



National Kaohsiung University of Science and Technology
Department of Electrical Engineering
FOREIGN NON-TENURE-TRACK FACULTY RECRUITMENT

Department of Electrical Engineering at National Kaohsiung University of Science and Technology (NKUST) invite applications from outstanding candidates for foreign non-tenure-track faculty positions (Assistant Professor, Associate Professor, Professor). Applicants of all disciplines in the electrical engineering and computer science are welcome, but those in the Power, Energy, and Related Areas will be given priority.

Applicants should have a Ph.D. in electrical engineering, computer science, computer engineering, or other related fields. Responsibilities include conducting classes in English at the graduate level, and implementing a strong research program that involves supervision of graduate students and acquisition of research grants.

Applicants should submit the following documents (hard copies by post mail or the corresponding PDF files by e-mail) **before April 7, 2022** to

Foreign Non-Tenure-Track Faculty Search Committee
Department of Electrical Engineering
National Kaohsiung University of Science and Technology
Kaohsiung City, 87618 Taiwan

E-mail: wboffice01@nkust.edu.tw

Phone: +886-7-3814526 ext. 15555 or 15551

Fax: +886-7-3921073

URL: <http://ee.nkust.edu.tw>

1. a curriculum vitae and a copy of Ph.D. diploma;
2. a publication list over the recent five years; (Please list the journals published and IF value and Rank by JIF as well as corresponding author in detail and specify if the academic journals are indexed in SCI or other indexes)
3. a copy of academic and/or industry professional appointments;
4. representative publications up to 5 papers;
5. a list of the projects you were involved;
6. Ph.D. program transcript (for fresh Ph.D. applicants only);
7. a statement of teaching and research plans;
8. two recommendation letters;
9. other supporting materials.

* items 1 to 8 are required.

* please annotate the application position.

National Kaohsiung University of Science and Technology

Directions for the Appointment of Foreign Non-tenure-track Faculty Member

Reviewed and approved by the 2nd meeting of the University Endowment Fund Management Committee of academic year

2021 on December 2, 2021

I. National Kaohsiung University of Science and Technology (hereinafter “the University”) stipulates the directions for the appointment of foreign non-tenure-track faculty member (hereinafter “the directions”) in accordance with Implementation Regulations for the Employment of Teaching Personnel, Research Personnel, and Staff Using National University Endowment Fund for the purpose of recruiting exceptional and outstanding foreign non-tenure-track faculty member with great teaching, research, and development potential.

II. The foreign non-tenure-track faculty member referred to in the directions are teaching personnel who are not within the current establishment of the University, have foreign nationalities, provide all-English courses (including academic research), and are employed by the University with self-raised incomes as stipulated in Article 3 of the Regulations for the Management and Supervision of the National University Endowment Fund.

III. The appointment of foreign non-tenure-track faculty member shall be conducted in accordance with the principles of fairness, impartiality, and openness, and the foreign non-tenure-track faculty member appointed shall comply with the following requirements:

(I) Be equipped with the knowledge and skills required for the performance of the job as well as teaching, research, and development potential.

(II) Are not involved in circumstances set out in Article 14 (1), in Article 15 (1) of the Teachers’ Act and therefore be subject to suspension of appointment for a period of one to four years, or in Article 18 (1) of the Teachers’ Act and therefore be subject to the suspension of appointment for a period of six months to three years.

IV. Each academic unit shall meet one of the following criteria for the appointment of foreign non-tenure-track faculty member and shall fill out an application for the appointment of teaching personnel using the national university endowment fund, and submit the application to the administrative procedure to be approved by the President before the selection and appointment of foreign non-tenure-track faculty member:

(I) The academic unit requires at least six courses be taught all in English.

(II) The academic unit is approved to support whole-school or cross-disciplinary all-English

courses.

If the proposed foreign non-tenure-track faculty member are able to meet the needs of foreign students for the international teaching environment and bring in foreign teaching resources and collaborators, they may be selected at the discretion of each academic unit.

