

National Taiwan University of Science and Technology Regulations Governing the Recruitment and Promotion of Faculty

Articles 4 through 7-4 were amended and passed by the 83rd meeting of the University Council on December 9, 2022, with Articles 4-6 implemented immediately. Articles 7 through 7-4 will be effective from the fall semester of 2023 for faculty applying for promotion.

Article 1 These regulations were formulated in accordance with the Directives for the Accreditation of Teacher Qualifications by Junior Colleges and Institutions of Higher Education as Empowered by the Ministry of Education.

Article 2 The recruitment and promotion of faculty by NTUST shall be within the faculty complement of each department while maintaining a balance between new hires and promotions.

Article 3 NTUST shall accredit the qualifications of candidates for recruitment or promotion in accordance with the Act Governing the Appointment of Educators and its Enforcement Rules, the Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education, the Directives for the Accreditation of Teacher Qualifications by Junior Colleges and Institutions of Higher Education as Empowered by the Ministry of Education, and other relevant regulations.

Article 4 When accrediting the qualifications of teachers being recruited or promoted by NTUST, the first review shall be performed by the Department Faculty Evaluation Committee; the second review shall be performed by the College Faculty Evaluation Committee; and the final review shall be performed by the University Faculty Evaluation Committee. The results of the reviews shall be reported to the Ministry of Education for reference and the issuance of the teacher certificate.

Candidates seeking recruitment through their participation in the selection of teaching unit administrators are exempt from review by the Department and College Faculty Evaluation Committees and may be appointed to a teaching unit upon approval and appointment by the University Faculty Evaluation Committee. Such appointment shall be deemed null and void ab initio in the event that one fails to be appointed for the position of teaching unit administrator.

During the accreditation of recruitment and promotion cases, members of the faculty evaluation committee holding ranks lower than the rank being accredited (the rank to which the candidate shall be appointed) shall not participate in the review. This restriction does not apply to the appointment of adjunct faculty members.

Guidelines for the external review of academic writings (including technical reports, works, or evidence of achievements) by candidates applying for recruitment and promotion shall be established separately.

Article 5 The qualifications of newly appointed full-time faculty members shall be accredited according to their designated positions:

1. Accreditation of teacher qualifications based on their academic degree or their Teacher's Accreditation Level Certificate: When accrediting teacher qualifications based on their academic degree, candidates with a master's degree in a related field and outstanding academic performance may be accredited as a lecturer, and candidates who hold a doctoral degree in a related field with outstanding academic performance and who have published specialized publications may be accredited as an assistant professor. The recognition of academic degrees shall be based on an official diploma or certificate awarded by a university or college accredited by the Ministry of Education after completing the required courses and passing the examinations. The official diploma must be submitted when reporting the

accreditation to the Ministry of Education.

2. Teacher qualifications shall be accredited at a level higher than those corresponding to the candidate's academic degree or the level stated on their Teacher's Accreditation Level Certificate.

The NTUST procedure for appointing new full-time faculty is as follows:

