

國立中山大學教師聘約

Faculty Contract Agreement

89.2.2 第227次教師評審委員會修正通過
90.6.28 第251次教師評審委員會修正通過
90.9.19 第254次教師評審委員會修正通過
95.4.27 第302次教師評審委員會修正通過
95.6.15 第303次教師評審委員會修正通過
96.12.4 第311次教師評審委員會修正通過
97.10.28 第317次教師評審委員會修正通過
98.10.8 第323次教師評審委員會修正通過
101.1.12 第339次教師評審委員會修正通過
102.10.17 第357次教師評審委員會修正通過
103.5.15 第361次教師評審委員會修正通過
103.6.6 102學年度第4次校務會議修正通過
109.6.5 108學年度第4次校務會議修正通過
109.10.23 109學年度第1次校務會議修正通過
110.6.11 109學年度第4次校務會議修正通過
111.10.28 本校111學年度第1次校務會議修正通過
113.12.20 本校113學年度第2次校務會議修正通過

Amended and approved at the 2nd University Council meeting on December 20, 2024

一、教師應依本校教師守則之規定從事教學、研究、服務工作。

I. Faculty shall engage in teaching, research, and service in accordance with the University's *Faculty Code of Conduct*.

二、本校教師於授課外，對於學生心理、品德、生活、言行，均有擔負輔導之責任，並有擔任導師之義務。

II. In addition to teaching, faculty shall have the duty to counsel students on their psychological conditions, morality, campus life, and conduct, and are obliged to be class mentors of the students.

三、教師基本授課時數依本校教師授課鐘點核計準則及相關規定辦理。如因故請假者應依本校教師請假補課、代課鐘點費處理要點之規定辦理代、補課。

III. Matters concerning basic weekly teaching hours shall be handled in accordance with the University's *Guidelines on the Calculation of Hourly Pay for Faculty Members*. Matters concerning faculty who apply for leave from classes shall be handled in accordance with the University's *Guidelines on Faculty's Application for Leaves, Arrangement for Substitution and the Incurred Hourly Pay* to arrange for make-up classes or substitutes to teach instead.

四、教師所屬單位在本校開設外語課程或夜間排課時，教師有支援授課及配合開設課程之義務。111學年度後延攬進入本校之教師，每學期至少一門EMI課程。

IV. Faculty shall have the obligation to support the offering of courses taught in English or conducted in the evening if their affiliated units decide to do so. Those recruited from the 2022-23 academic year onwards shall offer at least one EMI

course per semester.

五、教師有接受教師評鑑之義務，並依本校教師評鑑辦法及相關規定辦理。評鑑結果經校教評會決議未通過者，不予續聘。

V. Faculty shall be evaluated in accordance with the University's *Regulations for Faculty Performance Assessment* and relevant regulations. Those who fail to pass the assessment after the resolution of the University Faculty Evaluation Committee (UFEC) shall not be granted an appointment renewal.

六、教師之借調、研究、講學、進修及休假研究依本校教師借調處理要點、本校教師講學研究進修實施要點及本校教授及副教授休假研究辦法及其他相關法令規定辦理。

VI. Matters concerning faculty's secondment, research, lecturing, pursuit of advanced studies, and research leave shall be handled in accordance with the University's *Guidelines on Handling Cases Regarding the Secondment of Faculty*, *Guidelines on Faculty's Lecturing, Research and Further Studies*, *Regulations for Research Leave of Professors and Associate Professors*, and relevant laws.

七、教師之兼課兼職應依本校專任教師兼職營利事業機構(團體)要點及公立各級學校專任教師兼職處理原則之規定，經學校同意後始得兼課兼職。教師校外兼課每週最多以四小時為限。教師違法兼職期間所支領之兼職費，學校應予以追繳並納入校務基金運用。

VII. Faculty shall apply for approval from the University before undertaking part-time teaching or concurrent positions in other institutions in accordance with the University's *Guidelines on Faculty Taking Concurrent Positions in Profit-Making Institutions (Organizations)* and *Principles for Handling Concurrent Jobs of Full-Time Faculty in Public Educational Institutions at All Levels*. Approved part-time teaching in other institutions shall be limited to four hours per week. Income from unapproved concurrent positions shall be confiscated and incorporated into the University Endowment Fund.

八、教師對外承接補助（委託）計畫，應依國家科學及技術委員會(以下簡稱國科會)補助專題研究計畫作業要點及本校辦理非國科會建教合作計畫作業要點相關規定辦理，由學校具名簽訂合約，不得有未透過學校行政作業而逕與各機關訂約，接受委託研究情事。

VIII. Matters concerning faculty conducting funded (entrusted) research projects shall be handled in accordance with the National Science and Technology Council's (NSTC) *Guidelines on the Subsidies for Research Projects* and the University's *Guidelines on Handling Industry-Academia Collaboration Projects Not Granted by the NSTC*. Faculty shall not conduct research projects funded or entrusted by other institutions without going through the University's administrative procedure for approval.

