

國立陽明交通大學進用專案教師實施要點

National Yang Ming Chiao Tung University Guidelines for Appointing Project Faculty Members

111年10月5日國立陽明交通大學111學年度第1次臨時教師評審委員會通過

Approved at the first extraordinary teacher evaluation committee meeting of the 2022–2023 academic year on October 5, 2022

113 年 5 月 22 日國立陽明交通大學 112 學年度第 7 次教師評審委員會通過

Approved at the seventh extraordinary teacher evaluation committee meeting of the 2023–2024 academic year on May 22, 2024

- 一、國立陽明交通大學(以下簡稱本校)為因應教學及校務發展，與延攬人才需要，依專科以上學校進用編制外專任教學人員實施原則(以下簡稱編外教學人員實施原則)，訂定國立陽明交通大學進用專案教師實施要點(以下簡稱本要點)

National Yang Ming Chiao Tung University (hereafter “NYCU”) has formulated the National Yang Ming Chiao Tung University Guidelines for Appointing Project Faculty Members (hereafter “the Guidelines”) in accordance with the Implementation Principles for Appointing Full-Time Faculty Members Outside the Staffing Complement at Junior Colleges and Institutions of Higher Education (hereafter “the Implementation Principles”) in response to the development of its teaching and school affairs and the need to recruit outstanding faculty members.

- 二、本要點所稱專案教師，係指由本校以校務基金自籌經費或各部會獎補助延攬人才與改善師資結構計畫經費支出範圍內，以契約方式進用，全時任職，按月支給薪酬之非編制內專任教學人員，比照教師職務等級，分為教授、副教授、助理教授及講師四級。

The project faculty members mentioned in the Guidelines refer to full-time faculty members outside the staffing complement who are employed by NYCU with self-raised funds from the school affairs budget or subsidies from various ministries and departments that are spent to recruit outstanding faculty members and improve the structure of the faculty by balancing contracted, full-time, and monthly staff. According to their job level, these faculty members may be professors, associate professors, assistant professors, or instructors.

各聘任單位(以下簡稱各單位)因業務需要，得依其教學研究工作性質，將前項專案教師區分為下列人員：

Employing units (hereafter “Units”), for their own business needs, may divide project faculty members into the following classifications according to the nature of their teaching and research work:

- (一) 專業教學教師：以學科領域教學為主。

Instructors: Primarily tasked with teaching academic subjects.

- (二) 實作教學教師：以支援跨校課程、規劃並執行跨領域課程、工作坊、或共同指導研究生論文研究為主。

Professors of practice: Primarily tasked with supporting cross-campus courses, planning and

implementing interdisciplinary courses, hosting workshops, and co-supervising graduate thesis research.

- (三) 教學研究教師：以教學服務、前瞻技術研究、共同指導研究生論文研究、推動國際合作研究、規劃並管理大型實驗室為主。

Research professors: Primarily tasked with teaching, forward-looking technology research, co-supervising graduate thesis research, promoting international collaborative research, and planning the activities of and managing large laboratories.

- (四) 產學教師：以技術研發、產學計畫之爭取及推動、或共同指導研究生論文研究為主。

Professor of industry and research: Primarily tasked with pursuing technology research and development, promoting industry-academia cooperative projects, and co-supervising postgraduate thesis research.

- (五) 臨床教學教師：以臨床教學為主，至本校附設醫院、教學醫院或建教合作之醫院從事臨床教學工作。

Clinical medical instructors: Primarily tasked with clinical teaching at the university-affiliated hospital, teaching hospitals, or hospitals engaged in cooperative education.

另專案教授具本要點第三點第三項第二款第一至七目資格之一者，得授予約聘教授之榮銜。

Project faculty members who meet one of the listed qualifications in Subparagraph 2, Paragraph 3, Article 3 may be awarded the title of contract professors.

- 三、各單位進用專案教師應本公平、公正、公開之原則辦理，且遵守編外教學人員實施原則第四點之迴避規定。

Units that appoint project faculty members shall follow the principles of fairness, justice, and openness and avoid conflicts of interest per Article 4 of the Implementation Principles.

專案教師遴聘資格比照本校編制內專任教師之規定辦理；其聘任年齡亦同，但依教育部專案計畫核准者不在此限。

For selecting and appointing project faculty members, Units shall handle the matter of qualifications in accordance with the Regulations for the Recruitment of Full-Time Faculty Members Inside the Staffing Complement of NYCU. The age of appointment shall comply with these regulations, except for individuals approved through the process for projects under the Ministry of Education.