1. In accordance with the principles of fairness, justness, and openness, the hiring unit shall advertise open positions through the media or academic publications. Barring special circumstances, appointments for the fall semester shall be made by August 1, and appointments for the spring semester shall be made by February 1.
2. The faculty recruitment results may include a waitlist in addition to the formal acceptance list; the size and timeline of the waitlist shall be included in the recruitment announcement. The waitlisted candidates shall also complete the procedures prescribed in Subparagraphs 4 through 9 of this Paragraph.
3. The hiring unit shall determine the appointment of a candidate based on faculty vacancy, academic needs, and the availability of adequate teaching hours for newly appointed full-time teachers.
4. Teachers of professional or technical subjects shall have at least one year of practical industry work experience in the relevant field that is beneficial to their teaching capabilities. The recognition criteria and accreditation procedures shall be otherwise stipulated.
5. For newly appointed full-time teachers holding academic degrees or diplomas awarded from overseas institutions, the faculty evaluation committees at each level shall, in accordance with the provisions of the Regulations Governing the Assessment and Recognition of Foreign Academic Records by Institutions of Higher Education, the Regulations Governing the Assessment and Recognition of Academic Records from the Mainland Area, and the Regulations Governing the Examination and Recognition of Educational Records from Hong Kong and Macao, verify that the teacher possesses an academic credential equivalent to that of an institution at a similar level in Taiwan. This verification shall be based on the academic diploma, transcripts, and travel record furnished by the teacher in question and authenticated by the relevant overseas mission. If the institution at which the teacher received their academic degree or the degree name is not included in the list of approved overseas institutions of higher education published by the Ministry or if the candidate has provided an interim degree document issued by the institution instead of a formal academic degree, the hiring unit shall send the documents to the overseas mission or the institution for authentication and then forward the case to the faculty evaluation committees for further review.
6. Accreditation of academic writings: Except for accreditation cases based on the level indicated on their Teacher's Accreditation Level Certificate, which may be exempt from academic writing review, the NTUST department or institute shall, for candidates being reviewed according to their academic degree, submit the academic writings (including their thesis or dissertation), technical reports (including reports on their research results or research on educational practices), works, and evidence of achievements to scholars and experts not affiliated with NTUST. These materials shall be reviewed according to regulations and criteria established by the respective department or institute. For candidates being reviewed for teacher qualifications accredited at a level higher than what corresponds to the candidate's academic degree or the level specified on their Teacher's Accreditation Level Certificate, the review of their academic writings, technical reports (including reports on their research results or research on educational practices), works, and proof of achievements shall adhere to the same procedures and criteria as those for teacher promotions.
7. The Department Faculty Evaluation Committee associated with the hiring unit shall conduct the first review of the candidate's personal information based on the factors

enumerated in Subparagraph 3 of this Paragraph.

8. The hiring unit shall submit the candidate's basic information to the Personnel Office for a background check, which shall be completed no later than three months before the commencement of the semester.
9. The hiring unit shall forward the list of candidates, their academic credentials and works, and the review of those works to the College Faculty Evaluation Committee for the second review. The results of the College Faculty Evaluation Committee's review shall be relayed to the University Faculty Evaluation Committee through the Office of Academic Affairs and the Personnel Office for the final review. After the consent of the Committee, the final candidates shall be reported to the NTUST President for appointment.

Except for those who have been approved by the Ministry of Education, newly appointed full-time faculty shall prepare the necessary documents specified in the Operational Guidelines for the Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education within three months of their appointment to receive their teacher's certificate.

Reassignment of a teacher to another unit following their appointment shall be handled following approval from the Department Faculty Evaluation Committee of the receiving unit. This procedure may be exempt from review by the College Faculty Evaluation Committee and the Department Faculty Evaluation Committee of the original hiring unit. However, reassignment to another college shall require approval by both the Department and College Faculty Evaluation Committees of the receiving unit.

Article 6 The appointment of adjunct faculty members whose practical experiences, special professional attainments, or achievements qualify them as such shall be managed according to the following procedures:

1. The appointment of adjunct faculty members to a level corresponding to their academic degree or the level indicated on their Teacher's Accreditation Level Certificate shall adhere to the same regulations as those governing the appointment of full-time faculty. However, these appointments may be exempt from the review of academic writings.
2. The appointment of adjunct faculty members to a level higher than that corresponding to their academic degree or the level indicated on their Teacher's Accreditation Level Certificate shall be managed according to the same regulations applicable to the appointment of full-time faculty members. Alternatively, candidates may first be hired as professional technicians at a comparable level for one year before undergoing teacher evaluation and academic writing review procedures. If this procedure is adopted, upon receiving approval from the faculty evaluation committees at each level, the candidate shall be appointed to the equivalent teacher level, and the appointment shall be reported to the Ministry of Education, who shall then issue the appropriate teacher certificate.

Excepting in instances where Subparagraph 2 of the preceding paragraph is applicable, adjunct faculty members seeking teacher certification shall adhere to the following regulations after completing one full year of teaching at NTUST:

1. Adjunct faculty members appointed on the basis of their academic degree shall abide by the same regulations as those applicable to the appointment of full-time faculty. They shall submit their academic writings (including their thesis or dissertation), technical reports (including reports on their research results or research on educational practices), works, and evidence of achievements to scholars and experts not affiliated with NTUST for review. Subsequently, the review results and their teacher assessment shall be submitted to the University Faculty Evaluation Committee for approval. The accreditation shall then be reported to the Ministry of

Education for the issuance of the teacher certificate.

