

Regulations for the Time-limited Promotion of Newly Appointed Faculty Members and Supporting Measures of National Taipei University of Business

Approved at the 2nd meeting of the University Affairs Meeting of the 2nd semester of Academic Year 2009 on June 10, 2010

Amended at the 1st meeting of the University Affairs Meeting of the 2nd semester of Academic Year 2011 on March 22, 2012

Approved at the 2nd University Affairs Meeting of the 2nd Semester, Academic Year 2013, on June 5, 2014, for the University's name change

Amended Article 3 at the 1st meeting of the University Affairs Meeting of the 1st semester of Academic Year 2019 on December 19, 2019

Amended Article 3 at the 3rd meeting of the University Affairs Meeting of the 2nd semester of Academic Year 2020 on July 8, 2021

Article 1 National Taipei University of Business (hereinafter referred to as “the University”), in order to encourage newly appointed faculty members to enhance their performance in teaching, research, and service, resolved, at the 1st meeting of the University Affairs Meeting of the 1st semester of Academic Year 2002, to incorporate an eight-year time-limited promotion requirement for newly appointed faculty members into the appointment contract, and further resolved, at the 1st meeting of the University Affairs Meeting of the 1st semester of Academic Year 2008, to adopt supporting measures for the eight-year time-limited promotion clause. Accordingly, and pursuant to the foregoing resolutions and the relevant provisions of the University Act, the University hereby formulates these Regulations.

Article 2 The term “newly appointed faculty members” as used in these Regulations refers to full-time associate professors, assistant professors, and lecturers newly appointed by the University from the 2nd semester of Academic Year 2002 onward.

Article 3 After being appointed, newly appointed faculty members of the University shall be promoted within the following prescribed time periods: lecturers shall be promoted to assistant professor within eight years of assuming their position; assistant professors shall be promoted to associate professor within eight years of assuming their position; and associate professors shall be promoted to professor within ten years of assuming their position. Those who fail to be promoted within the prescribed period shall be classified as “under observation” and shall undergo teacher evaluation within two years. Where the evaluation result is “good” or above, such faculty members shall thereafter undergo a teacher evaluation every two years until they are successfully promoted. Where the evaluation result is “needs improvement,” the faculty member shall not be reappointed in accordance with the relevant provisions of the Teachers’ Act, after a resolution by the faculty evaluation committees at each level and approval by the Ministry of Education.

During the observation period referred to in the preceding paragraph, faculty members who have not been promoted within the prescribed period shall not be granted salary grade advancement, may not undertake

overload teaching hours, and may not engage in concurrent teaching or concurrent positions either within or outside the University. On-campus concurrent positions shall not include administrative supervisory positions concurrently held by such faculty members as first- or second-level administrators when serving as the incumbent President and with less than one year remaining in the presidential term; off-campus concurrent positions shall not include the five categories of concurrent positions that, pursuant to Ministry of Education Order Tai-Jiao-Ren (2) No. 1040069402B dated June 1, 2015 interpreting Article 34 of the Act Governing the Appointment of Educators, may be exempted from approval by the school under the Directions for the Handling of Concurrent Positions of Full-time Teachers at Public Schools (see the Notes for details).

Where a faculty member concurrently serves as a first- or second-level supervisor of the University, as adjunct faculty assisting an academic unit, or in other related administrative positions for a full year, the time limit for promotion may be extended by one year; if the period of service is less than six months, it shall be counted as six months.

Faculty members who execute projects may have their promotion time limit extended in accordance with the following provisions:

1. Types of projects: projects funded by the Ministry of Science and Technology, industry-academia cooperation projects in which the accumulated amount of management fees set aside reaches NT\$150,000 or more, government-subsidized projects, and other related projects.
2. Where serving as principal investigator of a project referred to in the preceding subparagraph, the promotion time limit may be extended by the duration of project implementation. Where serving as co-principal investigator or co-investigator, the extension of the promotion time limit shall be calculated at one-half of the project implementation period and in proportion to the number of such investigators.

Where a faculty member becomes pregnant and gives birth, or is raising a child under the age of two, the promotion time limit may, on each such occasion, be extended by up to two years.

The other administrative positions and projects referred to in Paragraphs 3 and 4 shall be subject to review and confirmation by the University Faculty Evaluation Committee and the University Affairs Meeting.

Where two or more grounds for extending the promotion time limit exist during the same period, only one may be applied.

Where the promotion time limit is extended in accordance with Paragraphs 3 and 4, the total extension shall be limited to a maximum of six years.

Where, prior to the expiry of the promotion time limit, any of the

circumstances set out in Paragraphs 3 to 5 arises and continues after expiration, the promotion time limit shall still be extended in accordance with the provisions of the respective paragraphs.

Where any of the circumstances set out in Paragraphs 3 to 5 arises only after the promotion time limit has expired, the promotion time limit shall not be extended.

The provisions set out in Paragraph 1 shall be specified in the faculty appointment contract.

Except as otherwise provided in these Regulations, the teacher evaluations referred to in Paragraph 1 shall be conducted in accordance with the University's Faculty Evaluation Guidelines. However, the provisions of the Guidelines concerning exemption from evaluation and deferment of evaluation shall not apply.

Article 4 Matters not covered in these Regulations shall be handled in accordance with the Teachers' Appointment Act, the Teachers' Act, and other relevant laws and regulations.

Article 5 These Regulations shall be implemented after having been deliberated and approved by the University Faculty Evaluation Committee and the University Affairs Meeting, and submitted to the President for ratification; the same shall apply to any amendments.

The articles amended on June 5, 2014 shall apply to full-time associate professors, assistant professors, and lecturers newly appointed from the 2nd semester of Academic Year 2002 onward.

Notes: Pursuant to Ministry of Education Order Tai-Jiao-Ren (2) No. 1040069402B dated June 1, 2015, issued to interpret Article 34 of the Act Governing the Appointment of Educators, in order to encourage faculty members to apply their academic research and knowledge outcomes in society, where a faculty member engages in any of the following activities that has no adverse impact on the performance of their primary duties, academic reputation, or dignity, and is not incompatible with their primary position, such activity may be exempted from the requirement under the "Directions for the Handling of Concurrent Positions of Full-time Teachers at Public Schools" to obtain prior approval from the school:

- (1) A faculty member, on a non-regular basis (i.e., not on a fixed, frequent, or continuous basis), accepts an invitation to give a speech or teach a course, and the content shared or presented is not for profit-making purposes and does not involve commercial promotion.
- (2) A faculty member concurrently serves on a task force or in an advisory position of a government agency (institution), school, or administrative corporation, or serves as an expert representative at meetings of government agencies (institutions), schools, or administrative corporations.
- (3) A faculty member concurrently holds a position that, pursuant to laws

or regulations, must be kept confidential (for example, serving as an examination committee member, test designer, marker, reviewer, oral examiner, psychological test examiner, physical fitness examiner, or field test examiner under the Statute for the Diversified Entrance Exam System, or serving as a reviewer of works under the Regulations Governing the Qualification Review of Teachers at Junior Colleges and Institutions of Higher Education).

- (4) A faculty member, at the invitation of a government agency (institution), school, administrative legal person, or a non-profit enterprise or organization, concurrently holds a position for which they receive only transportation expenses or attendance fees, and no other consideration (including monetary or in-kind payments). (For example, serving as a remedial teacher for a non-profit organization or as a volunteer for a religious organization.)
- (5) A faculty member, at the invitation of a government agency (institution), school, administrative corporation, or a non-profit enterprise or organization, undertakes non-regular work (for example, serving as a referee or judge in athletic competitions).