

Ming Chuan University Procedures for Appointing Professionals with Technical or Business Expertise to Faculty Positions

Revised and Passed at the Administrative Council Meeting on June 03, 2019

- Article 1. Ming Chuan University has implemented the Procedures for Appointing Professionals with Technical or Business Expertise to Faculty Positions to take advantage of the expertise of technical or business professionals with hands-on experience in the business world. These procedures are in accordance with a set of related regulations put in place by the Ministry of Education.
- Article 2. Professionals with Technical or Business Expertise mentioned above refers to faculty members with practical experience whose unique technical or professional expertise rather than their academic credentials qualifies them to teach at the university level.
- Article 3. Such faculty members will be ranked in accordance with the same structure used to rank all other faculty members at the university, and will be given Professor, Associate Professor, Assistant Professor, and Instructor rank.
- Article 4. To be assigned the rank of Professor for excellent technical or business skills, faculty members should meet one of the following conditions:
1. Have served with distinction as an Associate Professor for three or more years.
 2. Have worked with distinction for 15 or more years in a technical or professional field with direct relevancy to the courses that they are required to teach. The actual number of work years may be reduced for faculty members who have won major international awards or prizes.
- Article 5. To be assigned the rank of Associate Professor for excellent technical or business skills, faculty members should meet one of the following conditions:
1. Have served with distinction as an Assistant Professor for three or more years.
 2. Have worked with distinction for 12 or more years in a technical or professional field with direct relevance to the courses that they are required to teach. The actual number of work years may be reduced for faculty members who have won major international awards or prizes.
- Article 6. To be assigned the rank of Assistant Professor for excellent technical or business skills, faculty members should meet one of the following conditions:
1. Have served with distinction as an Instructor for three or more years.
 2. Have served with distinction for nine or more years in a technical or professional field with direct relevance to the courses that they are required to teach. The actual number of work years may be reduced for faculty members who have won major international awards or prizes.
- Article 7. To be assigned the rank of Instructor for excellent technical or business skills, faculty members should have worked with distinction for six or more years in a technical or professional field with direct relevance to the courses that they are required to teach. The actual number of work years may be reduced for faculty members who have won major international awards, prizes or otherwise met the requirements of the university.
- Article 8. In principle, faculty members employed for their business or technical expertise will serve as part-time instructors. However, under some circumstances, such personnel may be asked to serve as full-time faculty members. The seniority of each rank of instructor or technician refers to the full-time period and the seniority for part-time service will be counted by half.
- Article 9. With regard to the suspension or ending of employment, technical and business experts will follow the same regulations as other faculty members according to the Faculty Evaluation Committee.
- Article 10. Matters concerning the confirmation screening of professional technicians' substantial works, special attainments or achievements, the distinction of international awards, the recognition of an indispensable talent for teaching and the adjustment of the year limitations shall be handled by the Faculty Review and Evaluation Committee.
- The cases of confirming substantial works, special attainments or achievements mentioned in the preceding paragraph shall be submitted to two or more scholars or experts outside of the

University by the hiring Department, Graduate Program, Center or Office for screening before being submitted to the Faculty Review and Evaluation Committee for review.

- Article 11. Matters such as dismissal, suspension of contract, non-renewal of Contract and the related reporting, collection of information, inquiries, and appeal will follow the same regulations as other faculty members.
- Article 12. The number of weekly teaching hours for technical and business experts will follow the same regulations as other faculty members and will depend on rank and other factors.
- Article 13. Matters such as salary, welfare benefits, research, education subsidies, promotion, retirement, pension, termination, and seniority will follow the same regulations as other faculty members and will depend on rank and other factors. The hourly pay of part-time faculty members will be equal to the amount given to other instructors at the same level.
- Article 14. Upon being passed at the Administrative Council Meeting and approved by the president, these procedures were implemented. Any revision must follow the same procedure.

****In the event of any inconsistency or discrepancy between the Chinese and other language versions of this document, the Chinese version shall prevail.****