

## 教師限期升等辦法

### Regulations for Teacher Promotion within a Specified Timeframe

第一條 長庚大學（以下簡稱本校）為提昇教師教學、研究與服務水準及保障學生受教權，特訂定「長庚大學教師限期升等辦法」（以下簡稱本辦法）。

Clause 1. Chang Gung University (hereinafter referred to as 'the University') has established the 'Regulations for Teacher Promotion within a Specified Timeframe' (hereinafter referred to as 'these Regulations') in order to enhance the teaching, research, and service standards of faculty members and to safeguard the educational rights of students.

第二條 本校定位為研究型大學，以教學、研究雙卓越為校務發展目標。教師應配合學校發展目標，在教學、研究考核上未能達成本辦法之要求者，視為違反學校規定情節重大。

Clause 2. The University is positioned as a research-oriented institution, with the dual objectives of excellence in teaching and research as its institutional development goals. Faculty members are expected to align with the university's development goals, and those who fail to meet the requirements set forth in these Regulations in teaching and research assessments will be considered in violation of university regulations, which may result in significant consequences.

第三條 本校教師除臨床教師、專案教師及外國語文教師外之新進教師到職後、現有教師於本辦法公告實施後，講師須於六年內、助理教授須於七年內、副教授須於八年內申請升等並於學校作業期限內獲審查通過。於上開年限內未通過者，得獲續聘一年，於續聘一年期間如通過升等者，則予以續聘；未通過者，講師自第八年起，助理教授自第九年起，副教授自第十年起不予續聘或予以資遣。

本校女性教師因懷孕生產，每次得延長其升等年限二年。本校教師之配偶生產，得檢具申請育嬰假等相關證明文件經三級教師評審委員會審查通過後，每次得延長升等年限一年。

本校教師因遭受重大變故，得檢具證明經三級教師評審委員會核可後，延長升等年限二年。

Clause 3. Except for clinical faculty, project faculty, and foreign language faculty, newly appointed faculty members at the University and existing faculty members after the implementation of these Regulations must apply for promotion within six years for lecturers, seven years for assistant professors, and eight years for associate professors, and pass the review within the university's operational deadline. Those who do not pass within the aforementioned time limits may be granted a one-year extension. If they pass during the extension period, their appointment will be continued; if not, the appointment for lecturers will be discontinued or their employment will be terminated starting from the eighth year, assistant professors starting from the ninth year, and associate professors starting from the tenth year.

Female faculty members at the University who become pregnant are eligible for a two-year extension of their promotion deadline for each pregnancy. The spouses of faculty members at the University, upon submission of relevant supporting documents and approval by the three levels of Faculty Review Committees, are eligible for a one-year extension of the promotion deadline for each childbirth.

Faculty members who experience significant life events, upon submission of supporting documents and approval by the three levels Faculty Review Committees, are eligible for a two-year extension of the promotion deadline.

第四條 人事室應於限期升等到期前二年通知教師所屬院或中心並副知教師，請院或中心就教師在教學、研究、服務各方面之進展進行建議與輔導。（附件一）

Clause 4. The Personnel Office shall notify the faculty member's affiliated college or center and also cc the faculty member two years before the expiration of the promotion deadline, requesting the college or center to provide guidance and recommendations regarding the faculty member's progress in teaching, research, and service (See Appendix 1).

第五條 本辦法之規定應於聘約中載明。

Clause 5. The provisions of these regulations should be specified in the employment contract.

第六條 本辦法未盡事宜，悉依教師法及教育人員任用條例等相關法令規定辦理。

Clause 6. Matters not covered by these regulations shall be handled in accordance with the Teachers' Act and other relevant laws and

regulations concerning the appointment of educational personnel.

第七條 本校教師如對限期升等結果不服，可依相關規定提出申覆；對申覆結果仍有不服，得向本校教師申訴評議委員會提出申訴。

Clause 7. If the University's faculty members are dissatisfied with the results of the time-limited promotion, they may, in accordance with relevant regulations, request a review. If they remain dissatisfied with the review results, they may appeal to the university's Faculty Appeals and Evaluation Committee.

第八條 本辦法經校務會議審議通過後施行，修正時亦同。

Clause 8. These regulations shall come into effect after being reviewed and approved by the University Council, and the same applies when amendments are made.