The number of foreign non-tenure-track faculty member appointed by academic units at all levels shall be 10% of the total number of full-time teachers within the current establishment of all colleges, without restriction by the regulations governing the control of teacher headcounts.

V. The selection and appointment of foreign non-tenure-track faculty member is regulated as follows:

(I) Procedure of appointment: The procedure shall be conducted based on the Guidelines for the Employment of Full-time Teachers of the University and comply with the Act for the Recruitment and Employment of Foreign Professionals. The work permits shall be applied by the appointment unit in accordance with the Regulations Governing Educational Institutions at All Levels Applying for Work Permits for Foreign Teachers and their Administration.

(II) Verification of foreign credentials: For those who apply for the review of teaching qualification with foreign degrees or diplomas, the qualification of their degrees or diplomas, schools of graduation, programs of study, and periods of study and whether or not they are recognized shall be determined in accordance with Regulations Governing the Assessment and Recognition of Foreign Academic Records by Institutions of Higher Education, Regulations Governing the Assessment and Recognition of Academic Records for Mainland Area, and Regulations Governing the Examination and Recognition of Educational Records from Hong Kong and Macao.

(III) Term of appointment: The term of appointment is two years in principle and four years the maximum. Upon the completion of the four-year term, those who are approved by the project for teaching needs or special reasons are no longer subject to the four-year term limitation.

(IV) Salary raise: Each college shall establish its own assessment standards. For every year of service, the appointment unit will raise the basic salary (seniority salary) of those who pass the assessment by one rank up to the highest rank of the positions they serve, and the appointment will be renewed at the end of the term. For those who do not pass the assessment and fail to make improvement within the required time period, the appointment unit will terminate the contract or not renew the contract.

The assessment standards established by each college in accordance with the Paragraph IV shall be specific in terms of the teaching and research performance that foreign non-tenure-track faculty member are required to fulfill. The assessment standards shall also be reviewed and passed during college affairs meetings and submitted to the President for approval before implementation.

VI. If foreign non-tenure-track faculty member appointed in accordance with the directions intend to apply for a full-time teaching position within the current establishment, their application shall be reexamined in accordance with the new teacher appointment procedure.

VII. The basic teaching hours of foreign non-tenure-track faculty member appointed in accordance with the directions shall be the same as those of full-time teaching within the establishment and may be deducted in accordance with the regulations of the University.

For those who fail to meet the requirement of basic teaching hours for two consecutive semesters or three accumulative semesters within their terms of appointment, the appointment unit will unconditionally terminate the contract or not renew the contract at the end of the semester.

VIII. The rights and obligations of foreign non-tenure-track faculty member appointed in accordance with the directions shall be specified in the contract with the University (see the appendix).

IX. For foreign non-tenure-track faculty member who have been appointed (including re-appointed) in accordance with the Implementation Regulations for the Employment of Non-tenure-track Faculty Member Using National University Endowment Fund prior to the implementation of the directions, the appointment unit may renew the contract with them only if they pass the assessment standards established by the appointment unit itself as mentioned in V (IV) at the end of their term of employment.

X. Matters not covered by the directions shall be handled in accordance with the Implementation Regulations for the Employment of Non-tenure-track Faculty Member Using National University Endowment Fund.

XI. The directions have been approved by administrative meetings and the University Endowment Fund Management Committee and ratified by the President prior to the implementation. The same shall apply to all amendments to the directions.

National Kaohsiung University of Science and Technology Contract for the Appointment of Foreign Non-tenure-track Faculty Member

Approved by the 2nd meeting of the University Endowment Fund Management Committee of academic year 2021 on December 2, 2021

National Kaohsiung University of Science and Technology (hereinafter as “Party A”) and contractor _____ (hereinafter as “Party B”) both agree to enter into this contract under the terms and conditions set out below for their mutual observance:

I. Term of appointment:

Party A employs Part B as a foreign project teacher 【rank _____】 of _____ (employing unit) from MM/DD/YYYY to MM/DD/YYYY.

