

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 for the Appointment of
Technical Specialists to Teaching Positions**

Amendment to Article 6 approved by the 126th University General Meeting
on June 2, 2021
Announced in Letter Shi-Da-Ren-Zi No. 1101017006
dated July 12, 2021

- Article 1. These Regulations have been formulated in accordance with the provisions of Article 9 of the *Employment Regulations for Professional Technicians Teaching at Universities*.
- Article 2. The term “Technical Specialists” as mentioned in these 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, length of appointment, qualifications evaluation, and promotion shall be handled by Faculty Evaluation Committees at each level in accordance with these Regulations.
- Article 3. Technical Specialists employed in accordance with these 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 (graduate institute or degree program).
- Article 4. The employment of Technical Specialists shall be made with due regard to the principles of fairness, impartiality, and transparency. Accordingly, information on vacancies shall be made public through mass media channels or in academic journals. The hiring procedure and duration of employment shall be determined by the provisions of these Regulations, and the University’s other faculty hiring provisions.
- Article 5. The “years of service” of Technical Specialists of all levels and the “years of service” of specialized work mentioned in these Regulations shall refer to full-time service; a year of part-time service shall be calculated as half year.
- Article 6. The evaluation guidelines for Technical Specialists’ specific achievements or special accomplishments shall be determined by each department (institute or degree program) and shall variably depend on

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the relevant field of expertise. Said evaluation guidelines shall first be approved by a department general meeting (institute or degree program) before submission for review to the College-level Faculty Evaluation Committee and ratified by the President. Each college shall formulate its own rules, which, after approval by a college general meeting, shall be submitted for review to the College-level Faculty Evaluation Committee, 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 examiners required and the 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 examiners. The list of external academics or experts shall be presented to the Dean, who shall make a formal selection. The Technical Specialist shall receive Grade B or above from at least four (4) out of the five (5) examiners to qualify for employment. The qualifications of Technical Specialists 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 eight to ten external academics or experts to serve as examiners. The list of external academics or experts shall be presented to the convener of a college-level Faculty Evaluation Committee, who shall make a formal selection. The Technical Specialist shall receive Grade B or above from at least two (2) out of the three (3) examiners to qualify for employment.

Said external examiners may assign any of the following four grades in making their evaluation: A (excellent), B (very good), C (average), or D (inadequate). Technical Specialists' specific achievements, attainments or special accomplishments shall be graded by comparison with the performance of teachers from the same field and of equal rank. The percentage values for each grade are as follows: A = 90–100%, B = 80–89%, C = 70–79%, D = <69%.

- 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 said prize is rated excellent at an international competition featuring entries from twenty countries or more, it shall be left to the Faculty Evaluation

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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 applicant’s previous work as a Technical Specialist is related to the courses they intend to teach, along with proofs of the applicant’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 *National Taiwan Normal University Faculty Evaluation Regulations*.
- Article 11. Where a Technical Specialist is confirmed to have forged, falsified, fabricated, plagiarized or copied others’ works in the submitted proofs of experience or accomplishments, the University-level Faculty Evaluation Committee shall directly process his or her dismissal.
- Article 12. Any division, department, office, library, center, etc. appointing Technical Specialists to teaching positions shall handle matters in accordance with the provisions of these Regulations.
- Article 13. All matters not covered by these Regulations shall be handled in accordance with the relevant regulations of the Ministry of Education and the University.
- Article 14. These Regulations shall be implemented once approved by the University General Meeting; the same shall apply in any future amendments.

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