

# National Chengchi University

## Regulations for Faculty Appointment and Promotion Reviews

April 19, 1997	Articles 1 to 16, and Articles 18 and 19 passed by the 96 <sup>th</sup> University Affairs Meeting
January 17, 1998	Revision (Article 28) and revocation (Article 11-1) passed by the 99 <sup>th</sup> University Affairs Meeting
February 21, 1998	Approved by the Ministry of Education via official letter Tai-(87)-Shen-Zhi No. 87008833
April 16, 2001	Revision passed by the 112 <sup>th</sup> University Affairs Meeting
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April 20, 2002	Revisions (Articles 5, 30, and 31) passed by the 117 <sup>th</sup> University Affairs Meeting
April 24, 2004	Revisions (Articles 5 and 16) passed by the 128 <sup>th</sup> Interim University Affairs Meeting
September 9, 2004	Revision (Article 5) passed by the 130 <sup>th</sup> University Affairs Meeting
January 6, 2005	Revision (Article 9) passed by the 132 <sup>nd</sup> University Affairs Meeting
January 14, 2011	Revisions (all clauses) passed by the 162 <sup>nd</sup> University Affairs Meeting
April 23, 2011	Revisions (Articles 12, 21, and 25) passed by the 163 <sup>rd</sup> University Affairs Meeting
June 13, 2011	Promulgated via official letter Cheng-Jen-Tzu No. 1000014443
January 13, 2017	Revisions (all clauses) passed by the 192 <sup>nd</sup> University Affairs Meeting
January 26, 2017	Promulgated via official letter Cheng-Jen-Tzu No. 1060002776
December 20, 2021	Revisions (Articles 5, 15, 17, 19-1, 25, and 27) passed by the 3 <sup>rd</sup> Interim University Affairs Meeting of Academic Year 2021-2022
January 14, 2022	Revision (Article 12) passed by the 217 <sup>th</sup> University Affairs Meeting
February 21, 2022	Promulgated via official letter Cheng-Jen-Tzu No. 1110004179 (Article 12 effective immediately; the remaining articles effective on June 1, 2022)
January 13, 2023	Revisions (Articles 1 and 5, Articles 12 to 15, and Articles 20, 25, and 26) passed by the 222 <sup>nd</sup> University Affairs Meeting
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### Chapter I General Provisions

**Article 1** National Chengchi University (hereinafter referred to as NCCU or “the University”) has formulated the *Regulations for Faculty Appointment and Promotion Reviews* (hereinafter referred to as “the Regulations”) in accordance with the *Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education* (hereinafter referred to as “the Accreditation Regulations”) and Article 3 of the University’s *Regulations Governing the Establishment of Faculty Evaluation Committees*.

**Article 2** The appointment and promotion of NCCU faculty members shall be subject to these Regulations unless otherwise stipulated in the applicable statutes.

### Chapter II Appointments

**Article 3** NCCU colleges and departments (institutes, programs, offices, and centers) shall appoint faculty members based on the number of faculty slots, the development trajectory of NCCU and its colleges, and faculty and curricular needs. Faculty members shall teach courses related to their area of academic expertise.

Prospective faculty members shall be assessed by faculty evaluation committees at the department, college, and university levels. Appointments proposed by the University or its colleges shall first be

reviewed by the department faculty evaluation committee of the department in the related professional field before being forwarded to the responsible college and university-level faculty evaluation committees for review.

The aforementioned requirement shall not apply to chair professors and individuals who are distinguished in their fields. In such cases, the appointment proposal shall, after deliberation and approval by the faculty evaluation committee of the appointing unit, be directly submitted to the University Faculty Evaluation Committee for final review.

Article 4 Newly appointed NCCU faculty members shall be categorized as professors, associate professors, assistant professors, or lecturers. The qualifications of faculty members shall be evaluated in accordance with the *Act Governing the Appointment of Educators* and other related rules and regulations.

In principle, newly appointed NCCU faculty members appointed to the rank of assistant professor or above must hold a doctoral degree and have prior work experience in teaching or research.

Prospective faculty members who hold a teaching certificate accredited and issued by the Ministry of Education may be appointed to a position of the corresponding rank.