前開所稱教育部專案計畫核准者，包括下列情形：

The aforementioned project faculty members approved through the process for projects under the Ministry of Education refer to those who meet one of the following conditions:

- (一) 依「國家重點領域產學合作及人才培育創新條例」、「教育部補助大專校院延攬國際頂尖人才作業要點」等特別規定進用者。

Appointed in accordance with special provisions such as the National Key Fields Industry-University Cooperation and Skilled Personnel Training regulations and the Ministry of Education Guidelines for Subsidizing Higher Education Institutions to Recruit Top International Talents.

- (二) 從事學術研究或教學有重要貢獻或傑出成就，獲得學術界肯定，並具有下列資格之一，經學校各級教師評審委員會審議同意者：

Has made important contributions or outstanding achievements in academic research or teaching, which have been recognized by the academic community, and fulfills one of the following conditions, as determined by a teacher evaluation committee of NYCU:

1. 諾貝爾獎或相當等級之得主。

Winner of the Nobel Prize or equivalent awards;

2. 國家級研究院院士。

Fellow of a national-level research institute;

3. 國際重要學會會士。

Member of a major international association;

4. 中央研究院院士。

Fellow of Academia Sinica;

5. 國家講座。

National chair professor;

6. 學術獎得主。

Winner of academic awards; or

7. 國家產學大師獎得主。

Winner of National Award for Distinguished Contribution to Industry–Academia Cooperation.

四、各單位因教學研究需要，擬聘任專案教師時，應先確認經費來源，其聘任程序比照本校編制內專任教師辦理為原則，經本校新聘教師委員會同意，得免經該會審議。

Units that plan to appoint project faculty members for their teaching and research needs shall first confirm the funding source and follow the appointment procedure based on the Regulations for the Recruitment of Full-Time Faculty Members Inside the Staffing Complement of NYCU. With the consent of the NYCU committee for newly appointed faculty members, the appointment may be exempted from committee review.

但依第二點第二項規定進用擔任實作教學教師者，其聘任程序由院級教評會或相當院級單位教評會辦理，並送請校外學者專家辦理審查通過後，提校級教評會審議。

However, the appointment procedure for professors of practice appointed in accordance with Paragraph 2 of Article 2 shall be handled by the college-level teacher evaluation committee or an equivalent unit. The appointment shall then be submitted to non-NYCU scholars and experts for review and approval before being submitted to the university-level teacher evaluation committee of NYCU for review.

五、專案教師之聘期配合學期制，以一至二年為原則，惟各單位如因教學、經費等考量，得以一學期為聘期。

In principle, the term of employment for project faculty members shall be 1–2 years, with the years based on the semester system. However, Units may limit the term of employment to one semester due to teaching, funding, or other considerations.

專案教師於聘期屆滿二個月前，應由各單位確定經費來源及業務需要，且參酌其工作表現及再聘評鑑結果，經系、院教評會通過後，循行政程序簽核辦理再聘。

Two months before the expiration of a term of employment, for project faculty members, Units

should assess their funding sources and practical needs, and the job performance of the project faculty member and renewal evaluation results shall be taken into consideration. Determinations are to be approved by the department-level and college-level teacher evaluation committees and signed through the administrative procedure before faculty reappointment.

各單位再聘逾七十歲之專案教師，且符合本要點第三點第三項資格者，應經各級教評會同意。Units planning to reappoint project faculty members who are aged 70 years or above and who meet the qualifications stipulated in Paragraph 3, Article 3 of the Guidelines shall acquire the approval of teacher evaluation committees of all levels.

六、專案教師之再聘評鑑辦法，由各學院(含博雅書苑)依本要點訂定。聘任於行政單位之專案教師則由教務處訂定。

The procedures for renewal evaluations of project faculty members shall be formulated by each college (including the Liberal Arts College) in accordance with the Guidelines. Those who were employed in administrative units were assessed by the Office of Academic Affairs.

