國立臺灣師範大學聘任專業技術人員擔任教學辦法
National Taiwan Normal University Regulations Governing the Appointment of Technical Specialists to Teaching Positions

Last Amended on June 2, 2021

Article 1 The current Regulations (hereinafter referred to as "the Regulations") has been formulated pursuant to the provisions of Article 9 of the *Employment Regulations for Professional Technicians Teaching at Universities*.

Article 2 The term "Technical Specialists" as mentioned in the Regulations refers to those persons whose special professional practice, attainments, or achievements qualify them to serve as teachers.
Unless otherwise provided for by law, matters concerning the Technical Specialists' appointment, employment duration, qualifications evaluation, and promotion shall be handled by the different faculty evaluation committees in accordance with the Regulations.

Article 3 Technical Specialists employed in accordance with the Regulations shall possess the qualifications set forth in Articles 4, 5, 6, and 7 of the *Employment Regulations for Professional Technicians Teaching at Universities*. Technical Specialists are, in principle, appointed on a part-time basis but they may also be appointed on a full-time basis when deemed necessary. The proportion of full-time positions occupied by Technical Specialists shall not exceed a quarter of all teaching positions within each department (institute, or degree program).

Article 4 The appointment of Technical Specialists shall be fair and transparent. Recruitment advertisements shall be posted through public media or in academic publications. The recruitment procedure and appointment duration shall be determined by the provisions of the Regulations, and the University's other faculty recruitment provisions.

Article 5 The "years of experience" of Technical Specialists of all levels and the "years of experience" of specialized work mentioned in the Regulations shall refer to full-time services; a year of part-time service shall be calculated as one half of a year.

Article 6 The evaluation guidelines for Technical Specialists' specific achievements, attainments or special accomplishments shall be determined by each department (institute, or degree program) and shall variably depend on the relevant field of expertise. Said evaluation directives shall first be approved by the respective department (institute, or degree program) affairs council before submission to the college faculty evaluation committee for review and the President for approval. Each college shall formulate its own guidelines, which after approval by the respective college affairs council, shall be submitted to the University Faculty Evaluation Committee for review, and to the President for promulgation.
Where a department (institute, or degree program) intends to employ a Technical Specialist on a full-time or part-time basis, it shall first invite external academics or experts to examine said Technical Specialist's specific achievements, attainments or special accomplishments. The rules regarding the number of reviewers required and the administrative or academic units involved are as follows:

1. For full-time employment of Technical Specialists: The relevant department (institute, or degree program) shall recommend eight to ten external academics or experts to serve as reviewers. The list of external academics or experts shall be presented to the Dean, who shall make the selection of five reviewers. The Technical Specialist shall receive a B rating or above from at least four out of the five reviewers to qualify for employment.

The English version is provided for reference only. The Chinese version shall prevail in case of any discrepancies between the English and Chinese versions.

The qualifications of Technical Specialists newly hired on a full-time basis shall meet the threshold requirements for recruitment set by the respective colleges.

2. For part-time employment of Technical Specialists: The relevant department (institute, or degree program) shall recommend five to seven external academics or experts to serve as reviewers. The list of external academics or experts shall be presented to the convener of a college faculty evaluation committee, who shall make the selection of three reviewers. The Technical Specialist shall receive a B rating or above from at least two (2) out of the three (3) reviewers to qualify for employment.

For the said external review of the academic publications, a hierarchical rating system shall be adopted, namely, A (Excellent), B (Good), C (Average), or D (Below Average). Reviewers shall rate the specific achievements, attainments or special accomplishments of the Technical Specialists based on the performance of the Technical Specialists' peers at the same rank and in the same academic field. The corresponding scores of letter ratings are: A: (90 or above), B: (80 to 89), C: (70 to 79), D: 69 or below.

Article 7 Where a Technical Specialist has previously won a major prize at an international competition, the "years of experience" requirement may be discretionarily lowered by one to three years. Where the said prize is awarded by an international competition featuring entries from twenty countries or more, it shall be left to the University Faculty Evaluation Committee to determine the length of the reduction in the "years of experience" requirement.

Article 8 When formally recommending a Technical Specialist for a teaching position, the relevant department (institute, or degree program) shall submit proofs that the candidate's previous work as a Technical Specialist is related to the courses they intend to teach, along with proofs of the candidate's specific achievements, attainments, special accomplishments, or major prizes won at international competitions.

Article 9 Teaching hours for Technical Specialists employed on a full-time basis shall be set in accordance with provisions applicable to other faculty members of equal rank.

Article 10 The promotion of Technical Specialists shall be governed by the provisions of the University's *Regulations Governing Faculty Evaluation.*

Article 11 Where a Technical Specialist is confirmed to have forged, falsified, fabricated their experience or accomplishments, or plagiarized or copied others' works in the submitted proofs, the University Faculty Evaluation Committee shall directly process his or her dismissal.

Article 12. Offices, academies, libraries, and centers appointing Technical Specialists to teaching positions shall handle matters in accordance with the provisions of the Regulations.

Article 13 Matters not stipulated in the Regulations shall be handled in accordance with the relevant rules and regulations of the Ministry of Education and the University.

Article 14 The Regulations and any amendment thereto shall be implemented after passage by the University Council.

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