Article 5 Newly appointed faculty members of the University must meet the criteria required for the corresponding rank:

- I. Lecturer: Holds a master's degree or equivalent academic qualifications, demonstrates excellent performance, and has authored specialized publications
- II. Assistant professor: Holds a doctoral degree or equivalent academic qualifications, demonstrates excellent performance, and has authored specialized publications
- III. Associate professor: Holds a doctoral degree or equivalent academic qualifications, has at least four years of experience in research work, a specialized profession, or a field related to their academic studies, demonstrates excellent performance, and has authored specialized publications
- IV. Professor: Holds a doctoral degree or the equivalent academic qualifications, has at least eight years of experience in research work, a specialized profession, or a field related to their academic studies, and has achievements of great significance (creations, inventions, specialized publications, or academic contributions)

Prospective faculty members who do not hold the required teaching certificate required for the corresponding rank of the position they are being appointed to shall be subject to an accreditation review in accordance with the rules set forth in the Accreditation Regulations.

External reviews shall be handled by the responsible college. However, for applicants submitting an academic diploma for accreditation, the college in question may delegate the external review to the responsible department (institute, program, office, center). Academic diplomas shall be submitted to three or more non-NCCU scholars or experts for review.

If there are three external reviewers, the passing criteria shall be a rating of C or higher from all three reviewers and a rating of B or higher from at least two of the reviewers. (Please refer to Attachment 1 for the format of the academic diploma review opinion form.) If the number of external reviewers exceeds three, the passing criteria may not be less stringent than those for the aforementioned case of three reviewers. For applicants submitting documents other than academic diplomas for accreditation, the external review shall be carried out in accordance with the rules for promotion set forth in Article 15, Subparagraph 3.

If any member of the faculty evaluation committee disputes the opinion of an external reviewer, the promotion accreditation procedures shall be followed and the matter shall be handled in accordance with Article 39 of the Accreditation Regulations.

Article 6 Newly appointed faculty members must be selected via open selection. Department faculty evaluation committees shall review the teaching and research achievements of prospective faculty members, their expertise and integrity, and the proposed courses to be taught by said faculty members. Appointment proposals that pass the evaluation shall be ranked according to priority based on the review results and submitted to the responsible college faculty evaluation committee with explanations for further review. Proposals that pass the review at the required levels shall then be submitted to the President for final approval. For the appointment of faculty members, the proposed courses to be taught and the number of lecture hours must meet the appropriate standards in order for the appointment to be approved.

Article 7 Prospective faculty members must provide the following documents:

- I. Faculty appointment proposal
- II. Certificate for the highest degree: Prior to submission to the department faculty evaluation committee, the appointing department (institute, program, office, or center) must first verify the certificate. Overseas degrees shall be subject to verification in accordance with the *Regulations Governing the Assessment and Recognition of Foreign Academic Records by Institutions of Higher Education*, the *Regulations Governing the Assessment and Recognition of Mainland Chinese Academic Records*, the *Regulations Governing the Examination and Recognition of Educational Records from Hong Kong and Macao*, and other rules promulgated by the Ministry of Education.
- III. An academic transcript for the highest degree obtained (not required for prospective faculty members with the required teaching certificate for their corresponding rank)
- IV. Required teaching certificate for the corresponding rank (not required for prospective faculty members that do not hold a teaching certificate)
- V. Specialized publications
- VI. Academic and professional background
- VII. Selection records

VIII. Faculty evaluation committee meeting minutes

Article 8 The appointment period for faculty members shall commence at the start of each semester (first of August and February).

If the appointment of any faculty member needs to commence in the middle of a semester, special approval from the President must be obtained before proceeding with the reviews by the faculty evaluation committees of all levels.

Article 9 The University's operational schedules for new appointment reviews by faculty evaluation committees at all levels in the fall and spring semesters shall be as follows:

- I. Department faculty evaluation committees shall complete open selection and review and submit the results to the responsible college faculty evaluation committee by April 30 and November 15 of each year. For appointment proposals submitted with documents other than academic diplomas (including specialized publications/works, proof of achievements, and technical reports), open selection and review shall be completed, and the proposals shall be submitted to the college faculty evaluation committees for review at least one month earlier (March 31 and October 15).
- II. College faculty evaluation committees shall complete their reviews and submit the results to the University Faculty Evaluation Committee by June 15 and December 31 of each year.
- III. The University Faculty Evaluation Committee shall complete their review by June 30 and January 15 and submit the results to the President for final approval of appointments.