2. Faculty members appointed under the provisions of Subparagraph 2 of the preceding paragraph shall present their teacher evaluation to the University Faculty Evaluation Committee for approval, in accordance with the prescribed procedures. The accreditation shall then be reported to the Ministry of Education for the issuance of the teacher certificate.

Adjunct faculty members may not exceed the age of 70 years at the time of their appointment on principle. If an adjunct faculty member reaches the age of 70 years during an ongoing academic semester, their employment term shall conclude at the end of that semester. This restriction does not apply to the appointment or renewal of adjunct faculty members who have received special approval.

Article 7 Teacher promotions shall be conducted once a semester, and the effective date shall correspond to the month and year marking the commencement of the academic semester (August for the fall semester and February for the spring semester).

Teachers applying for promotion shall submit their application to their respective department or institute by either September 10 of the preceding year or March 10 of the current year. The teacher promotion schedule is outlined as follows:

No	Month that promotion takes effect	1	2	3	4
Schedule	February	By September 10 of the preceding year	Within the same year By mid-February	March	By the end of April
	August	By March 10 of the same year	By mid-August	September	By the end of October
Item		Teachers applying for promotion shall submit the application to their respective unit; those that fail to meet the deadline shall wait until the next academic semester to apply again.	<ul style="list-style-type: none"> •The Department and College Faculty Evaluation Committees shall complete their reviews (including any verification of the external reviews) •The College Faculty Evaluation Committee shall appoint the panel of external reviewers. 	The University Faculty Evaluation Committee shall complete the final review.	Teachers approved for promotion shall submit their documents to the Personnel Office within two weeks after being notified. The documents will be reported to the Ministry of Education for reference and the issuance of the teacher certificate.

Article 7-1 In addition to the qualifications required in the Act Governing the Appointment of Educations (faculty hired at a lower rank and higher salary are exempt from the provisions on basic years of service), teachers seeking promotion shall fulfill the

following conditions, along with the teaching, research and development, service, and student advising criteria established for promotion by each college:

1. Teachers being promoted to the position of lecturer shall have authored specialized written work equivalent in value to a Master's thesis.
2. Teachers being promoted to the position of assistant professor shall have authored specialized written work equivalent in value to a doctoral dissertation.
3. Teachers being promoted to the position of associate professor shall have authored specialized written work with academic or technical value, showcasing the candidate's abilities for independent research.
4. Teachers being promoted to the position of professor shall have authored specialized written work that showcases academic or technical originality or contributions.

The aforementioned teaching, research and development, service, and student advising criteria shall be stipulated by each college based on their respective fields of specialization. These criteria shall then be submitted to the University Faculty Evaluation Committee for reference.

Years of teaching shall be calculated from the beginning month and year indicated on the teacher certificate issued by the Ministry of Education up to the conclusion of the academic semester preceding the candidate's promotion application. However, if the commencement month and year recorded on the Teacher's Accreditation Level Certificate are later than those on the teacher certificate, the month and year specified on the Teacher's Accreditation Level Certificate shall apply.

Academic writings submitted for a teacher promotion application shall meet the stipulations detailed in Article 21 of the Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education, and the journal or conference in which the writings were published or presented must feature formal review processes and open publication. However, the number of academic writings submitted for review is not limited to a maximum of five. The candidate is entitled to select one work as the representative piece, with the remaining works listed as reference materials. Additionally, materials that are part of a series of related research may be consolidated and presented as one representative work.

Teachers in the field of technology research and development who submit technical reports in lieu of academic writings shall comply with the stipulations outlined in Paragraph 1 of the present article and the scope and criteria outlined in Article 15, Attachment 1 of the Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education.

Teachers in the field of educational practice and research who submit either academic writings or technical reports (including technical reports on research on educational practices) for accreditation shall comply with the stipulations outlined in Paragraph 1 of the present article and the scope and criteria provided in Article 16, Attachment 2 of the Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education.

