

銘傳大學聘任專業技術人員擔任教學辦法

中華民國108年05月24日法規審查會書審通過

中華民國108年06月03日行政會議修正通過

- 第一條 本校為聘任專業技術人員擔任教學之需要，特依教育部頒「大學聘任專業技術人員擔任教學辦法」第九條之規定訂定本辦法。
- 第二條 本辦法所稱專業技術人員，係指具有特殊專業實務、造詣或成就，足以勝任教學工作者。
- 第三條 專業技術人員比照教師職務等級，分教授級、副教授級、助理教授級及講師級四級。
- 第四條 教授級專業技術人員應具下列資格之一：
一、曾任副教授級專業技術人員三年以上，成績優良，並有具體事蹟者。
二、曾從事與應聘科目性質相關之專業性工作十五年以上，具有特殊造詣或成就者。但獲有國際級大獎者，其年限得酌減之。
- 第五條 副教授級專業技術人員應具下列資格之一：
一、曾任助理教授級專業技術人員三年以上，成績優良，並有具體事蹟者。
二、曾從事與應聘科目性質相關之專業性工作十二年以上，具有特殊造詣或成就者。但獲有國際級大獎者，其年限得酌減之。
- 第六條 助理教授級專業技術人員應具下列資格之一：
一、曾任講師級專業技術人員三年以上，成績優良，並有具體事蹟者。
二、曾從事與應聘科目性質相關之專業性工作九年以上，具有特殊造詣或成就者。但獲有國際級大獎者，其年限得酌減之。
- 第七條 講師級專業技術人員之資格，應曾從事與應聘科目性質相關之專業性工作六年以上，具有特殊造詣或成就者。但獲有國際級大獎或經認定確屬學校教學需要之人才者，其年限得酌減之。
- 第八條 專業技術人員以兼任為原則，必要時得聘為專任。
本辦法所稱曾任各級專業技術人員年資及專業性工作年資，指專任年資；兼任年資，折半計算。
- 第九條 專業技術人員之資格審定、聘任、聘期、升等有關事項，由本校教師評審委員會比照教師之規定辦理。
- 第十條 有關專業技術人員之具體事項、特殊造詣或成就之認定、國際級大獎之界定、確屬學校教學需要人才之認定及其年限酌減標準等事項，由本校學術審議委員會辦理。
前項具體事實、特殊造詣或成就之認定，應先由聘任學系、所、中心及室送請校外學者或專家二人以上審查，再提送本校學術審議委員會審理。
- 第十一條 專業技術人員之解聘、停聘、不續聘與其通報、資訊蒐集、查詢及申訴等事項，比照教師之規定。
- 第十二條 專任專業技術人員每週授課時數，依其專業性質及聘任等級，比照教師之規定辦理。
- 第十三條 專任專業技術人員之待遇、福利、研究、進修、退休、撫卹、資遣、年資晉薪等事項，依其聘任之等級，比照教師之規定；兼任人員按同級教師兼課鐘點費支給標準給與。
- 第十四條 本辦法經行政會議通過，校長核定後實施，修正時亦同。

Ming Chuan University Procedures for Appointing Professionals with Technical or Business Expertise to Faculty Positions

Passed at the Regulation Review Committee on May 24, 2019
Revised and Passed at the Administrative Council Meeting on June 03, 2019

- Article 1. Ming Chuan University has implemented the Procedures for Appointing Professionals with Technical or Business Expertise to Faculty Positions to take advantage of the expertise of technical or business professionals with hands-on experience in the business world. These procedures are in accordance with a set of related regulations put in place by the Ministry of Education.
- Article 2. Professionals with Technical or Business Expertise mentioned above refers to faculty members with practical experience whose unique technical or professional expertise rather than their academic credentials qualifies them to teach at the university level.
- Article 3. Such faculty members will be ranked in accordance with the same structure used to rank all other faculty members at the university, and will be given Professor, Associate Professor, Assistant Professor, and Instructor rank.
- Article 4. To be assigned the rank of Professor for excellent technical or business skills, faculty members should meet one of the following conditions:
1. Have served with distinction as an Associate Professor for three or more years.
 2. Have worked with distinction for 15 or more years in a technical or professional field with direct relevancy to the courses that they are required to teach. The actual number of work years may be reduced for faculty members who have won major international awards or prizes.
- Article 5. To be assigned the rank of Associate Professor for excellent technical or business skills, faculty members should meet one of the following conditions:
1. Have served with distinction as an Assistant Professor for three or more years.
 2. Have worked with distinction for 12 or more years in a technical or professional field with direct relevance to the courses that they are required to teach. The actual number of work years may be reduced for faculty members who have won major international awards or prizes.
- Article 6. To be assigned the rank of Assistant Professor for excellent technical or business skills, faculty members should meet one of the following conditions:
1. Have served with distinction as an Instructor for three or more years.
 2. Have served with distinction for nine or more years in a technical or professional field with direct relevance to the courses that they are required to teach. The actual number of work years may be reduced for faculty members who have won major international awards or prizes.
- Article 7. To be assigned the rank of Instructor for excellent technical or business skills, faculty members should have worked with distinction for six or more years in a technical or professional field with direct relevance to the courses that they are required to teach. The actual number of work years may be reduced for faculty members who have won major international awards, prizes or otherwise met the requirements of the university.
- Article 8. In principle, faculty members employed for their business or technical expertise will serve as part-time instructors. However, under some circumstances, such personnel may be asked to serve as full-time faculty members. The seniority of each rank of instructor or technician refers to the full-time period and the seniority for part-time service will be counted by half.
- Article 9. With regard to the suspension or ending of employment, technical and business experts will follow the same regulations as other faculty members according to the Faculty Evaluation Committee.
- Article 10. Matters concerning the confirmation screening of professional technicians' substantial works, special attainments or achievements, the distinction of international awards, the recognition of an indispensable talent for teaching and the adjustment of the year limitations shall be handled by the Faculty Review and Evaluation Committee.
- The cases of confirming substantial works, special attainments or achievements mentioned in the preceding paragraph shall be submitted to two or more scholars or experts outside of the University by the hiring Department, Graduate Program, Center or Office for screening before being submitted to the Faculty Review and Evaluation Committee for review.
- Article 11. Matters such as dismissal, suspension of contract, non-renewal of Contract and the related reporting, collection of information, inquiries, and appeal will follow the same regulations as other faculty members.
- Article 12. The number of weekly teaching hours for technical and business experts will follow the same

regulations as other faculty members and will depend on rank and other factors.

Article 13. Matters such as salary, welfare benefits, research, education subsidies, promotion, retirement, pension, termination, and seniority will follow the same regulations as other faculty members and will depend on rank and other factors. The hourly pay of part-time faculty members will be equal to the amount given to other instructors at the same level.

Article 14. Upon being passed at the Administrative Council Meeting and approved by the president, these procedures were implemented. Any revision must follow the same procedure.

****In the event of any inconsistency or discrepancy between the Chinese and other language versions of this document, the Chinese version shall prevail.****