Chapter III Promotions

Article 10 To apply for a promotion, faculty members must meet the following criteria:

- I. Promotion to assistant professor requires three years of service as a lecturer; promotion to associate professor requires three years of service as an assistant professor; promotion to professor requires three years of service as an associate professor.
- II. Demonstrates outstanding performance in research, teaching, and service during their appointment to their current position

Article 11 In principle, only years of service at NCCU will be recognized for faculty promotion. Years of service accrued at other institutions in Taiwan or other overseas academic or research institutions recognized by the Ministry of Education may only count toward promotion if so proposed by the responsible department faculty evaluation committee and approved by the responsible college faculty evaluation committee and the University Faculty Evaluation Committee. However, promotion will only be granted to faculty members with at least one year of service.

For faculty members on approved secondment who return to the University to teach voluntarily during the secondment period, a maximum of two years of service accrued during the period of their secondment may count towards promotion.

For faculty members undertaking an approved full-time pursuit of further

studies, research, or academic exchange, a maximum of one year of service accrued during the period of such pursuit may count towards promotion.

Years of service may be calculated up to the end of the semester during which the promotion is being applied for.

Article 12 Specialized publications used to apply for faculty member promotions must meet the following criteria:

- I. Representative publications must have been issued after obtaining the previous teaching accreditation and within five years of the anticipated effective date of promotion; reference publications must have been issued after obtaining the previous teaching accreditation and within seven years of the anticipated effective date of promotion. If an applicant's years of service accrued at an overseas institution may be counted towards the years of service recognized for faculty promotion in accordance with Article 11, any of the applicant's publications that were not previously submitted for a faculty qualification review and that were issued in the seven-year period prior to the anticipated effective date of promotion may be listed as reference publications as long as they were issued after the commencement of the applicant's appointment by NCCU. Applicants who become pregnant or give birth during the stated periods may apply to defer the aforementioned deadlines by two years.
- II. Specialized publications must be publicly issued monographs (attached with proof of submission and publication) or writings published or accepted for publication in recognized academic journals, with proof of periodical publications and correlation to the applicants' fields of teaching expertise.  
The aforementioned specialized publications shall be in compliance with the regulations and procedures governing accreditation as stipulated and promulgated by the Ministry of Education.
- III. If an applicant for promotion submits a co-authored publication as a representative publication, they must specify the degree of their contribution to said publication and obtain a signed waiver from the co-authors or co-investigators giving them the right to submit the publication as a representative publication.
- IV. Publications that are part of a series of related research papers may be amalgamated and presented as one representative work, with an explanation of the correlation attached. Representative publications that will be issued in a domestic or international academic or professional periodical shall be published within one year after the issuance of the letter of acceptance and be submitted to the University for verification within two months of the publication date. If the publication is not issued within one year due to reasons not attributable to the applicant, a deferral may be requested from the responsible college faculty evaluation committee but may not exceed three years after the issuance of the letter of acceptance. Publications

used to obtain the required teaching certificate for the promotion may not be submitted for future accreditation.

The University shall regularly check if publications were issued within the eligible time frame for acceptance as supporting documents.

The University shall deny the application of any faculty member who fails to publish within three years of the date of the publication's letter of acceptance or fails to publish at all due to reasons attributable to their own actions. The Ministry of Education shall also be notified to handle the relevant teacher accreditation review.

Article 13 Under any of the following circumstances, a faculty member shall not be eligible for promotion:

- I. Appointed as faculty member but served only in an administrative capacity
- II. Does not meet the required number of years of service
- III. Lacks the suitable courses to be taught after promotion
- IV. Has an insufficient number of lecture hours after promotion
- V. Fails the basic performance evaluation for faculty members
- VI. No lecture given at NCCU during the semester of promotion application
- VII. Suspended without pay
- VIII. Undergoing investigation, dismissal, or non-renewal of appointment due to any act or behavior described in Article 14, Paragraph 1; Article 15, Paragraph 1; or Article 16, Paragraph 1 of the *Teachers' Act*. However, this shall not apply to faculty members who are in violation of Article 16, Paragraph 1 of the *Teachers' Act* due to missing the University's promotion deadline.
- IX. Engagement in any act or behavior described in Article 18, Paragraph 1; Article 21, Paragraph 1; or Article 22, Paragraph 1 or 2 of the *Teachers' Act* and still under investigation, in the process of suspension of employment, or already in the suspension period.
- X. Engagement in any act or behavior described in Article 27, Paragraph 1, Subparagraph 2 or 3 of the *Teachers' Act* and still under investigation or undergoing the termination of employment procedures.