II. Standard of Remuneration:

- (I) The remuneration of Party B shall be based on the rank of appointment and shall start from the lowest rank of remuneration in line with full-time teachers within the establishment at the same rank. Except for years of service spent as a project teacher for Party A (including the former National Kaohsiung University of Applied Sciences, the former National Kaohsiung First University of Science and Technology and the former National Kaohsiung Marine University), which can be taken into the calculation of remuneration in accordance with the regulations for full-time teachers within the establishment, relevant years of service shall not be taken into the calculation of remuneration for the time being.
- (II) For every year of service completed by Party B, Party A will raise the basic salary (seniority salary) of Party B by one rank up to the highest rank of the position Party B serves shall Party B pass the assessment.
- (III) Party B will receive the remuneration on the date specified in the general payment system of the University.

III. Description of Job:

- (I) Party B shall perform teaching, service, counseling, and research works as required or other related works as assigned by the University. Party B shall also be subject to the supervision, assessment, evaluation, and appraisal of the employing unit.
- (II) Each academic unit may stipulate complementary measures in accordance with its individual needs and include them as an annex to the appointment contract. Matters not covered shall be handled in accordance with the related laws and regulations.

(III) Party A may adjust or alter the job content or location of Party B shall it be necessary for the performance of the job.

V. Renewal of Contract:

(I) Party A will renew the contract shall Party B pass the assessment of service outcome during the term of appointment.

(II) The appointment unit of Party A shall notify Party B one month prior to the completion of the term of appointment shall the appointment unit decide not to renew the contract.

V. Basic Teaching Hours:

Same as the basic teaching hours of full-time teachers within the establishment, the overtime hours (including teaching hours of off-campus part-time jobs), payment for teaching hours, and the deduction of teaching hours shall be handled in accordance with the related rules and regulations of the University.

VI. Leaves, benefits, insurance, and other entitlement are regulated as follows:

(I) Leaves: In accordance with the regulations for full-time teachers within the establishment.

(II) Benefits: In accordance with the regulations for staff appointed using the university endowment fund.

(III) Pensions: Party A shall deposit a certain portion of the remuneration of Party B in his / her pension account in accordance with the Labor Pension Act or contribute a certain portion of the remuneration of Party B to his / her separation fund in accordance with the Regulations for Separation Fund Payment for Government Organization or School Employees. The aforementioned amount voluntarily deposited or contributed by Party B in pension (separation fund) will be deducted by Party A from the remuneration of Party B.

(IV) Shall Party B qualify for insurance under the Labor Insurance Act and National Health Insurance Act, Party A shall enroll Party B in the insurance program upon the arrival at the post of Party B and withdraw Party B from the insurance program upon the termination of term of resignation.

(V) Concurrent part-time teaching / job: In accordance with the regulations for full-time teachers within the establishment.

VII. If Party B undertakes commissioned / subsidized research projects, he / she shall have the contracts signed by Party A. If the contracts cannot be signed by Party A, he / she shall still obtain permission in accordance with the administrative procedures of Party A.

VIII. The appointment of Party B is not subject to such regulations for full-time teachers as position retention without pay (except for cases due to parental leave), leave of absence

for research, study and research abroad, retirement pensions, living allowance, and child education subsidies. In accordance with Lao-dong-yi-zih No. 0970130317 of the Ministry of Labor on June 23, 2008, this appointment contract is not subject to the Labor Standards Act.

IX. Party B shall comply with the Gender Equality Education Act, Act of Gender Equality in Employment, Sexual Harassment Prevention Act, Regulations on the Prevention and Handling of Sexual Assault, and Sexual Harassment, or Sexual Bullying on Campus, as well as the Guidelines for the Prevention of Sexual Assault, Sexual Harassment, or Sexual Bullying on Campus and the Guidelines for the Prevention of Sexual Harassment and Disciplinary Measures for Teaching Personnel of the University.

Party B shall not engage in sex- or gender-related interpersonal interactions that violate professional ethics when teaching, mentoring, training, evaluating, managing, counseling students or providing students with work opportunities.

