

YZU Regulations for Concurrent Employment of Faculty

Passed by the 19th Administrative Committee of the 1994 School Year, December 12, 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

Article 1 These regulations are established to enhance the communion of different departments (graduate schools, centers) and to integrate the academic and research performance of departments (graduate schools, centers) of relevant fields.

Article 2 Concurrent employment of faculty inside University:

1. If any department needs to appoint faculties of other departments to support and help the teaching or research affairs due to the need of research or future development, the concurrent employment can be processed after getting the approval of the Department Council Meeting of both departments.
2. Concurrent faculty shall choose one department to be the main employer and the other one to be the co-employer.
3. The personnel quota of concurrent faculties shall be calculated into the quota of the main employer.
4. The term of office of concurrent faculties is one year for each term depends on the actual need of the applying department.
5. The rights and obligations of concurrent faculties shall be decided by both the main employer and the co-employer.
6. The affairs regarding faculty's performance, promotion, and advanced study shall be evaluated by the main employer with the opinions of the co-employer director as reference.

Article 3 Concurrent employment of faculty outside University:

1. To enhance the academic communion and cooperation among University, industrial circles and research institutions, University may make a proposal of the concurrent employment with these institutions and departments may make a cooperation plan with these institutions depends on the need of teaching or research. The proposal and plan can be come into effect after being verified by the three degrees of Teacher Evaluation Committees.
2. If the salary of a concurrent faculty is paid by University, University shall be considered as the main employer; if it is not, the school shall be considered as the co-employer.
3. The employment contract of a concurrent faculty shall be issued by both parties and the contract period shall be one year. The renewing of the contract shall also be one year

with the consent of both parties after expiry of the original contract.

4. The concurrent faculty shall receive only one party's benefits of a full-time employee. The affairs regarding promotion, insurance, benefits and retirement of the employee shall be processed in accordance with regulations of that party; the employee shall be paid only with the part-time salary by the other party.

Article 4 Prior to promulgation and enforcement, these regulations have been passed by Administrative Committee, the same for amendment.

If any controversies or disputes occurred regarding clauses of the contract, it shall always refer to its Chinese version.