Article 14 To apply for a promotion, faculty members must submit the following documents:

- I. Faculty promotion recommendation form
- II. Teacher Accreditation Application and Resume Form
- III. Service certificate and teaching certificate for the current position, higher degree certificate obtained from approved pursuit of further studies, or other proof of qualifications
- IV. Copies of proof of research, teaching, and service achievements (pertinent to the review)
- V. Those applying for promotion from assistant professor to associate professor or from associate professor to full professor shall submit their degree thesis/dissertation or representative publications submitted in past applications to the reviewers for reference.

- VI. For representative publications with similar titles or contents to publications previously submitted and approved, a comparison of the differences between the newly submitted publication and the previously approved publication shall be attached. The same holds true for publications with changes to titles or contents.

Article 15 Faculty promotion review procedures:

- I. Faculty promotion applications shall be submitted with the required documents to the responsible department (institute, program, offices, or center) for forwarding to the department faculty evaluation committee. A research, teaching, and service performance review of the submitted documents shall be carried out in accordance with the promotion rules of the department (institute, program, office, or center). Applications that pass the preliminary review shall be submitted by the dean to the college faculty evaluation committee in question for further deliberation.
- II. After the application for promotion is passed by the college faculty evaluation committee, an external reviewer nomination task force shall be formed to draft a list of external reviewers and submit the representative publications and reference publications (specialized publications, works, proof of achievements, or technical reports) of the applicants to five or more non-NCCU scholars/experts of the equivalent academic rank for review.
- III. College faculty evaluation committees shall verify the credibility and accuracy of the selected external scholars and experts before proceeding with the review. If there are five external reviewers, the passing criteria for promotion to the rank of professor shall be a rating of C or higher from at least four of the reviewers and a rating of B or higher from at least three of the reviewers; for promotion to the rank of associate professor or below, a rating of C or higher from at least four of the reviewers and a rating of B or higher from at least two of the reviewers shall be required. (Please refer to Attachment 2 for information on the format of the academic writings review opinion form.) If there are more than five external reviewers, the passing criteria for committee review may not be less stringent than those for the aforementioned case of five reviewers.
- IV. The college faculty evaluation committee shall review the applicants' research, teaching, and service performance in accordance with the evaluation and promotion criteria of the responsible college. Promotion applications that pass the secondary review shall then be submitted to the President, who shall forward them to the University Faculty Evaluation Committee for the final review.
- V. When reviewing and verifying the applicants' research, teaching, and service performance, the University Faculty Evaluation Committee shall take the review results of the department faculty evaluation committee and college faculty evaluation committee into consideration. The approved promotion applications shall subsequently be forwarded to the President for the issuance of the

corresponding teaching certificates.

- VI. If the University Faculty Evaluation Committee or the responsible college faculty evaluation committee disputes the credibility and accuracy of an external reviewer, the matter shall be handled in accordance with Article 39 of the Accreditation Regulations.
- VII. During the review process, the faculty evaluation committee in question shall peruse and review the documents submitted by the applicants for promotion.
- VIII. Faculty evaluation committee members must be present throughout the process in order for their scoring to be valid.
- IX. If any of the faculty evaluation committee members raises questions regarding an application for promotion, and a resolution to postpone the deliberation process is reached, the applicant in question may be asked to clarify in person or in writing before the review continues.

Article 16 NCCU faculty promotion proposals shall be reviewed twice a year, once in each semester. Promotions shall become effective on the first of August and February, and the timeline for related affairs shall be as follows:

- I. Promotion applicants shall prepare the necessary promotion application documents and submit their application with said documents to the affiliated department (institute, program, office, or center) by the 15<sup>th</sup> of March (for promotions effective on August 1 of the same year) or September (for promotions effective on February 1 of the following year) each year. Late submissions and applications with incomplete documents shall not be accepted.
- II. Applications passed by department faculty evaluation committees shall be forwarded to the responsible dean by the end of March and September each year for submission to the responsible college faculty evaluation committee for review.
- III. Applications passed by college faculty evaluation committees shall be forwarded through the Office of Academic Affairs and the Personnel Office to the President by the 15<sup>th</sup> of June and December each year for submission to the University Faculty Evaluation Committee for review.
- IV. Applications passed by the University Faculty Evaluation Committee shall be forwarded to the President for the issuance of teaching certificates.

