

National Kaohsiung University of Science and Technology

Regulations for the Appointment of Research Non-tenure-track Faculty Member Using the University Endowment Fund

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Article 1 In order to respond accordingly to outstanding research talents and improve the teacher structure, National Kaohsiung University of Science and Technology (hereinafter “the University”) established the university endowment fund for research non-tenure-track faculty, and the employment regulations has been enacted in accordance with the Implementation Guidelines for the Recruitment of Contracted Non-tenure-track Faculty at Institutions of Higher Education (hereinafter “the Guidelines”).

Article 2 The contracted non-tenure-track research teaching faculty with endowment fund in the organization (hereinafter “the Contracted Research Faculty”) refers to the research teaching staff that are employed with the self-generated income in Article 3 of the National University Endowment Fund Establishment Act or with the funds of the Talent Recruitment and Improvement of Teacher Structure Program endowed by the Ministries.

Article 3 In the past three years, full-time professors in the organization, who are part of the regular faculty, have executed at least two or more projects funded by the National Science and Technology Council (formerly known as the Ministry of Science and Technology, hereinafter referred to as “the NSTC”), with themselves as principal investigators. They are required to publish academic journal articles as the first author or corresponding author under the name of our organization. The journals in which the articles are published shall be evaluated in accordance with the University’s Rewarding Regulations for Publishing Journals Articles. The field ranking of these articles is determined based on the Journal Ranking data in the Web of Science (WOS) database for the publication year. If the Impact Factor for the publication year is not yet announced at the time of application, the most recent announced value at the time of submission will be used as the reference. One same journal article can only be submitted by one applicant. Journal articles published on MDPI, FRONTIERS MEDIA SA, and HINDAWI are excluded. Each journal article shall be submitted once only, and shall not be recognized repeatedly.

Full-time professors in the organization, whose weighted sum of points for journal articles (priority on articles and reviews) exceeds sixty points, are eligible to complete the University's Application Form for the Contracted Research Faculty for Full-time Professors in the Organization. After a thorough review by the Research and Development Office (hereinafter referred to as R&D Office) of the points earned from NSTC projects

and journal articles, an application will be submitted to their respective departments or colleges (hereinafter referred to as “the Unit”) for the employment of the Contracted Research Faculty. Upon approval, the applicant shall submit the Application Form for the Contracted Research Faculty for Full-time Professors in the Organization. Following the administrative process, approval from the Research and Development Office (R&D Office) is required before submitting it to the president for final approval, in order to proceed with the employment of the Contracted Research Faculty.

Full-time professors in the organization who possess the research achievements mentioned above or the Unit which have submitted an application or have already employed a Contracted Research Faculty may apply for the employment of an additional instructor for every additional two hundred points earned.

The number for employing the Contracted Research Faculty is not subject to the limitations outlined in the University's Faculty Number Control Guidelines. However, when employed faculty in a college, the number for such employment shall not exceed ten percent of the total number of full-time professors within the college's existing regular faculty positions.

The calculation method for the first provision shall follow the regulations specified in the University's journal article point calculation table. For applications submitted by teachers before January 15th of each academic year, the evaluation of achievements shall be based on the previous three years, counting backward from December 31st of the preceding year. For applications submitted before July 15th, the evaluation of achievements shall be based on the previous three years, counting backward from June 30th of the current year.

Article 4 The employment of the Contracted Research Faculty in each Unit shall be conducted in accordance with fairness, impartiality, and transparency. They must meet the following eligibility criteria, without being subject to restrictions imposed by individual colleges' criteria for the employment of new faculty members:

1. Candidates must comply with the provisions of the Enforcement Rules of Act Governing the Appointment of Educators. The Unit shall employ candidates that are assistant professors or above. Recognition of their practical industry experience shall be carried out in accordance with the Regulations of Employment of Non-tenure-track Faculty with the Endowment Fund outside of the organization of National Kaohsiung University of Science and Technology.
2. The weighted sum of points of academic publications within the calendar year must meet the following minimum standards:
 - (1) Assistant professor (research focused): thirty points.
 - (2) Associate professor (research focused): sixty points.
 - (3) Professor (research focused): ninety points.

The previous provision is calculated based on the first or corresponding author of academic journals or papers (Priority on articles). The journals in which the articles are published shall be evaluated in accordance with the University's Rewarding Regulations for Publishing Journals Articles. Journal articles published on MDPI, FRONTIERS MEDIA SA, and HINDAWI are excluded and the calculations are subject to the University's journal article point calculation table. Other regulations shall be referred to the Article 5.

