up to four hours per week when it is conducted during off-duty time.

十二、教學人員之出國、差假及授課時數，比照編制內專任教師之規定辦理(聘期未滿一年者按比例計算)。

XII. Matters concerning faculty's request for going abroad or leave of absence, holidays, and weekly teaching hours shall be handled in accordance with relevant regulations for full-time faculty within the manning quota. (Those whose service time is less than one year shall be adjusted proportionally to service time.)

十三、教學人員之報酬標準，比照編制內專任教師之規定，每年經考核通過者，得逐年晉薪；惟如研究或建教合作計畫另有約定且高於編制內專任教師報酬標準者，從其規定。教學人員之升等，比照本校編制內專任教師升等辦法辦理。

XIII. The standard of remuneration for faculty shall follow the regulations applicable to full-time faculty within the manning quota of the University. Those who pass the annual performance assessment may receive annual salary increments. However, if a research or industry-academia collaboration project includes separate provisions that offer higher compensation than the standard for full-time faculty members, such provisions shall prevail. Promotion of full-time faculty within the manning quota shall be handled in accordance with the University's *Regulations for the Evaluation of Professorship Rank Promotion*.

十四、研究人員之聘期、差假、報酬標準、福利、勞工保險及全民健保等事項，比照教學人員之規定，惟報酬標準如研究或建教合作計畫另有約定者，從其規定。

XIV. Matters concerning researchers' employment term, request for leave of absence, holidays, standards of remuneration, benefits, Labor Insurance, and National Health Insurance shall follow relevant regulations for faculty. When there exists an additional agreement specified in the research projects or industry

collaboration projects concerning remuneration, the agreement shall be followed accordingly.

十五、博士後研究員之差假、勞退金、福利、勞工保險及全民健保等事項比照教學人員之規定，惟其報酬標準依契約規定辦理。

XV. Matters on request for leave of absence, holidays, labor pension, benefits, Labor Insurance, and National Health Insurance of postdoctoral research fellows shall be handled in accordance with relevant regulations for faculty. The standards of remuneration shall follow the provisions in the employment contract.

博士後研究員轉任編制內專任教師、研究人員後，其博士後研究員之服務年資得比照教學人員之規定提敘薪給；惟該年資不得採計為退撫年資。

Postdoctoral research fellows transferring to full-time faculty or researchers shall have their work seniority factored into the remuneration in accordance with regulations for full-time faculty within the manning quota. Nevertheless, the said work seniority as a postdoctoral research fellow shall be discounted when calculating their years of service for retirement payment, severance pay, or bereavement compensation.

十六、教學及研究人員離退金(離職儲金)規定如下：

XVI. Provisions for the separation payment (Severance Savings Fund) shall be as follows:

(一) 一〇一年八月一日起聘用人員，依勞工退休金條例辦理勞退金之提繳及請領。

(1) Those who are employed after August 1, 2012 shall follow the provisions in *Labor Pension Act* in matters concerning the contribution to and application for issuance of the Labor Pension Fund.

(二) 一〇一年七月三十一日前聘用人員，仍比照各機關學校聘僱人員離職儲金給與辦法規定，辦理離職儲金之提撥及核發。

(2) Those who are employed before July 31, 2012 shall follow the provisions in *Regulations for Granting Severance Savings Fund for Contract Employees of Government Agencies and Educational Institutions* in matters on the contribution to and application for issuance of the Severance Savings Fund.

(三) 未具參加勞工退休金條例提撥勞退金資格者，準用各機關學校聘僱人員離職給與辦法規定，辦理離職給與之提撥及核發。

(3) Those who are not qualified in accordance with *Labor Pension Act* to contribute to the Labor Pension Fund shall follow the provisions in *Regulations for Granting Severance Savings Fund for Contract Employees of Government Agencies and Educational Institutions*, mutatis mutandis, in matters concerning the contribution to and application for issuance of the Severance Savings Fund.

十七、教學及研究人員於聘用期間，得依本校有關規定，享有下列權益：

XVII. Faculty and researchers shall be granted for the following rights during their employment term:

(一) 識別證與汽機車停車證之請領。

(1) applications for employee identification card and vehicle parking permit

(二) 參加文康活動(自費或由各單位計畫內經費勻支)與各項聯歡等活動。

(2) participation in cultural or entertaining activities (expenses paid for by oneself or covered by the budget of the Units hosting the activities) and various joyous activities

(三) 圖書與資訊處及體育場館等公共設施，得依各單位之規定使用之。

(3) access to public facilities such as the Office of Library and Information Services and sports facilities, following the regulations of the Units providing the facilities

(四) 衛生保健醫療服務。

(4) services in personal hygiene, healthcare and medical treatment

(五) 參加勞工保險、全民健保，惟機關補助經費部份由用人單位於計畫經費內自行負擔。

(5) joining the Labor Insurance and National Health Insurance with the government subsidy paid for by the employing units out of project budget

十八、教學及研究人員於聘用期間，得申請發給在職證明書；離職時，應依規定辦妥離職手續後，始得發給離職證明書。教學及研究人員如因故須於聘期屆滿前離職時，應於離職前一個月提出申請，經行政程序核准且依公務人員交代條例辦理後移交始得離職，否則致生損害，應負賠償責任。

XVIII. Faculty and researchers may apply for issuance of employment certificate during their employment term. When they are resigning, they shall complete the resignation procedure in accordance with the regulations before receiving a certificate of termination. Faculty and researchers who wish to resign before the expiration of their employment term shall submit an application one month prior to their resignation. The resignation shall be effective after receiving approvals following administrative procedure and transferring matters stipulated below in accordance with *Act Governing the Handover of Civil Servants*. Faculty and researchers shall be liable for possible damages if they fail to transfer the said matters.