Article 17 The faculty promotion evaluation items and criteria are as follows:

- I. Evaluation items:
  - (I) Research:
    - 1. Representative publications and reference publications (specialized publications, works, proof of achievements, technical reports)
    - 2. The significance and number of papers and invited reviews published at academic conferences in Taiwan or overseas
    - 3. The significance and number of accolades received for publications
    - 4. The significance and number of research projects headed



5. Other research achievements
- (II) Teaching:
1. Teaching performance evaluation
  2. The significance and number of theses and dissertations supervised and reviewed
  3. Other achievements involving improvements in teaching effectiveness
- (III) Service:
1. Service in an administrative role at the University or one of its colleges or departments (institutes, programs, offices, centers)
  2. Contributions to a department (institute, program, office, center) or college, or to university affairs
  3. Service as a student mentor or as an advisor for a student society, publication, or team
  4. Service as an organizer or co-organizer of academic conferences in Taiwan or overseas
  5. Outcomes of social responsibility practices
  6. Outcomes of industry-academia collaborations
  7. Other service achievements
- II. Evaluation criteria:
- (I) Full score in an evaluation shall be 100 points, divided into the following areas: research (40%), teaching (30–50%), and service (10–30%).
- (II) Faculty members may choose the proportion of the percentages allocated to the different areas.
- (III) Departments (institutes, programs, offices, or centers) and colleges shall stipulate the eligibility requirements and passing criteria for applicants' teaching and service performance. Only applicants whose teaching and service performance meet the criteria stipulated and whose research performance fulfills the scoring criteria set forth in Article 15, Subparagraph 3 may be eligible for further review by the committee.
- (IV) Promotion applicants shall each receive an aggregate score calculated from the scores given for research, teaching, and service performance. Only applicants whose aggregate score meets the criteria stipulated by their affiliated department (institute, program, office, or center) and college may undergo further evaluation by the faculty evaluation committee that is one level higher.
- (V) Promotion applications may only be passed by a faculty evaluation committee if the required number of approving votes is reached.

Article 18 Faculty evaluation committees shall notify applicants for promotion of their review results and the rationale for the decision made in writing; the faculty evaluation committees at different levels shall also be notified. Promotion applicants who wish to dispute the contents of the

aforementioned written notification may file an appeal with the NCCU Faculty Grievance Committee within 30 days of the date following receipt of said notification.

#### Chapter IV Supplementary Provisions

Article 19 After the University Faculty Evaluation Committee completes the accreditation review for faculty appointments and promotions and obtains final approval from the President, the University shall submit a list of the appointed and promoted faculty members and their Teacher Accreditation Application and Resume Forms to request the issuance of teaching certificates of the corresponding ranks.

Newly appointed faculty members who are found to not possess the teaching certificate required for their position shall be reappointed or have their appointment revoked.

Article 19-1 Appointments of NCCU faculty members shall be categorized as initial appointments, appointment renewals, or long-term appointments. Initial appointments of teachers at a senior secondary or lower-level school shall be for one year, the first appointment renewal shall be for one year, and subsequent renewals shall be for two years each. The results of the University's faculty performance evaluation shall be a key consideration in appointment renewals.

NCCU professors who pass the performance evaluation and NCCU associate professors who are promoted to full professor shall be issued a long-term appointment contract. Tenure shall end one day prior to the resignation or retirement of the faculty member in question.

Under any of the following circumstances, a faculty member's tenure shall be revoked, and the term of subsequent appointments shall be pursuant to the *Act Governing the Appointment of Educators*:

- I. Failure to pass the evaluation according to the rules
- II. Breach of contract verified to be true by the responsible faculty evaluation committee
- III. Dismissal or non-renewal of appointment approved by the responsible faculty evaluation committee due to engagement in any act or behavior described in the *Teachers' Act*

Article 20 Violations of the review submission rules shall be handled in accordance with the Accreditation Regulations, the *Guidelines for the Handling of Violations of the Regulations Governing the Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education*, and the *NCCU Regulations Governing the Review of Faculty and Researcher Academic Ethics Cases*.