Article 5 Employment standards for the Contracted Research Faculty are as follows:

1. Employment process: Refer to the Regulations for Appointment of Full-time Faculty of National Kaohsiung University of Science and Technology.
2. Term of Employment:
 - (1) Employment is renewed annually, with the total term for the duration of the program limited to a maximum of four years. However, this limitation does not apply in special circumstances where a research-oriented project teacher's salary is covered by the employing unit's self-raised funds and approved by the president.
 - (2) If the employing unit does not intend to renew the employment upon its expiration, it shall notify the research non-tenure-track faculty member at least one month before the end of the term.
3. Regular teaching hours: The regular teaching hours are six hours. If the faculty is serving as the principal investigator for a NSTC project, and with the approval of the employing unit's supervisor, as well as confirmation from the R&D Office through a special review process, the faculty may be granted a reduction of up to three hours. The reduced hours shall not be included in calculations for other semesters.
4. The Contracted Research Faculty must not engage in external part-time jobs or teaching positions. For on-campus teaching hours, an hourly (exceeding) wage may be provided, limited to a maximum of three hours.
5. Promotion: Upon completing each year of service, an evaluation shall be conducted by the employing unit based on the performance standards and timelines defined in the project proposal. The achieved performance shall be reviewed and confirmed by the R&D Office. Those who pass the evaluation shall be promoted to the next salary level (annual pay) by one level, up to the highest annual pay level for the contracted job position. Upon the completion of the contract term, re-employment shall be granted. Those who do not meet the evaluation criteria shall not receive a promotion. However, those who make up the points falling short of in the previous year in the following year may be promoted to the next salary level (annual pay) upon re-employment when the contract term expires. If they still fail to meet the criteria in the following year's evaluation, they shall not be re-employed.

6. Severance pay:

- (1) For the research non-tenure-track faculty member whose contracts are due and will not be renewed, severance pay shall be paid in accordance with the provisions of Article 5, subparagraph 12. The standard of severance pay shall be based on the faculty's continuous and uninterrupted service years, except for those who are under circumstances specified in Articles 6 and 7 of the Principles and those who voluntarily resign or are appointed as fulltime faculty or non-tenure track faculty in the organization by the University.
- (2) The severance pay funds shall be financed from the University's consolidated funds.

However, if the salary of the research non-tenure-track faculty member comes from a self-generated income of the unit, the severance pay shall be financed by the unit's self-generated income.

The previous provision for re-employment is calculated based on the first or corresponding author of academic journals or papers (Priority on articles). The journals in which the articles are published shall be evaluated in accordance with the University's Rewarding Regulations for Publishing Journals Articles. Journal articles published on MDPI, FRONTIERS MEDIA SA, and HINDAWI are excluded and the calculations are subject to the University's journal article point calculation table. One same journal article can only be submitted by one applicant. Each journal article shall be submitted once only, and shall not be recognized repeatedly.

The weighted sum of points of academic publications must meet the following minimum standards:

- (1) Assistant professor (research focused): twenty points. The maximum points of R>25% is ten points.
- (2) Associate professor (research focused): forty points. The maximum points of R>25% is fifteen points.
- (3) Professor (research focused): sixty points. The maximum points of R>25% is twenty points.

Article 6 The Contracted Research Faculty appointed under the regulations who wish to participate in the employment process for full-time faculty positions in the organization shall follow the procedures outlined for the employment of new full-time faculty.

Article 7 The terms and conditions related to the term of appointment, contract termination, contract suspension, teaching hours, leaves, salary, salary increments, bonuses, benefits, pensions, insurance, severance pay, and other rights and obligations matters of the Contracted Research Faculty shall be explicitly specified in the contract with the University.

If the faculty fails to meet the University's minimum teaching hours for two consecutive semesters during the term of appointment or accumulates three semesters below the University's minimum teaching hours, the contract shall be unconditionally terminated or not renewed after the end of that semester.

Article 8 The rights and obligations of both the University and the faculty shall be governed by the provisions of this contract. In cases where this contract does not specify certain matters, they shall be handled in accordance with the Regulations of Employment of Non-tenure-track Faculty with the Endowment Fund outside of the organization of National Kaohsiung University of Science and Technology.

Article 9 This employment contract comes into effect after passing the administrative meeting, the endowment fund council, and being approved by the President; the same applies to amendments thereof.