Teachers in the field of cultural and artistic creation who submit either their creative works or evidence of achievement in lieu of academic writings shall comply with the stipulations outlined in Paragraph 1 of the present article and the scope and criteria provided in Article 17, Attachment 3 of the Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education.

Teachers in the field of athletic competition who submit evidence of achievement in lieu of academic writings shall comply with the stipulations outlined in Paragraph 1

of the present article and the scope and criteria provided in Article 18, Attachment 4 of the Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education.

Technical reports on research and development, industry–academic collaborations, or creative endeavors, submitted in lieu of academic writings, shall include one of the following substantive achievements:

1. An invention patent.
2. A transfer of technology.
3. An award in a technical competition.
4. Actual results in advancing technological development and commercialization through an industry–academic collaboration.

The recognition of substantive achievements in the technical report on research results and the necessary supporting documents shall be otherwise stipulated.

Academic writings related to educational practice and research shall be recommended by the Department and College Faculty Evaluation Committees. Research reports on educational practice and research submitted in lieu of academic writings shall include one of the following substantive achievements:

1. Higher than average results of teaching evaluation.
2. An NTUST award for outstanding or distinguished teaching.
3. Participation in a distinguished seminar on professional growth for teachers.
4. Approval from a minimum of three reviews for technical reports on educational practice and research outcomes.

The recognition of substantive achievements in research reports on educational practice and research and the necessary supporting documents shall be otherwise stipulated.

Article 7-2

Each college shall prescribe its own assessment criteria and benchmarks for teacher promotions in line with the teachers' performance in teaching, research and development, services, and student advising according to their respective fields of expertise. These criteria and benchmarks shall be submitted to the University Faculty Evaluation Committee for reference:

1. Teaching performance shall be evaluated on the basis of the courses taught by the candidate, teaching outcomes, instructional materials employed and lesson plans, student feedback, practical and collaborative teaching, and individual cases.
2. Research and development performance shall be assessed on the basis of papers published in academic journals, conference papers, monographs, patents, industry–academia collaborations, works, educational practice and research outcomes, and evidence of achievements.
3. Services and student advising performance shall be based on the following:
 - (1) Contributing to departmental, college, and university collaborative initiatives and laboratory and facility management.
 - (2) Advising students in extracurricular and technological activities, internships, and academic presentations.
 - (3) Hosting, collaborating in, and participating in activities organized by government agencies and academic organizations not affiliated with NTUST.
 - (4) Participating in other services that yield special impacts.

Research and development performance recognized for promotions based on educational practice and research may not be duplicated as teaching performance.

In the assessment of research and development performance, the Department Faculty Evaluation Committee shall recommend at least ten external reviewers, and the Chairpersons of the College and University Faculty Evaluation Committees

shall also recommend one to five candidates. The candidates for external reviewers shall be deliberated upon by the College Faculty Evaluation Committee, followed by the submission of a shortlist to the Chairpersons of the College and University Faculty Evaluation Committees, who shall collectively select five names from the list of candidates. The College Faculty Evaluation Committee shall be responsible for overseeing the external review process of academic writings, technical reports, works, and evidence of achievements.

The external reviewers shall score the promotion candidates' academic writings, technical reports, works, and evidence of achievements according to the following four ratings:

- (A) Excellent
- (B) Good
- (C) Average
- (D) Below Average

In addition to providing specific reasons based on professional and academic grounds to challenge the credibility and accuracy of the expert reviews, the faculty evaluation committees at each level may only endorse the acceptance of the promotion candidate's academic writings, technical reports, works, or evidence of achievements if the results of the external review satisfy the following criteria:

1. Promotion to the position of professor requires at least four good ratings and at least one excellent rating from the external reviews, and no below average rating.
2. Promotion to the position of associate professor requires at least four good ratings and no below average rating.
3. Promotions in the fields of humanities and social sciences, the Language Center, and Department of Athletics require at least four good ratings and no below average rating, regardless of the teacher level.