九、教師承接補助（委託）計畫，除應遵守補助(委託)單位之規範事項外，應依會計相關法規辦理各項經費使用事宜。

IX. Faculty shall follow regulations imposed by the funding institutions and relevant accounting regulations regarding budget utilization in conducting funded (entrusted) research projects.

十、教師於聘任因職務所產生之研發成果，應依本校研究發展成果及技術移轉施行要點規定辦理。

X. Matters concerning research outcomes by faculty during their appointment shall be handled in accordance with the University's *Guidelines on the Detailed Implementation of Managing Research and Development Achievements and Technology Transfers*.

校長或教師與未成年學生，在與性或性別有關之人際互動上，不得發展以性行為或情感為基礎等有違專業倫理之關係。

The President and faculty shall not be engaged in sexual behavior or develop an intimate relationship with minor students, thereby violating professional ethics.

校長或教師於執行教學、指導、訓練、評鑑、管理、輔導學生或提供學生工作機會而有地位、知識、年齡、體力、身分、族群、或資源之不對等權勢關係時，與成年學生在與性及性別有關之人際互動上，不得發展以性行為或情感為基礎等有違專業倫理之關係。校長或教師發現師生關係有違反前項專業倫理之虞，應主動迴避及陳報學校或學校主管機關處理。

The President and faculty shall not be engaged in sexual behavior or develop an intimate relationship with adult students, especially when they hold unequal power over students in terms of social status, knowledge, age, physical condition, identity, ethnicity, or access to resources during teaching, supervision, training, evaluation, management, counseling, or job offer, thereby violating professional ethics. In cases where the President or faculty who discover their relationship with students may violate the professional ethics, as stipulated in the preceding Paragraph, they shall proactively withdraw from such relationships and report to the University or the University's competent authority for further action.

教師應尊重他人與自己之性或身體之自主，避免不受歡迎之追求行為，並不得進行違反性及性別平等情事。

Faculty shall respect the sexual or physical autonomy of others and themselves, avoid unwelcome pursuits, and refrain from sexual and gender equality violations.

除上開規定外，教師應遵守性別平等教育法、性別平等工作法、性騷擾防治法、校園性別事件防治準則及本校教師守則有關性或性別專業倫理規範等相關法令及規章。

In addition to the provision stipulated above in this Article, faculty shall abide by *Gender*

Equity Education Act, Gender Equality in Employment Act, Sexual Harassment Prevention Act, Regulations Governing Prevention of Gender-Related Incidents on Campuses, other laws and regulations of sex and gender related professional ethic stipulated in the University's *Faculty Code of Conduct*.

自114學年度起每2學年教師應完成1場次性平相關課程訓練；每4學年教師應至少完成1場次實體性平相關課程訓練。

Starting from the 2025-26 academic year, faculty shall complete at least one course training of gender equity every two academic years, and at least one in-person course training of gender equity every four academic years.

十一、教師應遵守學術倫理規範，若有違反情事者，依本校教師違反送審教師資格規定及學術倫理案件處理要點規定辦理。

XI. Faculty shall abide by regulations concerning academic ethics. Any violation shall be handled in accordance with the University's *Guidelines on Handling Cases Regarding the Violation of the Accreditation Regulations for Teacher Qualifications and Academic Ethics*.

十二、教師違反聘約及相關規定，應經各級教師評審委員會審議，必要時，得視個案情形逕提校教師評審委員會審議。各級教師評審委員會審議時，得依情節予以不得晉薪、借調、兼職或兼課、休假研究、或一定期間不得申請校內各項獎勵、不受理教師資格審定或另為適當之處置。

XII. Cases concerning faculty's violation of this agreement shall be reviewed by faculty evaluation committees of all levels, in succession. When the situation dictates, cases may be brought directly to the UFEC for review. Sanctions for violation may, depending on the degree of violation, consist of no annual salary increment, no secondment, no part-time teaching or concurrent positions, no research leave, no award application within a certain period, no accreditation of teacher qualification, or other appropriate penalty.

教師倘涉教師法第十四條、第十五條、第十六條、第十八條等規定之情事者，依教師法及其相關規定處置。

Matters concerning violation of Articles 14, 15, 16, and 18 of *Teacher's Act* shall be handled in accordance with provisions of *Teacher's Act* and relevant regulations.

十三、教師擬於聘約期滿後，不再應聘時，應於聘約屆滿一個月內書面通知學校。如欲於聘約存續期間內辭職者，應經學校同意。離退者應辦妥移交相關手續，始得離職。

XIII. Faculty who intend to end the appointment after the current term shall inform the University in writing one month before the expiry of the employment contract. Those who wish to resign during the term of the employment contract shall apply to the University for consent. The process of quitting or resignation shall be deemed finished after the transfer of matters in the applicant's possession.

十四、其他事項悉依相關法令及本校有關規定辦理。

XIV. Matters not covered in this agreement shall be handled in accordance with relevant laws and the University's regulations.

十五、本聘約經校務會議通過後施行，修正時亦同。

XV. This agreement is approved by the University Council. Amendments to this agreement shall follow the same procedure.