

元智大學專任教師校外兼職範圍申請說明

The Scope for YZU Full-time Faculty Applying for Holding Concurrent Positions at Other Institutions

一、法源依據 Legal basis:

1. 元智大學教師聘任待遇服務規則第三條：「本校專任教師不得兼任校外有給之專任職務，……。」。

Article 3 of “YZU Regulations for Employment, Payment, Service of Faculties” : Faculties shall not take any paid full-time jobs outside the University.

2. 元智大學教師校外兼課及兼職辦法第一條：「……，凡本校專任教師（以下簡稱教師）於校外兼課及兼職，應依本辦法辦理，……。」。

Article 1 of “YZU Regulations for Faculty Lecturing or Holding Concurrent Positions at Other Institutions”: These regulations are established for the purpose of regulating the University’s full-time faculty members (hereinafter, ‘faculty’) who lecture or hold concurrent positions at other institutions.

二、兼職定義：教師從事本職以外的固定、經常性、持續性工作，於兼職單位擔任職務或與其有契約關係者，無論是否為晚間、週末時間或寒暑假期間執行，皆屬兼職行為。

The definition of ‘holding concurrent positions at other institutions’: Faculty engage in fixed, regular, and continuous work outside of their primary job, whether it involves holding positions or contractual relationships with part-time organizations, regardless of whether it is performed during evenings, weekends, summer or winter vacation periods, it is considered as holding concurrent positions.

三、本校專任教師兼職應事先以書面申請報經學校核准，下列情形者得免報經核准：

Full-time faculty applying for holding concurrent positions at other institutions shall submit a written application which shall be approved by the University before taking the concurrent positions. However, faculty shall be exempted from filing an application in the following circumstances:

1. 非常態性應邀演講或授課，且分享或發表內容未具營利目的或商業宣傳行為。

Faculty who are not invited to give a lecture or teach a class on a regular, frequent or continuous basis, and the content is not shared or published for profit or commercial promotion purposes.

2. 兼任政府機關（構）、學校、行政法人之任務編組職務或諮詢性職務，或擔任政府機關（構）、學校、行政法人會議之專家代表。

Faculty who take the task force or advisory positions at government agencies (institutions), schools, non-departmental public bodies, or serve as expert representatives in the meetings of government agencies (institutions), schools, non-departmental public bodies.

3. 所兼職務依法令規定應予保密。(例如擔任典試法所規定之典試委員、命題委員等，或擔任專科以上教師資格審定辦法所規定之著作審查人等)

Faculty’s duties in their concurrent positions must be kept confidential as stipulated by laws and regulations. (Such as taking the positions as Members of the Board of Examiners, Question Drafters as stipulated in the “Examination Affairs Act”; or as reviewers who evaluate faculty promotion through their representative publications as stipulated in the “Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and

Institutions of Higher Education”.)

4. 應政府機關(構)、學校、行政法人或非以營利為目的之事業或團體之邀請，兼任非決策或執行業務之職務，僅支領交通費或出席費，且無其他對價回饋。(例如擔任學術刊物編輯或審查人、非營利團體之課輔教師等)

Faculty who are invited by government agencies (institutions), schools, non-departmental public bodies, or non-profit-seeking enterprises/entities to take non-decision-making or non-executive positions, where only one-time expenses such as transportation or attendance fees are received, and there is no other remuneration involved. (Such as serving as editors or reviewers for academic journals, or as tutors for non-profit-seeking entities.)

5. 應政府機關(構)、學校、行政法人或非以營利為目的之事業或團體之邀請擔任非常態性之工作。(例如擔任競技比賽之裁判或評審)

Faculty who are invited by government agencies (institutions), schools, non-departmental public bodies, or non-profit-seeking enterprises or entities to serve non-routine work. (Such as serving as referees or judges for competitive sports events.)

6. 擔任各級公私立學校學生家長會職務。

Serving in various positions in parent associations of public and private schools at all levels.

7. 依公寓大廈管理條例所定住戶身分擔任管理委員會職務或管理負責人。

Serving as members of Management Committee or the Manager in the capacity of inhabitants as stipulated in the “Condominium Administration Act Building Administration Division”.

四、本校專任教師得於下班時間從事下列行為 Full-time faculty may engage in the following activities during off-duty hours:

1. 具社會公益性質之活動或其他非經常性、持續性之工作。

Engaging in charitable activities in society or other non-regular, non-continuous work.

2. 依個人才藝表現，獲取適當報酬，並得就其財產之處分、智慧財產權及肖像權之授權行使，獲取合理對價。

Based on personal talent and performance, faculty may receive appropriate compensation and exercise the rights to dispose of their property, intellectual property, and portrait rights in exchange for fair consideration.

教師從事前項二項行為，不包括至校外從事補習、家教之教學活動。

Faculty engaging in the aforementioned two activities do not include teaching in cram schools/tutorial schools or being private tutors outside the University.

