

National Cheng Kung University Teacher Employment Contract

1. The National Cheng Kung University (hereinafter “the University”) Regulations Governing Teacher Recruitment as well as relevant regulations stipulate the following terms of employment. Initial employment shall be for 1 year. For renewed employment, the first term shall be 1 year, but later renewal terms shall be 2 years. (the employment term for teachers who extend their service beyond retirement age is determined by their extension period). If a foreign teacher is to extend his/her employment upon expiration of the employment period, he/she shall follow the Employment Service Act to apply for the extension. The certificate of appointment for renewed employment of a teacher shall be additionally submitted at least 1 month prior to the expiration of the National Cheng Kung University Teacher Employment Contract (hereinafter “the contract”).
The appointment of teachers and the punishment, dismissal, suspension, and nonrenewal of appointment must be reviewed and approved by the Third-Level Faculty Evaluation Committee. Each college shall form relevant regulations to appoint teachers according to its requirements and characteristics. The review of the abovementioned matters related to appointed teachers shall be exempt from the submission to Department/College Faculty Evaluation Committees for review.
Starting from August 1, 1996, newly recruited professors and associate professors shall undergo evaluation by the Third-Level Faculty Evaluation Committee to determine whether their employment contract will be renewed 6 months prior to reaching the 4th year of their initial/renewed employment period. Teachers who do not pass the accreditation will not be reappointed starting from the 5th year. However, teachers whose extension of services is reviewed and approved during their initial employment period shall be granted renewal approval. In addition, newly recruited associate professors who have completed the procedure to be promoted to the rank of professors shall be granted renewal approval. Newly recruited assistant professors who are unable to receive a promotion within 6 years of their employment will not be reappointed starting from the 7th year. For pregnancy, childbirth, raising children aged under 3 years, and other special circumstances, assistant professors may be granted a renewal term of 2 years starting from the 7th year after obtaining approval from the Faculty Evaluation Committee; those who are still not promoted within these 2 years shall no longer be reappointed.
Assistant professors who are still affected by any of the abovementioned special circumstances during their renewal term of 2 years, and this 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.
The employment procedure for newly recruited lecturers is generally the same as that for newly recruited assistant professors.
2. If a teacher at the University shall be dismissed, suspended, or nonrenewed according to Teachers’ Act, relevant processes are dealt with according to Teachers’ Act.
If a teacher at the University had any of the following conditions, the teacher will be dismissed, suspended, or nonrenewed according to University Act, Teachers’ Act, or other related laws and regulations.
(1) Conditions depicted in Article 5 of the regulations
(2) Conditions depicted in Article 6 of the National Cheng Kung University Directions for Faculty Evaluation
(3) Severe breach of academic ethics
(4) Other conditions causing severe breach of the appointment contract
3. Teachers who take advantage of their public authority or opportunity afforded by their position to access public sector funds to intentionally commit an offense shall be investigated by relevant authorities. After the offense has been confirmed and the teacher has been accused, he or she may be suspended from teaching for a minimum of 2 semesters and a maximum of 5 as determined by the Third-Level Faculty Evaluation Committee according to Article 7 of the NCKU Regulations Governing Teacher Recruitment.
4. With guaranteed academic freedom, teachers who meet one of the following conditions shall be suspended for a certain period alone or in combination with other penalties. The punishment is determined by the Third-Level Faculty Evaluation Committee according to the violation’s severity level.
(1) Teachers who are ineffective in or incompetent for teaching tasks, violate academic ethics, or breach the appointment contract with concrete facts, but have yet to reach a level of violation severity that requires dismissal, suspension, or refusal of reappointment.
(2) Teachers who meet any condition in Article 7-1 of the National Cheng Kung University Regulations Governing Teacher Recruitment, but have not been accused.
(3) Teachers who violate the law when serving their role in teaching, research, and other relevant services, but have yet to reach a violation severity that requires dismissal, suspension, or refusal of reappointment.
(4) Teachers whose behaviors ruin the University’s reputation.
Suspension measures are as follows. Teachers will:
(1) be denied academic or administrative directorship in units of all levels,
(2) be denied appointment as a member of the Faculty Evaluation Committee and other committees that require designated members,
(3) be denied application for a secondment position,
(4) be denied applications for and practice of lecturing abroad, researching domestically or abroad, or in-service training,
(5) be denied research leave,
(6) be denied applications for a research project,
(7) be denied implementation of a research project,
(8) be denied applications for promotion and increases in salary,
(9) be denied any part-time teaching or work off campus,

