

National Cheng Kung University Supplementary Regulations for Faculty Members Lecturing or Holding Concurrent Positions at Other Institutions

Approved at the 4th University Council of the 2017 academic year on June 13, 2018

1. The Supplementary Regulations were established by National Cheng Kung University (hereinafter “the University”) for the purpose of regulating full-time faculty members (hereinafter “faculty members”) who lecture or hold concurrent positions at other institutions.
2. Faculty members who hold concurrent positions at other institutions or agencies other than the University shall abide by the Disposal Directions Governing Full-time Faculty Members of All Levels of Public Schools Who Hold Concurrent Positions at Other Institutions; the Act For The Development of the Biotech and New Pharmaceuticals Industry; the Regulations on Researchers Holding Concurrent Positions and Engaging in Investment with Technology Contributions; other relevant laws; and the regulations specified herein.
3. Faculty members who offer lectures at other institutions shall submit an application to the director of the department (or dean of the institute), who shall carefully review the application and then submit it to the President for final approval. The application should be made prior to August 31 or January 31 each year.
4. The total hours of lecturing at other institutions, including both day and night classes, shall not exceed 4 hours. For faculty members whose lecturing hours at the University exceed the required basic hours, if the sum of the extra hours and the times of day classes at other institutions exceed the upper limit allowed by the University’s Directions Governing Faculty Members’ Lecturing Hours and Remuneration for Extra Lecturing and Thesis Supervision Hours, the hours that exceed the upper limit are not eligible for remuneration.
5. Faculty members who meet one or more of the criteria listed below shall not lecture at other institutions to prevent their teaching and research work at the University being hindered. This restriction does not apply to special cases that have been approved by the President.
 - (1) Being employed by the University for less than 2 years;
 - (2) Holding a concurrent administrative position; and
 - (3) Having fewer lecturing hours at the University in the previous academic year than the required basic hours.
6. Faculty members who already hold a concurrent administrative position at the University and desire holding an additional concurrent position in another organization shall seek the University’s approval. The following conditions also apply:
 - (1) Commercial or profit-seeking organizations: As per the regulations of the Civil Servant Work Act.
 - (2) The Position shall fall within the following categories:
 - i. Concurrent positions allowed by the Civil Servant Work Act;
 - ii. Director of the board or supervisor of profit-seeking organizations of which the University is a shareholder;

iii. Positions allowed by relevant laws governing the prospective organization.

- (3) The number of concurrent positions: In addition to following Provision 10, the number of concurrent positions shall defer to the regulations governing civil servants serving as director of the board or supervisor of government-invested (or re-invested) private-owned business organizations, foundations, and juridical associations.

For faculty members who already hold a concurrent administrative position at the University, they should also defer to Provisions 7–14.

7. The profit-seeking organizations in which the University's faculty members are allowed to hold a concurrent position shall have established industry–academia collaboration with the University. However, this restriction does not apply to positions that are state-appointed or represent the state as a shareholder. Whether an organization has entered into industry–academia collaboration with the University shall be determined by the Researches and Services Headquarters and the Office of Research and Development.

8. A concurrent position shall not hinder a faculty member's work at the University, and said faculty member shall fulfill the required basic teaching hours and other work requirements set by the University. Applications that do not meet this criterion shall be rejected, and permission for concurrent positions that fail to meet this criterion shall be revoked. Other than conditions authorized by relevant laws and regulations, faculty members shall only take up a concurrent position after a written application has been approved.

For positions in profit-seeking organizations, except for those appointed by the government and those that act as a representative of the government or the University as a shareholder, all applications require the approval of the department/institute-level teacher evaluations committee, college, and President.

9. For concurrent positions that entail routine work, the working hours granted to such positions shall not exceed 8 hours per week in a semester. The restriction may be lifted during the summer or winter break with the President's approval.

10. The number of concurrent positions a faculty member is allowed to hold in profit-seeking organizations shall not exceed four, except for when permission is granted by the President.

11. Except for positions appointed by the government and those that act as a representative of the government or University as a shareholder, the University shall enter into collaboration agreements and establish academic remuneration charging mechanisms with profit-seeking organizations in which the University's faculty members have occupied positions for more than 6 months. Academic remuneration shall be determined case by case; the department or institute a faculty member belongs to shall negotiate with the organization that said faculty member occupies a position in and follow normal administrative procedures to obtain the President's approval, after which the department or institute shall proceed to sign an agreement with said organization. The charging of academic remuneration shall comply with the following standards:

- (1) For positions as independent directors or directors of the board of corporations with paid-in capital of NT\$10 billion or more, academic remuneration shall be no less

than NT\$500,000 per year; for corporations with paid-in capital of more than NT\$5 billion but less than NT\$10 billion, academic remuneration shall be no less than NT\$300,000 per year; and for corporations with paid-in capital of less than NT\$5 billion, academic remuneration shall be no less than NT\$200,000 per year.

- (2) For positions in the remuneration committee of corporations with paid-in capital of NT\$10 billion or more, academic remuneration shall be no less than NT\$250,000 per year; for corporations with paid-in capital of more than NT\$5 billion but less than NT\$10 billion, academic remuneration shall be no less than NT\$200,000 per year; and for corporations with paid-in capital of less than NT\$5 billion, academic remuneration shall be no less than NT\$150,000 per year.
- (3) For positions as consultants or roles not specified above, or for corporations with paid-in capital of less than NT\$1 billion, academic remuneration shall be no less than NT\$150,000 per year.
- (4) If more than two positions are held concurrently in one corporation, the one with higher academic remuneration shall apply. If mechanisms other than monetary remuneration have been stipulated in the collaboration agreement, the actual value of remuneration received shall not fall short of the standards specified above. When necessary, an investigation group shall be formed by the Secretariat Office, Researches and Services Headquarters, Office of Research and Development, Office of Finance, Accounting Office, Personnel Office, and other relevant organs. The head of the investigation group and what other relevant organs are to be included in the group shall be determined by the President.

As a principle, academic remuneration shall be paid in cash. If stock shares are accepted, the value of shares of listed corporations shall be recognized according to the shares' market value, and the value of shares of nonlisted corporations shall be recognized according to the shares' face value. However, if the shares' net value is lower than their face value, they shall be recognized according to their net value.

Academic remuneration shall be divided by the following proportions: 59% to the University, and 6% and 35% to the college and department/institute of the faculty member concerned, respectively. In special cases, the proportions may be adjusted with the approval of the President.

The standards specified under Item 2 do not apply to collaboration agreements that came into effect prior to June 13, 2018; their academic remunerations shall be charged according to the clauses stipulated in said agreements.

12. If a concurrent position involves the licensing or technology transfer of the University's research and development results, the University's Regulations Governing Research and Development Results as well as other relevant regulations shall apply.
13. Approved concurrent positions that have a term of over 1 year are subject to an annual review at the end of an academic year to determine whether permission shall be granted for the next year. The procedure is as follows: the Personnel Office shall dispatch a list of faculty members holding concurrent positions in other institutions to relevant organs. Upon receiving the list, the departments/institutes and colleges of said faculty members shall conduct the first and second reviews, respectively, and then submit their decisions to the President for final approval.
14. Faculty members holding concurrent positions at other institutions without the

University's approval shall be subject to all three levels of teacher evaluation committee, and the results shall be included for consideration for the next academic year's employment renewal, seniority and wage advancement, promotion, and teacher evaluation rating.

15. The Supplementary Regulations and subsequent amendments shall be implemented upon approval by the University Council.

※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.