

National Kaohsiung University of Science and Technology

Directions for the Appointment of Foreign Non-tenure-track Faculty Member Using the University Endowment Fund

Reviewed and approved by the 2nd University Endowment Fund Management Committee Meeting of the 2021 Academic

Year on December 2, 2021

Revised and Passed by the 1st University Endowment Fund Management Committee Meeting of the 2022 Academic Year on

September 21, 2022

I. National Kaohsiung University of Science and Technology (hereinafter “the University”) stipulates the Directions for the Appointment of Foreign Non-tenure-track Faculty Member Using the University Endowment Fund (hereafter “the Directions”) in accordance with the Principles for Appointing Foreign Non-tenure-track Faculty Member in Colleges or Above (hereafter “the Principles”) for the purpose of recruiting exceptional and outstanding foreign non-tenure-track faculty member with great teaching, research, and development potential.

II. The foreign non-tenure-track faculty member appointed using the university endowment fund (hereafter “foreign non-tenure-track faculty member”) referred to in the Directions are full-time teaching personnel who are not within the current establishment of the University, have foreign nationalities, provide all-English courses (including academic research), and are employed by the University with self-raised incomes (or using project funds granted by ministries/councils in support of the recruitment of talented teachers and the improvement of teacher structure) as specified in Article 3 of the Regulations for the Management and Supervision of the National University Endowment Fund.

III. The appointment of a foreign non-tenure-track faculty member shall be conducted in accordance with the principles of fairness, impartiality, and openness, and the foreign non-tenure-track faculty member appointed shall comply with the following requirements:

(I) Be equipped with the knowledge and skills required for the performance of the job as well as teaching, research, and development potential.

(II) Are not involved in circumstances set out in Article 14 (1), in Article 15 (1) of the Teachers’ Act and therefore be subject to suspension of appointment for a period of one to four years, or in Article 18 (1) of the Teachers’ Act and therefore be subject to the suspension of appointment for a period of six months to three years.

IV. Each academic unit shall meet one of the following criteria for the appointment of a foreign non-tenure-track faculty member and shall fill out an application for the appointment of teaching

personnel using the national university endowment fund, and submit the application to the administrative procedure to be approved by the President before the selection and appointment of a foreign non-tenure-track faculty member:

(I) The academic unit requires at least six courses to be taught all in English.

(II) The academic unit is approved to support whole-school or cross-disciplinary all-English courses.

If the proposed foreign non-tenure-track faculty member is able to meet the needs of foreign students for the international teaching environment and bring in foreign teaching resources and collaborators, they may be selected at the discretion of each academic unit.

The number of foreign non-tenure-track faculty members appointed by academic units at all levels shall be 10% of the total number of full-time teachers within the current establishment of all colleges, without restriction by the regulations governing the control of teacher headcounts.

V. The selection and appointment of foreign non-tenure-track faculty members are regulated as follows:

(I) Procedure of appointment: The procedure shall be conducted based on the Guidelines for the Employment of Full-time Teachers of the University and comply with the Act for the Recruitment and Employment of Foreign Professionals. The work permits shall be applied by the appointment unit in accordance with the Regulations Governing Educational Institutions at All Levels Applying for Work Permits for Foreign Teachers and their Administration.

(II) Verification of foreign credentials: For those who apply for the review of teaching qualification with foreign degrees or diplomas, the qualification of their degrees or diplomas, schools of graduation, programs of study, and periods of study and whether or not they are recognized shall be determined in accordance with Regulations Governing the Assessment and Recognition of Foreign Academic Records by Institutions of Higher Education, Regulations Governing the Assessment and Recognition of Academic Records for Mainland Area, and Regulations Governing the Examination and Recognition of Educational Records from Hong Kong and Macao.

(III) Term of appointment: The term of appointment is two years in principle and four years the maximum. Upon the completion of the four-year term, those who are approved by the project for teaching needs or special reasons are no longer subject to the four-year term limitation.

(IV) Salary raise: Each college shall establish its own assessment standards. For every year of service, the appointment unit will raise the basic salary (seniority salary) of those who pass the assessment by one rank up to the highest rank of the positions they serve, and the appointment will be renewed at the end of the term within the project period. For those who do not pass the

assessment and fail to make improvements within the required time period, the appointment unit will terminate the contract or not renew the contract.

The assessment standards established by each college in accordance with Paragraph IV shall be specific in terms of the teaching and research performance that foreign non-tenure-track faculty members are required to fulfill. The assessment standards shall also be reviewed and passed during college affairs meetings and submitted to the President for approval before implementation.

VI. If foreign non-tenure-track faculty members appointed in accordance with the Directions intend to apply for a full-time teaching position within the current establishment, their application shall be reexamined in accordance with the new teacher appointment procedure.

VII. The basic teaching hours of foreign non-tenure-track faculty members appointed in accordance with the Directions shall be the same as those of full-time teachers within the establishment and may be deducted in accordance with the regulations of the University.

For those who fail to meet the requirement of basic teaching hours for two consecutive semesters or three accumulative semesters within their terms of appointment, the appointment unit will unconditionally terminate the contract or not renew the contract at the end of the semester.

VIII. The terms of appointment, terminations of contracts, suspensions of the execution of contracts, teaching hours, leaves, salaries, salary increases, bonuses, benefits, pensions, insurance, relief payments, and other rights and obligations of foreign non-tenure-track faculty members appointed in accordance with the Directions shall be specified in the contract with the University (see the appendix).

IX. For foreign non-tenure-track faculty members who have been appointed (including re-appointed) in accordance with the Implementation Regulations for the Employment of Non-tenure-track Faculty Member Using National University Endowment Fund prior to the implementation of the Directions, the appointment unit may renew the contract with them only if they pass the assessment standards established by the appointment unit itself as mentioned in V (IV) at the end of their term of employment.

X. Matters not covered by the Directions shall be handled in accordance with the Implementation Regulations for the Employment of Non-tenure-track Faculty Member Using National University Endowment Fund.

XI. The Directions have been approved by administrative meetings and the University Endowment

Fund Management Committee and ratified by the President prior to the implementation. The same shall apply to all amendments to the Directions.