- (10) be denied supervision of new graduate students or students in a certain year of graduate study,
- (11) be denied academic rewards or research grants,
- (12) be denied recommendations for participating in off-campus activities,
- (13) be denied a promotion,
- (14) others.
5. The teacher shall be assessed in accordance with the National Cheng Kung University Directions for Faculty Evaluation. Teachers who do not pass this assessment will neither be granted annual increments nor allowed research leave, secondment arrangements, and part-time teaching or work off campus. Furthermore, teachers who fail the assessment shall be re-evaluated within 2 years. After passing this re-evaluation, they may resume their annual increments and aforementioned benefits starting from the year following the re-evaluation. Teachers who are not re-evaluated or fail the re-evaluation within 2 years shall no longer be reappointed.
6. As a principle, teachers of the University should offer a course load of 14 credit hours per academic year. Based on the National Cheng Kung University Principles for Teaching Load Assignments and Directions for Payments for Overloaded Teaching and Serving as Dissertation Advisors, teachers shall meet the minimum requirement for teaching hours per week.
7. In addition to academic learning, teachers should provide assistance and counseling to students regarding their psychological well-being, morality, life, speech, and behaviors. Teachers are also obliged to assume the role of homeroom teacher.
8. Full-time teachers of the University should conform to the National Cheng Kung University Supplementary Regulations for Faculty Members Lecturing or Holding Concurrent Positions at Other Institutions and should submit a written application to the school for approval before engaging in off-campus activities. National Cheng Kung University Supplementary Regulations for Faculty Members Lecturing or Holding Concurrent Positions at Other Institutions.
9. Faculty members of NCKU are prohibited from engaging in sex- or gender-based interpersonal interactions with underage students, as such interactions are in violation of professional ethics. When faculty members have unequal relationships with students because of their differences in authority, knowledge, age, physical strength, status, ethnicity, or resources, they are prohibited from engaging in sex- or gender-based interpersonal interactions with adult students while teaching, supervision, training, evaluation, management, counseling, or providing job opportunities, as such interactions violate professional ethical standards. If a faculty member identifies a potential violation of the professional ethical standards mentioned in the preceding two paragraphs in their relationship with a student, they must proactively avoid such situations and report them to NCKU or its administrative authorities for resolution.
In addition to the aforementioned provisions, faculty members of NCKU shall comply with the Gender Equity Education Act and the Gender Equality in Employment Act, as well as other relevant regulations.
10. Faculty members of NCKU shall adhere to the Campus Anti-Bullying Standards while enhancing and fostering awareness of campus bullying prevention.
11. The University’s teachers undertaking subsidized/commissioned research projects must follow the administrative procedures of the University. For any such projects, a contract shall be entered into and signed by the University. Teachers may neither sign a contract nor undertake a research project directly with other agencies without undergoing the University’s administrative procedures. University teachers engaging in off-campus part-time work shall not undertake a subsidized/commissioned project in the name of the unit where they work part-time except for approved by the university, otherwise, a penalty shall be imposed on those who violate such a rule according to the National Cheng Kung University Regulations Governing Teacher Recruitment. In addition to meeting the requirements stipulated by the authorizing agency, teachers undertaking subsidized/commissioned research projects shall use each fund in accordance with relevant accounting regulations.
12. The National Cheng Kung University Regulations Governing Research and Development Results stipulate the rights and obligations of faculty members who utilize the University’s resources to complete research and development results possessing patent values or protected in a nonpatent form.
13. Unless otherwise prescribed by law, the employment, secondment, research, lectures, advanced studies, and research leave of the University’s teachers shall be handled in accordance with the National Cheng Kung University Regulations Governing Teacher Recruitment; Disposal Directions for Teacher Secondment of National Cheng Kung University; National Cheng Kung University Operation Directions for Faculty Members Applying to Lecture Abroad, or Study or Train at a Domestic or Foreign Institution; and National Cheng Kung University Regulations Governing the Sabbatical Leave of Professors and Associate Professors and other relevant laws and regulations.
14. Teachers involved in plagiarism shall receive a penalty in accordance with the NCKU Directions for Handling Plagiarism in Faculty Publications.
15. Teachers who plan to resign upon the expiration of their employment term should submit a written notice to the University 1 month before their contract ends. Teachers who wish to resign within the employment period should first obtain the consent of the University, and the calculation of their salary will end on the date they actually leave their position.
16. The rights and obligations of the University’s jointly appointed teachers are specified in the National Cheng Kung University Regulations on Joint Appointment of Teachers Between Departments.
17. Matters not specified in the contract shall be dealt with according to other relevant laws and regulations.
18. This contract is implemented upon approval by the University Affairs Committee Meeting. The same shall apply for amendments to the contract.