Article 7-3 First review by the Department Faculty Evaluation Committee:

1. The Department Faculty Evaluation Committee shall review the qualifications of promotion candidates in accordance with the provisions in Article 7-1 of these regulations, the criteria for promotion set by the college for teaching, research and development, services, and student advising, and the following standards:
 - (1) Candidates whose promotions are not approved by the College or University Faculty Evaluation Committee may not successively submit another application. Candidates who submitted works for accreditation (including academic writings, technical reports, works, or evidence of achievements) that were not approved shall resubmit a greater number of works or replace at least one of the works submitted for review when resubmitting their application. The number of additional or replacement works that can be submitted shall be decided by each college.
 - (2) If the candidate has been pursuing further education for two or more semesters, their term of study shall be excluded from their years of service.
 - (3) Teachers who are currently pursuing further studies or who are currently on temporary transfer to another institution are ineligible to apply for promotion.
 - (4) Candidates may not apply for promotion if any of the following conditions apply:
 - i. The candidate fulfills any of the conditions prescribed in Article 14, Paragraph 1 through Article 16, Paragraph 1; Article 18, Paragraph 1; and Article 21 of the Teachers' Act.
 - ii. The candidate fulfills any of the conditions prescribed in Article 31, Paragraph 1 of the Act Governing the Appointment of Educators.
 - iii. If the candidate is accused of being involved in situations described in

Subparagraphs 1 and 2 of this Paragraph and the allegations are substantiated during the first review by the Department Faculty Evaluation Committee, second review by the College Faculty Evaluation Committee, or final review by the University Faculty Evaluation Committee, the Faculty Evaluation Committees shall not approve the candidate for promotion.

2. The Department Faculty Evaluation Committee shall verify whether the academic writings, technical reports, works, or evidence of achievements submitted by teachers applying for promotion meet the requirements for teachers' works, substantive achievements, and qualifications as stipulated in the Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education, the Operational Guidelines on the Submission of Teacher Qualifications for Accreditation by Junior Colleges and Institutions of Higher Education, and NTUST's Operational Directives on the Promotion of Faculty Based on Research and Development Technical Reports and Operational Directives on the Promotion of Faculty Based on Educational Practice and Research. Furthermore, the Department Faculty Evaluation Committee shall review the candidates in accordance with the provisions of Paragraphs 1 to 3 of the preceding article and the promotion criteria defined by the College. Subsequently, a list of candidates shall be submitted to the College Faculty Evaluation Committee for the second review.
3. During the first review, the Department Faculty Evaluation Committee may invite the promotion candidates to participate in the meeting and deliver a presentation as needed.
4. When the college serves as the hiring unit for teaching positions, the College Faculty Evaluation Committee may assume the role of the Department Faculty Evaluation Committee as stipulated in this Paragraph.

Second review by the College Faculty Evaluation Committee:

1. The external review of the academic writings, technical reports, works, or evidence of achievements of the promotion candidates shall be handled by the College in accordance with Paragraph 3 of the preceding article.
2. The results of the external review and the documents and review results provided by the Department Faculty Evaluation Committees shall be submitted to the College Faculty Evaluation Committee for review.
3. The College Faculty Evaluation Committee shall review in accordance with Paragraph 1, Subparagraph 1, the stipulations of the preceding article, and the promotion criteria established by the College. For teaching, services, and student advising performance, a maximum of 100 points shall be allocated; 50 of which shall be determined by the Department Faculty Evaluation Committee and the other 50 by the College Faculty Evaluation Committee according to the College's established criteria. Candidates achieving scores that meet the recommendation threshold and whose research and development performance satisfies the recommendation threshold outlined in Paragraph 5 of the preceding article shall be forwarded to the University Faculty Evaluation Committee for the final review through the Personnel Office.
4. The College Faculty Evaluation Committee shall invite the promotion candidates to attend the second review meeting and deliver a presentation.
5. The College shall establish its own regulations on whether the external review results shall be reviewed by the Department Faculty Evaluation Committees before being submitted to the College Faculty Evaluation Committee and the corresponding procedures.

