

National Chengchi University

Regulations Governing the Promotion Schedule of New Faculty

November 24, 2001 Passed by the 115th University Affairs Meeting
April 20, 2002 Confirmed and passed by the 117th University Affairs Meeting
June 13, 2002 Revision (Article 4) passed by the 118th University Affairs Meeting
April 28, 2007 Revision (Article 4) passed by the 143rd University Affairs Meeting
September 12, 2008 Revisions (Articles 3, 5, and 6) passed by the 150th University Affairs Meeting
January 15, 2010 Revisions (Articles 2 and 6) passed by the 157th University Affairs Meeting
April 20, 2013 Revision (Article 4) passed by the 173rd University Affairs Meeting
November 23, 2013 Revisions (Articles 1, 2, and 6) passed by the 176th University Affairs Meeting
April 25, 2015 Revision (Article 4) passed by the 183rd University Affairs Meeting
June 27, 2016 Revision (Article 3) passed by the 189th University Affairs Meeting
July 26, 2016 Promulgated via official letter Cheng-Jen-Tzu No. 1050022421
January 18, 2019 Revision (Article 4) passed by the 202nd University Affairs Meeting
February 21, 2019 Promulgated via official letter Cheng-Jen-Tzu No. 1080004091
April 18, 2022 Revision (Article 4) passed by the 218th University Affairs Meeting
May 3, 2022 Promulgated via official letter Cheng-Jen-Tzu No. 1110013276

Article 1 National Chengchi University (hereinafter referred to as NCCU or “the University”) has formulated these Regulations to encourage new faculty members to strive to improve their performance in teaching, research and service.

Article 2 The term “new faculty members” in these Regulations refers to full-time associate professors, assistant professors, and lecturers newly appointed by the University after these Regulations enter into effect.

Full-time NCCU technical experts and newly appointed instructors who primarily give foreign language learning courses may be exempt from the provisions of these Regulations and be subject instead to the University’s *Regulations for Basic Faculty Performance Reviews* after an application for exemption is filed by their employing unit and approved by the President.

Full-time associate research fellows, assistant research fellows, and research assistants newly appointed by the University shall also be subject to these Regulations.

The provisions of the preceding paragraph were implemented on August 1, 2009.

Article 3 The teaching load of new faculty members shall not exceed 12 hours (four courses) in each academic year. New faculty members shall not be given overtime pay and may not hold part-time jobs or teaching positions within or outside of NCCU unless approved on a case-by-case basis.

Article 4 Newly appointed full-time faculty members must be approved for promotion within a specified number of years after the start of their employment (six years for assistant professors and lecturers, eight years for

associate professors). Faculty members who are not promoted by the stipulated deadline shall not be eligible for salary increases and may not hold part-time jobs or teaching positions within or outside of NCCU, serve on any of the University's faculty evaluation boards, request secondment, or apply to travel overseas to pursue research, lecturing, or advanced studies.

Faculty members who are still not promoted by the stipulated year following the start of their employment (the eighth year for assistant professors and lecturers, the tenth year for associate professors) shall undergo a review by the NCCU Faculty Evaluation Committee to decide on whether to renew their contract. The committee shall require a quorum of two-thirds of all its members in attendance and an affirmative vote from two-thirds of its members present to pass a resolution for non-renewal of employment, which shall then be submitted to the competent educational administrative agency for approval. However, faculty members who qualify for retirement may apply for retirement instead.

NCCU faculty evaluation committees at all levels shall deliberate over non-renewals of employment in accordance with the procedures and processing deadlines set forth in the University's new faculty promotion procedures (see the attached table).

Faculty members who are on maternity or parental leave without pay, who have a serious illness, or who are affected by other pressing circumstances may present proof of such conditions to apply for a two-year extension of the promotion deadline. Such applications shall be reviewed and discussed by faculty evaluation committees at all levels.

A faculty member's application for the extension of the deadline for promotion may not be submitted using the same serious illness or pressing circumstances given as a reason for extension in a previous application.

If a faculty member previously applied for an extension of the promotion deadline due to a serious illness or other pressing circumstances prior to the amendment of these Regulations that came into effect on January 18, 2019, the given reason may not be used again in the faculty member's future applications.

Article 5 Every academic year, departments and institutes shall require new faculty members to submit a written report on the progress of their teaching, research, and service performance. The department/institute chairs shall give written recommendations in response to said reports to help faculty members attain a promotion by the scheduled deadline and prepare a report to submit to the faculty evaluation committees of their department/institute and college.

Article 6 Unless an effective date is otherwise stipulated, these Regulations shall become effective on the date of promulgation after passage by the University Affairs Meeting. The same shall apply to future amendments.