

National Taiwan University of Science and Technology (Taiwan Tech) 2018-19 Foreign Project Teaching Faculty Employment Application Guidelines

1. These guidelines are set out in order to recruit foreign talent to serve at Taiwan Tech, and to develop and strengthen the internationalization and academic competitiveness of Taiwan Tech.
2. Taiwan Tech will provide 20 to 30 positions for foreign project teaching staff in the 2018-19 academic year. Teaching units including colleges, departments, graduate institutes and research centers are to consider their development needs and recruit foreign faculty. Each teaching unit shall have at least one position for foreign project teaching staff for every 20 regular full-time faculty members.
3. Teaching Staff Position Application Procedure:
 - 1) Each teaching unit should submit the number of positions it needs for foreign faculty either before the 15th of September (official contract to start on the 1st of February of the next year) or before the 15th of February (official contract to start on the 1st of August). The teaching unit should provide the application form and selection criteria for the approval of the president, who will decide the number of positions to be given. The format of the application form will be set out separately.
 - 2) Upon notification of the number of teaching positions approved, the teaching units shall conduct an open recruitment process, and have the applicants undergo the usual three-level approval procedure. University-level research centers do not need to set up departmental or college level evaluation committees. The recruitment process shall be handled by the department, graduate institute, and college or R&D office related to the candidate's professional field.
 - 3) Newly hired project faculty should take up their new positions on the 1st of August for the first (fall) semester of the academic year and the 1st of February for the second (spring) semester.
4. Project Teaching Staff Selection Criteria
 - 1) Candidates should hold non-Taiwanese citizenship and be mainly from central Europe, eastern Europe, Russia and other countries.
 - 2) Candidates should have a doctoral degree, and the degree should be awarded by one of the universities listed on the Reference List of Foreign Universities or the List of Recognized Universities in Mainland China, Hong Kong and Macau published by the Ministry of Education, Taiwan.

- 3) The recruitment of foreign faculty includes the positions of project professor, project associate professor and project assistant professor. Postdoctoral researchers are not included.

5. Rights and Responsibilities

- 1) The initial contract period is to be one year and each continuing contract period is to be two years.
- 2) Project faculty should teach at least one course every semester during the contract period. Courses offered by project faculty recruited by university-level research centers should be coordinated with the relevant departments and graduate institutes.
- 3) During the contract period, project faculty should not hold other part-time jobs or positions apart from their teaching and research work at Taiwan Tech. However, project faculty are allowed to teach off-campus up to four hours per week if written approval is provided from Taiwan Tech.
- 4) The leave of absence regulations for project faculty are the same as for regular full-time faculty. However, project faculty are not allowed to apply for extension of sick leave.
- 5) During the contract period, project faculty will have their qualifications evaluated in the same way as regular full-time faculty and be awarded the official teacher certificate issued by the Ministry of Education, Taiwan.
- 6) During the contract period, project faculty are to be assessed and evaluated by the unit employing them.
- 7) During the contract period, project faculty may apply for various performance awards or subsidies offered by Taiwan Tech according to the relevant regulations.
- 8) During the contract period, project faculty who are qualified to participate in the Labor Insurance and the National Health Insurance programs should enroll in both programs. For those who do not meet the qualifications for Labor Insurance or NHI, Taiwan Tech may assist in obtaining Parts 1–5 of the “General Insurance for International Technological Cooperation Personnel.” Taiwan Tech will subsidize 65% of the insurance fee, and the project faculty member will be responsible for 35%.
- 9) Pension Contribution during the Contract Period
 - 1) 12% of the faculty member’s monthly remuneration will be set aside as their Pension Contribution during the contract period. 50% of the pension contribution will be deducted from the faculty member’s monthly

remuneration as his or her Voluntary Pension Contribution, and the other 50% will be funded by Taiwan Tech as its Mandatory Pension Contribution. Taiwan Tech will open a special account at a financial institution for interest and account management.

- 2) If the project faculty member resigns on the expiration of the contract, or if he or she resigns before the expiration of the contract period with the approval of Taiwan Tech, or if he or she becomes deceased while on duty or due to illness or accidents during the contract period, the principal and interest of both the Mandatory Pension Contribution and Voluntary Pension Contribution will be issued to the project faculty member.
 - 3) If the project faculty member is to be dismissed for contract violations before the expiration date of the contract, or if he or she resigns before the expiration of the contract period without the consent of Taiwan Tech, the project faculty member will be issued only the principal and interest of his or her Voluntary Pension Contribution.
- 10) The contract will be terminated upon the expiration date. The project faculty member should abide by all the regulations of Taiwan Tech during their period of employment. Taiwan Tech may dissolve the contract at any time if the project faculty member fails to perform their duties or violates relevant regulations.
- 11) During the contract period, the project faculty member should not resign before the semester ends. If he or she has to resign for any reason, a resignation application should be submitted three months before the last day of work. The project teacher shall not leave his or her position until Taiwan Tech has approved the resignation and the faculty member has completed the resignation process.

6. Remuneration and Benefits

- 1) The remuneration will be based on the provisions of the same salary standards as used for regular full-time faculty members of Taiwan Tech. In addition, a monthly housing stipend of NT\$6,000 will be issued.
- 2) During the contract period, each year a faculty member may apply for one subsidized economy-class round-trip airfare between Taiwan and the project faculty member's country of residence.
- 3) A birthday gift voucher and social and cultural activities will be provided by Taiwan Tech.
- 4) University faculty ID and an on-campus parking permit will be provided.

- 5) The university's public amenities such as libraries, computer classrooms and sports facilities may be used in accordance with the regulations of each management unit.
7. The project faculty may be provided a personal research office (not laboratories) if he or she is recruited by a college or university-level research center, whereas the offices for the department-level or graduate institute project faculty are to be provided by the departments
8. The funds required for the employment of the project faculty recruited by teaching units shall be fully funded by the self-raised income of the endowment funds of Taiwan Tech. For faculty hired by research centers, the center shall provide NT\$12,000 per month, and the rest will be funded by the endowment funds of Taiwan Tech.
9. After a project faculty member leaves his or her position, the further allocation and use of the position will be decided by the university based on overall needs.
10. Any other matters not set forth in the guidelines shall be dealt with in accordance with the relevant rules and regulations.
11. The above guidelines will go into effect upon approval by the President of Taiwan Tech. The same procedure shall be applied for revisions.