

東海大學文學院英語中心約聘教師聘任辦法

THU ELC Contract-Based Faculty Hiring Regulations

100年3月29日第187次校務會議通過
112年5月31日1123200368號簽呈核准
112年10月24日第236次校務會議修正通過
112年11月4日英語中心中心會議修正通過
112年12月19日第237次校務會議修正通過

- 第一條 為因應本校英語教學及教師評鑑之需求，建立英語中心教師分流制度，以確保教學品質，特訂定東海大學文學院英語中心約聘教師聘任辦法（以下簡稱本辦法）。
- Article 1 THU ELC Contract-Based Faculty Hiring Regulations (hereafter referred to as “the Hiring Regulations”) are in place to establish different faculty tracks for ensuring English teaching quality and faculty evaluation.
- 第二條 約聘教師分為約聘教授、約聘副教授、約聘助理教授、約聘講師。約聘教師之聘任程序比照本校專任教師，經三級教師評審委員會審查教師資格通過並陳請校長核定後聘任之。
- Article 2 The Contract-based Faculty are categorized into Contract-based Professors, Contract-based Associate Professors, Contract-based Assistant Professors, and Contract-based Lecturers. The contract-based faculty hiring process follows the process of hiring full-time faculty after passing the Center, College, and University FACs, for the final approval by the President.
- 第三條 約聘教師不適用本校新聘教師評估及教學評鑑辦法，但應接受教學、服務、輔導之評鑑，其評鑑準則另訂之。
- Article 3 Contract-based faculty are not subject to the THU New Faculty Evaluation and the THU Faculty Evaluation Regulations but they shall be evaluated on the teaching, service, and advising categories under another set of different guidelines regulated by the ELC separately.
- 第四條 約聘教師非編制內教師，但佔教師員額，其聘期以一年一聘為原則，學年當中聘任者，其初聘至該學年終了止。聘約屆滿如擬續聘，應將評鑑結果及相關資料，提經三級教評會審議通過後予以續聘；評鑑未獲通過者不予續聘。
- Article 4 Contract-based faculty are not included in the University permanent faculty quota but are counted as members of the faculty. Appointments of contract-based faculty are on a one-year basis; if the contract is made halfway during the school year, it terminates at the end of the school year. Continual appointments are subject to the reviews of their evaluation results by the ELC, College, and University FACs; those who fail to pass the evaluation shall not be reappointed.
- 第五條 約聘教師依教育人員任用條例之遴聘資格聘任者，比照編制內專任教師資格審查規定辦理審查教師資格並發給教師證書；符合升等條件者，得比照辦理升等審查。待遇比照專任教師支給，續聘時得予提敘。
- Article 5 The University will review the teaching qualifications of contract-based faculty members

in accordance with the employment regulations governing University faculty before issuing them MOE teaching certificates. In addition, those who are qualified for promotion shall follow the same procedures as for regular full-time faculty members. The salary of a contract-based faculty member shall be calculated in the same way as a full-time teacher's pay. There will be a pay raise upon renewal of the appointment.

- 第六條 約聘教師每週在校工作四天，基本授課時數為 12 小時，上限為 18 小時。
約聘教師具英語中心所有委員會委員資格，暨院、校委員會相對應職級委員資格。
- Article 6 Contract-based faculty have to teach at least four days a week with a weekly teaching load of 12 hours (minimum) to 18 hours (maximum).
Contract-based faculty are entitled to membership on all ELC committees and membership on College and University committees, depending on rank qualifications.
- 第七條 約聘教師任教至學年度終了屆滿一學年者得予晉薪一級。
- Article 7 Upon the completion of one academic year, contract-based faculty shall receive a seniority pay raise by one level.
- 第八條 約聘教師的權利及義務依教育部「專科以上學校進用編制外專任教學人員實施原則」辦理。
- Article 8 The rights and obligations of contract-based faculty members are governed by the Ministry of Education's "Implementation Principles for the Employment of Full-time (Contract-based) Teaching Faculty Members of Institutions of Higher Education".
- 第九條 約聘教師於聘約有效期間，如有教育部「專科以上學校進用編制外專任教學人員實施原則」第六點、第七點之情事經查證屬實，本校得終止契約並予解聘，及當然暫時予以停止契約執行。
- Article 9 For contract-based faculty members during the contract period, if any of the cases mentioned in Article 6 or 7 of the "Implementation Principles for the Employment of Full-time (Contract-based) Teaching Faculty Members for Institutions of Higher Education" have been verified to be true, the University may terminate the employment and, therefore, suspend the execution of the contract.
- 第十條 本辦法經校務會議通過後實施。
- Article 10 The Hiring Regulations are implemented after the approval by the University Council.