依本要點第二點區分專案教師類別者，再聘評鑑之項目，專業教學教師以教學及服務(輔導)二項為原則，可申請增加研究項目；實作教學教師、教學研究教師、產學教師及臨床教學教師為教學、研究及服務(輔導)三項。各類別教師須符合各項標準如下：

Regarding project faculty members appointed to the positions indicated in Article 2 of the Guidelines, if they were instructors, they will be, in principle, re-evaluated according to their teaching and services (e.g., counseling). However, they may apply to have their research added as a part of their assessment. If they were professors of practice, research professors, professors of industry and research, and clinical medical instructors, they will be assessed according to their teaching, research, and services (e.g., counseling). All faculty members must comply with the following specifications regardless of the type of position they hold:

(一) 教學項目：

On teaching:

1. 專業教學教師：每週應授課十四小時；如通過研究評量，則比照本校編制內專任教師授課時數核計原則辦理。

Professors: Teach 14 hours per week; quantification of teaching hours is based on the accounting principles for the teaching hours of establishment full-time faculty members if the professors have passed research evaluation.

2. 實作教學教師：比照本校專任教師授課時數核計原則辦理，但須依聘任合約，滿足計畫或業務之授課鐘點需求。

Professors of practice: Instructional time quantified in accordance with the accounting principles for the instructional time of establishment full-time faculty members. However, professors of practice must meet the teaching hour requirements of their project or business in accordance with the NYCU Contract for Project Faculty Members.

3. 教學研究教師：比照本校專任教師授課時數核計原則辦理。

Research professors: Instructional time quantified in accordance with the accounting principles for the instructional time of establishment full-time faculty members.

4. 產學教師：比照本校專任教師授課時數核計原則辦理。

Professor of industry and research: Instructional time quantified in accordance with the accounting principles for the instructional time of establishment full-time faculty members.

5. 臨床教學教師：每週實際授課時數（大學部及研究所實際授課時數、臨床教學時數，不含專題討論/書報討論/專題演講）須依聘任契約辦理，滿足計畫或業務之授課鐘點需求。

Clinical medical instructors: Weekly instructional time (undergraduate and graduate instructional time and clinical teaching time, excluding seminars, journal clubs, and invited lectures) quantified in accordance with the employment contract and set to meet the hour requirements of the project or unit.

(二) 研究項目：

On research:

1. 專業教學教師、實作教學教師及臨床教學教師：得包含教學著作、教學期刊論文、教學成果技術報告、研究著作、研究計畫（或研究群）之參與及推動、成果與經費之爭取、共同指導研究生論文研究等。

Professors, professors of practice, and clinical medical instructors: May include literary teaching works, teaching journal articles, technical reports on teaching results, or literary research works; participated in research projects (or research groups); prepared research findings; pursued research funding; and co-supervised graduate thesis research.

2. 教學研究教師及產學教師：得包含學術著作、技術研發之具體成果(含專利或著作已授權、技術轉移、獲獎情形等)、研究計畫（或研究群）之爭取及推動、成果與經費之爭取、共同指導研究生論文研究等。

Research professors and Professor of industry and research: May include literary academic works, specific technology research and development results (e.g., authorized patents or works, technology transfer, and awards), undertaken research projects (or research groups), sought research grants, prepared research finding, and co-supervised graduate thesis research.

(三) 服務(輔導)項目：

On services including counseling:

1. 專業教學教師：得包含系、院、校級服務，例如擔任導師、學生課業輔導、協助各級單位業務推動等。

Professors: May include department-level, college-level, and university-level services, such as acting as a homeroom teacher, tutoring students, and assisting Units at all levels in practical matters.

2. 實作教學教師：規劃並執行本校跨領域課程相關業務，例如擔任彈學導師、跨領域教學空間及設備管理與成果展規劃推動或其他系、院、校級服務等。

Professors of practice: Shall have planned and executed activities related to interdisciplinary courses at NYCU—for example, served as a flexible instructor, managed interdisciplinary teaching environment and facilities, promoted learning achievement exhibitions, or completed other service at the department, college, and university.

3. 教學研究教師：得包含協助管理大型計畫、規劃並管理大型實驗室、指導大學部學生專題實作或協助各系院校級業務推動等。

Research professors: May include assisting in managing large-scale projects, planning the activities of and managing large-scale laboratories, supervising the special projects of undergraduate students, or promoting matters at the department, college, or university level.

4. 產學教師：推動產學合作相關事宜為主。

Professor of industry and research: Shall have promoted matters related to industry-academia cooperation.

5. 臨床教學教師：得包含院、系級服務或負責期刊之編輯或審查、擔任教學醫院教學負責人、負責教學醫院教學相關行政事務、擔任教學醫院部(科)主任服務性質之職位或活動。

Clinical medical instructors: May include department-level or college-level services; editorial or review responsibilities for academic journals; assumption of the role of teaching coordinator in a teaching hospital; oversight of teaching-related administrative tasks in a teaching hospital; and service-oriented roles or activities such as directing a department or division in a teaching hospital.