前項移交手續事項包括：

Procedure and matters referred to in the preceding Paragraph shall include:

(一) 經管財務。

(1) fiscal positions under one's jurisdiction

(二) 經管業務。

(2) business under one's jurisdiction

(三) 待辦或未了案件。

(3) pending or outstanding projects

十九、教學及研究人員之報到、離職及權利義務依契約規定辦理，聘用期間以執行契約所訂之工作內容為主。

XIX. Matters concerning the report for duty, resignation, and rights and obligations of faculty and researchers shall be handled in accordance with provisions in the employment contract. The primary duty of faculty and researchers during the employment term shall follow the job descriptions specified in the employment contract.

教學及研究人員於聘用期間之工作成果，除法律或合約另有約定者外，悉依本校研究發展成果及技術移轉管理辦法之規定辦理。

Matters concerning the work results of faculty and researchers during their employment term, unless otherwise dictated by law or agreed upon in the contract, shall be handled in accordance with the provisions of the University's *Guidelines on the Management of Research and Development Achievements and Technology Transfer*.

二十、教學及研究人員於聘期內終止契約或停止契約執行相關事項，依教學人員實施原則、研究人員實施原則之規定辦理。

XX. During the appointment period, if faculty or researchers terminate or suspend the execution of their contracts, such matters shall be handled in accordance with *Principles for the Recruitment of Full-time Faculty beyond the Manning Quota at Junior Colleges and Institutions of Higher Education* and *Principles for the Recruitment of Researchers and Staff Using the University Endowment Fund at National Universities*.

二十一、教學及研究人員於聘期屆滿未獲再聘，且無教學人員實施原則、研究人員實施原則第六點及第七點所訂情事者，比照勞工退休金條例第十二條規定，按其於本校服務年資發給慰助金，每滿一年發給二分之一個月之平均薪酬，未滿一年者，以比例計給；最高以發給六個月平均薪酬為限。

XXI. Upon expiration of the appointment period, faculty and researchers shall be granted a consolation payment in accordance with Article 12 of *Labor Pension Act* if there is no such a circumstance that falls under Items 6 and 7 of *Principles for the Recruitment of Full-time Faculty beyond the Manning Quota at Junior Colleges and Institutions of Higher Education* and *Principles for the Recruitment of Researchers and Staff Using the University Endowment Fund at National Universities*. The amount shall be calculated based on the individual's years of service at the University, at a rate of one-half of one month's average salary for each full year of service. For service less than one

year, the payment shall be prorated accordingly. The maximum amount shall not exceed six months of average salary.

二十二、教學及研究人員認為本校對其個人之措施有違法或不當致損害其權益者，得按其性質依法提起勞資爭議處理或相關訴訟，請求救濟。

XXII. If faculty or researchers believe that any measure taken by the University against them is unlawful or improper and has infringed upon their rights or interests, they may seek relief in accordance with the nature of the case by initiating labor dispute resolution procedures or pursuing relevant legal action as provided by laws.

二十三、教學人員職前曾任與現職職務等級相當、服務成績優良之年資得採計提敘薪級。教學及研究人員不適用公務人員相關規定。

XXIII. The work seniority that the faculty earned in a previous position comparable to their current professorship rank, with good performance, may be counted towards advancing their salary grade. Relevant regulations pursuant to civil servants shall not apply to the contract employed faculty and researchers.

二十四、本校退休之專任教師轉任為相當等級之教學人員時，應依本要點相關規定辦理，且免送外審。

XXIV. Matters concerning the employment of full-time faculty of the University who retire and transfer to teaching positions comparable to their professorship rank shall be handled in accordance with these guidelines and shall be exempt from external review.

本校退休之專任教師轉任為相當等級之研究人員時，依本校退休教師人力活化推動方案規定辦理。

Matters concerning the employment of full-time faculty of the University who retire and transfer to research positions comparable to their professorship rank shall be handled in accordance with the provisions of the University's *Guidelines on the Revitalization of Retired Faculty*.

退休教師轉任後之工作酬勞及參加保險事宜，應符合公立學校教職員退休資遣撫卹條例及勞工保險條例之規定。

Matters concerning remuneration and insurance plans of the said faculty shall follow the provisions in *Act Governing Retirement, Severance, and Bereavement Compensation for the Teaching and Other Staff Members of Public Schools and Labor Insurance Act*.

二十五、本要點未規定事項，依教學人員實施原則、研究人員實施原則及相關規定辦理。

XXV. Matters not specified in these guidelines shall be handled in accordance with *Principles for the Recruitment of Full-time Faculty beyond the Manning Quota at Junior Colleges and Institutions of Higher Education, Principles for the*

Recruitment of Researchers and Staff Using the University Endowment Fund at National Universities, and other relevant regulations.

二十六、本要點經本校教師評審委員會及校務基金管理委員會通過，陳請校長核定後實施，修正時亦同。

XXVI. These guidelines are approved by the UFEC, the University Endowment Fund Management Committee, and the President before implementation. Amendments to these guidelines shall follow the same procedure.