

Taipei Medical University Project-Based Faculty Member Appointment Regulations

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Article I (Objective)

To meet the educational and research requirements and to effectively manage human resources and protect teachers' rights, our university has specifically established the Taipei Medical University Project-Based Faculty Member Appointment Regulations (referred to as the “Regulations”).

Article II (Definition and Source of Salary)

Project-based teachers mentioned in this Regulations refer to non-positioned project-based teachers employed on a full-time basis under the university's internal and external funding, based on their qualification under the TMU Implementation Regulations of Faculty Appointment and Promotion to perform special mission or short-term projects. Project-based teachers receive monthly compensation in the form of a salary.

Article III (Additional Employee Quota)

The units intending to additionally employ project-based teachers (referred to as the “**Appointing Unit**”) must obtain the consent from the relevant supervisory authorities within the Appointing Unit, request consent and examination from the Office of Human Resource, receive ratification from the university's President, and then proceed with implementation in accordance with the Taipei Medical University Faculty Member Appointments Regulations and TMU Implementation Regulations of Faculty Appointment and Promotion.

Along with the consent from supervisory authorities mentioned above, details of the project-based teacher's implemented special mission or short-term project (referred to as the “**Affiliated Project**”), starting and final dates, and

source of funding must be identified. Project-based teachers' salary and the insurance costs that are legally required to be covered by the university will be disbursed using the Affiliated Project budget.

All project-based teachers' appointments must adhere to the principles of fairness, impartiality, and transparency.

Article IV (Age-Limited Retirement)

The details for age-limited retirement for project-based teachers will follow the regulations of the *Act Governing the Retirement, Bereavement Compensation, Discharge with Severance Pay Benefits for the Teaching and Other Staff of School Legal Persons and their Respective Private School(s)*. However, those who meet the requirements of the *TMU Implementation Regulations of Faculty Appointment and Promotion*, Article 12 are exempt from this limitation.

Article V (Appointment Term)

The appointment term for project-based teachers must obtain the consent from the relevant supervisory authorities. The appointment term is on a basis under an annual appointment contract. Each appointment must not exceed two years. The exact starting and final dates of the term will be detailed in the employment contract (referred to as the “**Contract**”).

Appointment renewals will be implemented in accordance with the *Taipei Medical University Faculty Member Appointments Regulations* and *Taipei Medical University Faculty Evaluation Regulations*.

Article VI (Teaching Hours)

The details about project-based teachers' teaching hours will be implemented in accordance with the *Taipei Medical University Faculty Member Appointments Regulations*.

Article VII (Promotion)

Project-based teachers' promotion will be implemented in accordance with the *TMU Implementation Regulations of Faculty Appointment and Promotion*.

Article VIII (Leave-Taking)

The details of project-based teachers' leave-taking will be implemented in

accordance with the *Taipei Medical University Faculty/Staff Leave taking Regulations*.

Article IX (Salary)

Project-based teachers' salary will be implemented in accordance with *Taipei Medical University Faculty Salary Regulations*.

Article X (Salary Raise)

Project-based teachers' salary raise will be implemented in accordance with the *Taipei Medical University Faculty Evaluation Regulations*.

Article XI (Bonuses and Benefits)

Project-based teachers' bonuses and benefits will be implemented in accordance with the *Regulations of Teacher/Researcher Award, Taipei Medical University, Taipei Medical University Faculty and Staff Childcare Subsidy Regulations, Taipei Medical University and Affiliated Hospitals Scholarship Guidelines for Children of Faculty and Staff, Taipei Medical University Travel Subsidy Measures for Faculty and Staff, and Taipei Medical University Regulations Governing the Medical Welfare for Employees and Related Personnel of TMU and TMU Affiliated Hospitals*.

Appointing Units must self-finance the salary of project-based teachers.

Article XII (Retirement Pension)

Project-based teachers' retirement pension maximum allowable contribution rate will be implemented in accordance with the regulations in the *Labor Pension Act*, Article 7, Clause 2 and Article 14, Clause 2. Those who do not satisfy the regulations of the *Labor Pension Act* will apply the provisions of the *Educational Institutes and Schools Employee and Staff Severance Pay for Employees Regulation*.

Article XIII (Insurance)

Project-based teachers must enroll in the Labor Insurance, Labor Occupational Accident Insurance, Employment Insurance, National Health Insurance, and other insurances required under law.

Article XIV (Condolence Supplement)

If the project-based teacher's appointment term has not ended and there are no

circumstances set forth in Article 16, the project-based teacher will receive a condolence supplement based on the individual's seniority in compliance with the *Labor Pension Act*, Article 12. Each year of seniority entitles individuals to receive a half-month's average salary. For individuals with less than a year of seniority, relief payments will be prorated. The maximum relief amount is capped at six months' worth of the average salary.

Article XV (Relief)

If project-based teachers deem any measurements implemented by our university as illegal or unadaptable with regard to the individuals with their rights infringed, individuals may file a settlement of labor-management disputes or other lawsuits and request relieves.

Article XVI (Termination, Temporary Suspension as A Matter of Course, and Temporary Suspension of the Contract)

If the project-based teacher's employment contract is terminated, temporarily suspended as a matter of course, or temporarily suspended, implementations will be applied in compliance with *Institution and Schools of Higher Education Outsourcing Employment Implementation Principles*, Item 6 to 9.

Article XVII (Employment Contract Establishment)

The contract with project-based teachers shall outline the following items:

1. Appointment terms as specified in Article 5.
2. Teaching hours as specified in Article 6.
3. Leave-taking terms as specified in Article 8.
4. Salary as specified in Article 9.
5. Salary raise as specified in Article 10.
6. Bonuses and benefits as specified in Article 11.
7. Retirement pension as specified in Article 12.
8. Insurance as specified in Article 13.
9. Condolence supplement as specified in Article 14.
10. Termination, temporary suspension as a matter of course, and temporary suspension of the contract as specified in Article 16.
11. Other matters relevant to rights and responsibilities.

Article XVIII (Transition to Teacher Position within the Establishment)

When a project-based teacher transitions to a teacher position within the establishment, the individual must receive a new examination as per the teacher employment procedures.

After a project-based teacher transitions to a teacher position within the establishment, the individual's seniority will be calculated as following terms:

1. Promotion: They may be eligible to seek promotion based on the seniority calculation for full-time teachers.
2. Salary: In accordance with the seniority calculation derived from previous and present full-time teaching positions, salary will be determined based on the corresponding seniority.

Article XIX (Unresolved Matters)

The unresolved matters in this Regulations will be complied with the provisions of the *Institution and Schools of Higher Education Outsourcing Employment Implementation Principles*, *Taipei Medical University Faculty Member Appointments Regulations*, *TMU Implementation Regulations of Faculty Appointment and Promotion*, and our university's relevant regulations and the government's relevant laws.

Article XX (Authorization)

The implementation of this Regulations is following the approval by the University Affairs Council and subsequent public announcement. Same shall apply with adjustments of this Regulations.