

國立中興大學管理學院教師員額流動作業原則

Principles for Faculty Quota Mobility at the College of Management, National Chung Hsing University

109 年 3 月 11 日管理學院 108 學年度第 2 學期系所主管會議 通過
Approved on March 11, 2020, at the College of Management's Department and Institute
Heads Meeting for the Second Semester of the 2019 Academic Year

- 一、為因應教育部「專科以上學校總量發展規模與資源條件標準」有關系、所、院設班別及學位學程師資質量基準規定，訂定本院教師員額流動原則。

Article 1 To comply with the Ministry of Education's "Standards for the Overall Development Scale and Resource Conditions of Higher Education Institutions" regarding faculty quality benchmarks for departments, institutes, college programs, and degree programs, these principles for faculty quota mobility are established.

- 二、本院師資質量不足基準單位(下稱轉入單位)經徵詢院內符合單位發展及教學需求教師之意願，並與該教師所屬單位(下稱原屬單位)協商辦理轉聘事宜。

Article 2 If a department or institute within the College (hereinafter referred to as the "Receiving Unit") does not meet faculty quality benchmarks, it may seek faculty members from other units within the College (hereinafter referred to as the "Original Unit") who are willing to transfer and align with the Receiving Unit's development and teaching needs. The transfer process shall be negotiated between the Receiving Unit and the faculty member's Original Unit.

- 三、兩單位協商後即可進行轉聘與合聘作業，作業流程依照本校專任教師轉聘作業要點及教師合聘辦法規定辦理。轉聘期間以一年為原則，期滿自動歸建原屬單位。

Article 3 Upon mutual agreement between the two units, the faculty transfer or joint appointment process may proceed in accordance with the university's guidelines on faculty transfers and joint appointments. The transfer period is set at one year by default, after which the faculty member automatically returns to the Original Unit.

- 四、轉聘後原屬單位應合聘該教師，該教師與原屬單位主聘之教師具相同之權利(空間、授課、擔任委員、指導研究生、經費分配等)。教師於聘期結束後，由兩單位再次辦理轉聘歸建。若兩單位協商且該教師同意繼續留任於轉入單位者，可尊重教師之決定，並提送合聘案與延長轉聘案至兩單位系級教評會審議。

Article 4 After the transfer, the original unit shall jointly appoint the teacher. The teacher shall have the same rights as those primarily appointed by the original unit (including space, teaching, serving on committees, advising graduate students, and funding allocation). Upon the expiration of the appointment period, the transfer process shall be re-evaluated and handled by both units. If both units agree, and the teacher consents to remain in the transferred unit, the decision shall be respected, and a joint appointment case and an extension of the transfer shall be submitted to the faculty evaluation committees of both units for review.

五、轉入單位情況或需求特殊需辦理跨院(單位)教師轉聘者，得比照辦理。必要時，得由院長邀集相關單位主管及該教師協調之。

Article 5 If there are special circumstances or needs requiring the transfer of a teacher across colleges (or units), the same procedures shall apply. If necessary, the dean may convene relevant unit supervisors and the teacher for coordination.

六、本原則經本院系所主管會議討論通過後實施，修正時亦同。

Article 6 These principles shall take effect after being approved through discussion in the college's departmental and institute supervisors' meeting. The same procedure applies to any revisions.