

Employment Regulations for New Faculty Members of the Institute of Marine Affairs and Resource Management, National Taiwan Ocean University

Announced during the institute meeting on September 3, 2003

Resolved during the institute faculty committee meeting on
April 22, 2004

Amended during the institute meeting on December 8, 2005

Reviewed and recorded by the college faculty evaluation
committee on December 14, 2005

Revised and renamed on August 1, 2007

Amended during the institute meeting on April 30, 2009

Reviewed and recorded by the college faculty evaluation
committee on May 12, 2009

Article 1

The employment of new faculty members of this institute shall be enforced in accordance with the Act of Governing the Appointment of Educators, Enforcement Rules of Act Governing the Appointment of Educators, Employment Regulations for New Faculty Members of this university and the Employment Regulations for New Faculty Members of the College of Ocean Science and Resource.

Article 2

The employment of new faculty members shall be based on the principles for the future development of faculty expertise in this Institute and requires consultation and discussion during the institute meeting.

Article 3

Employed faculty members at all levels should maintain professionalism and high moral standards as educators.

Article 4

In employing new faculty members, this Institute shall select or publicly select suitable applicants based on the need to fill vacancy positions and the need to offer courses 3 months prior to the beginning of a semester. All documents listed in the Employment Regulations for

Faculty Members should be prepared and submitted to the faculty evaluation committee for review.

Article 5

A faculty member shall be employed based on a review of his/her thesis published within the last five years. If he/she did not serve in the academe within the past five years, the thesis published within the last ten years shall be the basis for review.

Article 6

Thesis review criteria

Scoring for the thesis review of newly hired faculty members shall be based on the college's thesis review standards:

75 points or more for associate professors; 80 points or more for professors

Article 7

The employment proposal for new faculty members shall be reviewed by the "Newly Hired Faculty Evaluation Committee," composed of members who are all professors. The number of members should not be less than 5 and members from relevant fields outside the unit should not be less than $\frac{1}{3}$. The Newly Hired Faculty Evaluation Committee shall be convened by the director. The employment proposal with more than $\frac{2}{3}$ consenting votes of more than $\frac{2}{3}$ of attendees from the total number of members should be sent to the institute's faculty evaluation committee for consideration.

Article 8

If the employment proposal is approved after the review of the institute's faculty evaluation committee, the said proposal is submitted to the faculty evaluation committee of the college and university for confirmation. The President of the university shall issue a letter of appointment after confirmation.

Article 9

These regulations shall be implemented after they are resolved during the institute meeting as well as reviewed and recorded by the college faculty evaluation committee; the same condition applies when such regulations are amended.