五、本校教師得申請兼任職務範圍如下 The scope for YZU full-time faculty applying for holding concurrent positions at other institutions:

本校專任教師得兼任職務範圍	
The scope for YZU full-time faculty applying for holding concurrent positions at other institutions	
※國內兼職 Holding concurrent positions in Taiwan	
1. 政府機關(構)、公立學校及已立案之私立學校。	Government agencies (institutions), public schools, and registered private schools.
2. 行政法人。Non-departmental public bodies.	
3. 非以營利為目的之事業或團體 Non-profit-seeking enterprises or entities:	

- (1). 公營、私營或公私合營之事業。Public-owned enterprises, private-owned enterprises, or those jointly run by the government and a private company.
 - (2). 依法向主管機關登記或立案成立之法人、事業或團體。
Juridical persons, enterprises or entities that are registered with the authorities in accordance with other laws or regulations.
 - (3). 國際性學術或專業組織。International academic or professional organizations.
4. 營利事業機構或團體 Profit-seeking enterprises or entities:
- (1). 私營事業、政府機關（構）、公立學校、公法人、公營事業或其出資、信託或捐助之法人所投資之營利事業，或所投資之營利事業再投資之營利事業。
Profit-seeking enterprises invested by private-owned enterprises, government agencies (institutions), public schools, public juristic persons, public-owned enterprises or corporations funded, entrusted, or sponsored by them, or profit-seeking enterprises reinvested by the invested profit-seeking enterprises.
 - (2). 承接政府機關（構）研究計畫者。
Those who undertake research projects commissioned by government agencies (institutions).
 - (3). 公營事業機構之任務編組或臨時性組織。
Task forces or temporary institutions within public-owned enterprises.
 - (4). 經學校認定具一定學術地位之學術期刊出版組織。
Academic journal publishing institutions recognized by the University as having a certain academic standing.
 - (5). 依本部訂定之課程綱要編輯教科用書、教師用書或教師手冊之出版組織。
Publishing institutions responsible for editing and publishing textbooks, teacher's guides, or teacher's manuals in accordance with the curriculum guidelines set by the Ministry of Education.
5. 新創之生技醫藥公司。Startup biotech and pharmaceutical companies.
6. 從事研究人員兼職與技術作價投資事業管理辦法所定企業、機構、團體或新創公司。
Enterprises, institutions, entities, or startup companies stipulated in 從事研究人員兼職與技術作價投資事業管理辦法.

※國外、香港或澳門地區兼職之範圍

Holding concurrent positions overseas or in Hong Kong, Macau.

1. 經當地主管機關設立或立案之學校。
A school established or registered by the local regulatory authority.
2. 國際性學術或專業組織。
International academic or professional institutions.
3. 經學校認定具一定學術地位之學術期刊出版組織。
Academic journal publishing institutions recognized by the University as having a certain academic standing.
4. 與學校建立產學合作關係並已於我國第一上市（櫃）之外國公司或經董事會、股東

會決議規劃於我國申請第一上市（櫃）之外國公司。

A foreign company overseas that has established an industry-academia partnership with the University and has primarily listed its shares in Taiwan, or has made resolutions in their board of directors and shareholders' meetings to apply for primary listing in Taiwan.

5. 從事研究人員兼職與技術作價投資事業管理辦法所定企業、機構、團體。

Enterprises, institutions, entities, or startup companies stipulated in 從事研究人員兼職與技術作價投資事業管理辦法.

六、本校專任教師兼職有下列情形之一者，學校應不予核准或於兼職期間廢止其核准：

The University shall not approve or shall revoke the approval of faculty holding a concurrent post in any of the following circumstances:

1. 與本職工作性質不相容。

The concurrent position is incompatible with the nature of one's teaching position.

2. 教師評鑑未符合學校標準。

The faculty's evaluation does not meet the University's standards.

3. 對本職工作有不良影響之虞。

There is concern of negative impact on the faculty's teaching position.

4. 有損學校或教師形象之虞。

There is concern of damaging the image of the University or the faculty member.

5. 有洩漏公務機密之虞。

There is concern of leaking official secrets.

6. 有營私舞弊之虞。

There is concern of committing jobbery.

7. 有職務上不當利益輸送之虞。

There is concern of improper transfer of benefits in the course of performing duties.

8. 有支用公款或不當利用學校公物之虞。

There is concern of misuse of the University's funds or properties.

9. 有違反教育中立之虞。

There is concern of violation of educational neutrality.

七、本校專任教師不得兼任職務範圍如下：

Faculty are not allowed to concurrently hold the following positions:

1. 校外從事補習、家教之教學活動。

Teaching in cram schools/ tutorial schools or being private tutors outside the University.

2. 律師、會計師、建築師、技師等專業法律規範之職務。但於下班時間因從事或參與社會公益性質之事務而依各該專業法規辦理相關事宜者，不在此限。

Positions such as lawyer, Certified Public Accountant, architect, technician, etc. that are governed by specialized laws and regulations. However, faculty are not restricted from engaging in or participating in charitable activities in society during off-duty hours, as long as they comply with relevant regulations and handle related matters accordingly.

3. 私立學校之董事長及編制內行政職務。

The Chairmen of the board or an administrative position in a private school.

4. 香港或澳門地區主管機關設立或立案學校之職務，有損害我國國格、國家安全之虞者。

Positions in schools established or registered by the local regulatory authorities in Hong Kong or Macau that may pose a threat to the national identity or national security.

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