

National Cheng Kung University Differences Between Full-Time Teachers, Teachers Sponsored by Project Funds, and Distinguished Scholars in Terms of Personnel Management Systems and Rights

Category Item	Full-time teachers	Teachers sponsored by project funds	Distinguished scholars
Regulatory basis	1. Teachers' Act 2. Act Governing the Appointment of Educators 3. National Cheng Kung University Regulations Governing Teacher Recruitment	1. Implementation Rules for the Recruitment of Research Teachers, Research Personnel, and Staff Using the National University Endowment Fund 2. National Cheng Kung University Implementation Directions for Recruiting Research Teaching Personnel Using the University Endowment Fund	National Cheng Kung University Implementation Directions for Recruiting Distinguished Scholars
Funding source	Personnel budget	Self-generated income from tuition/other fees and five other sources of self-generated income or other budgets	Five sources of self-generated income from the endowment fund or other project funds
Job title	Professor, Associate Professor, Assistant Professor, and Lecturer	Chair Professor, Professor, Associate Professor, Assistant Professor, and Lecturer	Visiting Distinguished Chair Professor, Visiting Chair Professor, Visiting Professor, Visiting Associate Professor, Visiting Assistant Professor, Visiting Expert, Visiting Research Fellow, Visiting Associate Research Fellow, Visiting Assistant Research Fellow, Research Professor, Associate Research Professor, Research Assistant Professor, and Research Specialist
Faculty quota	Included in the faculty quota	Not specified	Excluded from the faculty quota
Type of employment	Full-time staff	Casual or temporary staff	Casual or temporary staff
Term of employment	Long-term	Short-term (1-year contract)	Short-term

Qualifications	Candidates shall meet the requirements mentioned in the National Cheng Kung University Regulations Governing Teacher Recruitment; however, individuals aged 65 years or older may not apply.	Except for Chair Professors, Project Teachers shall meet the requirements specified in the National Cheng Kung University Regulations Governing Teacher Recruitment. Individuals aged 70 years old or older at their initial employment or renewal shall be approved on a case-by-case basis.	Candidates shall meet National Cheng Kung University Implementation Directions for Recruiting Distinguished Scholars
Screening procedure	The appointment shall be reviewed at three levels.	<ol style="list-style-type: none"> 1. The certificate of appointment shall first be approved in a department affairs meeting and then submitted for approval in accordance with the relevant administrative procedure. 2. The appointment shall be reviewed at three levels, except for that of Chair Professors, which shall be reviewed at one level. 3. Teaching evaluation shall be held to determine employment renewal. 	<ol style="list-style-type: none"> 1. The application form for subsidization to recruit distinguished scholars shall be completed and submitted for approval in accordance with the relevant administrative procedure. 2. Cases where scholars assume a teaching role shall be submitted to the Faculty Evaluation Committees of the department, college, and University for approval.
Remuneration standard	<ol style="list-style-type: none"> 1. Teacher Remuneration Act 2. Enforcement Rules of the Teacher Remuneration Act 3. Regulations for Teachers to Apply for Pay Rate Promotion Based on Their Former Service Seniority 	<ol style="list-style-type: none"> 1. According to the remuneration standards for full-time teachers 2. According to teaching hours 3. A fixed salary according to project requirements 	According to the National Cheng Kung University Standards for Teaching and Research Remuneration of Distinguished Scholars.
Recognition of service seniority	Service seniority may be counted toward promotion, remuneration, retirement, and bereavement compensation seniority.	Service seniority may be counted toward promotion and remuneration seniority, but not toward retirement and bereavement compensation for civil servants and school staff.	Service seniority may be counted toward promotion and remuneration seniority, but not toward retirement and bereavement compensation for civil servants and school staff.
Serving on the Faculty Evaluation Committee	Allowed	Not allowed	Not allowed

Simultaneously assuming the role of administrator	Allowed	This shall not be allowed until amendments are made to the National Cheng Kung University Implementation Directions for Recruiting Research Teaching Personnel Using the University Endowment Fund as well as the contract to clarify their obligations and rights.	Not allowed
Job rotation	National Cheng Kung University Disposal Directions for Job Rotation Among Teachers	N/A	N/A

Category Item	Full-time teachers	Teachers sponsored by the project funds	Distinguished scholars
Promotion within a time limit	<p>Newly appointed Assistant Professors or Lecturers who are unable to receive a promotion within 6 years of employment shall not be reappointed starting from the 7th year. For pregnancy, childbirth, raising children aged under 3 years, and other special circumstances, Assistant Professors or Lecturers may be granted a renewal term of 2 years starting from the 7th year after approval from the Faculty Evaluation Committee; those who are still not promoted within the 2 years shall no longer be reappointed. During the renewal term of 2 years, those who are still affected by any of the special circumstances in the preceding subparagraph, which is likely to affect their academic performance, may extend their renewal term for an additional 2 years upon approval by the Faculty Evaluation Committee 6 months prior to the end of the renewal term.</p>	N/A	N/A
Assessment	<p>Professors and Associate Professors shall be evaluated every 5 years, whereas Assistant Professors, Lecturers, and Teaching Assistants of teaching units shall be appraised every 3 years.</p>	N/A	N/A
Further study, research, and lecturing	<p>According to the National Cheng Kung University Directions for Faculty Applying for Overseas Lecturing and Further Study at Home and Abroad.</p>	N/A	N/A

Sabbatical leave	Professors and Associate Professors who have finished more than 7 consecutive semesters of teaching can apply for 1 semester of sabbatical leave; those who have taught for 7 consecutive years may apply for sabbatical leave of 1 academic year or 2 separate semesters.	N/A	N/A
Insurance	Government Employee and School Staff Insurance	Labor Insurance	Labor Insurance
Retirement	In accordance with the Act Governing Retirement, Severance, and Bereavement Compensation for Teaching and Other Staff Members of Public Schools.	According to the Labor Pension Act, 6% of the worker's monthly wage is contributed to his or her Labor Pension Fund.	According to the Labor Pension Act, 6% of the worker's monthly wage is contributed to his or her Labor Pension Fund.
Benefit payment	Civil Servant and School Staff Insurance covering disability benefits, old-age payments, death benefits, funeral allowance for dependents, childbirth subsidies, and benefits for parental leave.	Labor insurance covering childbirth subsidies, injury or sickness benefits, disability benefits, old-age payments, death benefits, and benefits for parental leave.	Labor insurance covering childbirth subsidies, injury or sickness benefits, disability benefits, old-age payments, death benefits, and benefits for parental leave.
Living allowances	Subsidies for marriage, funeral, birth, and children's education.	N/A	N/A

※The English translation thereof is for reference only and the Chinese version shall always prevail in case of any inconsistency between the Chinese version and the English translation thereof.