

# **Regulations for Encouraging Teachers of I-Shou University to Research or Pursue Further Education**

Approved in the 1<sup>st</sup> meeting of the University Administration Council at the 2<sup>nd</sup> semester of the academic year 1991.

1. I-Shou University herein stipulates the Regulations for improving the quality of teachers and promoting the teaching and research standards.
2. The Regulations are applicable to those who research or pursue further education listed as below:
  - (1) Those who apply for doing researches in other countries or studying the domestic or overseas doctoral programs voluntarily.
  - (2) Those who are selected by the governmental organizations to do researches in other countries or study the programs of academic degree in Taiwan or other countries.
  - (3) Those who are selected by the University to do researches or study the academic degree in Taiwan or other countries.
3. The regulations for those who are apply for doing researches in other countries or studying the domestic or overseas doctoral programs voluntarily are set as below:
  - (1) Those who are the full-time professors, associate professors or instructors of the University, and have been served for the University for more than 2 years with great performances.
  - (2) Those who apply for overseas research voluntarily may ask for retaining the position without pay that the longest term shall be 1 year.
  - (3) Those who voluntarily apply for studying overseas academic degree may request for retaining the position without pay for 1 year. The term may be extended for 1 year due to practical needs. The teacher who can't return to the University as scheduled due to the uncompleted doctoral programs shall submit the evidences approved by the advisors to apply for retaining the position without pay year by year. The term for retaining the position shall be 4 years at most.
  - (4) Those who voluntarily apply for studying the doctoral programs in Taiwan may request to reduce the amount of working days each week in the first 2 years if it is necessary. Taking 1 day off each week during other unspecific terms shall be permitted, but the teaching

hours shall be pursuant to the regular regulations. Anyone who accepts the welfare or benefits offered by the University shall not receive any extra hourly pay or take any part-time (teaching) jobs in other institutions.

4. Those who are selected by the governmental organizations to do researches in other countries or to study the domestic or overseas academic degree shall submit the relevant documents to apply for retaining the position without the pay. Nevertheless, the term shall be as same as the one of receiving the subsidy from the governmental organizations. The teachers shall apply for retaining the position without pay that the term shall be 4 years at most.

5. The regulations for those who are selected by the University to do researches or to study for the academic degree in Taiwan or other countries are set as below:

(1) Those who are selected by the University must meet the conditions listed as below:

A. Those who are recommended for the plans of pursuing further education due to specific requirements on teaching or research at the University.

B. Those who are the full-time teacher and have been worked for the University for more than 2 years with excellent performances.

C. Those who are the citizens of the Republic of China, R.O.C.

D. Those who have approved by the unit of research or further education.

(2) Teachers who are selected to do researches or to study may apply for retaining the position without pay according to the Guidelines, and the subsidy may be granted for 1 year according to the practical situations. The term, if it is necessary, shall be extended for 1 year after submitting an application. Those who can't return to the University as scheduled due to the doctoral programs may ask for retaining the position without pay. The longest term for retaining the position without pay shall be 4 years.

(3) After a plan for research or further education is approved, the University shall designate a person to supervise. The content, topic or organization/ institution for research must not be changed. The teachers shall not stop doing researches or pursuing the further education in advance.

(4) Teachers shall keep contact with the University regularly, and hand over one copy of research or studying report each year during the term of doing researches or pursuing further education.

6. To cater to the needs of development of the University, the Guidelines won't be applicable to those who are selected by the University or governmental organizations to study or do researches.

7. Those who apply for doing researches or further education in accordance with the Guidelines

shall submit the related documents and the application form. Those who are recommended by each department or institute shall be reported to the President for approval after it is reviewed by the Office of Academic Affairs firstly, and the Teacher Performances Assessment Commissions at the University.

8. Teachers who are approved to do researches or pursue further education by law shall follow the regulations as below:
  - (1) Those who sign the contract with the University. The conditions of contract shall be stated in a different document.
  - (2) Those who have not completed all of the procedures and prepared well to start researching or further education will be regarded as giving up the rights voluntarily.
  - (3) Teacher shall come back to the University to teach that the term of service years is listed as below:
    - A. The number of service years for those who retains the position with pay shall be as twice as the number of years the teachers retain the position with pay.
    - B. The number of service years for those who retains the position without pay shall be as same as the numbers of years the teachers do researches or pursue further education.
    - C. The number of service years for those who apply for studying academic degree in Taiwan voluntarily shall be as same as the numbers of years of pursuing further education.
9. Those who have received the subsidy according to the Guidelines, but have not fulfilled the obligations after the term is expired must pay back all of the money (including salary and subsidy) received during the term of research or pursuing further education. If the teachers can not return the money, the University is eligible to request the co-signers to pay back.
10. The quota for those who apply for doing researches or pursuing further education in the Guidelines shall be decided based upon the financial situations of the University each year.
11. The Guidelines adopted by the University Administration Council shall be reviewed and amended after it is implemented for trial for 1 year.