- 七、專案教師於聘期屆滿未獲再聘時，且無編外教學人員實施原則第六點及第七點所定情事者，本校應依上開規定第五點發給慰助金。前開慰助金之來源與薪資來源一致為原則。

If project faculty members are not reappointed by NYCU upon the expiration of their term of employment and the circumstances stated in Articles 6 and 7 of the Implementation Principles do not apply, NYCU shall grant severance pay to these faculty members in accordance with Article 5 of the Guidelines. The source of the severance pay should in principle be the same as that of their salary.

專案教師如經各單位決定不予再聘時，各單位應至遲於聘期屆滿前一個月通知當事人。

If a Unit has decided not to reappoint a project faculty member, the Unit shall notify the faculty member concerned at least month before the expiration of the term of employment.

- 八、專案教師比照本校編制內專任教師辦理教師資格審查，並發給教師證書。

Project faculty members shall receive a faculty member qualification assessment according to the Regulations for the Recruitment of Full-Time Faculty Members Inside the Staffing Complement of NYCU and be issued a teacher certificate accordingly.

專案教師符合升等條件者，得比照本校編制內專任教師辦理升等審查，但不受新進教師升等年限規定之限制。

Project faculty members who are qualified for promotion may also receive a promotion assessment according to the aforementioned regulations but are not subject to the specifications concerning the number of years of service required for newly appointed faculty members to be promoted.

非二月或八月到職之專案教師，於申請升等時，其教學年資之計算如下：

For project faculty members who do not commence their employment term in February or August, when they apply for promotion, their years of teaching service shall be calculated as follows:

(一)三月至七月到職者，自八月起計。

Employment term commenced from March to July: Calculation starts in August.

(二)九月至一月到職者，自二月起計。

Employment term commenced from September to January: Calculation starts in February.

- 九、專案教師之報酬標準及晉薪規定，比照本校編制內專任教師之規定辦理。但有特殊情形，經以契約約定，超過上開合計數者，從其約定。

The remuneration standards and salary promotion regulations for project faculty members shall be handled in accordance with the Regulations for the Recruitment of Full-Time Faculty Members Inside the Staffing Complement of NYCU. However, in the event of special circumstances and a contractual agreement that the total amount is to exceed the remuneration standards, the agreement shall prevail.

- 十、專案教師須從事教學、研究並參與服務(輔導)工作，授課時數比照本校編制內專任教師之規定為原則。惟各單位另有約定者，從其約定。

Project faculty members must be engaged in teaching, research, and various services including counseling, with the number of teaching hours handled in accordance with Regulations for the Recruitment of Full-Time Faculty Members Inside the Staffing Complement of NYCU. However, if the Units specify otherwise, the specification by the Units shall prevail.

教師超支鐘點費之支領規定，依教務處規定辦理。

Regulations on the overpaid hourly fees for project faculty members shall be handled in accordance with the regulations of the Office of Academic Affairs.

- 十一、專案教師之差假、代課，比照編制內專任教師之規定辦理。

Business leave and substitution of project faculty members shall be handled in accordance with Regulations for the Recruitment of Full-Time Faculty Members Inside the Staffing Complement of NYCU.

- 十二、專案教師非經本校書面同意，不得在校外兼職或兼課。

Project faculty members may not teach or work part-time outside NYCU without a written consent from NYCU.

- 十三、專案教師聘期中非因執行職務而致死亡時，按其死亡時之服務年資給與一年一個月平均薪資之撫卹金及一個月平均薪資之喪葬費，但合計最高以四十萬元為限。其遺屬受領之順位依民法規定辦理。

If a project faculty member dies during the term of employment under circumstances unrelated to the performance of their duties, a pension of one month's average salary for one year and funeral expenses consisting of one month's average salary will be granted on the basis of the faculty member's seniority at the time of their death, up to a maximum of NT\$400,000. The order in which the surviving family members receive the pension and funeral expenses shall be handled in accordance with the relevant provisions of the Civil Code.

- 十四、學校依勞工退休金條例之規定提繳退休金，未符該條例規定者，比照各機關學校聘僱人員離職給與辦法之規定辦理。

NYCU and project faculty members must contribute to their pensions in accordance with the relevant provisions of the Labor Pension Act. Those who do not comply with said provisions are subject to the provisions of the Regulations for Severance Compensation for Employees Employed

by Various Agencies and Schools.