Shall Party B identify that his / her relationship with students may violate professional ethics, he / she shall avoid such an interaction or report to the University for handling.

Party B shall respect the sexual or physical autonomy of others and his/herself. Party B shall avoid inappropriate romantic pursuits and shall not resort to compulsory or violent means when handling sex- or gender-related conflicts.

X. Advance Notice of Resignation:

During the valid period of the contract, Party B shall not resign without any legitimate reasons and shall submit a resignation letter in written form one month prior to the effective date of resignation. After approval, Party B shall complete the exit formality in accordance with the regulations of Party A before officially resigning from the post. Should Party B leave the post in violation of the contract, he / she shall pay Party A an amount equal to two months of his / her remuneration as a form of punitive damage. Failure to pay in accordance of the contract shall be recorded on the separation letter, and the punitive damage will be recovered in accordance with the laws.

XI. Termination of Contract

(I) The contract may be terminated at any time by the mutual consent of both parties.

(II) In the event that Party B is found to have violated Article 14 (1), Article 15 (1), or Article 16 (1) of the Teachers' Act; violated Article 31 (1) of Act Governing the Appointment of Educators, or have failed to teach effectively, violated the terms of the contract, made major faults in duties, committed a major violation of the policies and regulations of Party A, or acted in violation of related laws and regulations and is found by Party A or a competent authorities, the contract shall be terminated upon receiving the approval of teacher evaluation committees at all levels.

(III) Shall Party B be involved in circumstances set out in Article 21 of the Teachers'

Act, there will be a suspension of the execution of the contract.

(IV) Shall Party B be involved in circumstances set out in Article 22 of the Teachers' Act, there will be a suspension of the execution of the contract in accordance with the Teachers' Act and the Regulations for the Establishment of Teacher Evaluation Committees of the University. The period of suspension shall not exceed the period of validity of the contract.

(V) Shall both parties agree that the contract will automatically terminate upon the completion of the expiry of the contract, Party B shall have no claims against Party A.

(VI) Should Party B fail the annual assessment, Party A will terminate the contract or not renew the contract.

(VII) Should Party B fail to meet the requirement of basic teaching hours for two consecutive semesters or three accumulative semesters within his / her term of appointment, Party A will unconditionally terminate the contract or not renew the contract at the end of the semester.

(VIII) Upon the termination of the contract, Party B shall complete the exit formality in accordance with the regulations of Party A and transfer duties and school property under his / her management. Should Party B fail to complete the procedure and transfer, Party A is entitled to suspend related benefits and take legal actions depending on the severity of the case.

XII. The rights and obligations of both parties shall be governed by the contract. Matters not covered by the contract shall be governed by the Directions for the Appointment of Foreign Non-tenure-track Faculty Member and the Implementation Regulations for the Employment of Non-tenure-track Faculty Member Using National University Endowment Fund of the University as well as the Implementation Regulations for the Employment of Teaching Personnel, Research Personnel.

XIII. Party B shall not reject a different contract should it be necessary as a result of the merger of academic units and the specification of the merger.

The terms and conditions of the contract are severable; if any one of them is held to be invalid or unenforceable by any court of competent jurisdiction, the other terms and conditions of the contract shall not be affected by such determination of invalidity or unenforceability.

XIV. Handling of Disputes over the Contract

The interpretation and enforcement of the contract shall be governed by the laws of the Republic of China. Should Party A and Party B have any disputes over the execution of the contract, they agree to designate the labor administration authority in their location of service as the mediator and designate Taiwan Kaohsiung District Court as the place for litigation.

XV. This contract is in triplicate. Party B will hold one copy, and the rest will be held by the appointing unit and the Personnel Office of Party A.

Contractor:

Party A: National Kaohsiung University of Science and Technology (Stamp)

Representative: (Signature & Stamp)

Address: No. 415, Jiangong Road, Sanmin District, Kaohsiung City

Party B: (Signature & Stamp)

Address:

National ID No. / Passport No.:

DD / MM / YYYY