University Faculty Evaluation Committee

1. Documents review: The University Faculty Evaluation Committee shall compile and present the documents of all candidates recommended for promotion by the College, and each committee member shall personally read the displayed documents

thoroughly within a designated timeframe.

2. Review meeting: The University Faculty Evaluation Committee shall convene a review meeting, and representatives from the Faculty Evaluation Committee of the candidates' respective colleges shall report on their review and recommendation processes and present the documents of the teachers recommended for promotion. Research and development performance that fulfills the criteria stipulated in Paragraph 5 of the preceding article shall be accepted. Following discussion of the candidate's teaching, services, and student advising performance, committee members shall vote anonymously to decide whether to accept candidates based on a comprehensive consideration of the promotion quota, the candidate's years of service, and other factors. Candidates who receive an approval vote and whose research and development performance is accepted will be granted promotion.

If the College or University Faculty Evaluation Committee discovers that the results from the Faculty Evaluation Committee review at the previous level are inconsistent with these rules or overtly unsuitable, these results may be referred back to the Faculty Evaluation Committee at the previous level for another review. If the rulings are altered in accordance with these regulations, the specific facts and reasons shall be recorded in the meeting minutes.

The Faculty Evaluation Committees at each level shall notify the recommendation units and the candidates for promotion of the reviews (including comments for those who were not approved for promotion) within 10 days after the meetings.

After being notified of their promotion, the promoted faculty members are given a two-week window to submit the necessary documents outlined in the Directives for the Accreditation of Teacher Qualifications by Junior Colleges and Institutions of Higher Education as Empowered by the Ministry of Education to the Personnel Office, which shall then forward all the documents to the Ministry of Education for reference and for the issuance of the teacher certificates.

Article 7-4 In the event that the Faculty Evaluation Committee identifies some aspects of the external review to be questionable, the uncertain external reviews shall be handled in accordance with the following regulations:

1. Typographical errors, miscalculations, or other obvious errors in scores or comments shall be communicated to the original reviewer for clarification, which shall be confirmed by the Faculty Evaluation Committee.
2. Inconsistencies between scores and comments, research methodologies and content, or other uncertainties that may affect the credibility and accuracy of the professional review shall be sent to the original reviewer for clarification and will be subsequently validated by an ad hoc professional review team and the Faculty Evaluation Committee.

The ad hoc professional review team mentioned in the Subparagraph 2 of the preceding paragraph shall be composed of three to five scholars and experts possessing substantial professional expertise in the relevant field of the work submitted for review. Of these, one or two members shall be parties unaffiliated with NTUST, and among them, one shall be elected as the chairperson by the professional review team. The members of the professional review team shall be selected by the respective Department Faculty Evaluation Committees or College Faculty Evaluation Committees according to the delegation of external review tasks in appointment and promotion cases. The rulings of the ad hoc professional review team shall be submitted for validation to the respective Department Faculty Evaluation Committees or College Faculty Evaluation Committee.

If an external review mentioned in Paragraph 1 is consistent with the following

conditions, the Faculty Evaluation Committee shall dismiss the external review, offering clear and specific reasons, and solicit additional expert reviews according to the number of rejections.

1. The uncertainty referenced in Paragraph 1, Subparagraph 1, has been confirmed by the Faculty Evaluation Committee to be a typographical error, miscalculation, or other obvious error in the scores or comments.
2. The uncertainty referenced in Paragraph 1, Subparagraph 2, has been confirmed by both the ad hoc professional review team and the Faculty Evaluation Committee to arise from contradictions between scores and comments, research methodologies and content, or other uncertainties that may affect the credibility and accuracy of the professional review.

In the same case of teacher accreditation review, the Faculty Evaluation Committee shall, in accordance with the regulations specified in the Subparagraph 2 of the preceding paragraph, dismiss the external review no more than once.

Article 8

Current lecturers and assistant professors hired prior to the enforcement of the amended Act Governing the Appointment of Educators and who have continued teaching without interruption may be promoted according to former NTUST promotion regulations stipulated prior to amendments to teacher levels within the aforementioned Act.

