

# National Cheng Kung University Disposal Directions for Teacher Secondment

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Amended in the 4th university meeting in the 2021–2022 academic year (04/20/2022)

## Article 1

To handle matters of the secondment of teachers, National Cheng Kung University (hereinafter “The university”) established these directions according to the Disposal Directions for full-time teachers Secondment of all levels of public schools promulgated by the Ministry of Education.

## Article 2

Teachers of the university with a level higher than a full-time associate professor and who have taught in the university for three consecutive years or longer may apply for a secondment to a government agency, public or private college or university, academic or research institution, medical or health care institution, public or private company, foundation, or corporation aggregate. However, under special circumstances, the aforementioned conditions do not apply to teachers who have obtained approval from the department (institute), school, and university faculty evaluation committees and the president. The public or private company, foundation, or corporation aggregate must be registered by the government, be conducive to the university’s development, and collaborate closely with the university; a private company must have industry–academia collaboration with the university.

## Article 3

Each secondment period will be considered a leave without pay and shall not exceed the maximum of four years. If a teacher is in fixed-term employment lasting more than four years during the secondment, the maximum secondment period will be extended to as long as the employment period. Once the secondment ends, the teacher may apply for another secondment. The total duration of secondments shall not exceed the maximum of eight years. If the teacher is unable to return to his or her post after the secondment, the position will be made vacant.

## Article 4

The position to which a teacher applies for a secondment shall be related to his or her expertise or the courses he or she teaches. The application shall first be approved by the department (institute), school, and university faculty evaluation committees and then by the president, which will be replied to the organization (school) which the teacher will be seconded. Under special circumstances, a teacher may obtain approval from the department (institute) committee, have the dean of the teacher’s employing

school sign the application in accordance with administrative procedures, and obtain the approval of the president, who will then reply to the organization (school) to which the teacher is seconded.

#### Article 5

For teachers on a secondment to a private college or university, public or private company, or foundation, the organization or school to which the teacher is seconded shall enter into an agreement with the university to pay the university in return for the teacher's academic contribution. This shall not apply to organizations funded by the government. The regulations regarding the payment in return for academic contributions are as follows:

- (1) For a secondment to a foundation or private university or college, the annual payment in return for academic contributions shall be no less than the sum of the seconded teacher's basic monthly salary and academic research payments.
- (2) For a secondment to a public or private company, the monthly payment in return for academic contributions shall be at least half of the sum of the seconded teacher's basic salary and of academic research payments in that month and no less than 10% of the average monthly salary in the secondment company.

As for the payment method, the department (institute) shall negotiate this with the secondment organization or school, and the method shall first be approved by the president through administrative procedures and then entered into by both parties. A department (institute) may increase the amount of the payment on a case-by-case basis.

The payment is distributed to different parties in the university in accordance with the following proportions: 59% to the university, 6% to the school that the teacher is affiliated with, and 35% to the department (institute) of employment. Under special circumstances, the proportions may be adjusted with the president's signature of approval.

Unless otherwise specified, payment in return for academic contributions shall be paid in cash. For payment in stocks, the company shall be a listed or over-the-counter company, and the share price is determined by the market price. For other companies, the share price is determined by the company's book value per share; when the book value per share is lower than the par value, the share price is determined using the book value per share.

#### Article 6

A teacher on secondment shall host at least one course in his or her university in each semester without being paid hourly or compensated for transportation expenses. The calculation of seniority during a secondment period is subject to separate regulations.

#### Article 7

Unless otherwise specified in legal regulations, a seconded teacher's rights and obligations may be adjusted with a signature of approval.

#### Article 8

Any matters that are not regulated in these Directions shall be administered according to the rules in relevant regulations.

#### Article 9

The Directions shall be approved by the University Council before taking effect. Any amendments shall be processed accordingly.

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※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.