※ 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.

Contracts for Faculty Employment

Under the NCKU Academy of Innovative Semiconductor and Sustainable Manufacturing

Approved at the 1st meeting of the Industry-University Review Committee on April 8, 2022
Approved at the 3rd meeting of the Management Committee on April 28, 2022
Ratified at the 3rd meeting of the Supervisory Committee on May 17, 2022
Approved at the 3rd meeting of the Industry-University Review Committee on April 18, 2025
Approved at the 2nd meeting of the Management Committee on September 26, 2025
Ratified at the 2nd meeting of the Supervisory Committee on November 12, 2025

- I. In accordance with the Regulations for Faculty Appointments Under the NCKU Academy of Innovative Semiconductor and Sustainable Manufacturing and relevant NCKU regulations, the employment duration for an initial or renewed appointment of a full-time faculty member is two years. However, should needs arise for foreign faculty members to continue their appointment upon expiration of the employment period, they should apply for employment extension in accordance with the Employment Service Act. Following approval of an appointment renewal, a new contract of appointment shall be issued to the applicant one month before the expiration of the current appointment.
- II. Based on the principles of academic freedom, should a faculty member commit any of the following violations, the Industry-University Review Committee and the NCKU Faculty Evaluation Committee may weigh its severity to impose suspension measures on the violator for a specific period, for the violation alone or in combination with other penalties:
 - (I) Those who are found to be ineffective in teaching, to be incapable of working, or to have violated academic ethics or the employment contract, with specific facts of the violation whose severity does not amount to dismissal, suspension, or non-renewal of appointment.
 - (II) Those who are not prosecuted for legal violation.
 - (III) Those who are found to have violated the law or regulations when performing their duties as teachers or conducting any acts related to teaching, research, and services, with facts of the violation whose severity does not amount to dismissal, suspension, or non-renewal of appointment.
 - (IV) Those who are found to have damaged the reputation of NCKU or the Academy.Violators defined in the preceding paragraph are subject to suspension of fundamental rights as follows:
 1. To be a chief administrator of academic or administrative units at all levels of NCKU.
 2. To be a member of the Faculty Evaluation Committee or other designated committees.
 3. To apply for a secondment.
 4. To apply for or engage in overseas lectures, domestic and overseas research, and advanced study.
 5. To take a sabbatical leave.
 6. To apply for research projects.
 7. To implement research projects.
 8. To process the advancement for a salary raise.
 9. To apply for any part-time teaching or work extramurally.
 10. To be a thesis/dissertation advisor to new graduate students.
 11. To be eligible for academic or research awards.
 12. To be recommended to participate in off-campus activities.
 13. To be eligible for promotion in rank.
 14. others.
- III. All faculty members of the Academy should be evaluated in accordance with the Directions for Faculty Evaluation Under the NCKU Academy of Innovative Semiconductor and Sustainable Manufacturing. Those who fail to pass the evaluation will not be eligible to receive a salary raise or apply for a sabbatical leave, a secondment, or a part-time extramural position, starting from the following year. Those who fail the evaluation should be re-evaluated within the following two years. Those who pass the re-evaluation will be eligible to receive a salary raise and apply for a sabbatical leave, a secondment, and a part-time extramural position, starting from the following year. Those who fail the first faculty evaluation shall not be employed should they fail to complete or pass a re-evaluation within the following two years.
- IV. In principle, faculty members of the Academy are required to teach fourteen (14) teaching hours for each academic year. Those who implement academic research projects of the Academy or industry-university cooperative projects, or advise theses/dissertations are allowed to reduce teaching hours in accordance with the Academy regulations related to reduction of teaching hours. Faculty members are required to teach a designated number of teaching hours per week in accordance with the Directions for the Administration of Payments for Teaching Hours and Thesis/Dissertation Advising Under the NCKU Academy of Innovative Semiconductor and Sustainable Manufacturing.
- V. Apart from teaching, faculty members of the Academy are responsible for student counseling in terms of mental health, moral character, life, and behavior, and are obligated to serve as academic advisers.
- VI. Faculty members of the Academy should apply for a part-time extramural position in accordance with the Supplementary Regulations for Part-Time Extramural Positions Under the NCKU Academy of Innovative Semiconductor and Sustainable Manufacturing. The application shall be submitted with a written report to the Industry-University Review Committee for approval in advance.
- VII. Faculty members of the Academy shall not develop relationships with underage students in violation of professional ethics based on sexual behavior or emotions in interpersonal interactions related to sex or gender.