Article 21 Faculty members who obtain a higher degree certificate and who are applying for a promotion to lecturer or assistant professor shall be subject to an external review in accordance with the rules governing the submission of degree certificates set forth in Article 5 of these Regulations. Teaching assistants appointed under the old system who are applying for promotion to lecturer must present a master's thesis. Teaching assistants and lecturers appointed under the old system who are applying for promotion to assistant professor must present a doctoral dissertation,

demonstrate outstanding performance, and have authored publications issued within seven years that meet the current requirements for newly appointed faculty members of this rank. Promotion approvals shall be completed by the deadline set forth in the *NCCU Regulations Governing the Promotion Schedule for New Faculty Members*. Teaching assistants and lecturers appointed under the old system who hold a doctoral degree and who are applying for promotion to associate professor must present a doctoral dissertation, demonstrate outstanding performance, and present publications issued within seven years in accordance with the requirements for promoted and newly appointed associate professors set forth in these Regulations.

Article 22 Departments (institutes, programs, offices, centers) may appoint full-time NCCU researchers who have the required teaching credentials as part-time faculty members.

Article 23 Promotions of part-time faculty members shall be handled by their full-time institution. Part-time faculty members who do not have a full-time institution and who have not applied for promotion at another institution where they hold a part-time position may apply for promotion at NCCU. For part-time faculty members, only half of the number of years of service accrued at NCCU may count towards their years of service.

Article 24 Part-time faculty members who are promoted at their full-time institution and who are awarded a higher degree certificate may apply for reappointment at NCCU. The effective date of the reappointment shall commence at the start of the semester during which the application was submitted.

Article 25 In addition to specialized publications, faculty members with expertise in other fields may submit other documents for review. For applicants in the field of cultural and artistic creation or exhibition who produce unique work(s) on a continuous basis and make substantive contributions to their field, creative work(s) and proof of achievement(s) may be submitted in place of publications. For applicants with athletic expertise who participate and place in local or overseas competitions, or for applicants whose students—whom they have coached—participate and place in local or overseas competitions, the proof of such athletic achievement(s) may be submitted instead of publications. For applicants who achieve innovations, improvements, or extensive applications of specific research and development results in a field involving technology research and development (theory or practice) or pedagogical research, and who make significant contributions to promoting said achievements within and outside of the University, technical reports may be submitted instead of publications. Applicants who pass the accreditation review shall publish and issue the documents they submitted for review.

Creative works, proof of achievements, and technical reports submitted for review must be in compliance with the rules on specialized publications set forth in Article 12. The number of applicants and the application eligibility criteria for committee evaluation shall be pursuant to the rules on the submission of specialized publications for review set forth in Article 15.

The eligibility criteria, evaluation criteria, and application forms shall be

pursuant to the Accreditation Regulations, the applicable NCCU rules, and the resolutions reached by the University Faculty Evaluation Committee.

Article 26 The University may appoint professional technicians to teaching positions if said technicians meet the qualifications and criteria set forth in the *Employment Regulations for Professional Technicians Teaching at Universities*. The applicable regulations shall be stipulated separately.

The University may appoint full-time contract teaching personnel using the self-raised funds of the University Endowment Fund or funds received from government ministries/councils/commissions for talent recruitment and faculty development in accordance with the *Principles for the Employment of Temporary Full-Time Teaching Personnel*. The applicable appointment guidelines shall be stipulated separately.

Article 27 NCCU colleges and departments (institutes, programs, offices, and centers) shall stipulate guidelines and procedures for faculty appointments and promotions pursuant to these Regulations.

In the event of a conflict between these Regulations and the guidelines and stipulated procedures for faculty appointments or promotions of an NCCU college or department (institute, program, office, or center), the more stringent requirements shall apply.

The aforementioned operating guidelines must be passed by the responsible college affairs meeting or department affairs meeting before being submitted to the faculty evaluation committee that is one level higher for approval and implementation.

Accreditation reviews conducted by departments (institutes, programs, offices, or centers) before amendments to these Regulations are made shall be subject to the rules set forth before the amendments.

Article 28 These Regulations shall be promulgated and implemented upon approval by the University Affairs Meeting. The same shall apply when changes are made.