

YZU Regulations for Joint Appointment And Temporary Transfer of Faculty/Personnel

Passed by the 19th Administrative Committee of the 1994 School Year, December 1, 1994
Amended by the 3rd Administrative Committee of the 1995 School Year, October 30, 1995
Amended by the 5th Administrative Committee of the 2001 School Year, October 8, 2001
Amended by the 2nd Administrative Committee of the 2003 School Year, August 25, 2003
Amended by the 3rd Administrative Committee of the 2016 School Year, September 7, 2016
Amended by the 5th Administrative Committee of the 2019 School Year, October 9, 2019
Amended by the 25th Administrative Committee of the 2019 School Year, July 22, 2020
Amended by the 22nd Administrative Committee of the 2021 School Year, May 11, 2022

Article 1 These regulations are established to enhance the University's teaching and research resources, the flow of talents across different departments, attract outstanding talents, and improve the University's academic level.

Article 2 Joint appointment of faculty within the University:

1. If any department needs to appoint full-time faculty (including visiting faculty) of other departments to support and help the teaching or research affairs due to the need of research or future development, the joint appointment shall be processed after getting the approval from Faculty Evaluation Committee of both departments (graduate school, center, office, group of majors or majors within the same field). Joint appointment within the same college shall be processed after getting the approval from Faculty Evaluation Committee of College; Joint appointment across different colleges shall be processed after getting the approval from Faculty Evaluation Committee of College and of School.
2. Jointly appointed faculty shall choose one unit to be the primary employing unit and the other one to be the secondary; rights and obligations of faculty are determined through negotiations between both the primary employing unit and the secondary. The secondary employing unit shall submit a written application to the primary unit to appoint faculty jointly. The three parties involved, including the primary unit, the secondary unit, and the faculty concerned, may sign an agreement if necessary. Each college shall regulate this signing process autonomously.
3. The personnel quota of jointly appointed faculty shall be calculated into the quota of the primary employing unit.
4. The term of employment for jointly appointed faculty is one school year and may be renewed. When considering renewal, their contributions from the previous school year shall be taken into account. If any party wishes to terminate the joint appointment, it shall submit the termination aligned with the semester period that does not affect current teaching conditions. If the joint appointment is not renewed upon expiration of term or due to the fact of the cessation of admission of students into the employing department

- (graduate school, group of majors or majors within the same field), the jointly appointed faculty shall be assigned to his or her primary employing unit.
5. Matters related to the renewal, research, promotion, and continuing education of jointly appointed faculty shall be handled by the primary employing unit. The primary employing unit may request relevant information or opinions from the secondary unit for reference.
 6. The promotion and evaluation of jointly appointed faculty shall be handled by their primary employing unit, and their performance of teaching, research, academic advice and guidance, and other services in the secondary employing unit shall be incorporated into the calculation. The secondary employing unit shall provide combined feedback on the evaluation items to the primary employing unit for submission to Faculty Evaluation Committees for review in accordance with regulated procedures.

Article 3 Joint appointment and temporary transfer of external faculty/personnel from other institutions or organizations:

1. In order to strengthen collaboration with external institutions, each unit of the University may develop joint appointment of talents or temporary transfer projects with industry, government, academia, and research institutions with legal entity through bilateral agreements or by signing academic cooperation agreements.
2. Jointly appointed faculty employed by the University must be reviewed and approved by various levels of Faculty Evaluation Committees and then submitted to the President for final approval before getting consent from external institutions. In the case of external institutions employing full-time faculty of the University, the primary employing unit shall get the President's approval first and then the Personnel Office shall inform the external institutions in writing.
3. If the salaries of jointly appointed or temporary transferred faculty/personnel are paid by the University, the University shall be considered as the primary employing unit; in the opposite situation, the University shall be considered as the secondary employing unit.
4. The employment contract of jointly appointed or temporary transferred faculty/personnel shall be issued by the University based on their conditions; the term of employment shall be one year. The renewal of the contract shall also be one year with the consent of both parties after expiration of the original contract.
5. The jointly appointed or temporary transferred faculty/personnel shall receive full-time benefits from only one employing unit. Matters regarding promotion, insurance, benefit, retirement, etc. shall be handled in accordance with the regulations of that employing unit. However, the other employing unit may provide non-fulltime pay in accordance with regulations (including teaching hourly pays, teaching and research allowances, lecture fees, etc.).

6. Faculty employed by the University as the primary employing unit shall prioritize their teaching, research, academic advice and guidance, and other services at the University, without affecting their performance as the guiding principle.
7. Each unit of the University may employ external individuals who possess the qualifications for educational or professional technical personnel to provide service in teaching and doing research based on these regulations.
8. The jointly appointed or temporary transferred faculty/personnel may use the research resources and equipment of their employing institutions, but any related research results must be jointly published under the names of both parties.
9. Faculty employed by the University as the secondary employing unit who apply for promotion review shall have their teaching credits calculated in accordance with “Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education” made by the Ministry of Education.

Article 4 These regulations are adopted by Administrative Committee, as shall amendments when they are made.

The English translation is for reference only. In case of any discrepancy between Chinese version and English version, the Chinese version shall prevail.