Faculty members of the Academy shall not take advantage of asymmetric power dynamics due to factors such as status, knowledge, age, physical strength, identity, ethnicity, or resources to develop relationships with adult students in violation of professional ethics based on sexual behavior or emotions in interpersonal interactions related to sex or gender in the course of teaching, guiding, training, evaluating, managing, counseling, participating in a research project, or providing students with

job opportunities.

Should faculty members of the Academy find that the teacher-student relationship poses a potential risk of violating the professional ethics defined in the preceding two paragraphs, they should actively avoid the violation and report the matter to the school authority or its competent authority for resolutions.

Faculty members of the Academy should respect the sexual and physical autonomy of others and themselves, avoid unwelcome pursuits, and refrain from the use of force or violence to resolve conflicts related to sex or gender.

In addition to the aforementioned provisions, faculty members of the Academy shall abide by the Gender Equity Education Act, the Gender Equality in Employment Act, and other related laws.

- VIII. Faculty members of the Academy shall comply with the Guidelines for the Prevention of Campus Bullying to improve and cultivate campus anti-bullying consciousness.
- IX. Faculty members of the Academy must comply with the administrative procedures of the Academy to undertake subsidized/commissioned research projects. A project contract in this regard shall be signed by the Academy. Faculty members are not entitled to sign a contract for a commissioned research project directly with other institutions in the absence of the administration of the Academy. Faculty members shall assume a part-time extramural position in accordance with the Academy regulations. They shall not undertake a subsidized/commissioned project in the name of the extramural institution where they work part-time without approval by Academy. Violations shall be administered in accordance with the National Cheng Kung University Regulations Governing Teacher Recruitment.

In addition to meeting the requirements stipulated by the authorizing institutions, faculty members of the Academy undertaking subsidized/commissioned research projects shall administer regular budgetary procedures in accordance with relevant accounting regulations.
- X. The rights and obligations of faculty members of the Academy who employ the resources of the Academy to complete the results of research and development, possessing the value of a patent or protected in a non-patent form, shall be administered in accordance with the Regulations Governing Research and Development Results Under the NCKU Academy of Innovative Semiconductor and Sustainable Manufacturing.
- XI. Unless otherwise prescribed by law, applications submitted by faculty members of the Academy for employment, secondments, research, lectures, advanced study, and sabbatical leaves shall be administered in accordance with the Regulations for Faculty Appointments Under the NCKU Academy of Innovative Semiconductor and Sustainable Manufacturing, the Directions for Secondments Under the NCKU Academy of Innovative Semiconductor and Sustainable Manufacturing, the Directions for Overseas Lectures and Advanced Study Under the NCKU Academy of Innovative Semiconductor and Sustainable Manufacturing, and the Regulations for Sabbatical Leaves Under the NCKU Academy of Innovative Semiconductor and Sustainable Manufacturing, and relevant regulations.
- XII. Incidents of plagiarism involving faculty members of the Academy shall be administered in accordance with the NCKU Directions for Handling Plagiarism in Faculty Publications.
- XIII. Faculty members of the Academy who plan to resign upon the expiration of their employment period should submit a written notice to the Academy one month before the end of their contract. Those who intend to resign within the employment period shall not leave their employment without approval from the Academy. Salary payment will not be made, starting from the actual end date of employment.
- XIV. The rights and obligations of jointly-appointed faculty members within NCKU shall be administered in accordance with the Regulations for Faculty Joint Appointments Under the NCKU Academy of Innovative Semiconductor and Sustainable Manufacturing.
- XV. Matters that are not specified in these contracts shall be administered in accordance with the provisions of the Teachers' Act, National Key Fields Industry-University Cooperation and Skilled Personnel Training, the NCKU Regulations for Faculty Appointments and related regulations.

Affairs that have yet to be regulated by the Academy shall be administered in accordance with relevant NCKU regulations.
- XVI. These contracts shall be approved by the Management Committee and ratified by the Supervisory Committee before taking effect. Amendments shall be processed accordingly.