1. Lecturers who previously possessed the qualifications to be accredited as associate professor may apply for promotion to associate professor but must fulfill the amended requirements for the associate professor position to be promoted. Those who are not granted promotion may apply for promotion to the position of assistant professor and may reapply for promotion to the position of associate professor after one year.
2. If a lecturer is seeking promotion to the position of associate professor subsequent to the attainment of a doctoral degree, the degree must comply with stipulated regulations to be officially recognized. The lecturer shall submit their dissertation and other works for a substantive review (including an external review) in accordance with the amended qualifications for the associate professor role. Those who are not granted promotion may apply for promotion to the position of assistant professor.
3. "Continued teaching without interruption" refers to uninterrupted placement in a teaching position and encompasses approved leaves with pay as well as approved leaves without pay. The same shall apply to adjunct faculty members holding a letter of appointment for every semester, with consideration of their actual teaching hours each semester.

Article 8-1

Upon their initial appointment as newly hired faculty, lecturers and assistant professors must apply for promotion and gain approval within a period of six years. Associate professors must similarly apply for promotion and receive approval within a period of eight years. In special circumstances, subject to approval of the Faculty Evaluation Committees at every level, the time limit for promotion may be extended by no more than two years. In the event of pregnancy or childbirth, the time limit for promotion may be delayed by two years for each child.

Teachers who do not achieve approval for promotion within the extended time limits indicated in the preceding paragraph may apply for an additional extension from their Department Faculty Evaluation Committee. Teachers recognized by the Faculty Evaluation Committee for their exceptional teaching, research and development, service, and student advising performance may be granted an additional extension by no more than two years, subject to review and approval by the Faculty Evaluation Committee at each level. The assessment procedures shall be otherwise stipulated. During the additional extension, the Department, College,

and the Office of Academic Affairs shall offer assistance and counseling, with regular reporting of progress to the University Faculty Evaluation Committee each semester for reference.

Teachers who have not achieved approval for promotion within the time limits specified in Paragraph 1 and have neither applied for an extension, who sought an extension but were denied, who did not receive approval for promotion during the extension and did not apply for an additional extension, who applied for a second extension but were denied, or who did not receive approval for promotion during the second extension, and were submitted to the Faculty Evaluation Committees and ruled as having committed a major breach of their employment contract shall not be reappointed.

Teachers who were determined not to have committed a major breach of their employment contract following the nonrenewal review mentioned in the preceding paragraph may be reappointed for an additional two-year term. During the reappointment period, the Faculty Evaluation Committees at each level shall assess the teacher's teaching, research, service, and student advising performance prior to a disciplinary hearing. The Department, College, and the Office of Academic Affairs shall offer assistance and counseling, and the minutes shall be submitted to the University Faculty Evaluation Committee each semester for reference. Those who do not achieve approval for promotion during this reappointment period and were submitted to the Faculty Evaluation Committees and ruled as having committed a major breach of their employment contract shall not be reappointed.

The disciplinary hearing mentioned in the preceding paragraph may impose one or more of the following suspensions of privileges and disciplinary measures for a specified duration, depending on the circumstances of the case being reviewed.

1. The involved party may not take sabbatical leaves, deliver lectures abroad, or pursue further education.
2. The involved party may not be temporarily transferred to another institution nor work or engage in part-time teaching activities with institutions not affiliated with NTUST.
3. The involved party may not be granted a service extension, serve on any Faculty Evaluation Committee within NTUST, nor serve as an administrator of an academic or administrative unit.
4. The involved party may not receive a salary raise.
5. The involved party may not be promoted.
6. The involved party may not be approved for research grants.
7. The involved party may not be approved for any NTUST awards.
8. The involved party may not reduce their teaching hours or receive overtime pay; other disciplinary action shall include the issuance of written warnings.

If teachers were not found to have committed a major breach of their employment contract during the nonrenewal review specified in the provision in Paragraph 4 of this article, their case shall be addressed in accordance with the provisions specified in Paragraph 4.

These rules shall apply to faculty members who have been newly hired since the 2007 academic year.

Article 9 Matters not addressed in these regulations shall be handled according to the relevant law.

Article 10 These regulations and their corresponding amendments shall be promulgated following approval by the University Council.