專案教師應依規定參加勞工保險及全民健康保險，其所應自行負擔之保險費，由本校於發放薪酬中代為扣繳。機關補助部分由其相關經費支應。

Project faculty members shall participate in labor insurance and National Health Insurance in accordance with the relevant regulations. The insurance premiums for faculty members are to be withheld from salaries by NYCU. Subsidies provided by government agencies are supported by relevant funds.

- 十五、專案教師聘任期間，得參與本校各項學術活動。除另有規定外，依各有關規定享有本校員工各項福利。

Project faculty members may participate in various academic activities hosted or arranged by NYCU during the term of employment. Unless otherwise specified, they are entitled to various benefits as NYCU employees in accordance with the relevant regulations.

- 十六、專案教師之聘期、終止契約、停止契約之執行、授課時數、差假、薪酬、晉薪、獎金、福利、退休、保險、慰助金及其他權利義務事項，應納入契約中明定。

Each project faculty member's contract shall specify that member's term of employment, contract termination protocol, protocol for the termination of the execution of the contract, teaching hours, leave protocol, salary, raise, bonus, benefits, retirement, insurance, consolation pay, and other rights and obligations.

- 十七、專案教師如有編外教學人員實施原則第六點、第七點情事者，本校於聘期內終止契約或當然暫時予以停止契約。相關程序及規範依同原則第六點至第九點規定辦理。

In the event of circumstances covered by Articles 6 and 7 of the Implementation Principles, project faculty members shall have their contract terminated or suspended per the relevant procedures and specifications of Articles 6–9 of the Guidelines.

- 十八、專案教師轉任本校編制內專任教師時，應依教師聘任程序重新辦理審查。相關年資之採計，依編外教學人員實施原則第十二點辦理。

If a project faculty member is transferred to the position of an establishment full-time faculty member of NYCU, the faculty member shall receive a re-examination in accordance with the procedures for faculty member appointments. The calculation of the years of service of the faculty member shall be based on Article 12 of the Implementation Principles.

- 十九、專案教師擬於聘期屆滿前辭聘，應於離職生效日一個月前以書面敘明理由，循行政程序簽核，且離職時，應依規定辦妥離職手續後，始得發給離職證明書。

Project faculty members planning to resign before the expiration of their term of employment shall submit a written statement explaining their reasons for resigning one month before the effective date of their resignation and follow administrative procedures for approval. Project faculty members can receive a certificate of resignation only after completing the resignation procedures in accordance with relevant regulations.

- 二十、本校與各醫院簽訂各項教學研究教師培育計畫之專案教師，除依本要點辦理外，得另以契約約定其他權利義務。

Project faculty members appointed for various research professor training programs overseen by NYCU and partner hospitals may have additional rights and obligations specified in a separate contract, in addition to the matters handled in accordance with the Guidelines.

二十一、一百一十一年八月一日前已依原國立陽明大學進用專案教師、研究人員及工作人員實施要點、原國立交通大學校務基金進用專案教學人員實施要點與原國立交通大學約聘教授聘任辦法聘任有案之專案教師，遴聘資格與薪酬符合編外教學人員實施原則第五點規定者，得聘任至原聘期屆滿為止。

Project faculty members who were appointed for employment before August 1, 2022, in accordance with the former National Yang Ming University Guidelines for Appointing Project Faculty Members, Researchers, and Staff, the former National Chiao Tung University Guidelines for Appointing Project Faculty Members Using School Affairs Fund, or the former National Chiao Tung University Regulations for Appointing Professors and whose qualifications and salary are in line with Article 5 of the Implementation Principles may continue in their employment until the expiration of their original term of employment.

本要點實施前已依前項規定聘任有案之約聘教授，於一百一十一年八月一日以後仍符合本要點第三點第二項遴聘資格者，得不受第二點第三項限制，續予約聘教授之榮銜至離職為止。

Contract professors who were appointed for employment in accordance with the provisions of the aforementioned regulations prior to the implementation of the Guidelines and who meet the qualifications specified in Paragraph 2, Article 3 of the Guidelines may renew their honorary title until resignation regardless of the restrictions in Paragraph 3, Article 2 of the Guidelines.

二十二、本要點如有未盡事項，依編外教學人員實施原則及本校專案教師契約等相關規定辦理。

For matters not addressed in the Implementation Principles, they shall be handled in accordance with the Guidelines and other relevant regulations.

二十三、本要點經校級教評會通過後實施，修正時亦同。

The Guidelines and revisions thereof shall take effect upon approval at the university-level teacher evaluation committee.