

## **YZU Regulations for Temporary Transfer**

Passed by the 7<sup>th</sup> Administrative Committee of the 1997 School Year, February 18, 1998

Amended by the 18<sup>th</sup> Administrative Committee of the 2001 School Year, May 27, 2002

Amended by the 8<sup>th</sup> Administrative Committee of the 2001 School Year, December 30, 2002

Amended by the 27<sup>th</sup> Administrative Committee of the 2004 School Year, June 22, 2005

Amended by the 10<sup>th</sup> Administrative Committee of the 2005 School Year, January 23, 2006

**Article 1** These regulations are established to enhance the R&D collaboration among industrial players, public institutions, the research and academic sectors, to integrate the educational resources, to promote the research development, and to effect industry-education cooperation.

**Article 2** Category of temporary transfer: (three categories of the application of temporary transfer)

1. temporary transfer to serve at government institutions, public and private schools;
2. temporary transfer to serve at industries, organizations or companies;
3. temporary transfer to serve at Far Eastern affiliated enterprises;

**Article 3** Qualification of temporary transfer:

1. Full-time faculty, having consecutively served at University for more than 3 years shall become eligible for temporary transfer that is in accordance with his/her specialist or courses taught.
2. Full-time staff, having consecutively served at University for more than 3 years and with the rank of performance evaluation above A shall become eligible for temporary transfer to serve at Far Eastern affiliated enterprises.

**Article 4** Procedure of temporary transfer:

1. Faculty's application of temporary transfer shall be approved by Department (graduate school, center, office) Affairs Meeting and College Council Meeting before Personnel Office submits the case to Administrative Committee for verification and then to President for approval.
2. Staff's application of temporary transfer shall be approved by the department chairman or office director before Personnel Office submits the case to Administrative Committee for verification and then to President for approval.

**Article 5** Period of temporary transfer:

1. In principle, the period of temporary transfer is limited to one term or three years and can be extended whenever necessary. If the temporary transfer is to be extended, the total period is limited to six years.
2. Those whose period of temporary transfer is above three years or who have been

transferred for one term shall serve at University for more than two years before applying for any further transfer, which can be applied for only one time.

3. There is not limit of times of applications for those who apply for temporary transfer to serve at Far Eastern affiliated enterprises. However, the total period of temporary transfer (including the units mentioned in Article 2) is limited to nine years.
4. Faculties who complete their periods of temporary transfer shall serve at University for more than one year before applying for sabbatical leave.

Article 6 Position retained without pay shall be processed before going for temporary transfer. During the period, additional full-time personnel shall not be appointed to fill the vacant position but visiting faculties may be appointed to help the department's service and teaching and short-term contract staffs may be appointed to help running the unit's affairs. In principle, faculty member applying for travel abroad to lecture, research, or temporary transfer in each department or institute must not exceed fifteen percent of the total number of full-time faculties in the department or institute. During the period, the affairs regarding Civil Servant Insurance, Labor Insurance, National Health Insurance, and performance evaluation shall be processed in accordance with relevant regulations.

Article 7 Seniority of temporary transfer:

1. During the period of temporary transfer, faculty has returned to offer volunteer teaching for at least one course or directing graduate students every semester, the teaching seniority is counted as consecutively. The counting of seniority in the period of temporary transfer shall be in accordance with relevant regulations.
2. For staffs temporarily transferred to serve at Far Eastern affiliated enterprises, the seniority is counted as consecutively. The performance evaluation in the period of temporary transfer shall be processed in accordance with relevant regulations of Far Eastern affiliated enterprises.

Article 8 Faculties and staffs shall follow the rules of the serving units during the period of temporary transfer. If anyone is punished due to illegal behavior or malfeasance, faculties shall be terminated from their contracts after the meeting resolutions of Teacher Evaluation Committee of School and staffs shall be dismissed after the meeting resolutions of Personnel Review Committee. Faculties or staffs whose seniority is in accordance with University's regulations for retirement shall be paid with the pension they shall receive.

Article 9 Temporary transfer to serve at government institutions, public and private schools:

1. The term 'government institutions, public and private schools' mentioned in these regulations includes institutions such as Academia Sinica, Chung-Shan Institute of Science and Technology (CSIST), Industrial Technological Research Institute (ITRI),

National Health Research Institutes (NHRI), National Applied Research Laboratories (NARL), or research units sponsored by the government.

2. If the private school is sponsored by Far Eastern affiliated enterprises, it is eligible for the regulation Article 11.

Article 10 Temporary transfer to serve at industries, organizations or companies:

1. The term ‘industries, organizations or companies’ mentioned in these regulations includes government-owned or private for-profit enterprises, juridical person organization, juridical association or groups established in accordance with Civil Associations Act that ask faculties of University to hold second posts or temporary transfer positions with specific demands. Position retained without pay and the take-over job content shall be processed before going for temporary transfer. Juridical person organization, juridical association, or groups established in accordance with Civil Associations Act referred in the preceding paragraph shall be the one permitted to establish in the government permission list and aided to the overall development of the University with strong collaboration.
2. For faculty members holding a post in for-profit organizations or groups on temporary transfer, University shall draw feedback agreements with the for-profit organizations or groups to get academic donation (except for Far Eastern affiliated enterprises and schools). The feedback donation shall be above thirty percent of faculty’s higher salary being paid either by University or by the organization. Regulations of feedback donation shall be drawn up separately. University shall consult and discuss the amount of feedback donation by case with the for-profit organizations or groups. Each case shall be signed for agreements by Office of R&D and the for-profit organizations or groups after being verified by the college, Office of R&D, and President.
3. The feedback donation paid by the for-profit organizations or groups shall be received by University and distributed with the following percentage: thirty percent for University, twenty percent for the college, and fifty percent for the department.

Article 11 Temporary transfer to serve at Far Eastern affiliated enterprises:

The term ‘Far Eastern affiliated enterprises’ includes the companies and non-profit organizations belong to Far Eastern affiliated enterprises.

Article 12 These regulations are adopted by Administrative Committee, reported to President for ratification and implementation, as shall amendments when they are made.

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