

Regulations for the Appointment of Clinical Teachers at I-Shou University

Ratified and promulgated by the President on March 10, 2011

Amendments to Articles 2, 9, 11 and 14 ratified and promulgated by the President on July 19, 2013

Article 1 The Regulations for the Appointment of Clinical Teachers at I-Shou University (hereinafter referred to as “the Regulations”) are made by I-Shou University (hereinafter referred to as “the University”) to strengthen the collaboration in clinical education and research with hospitals affiliated to E United Group (hereinafter referred to as “the Hospitals”), raise the quality of medical education, and improve clinical education.

Article 2 The term “clinical teacher” used herein refers to a full-time doctor of the Hospitals who is duly appointed by the University as faculty member to teach clinical medicine and conduct relevant research.

A full-time doctor in clinical medicine of the Hospitals will be appointed as clinical teacher only when being recommended by the Hospitals and passing the qualifications screening by the University’s Teacher Review Committees.

Article 3 The academic ranks for clinical teachers include professors, associate professors, assistant professors and lecturers. Doctors of the Hospitals shall meet one of the following requirements to be appointed as clinical teacher:

1. A doctor satisfying one of the following requirements is eligible to be a clinical teacher at the academic rank of Lecturer:
 - a. holding a Certificate of Lecturer issued by the Ministry of Education;
 - b. holding a master’s degree or the equivalent, and having outstanding performance and academic works; or
 - c. having graduated from the School of Medicine, Chinese Medicine or Dentistry of a university, having practiced clinically for a minimum of six years, and having outstanding performance and academic works.
2. A doctor satisfying one of the following requirements is eligible to be a clinical teacher at the academic rank of Assistant Professor:
 - a. holding a Certificate of Assistant Professor issued by the Ministry of

Education;

- b. holding a doctoral degree or the equivalent, and having outstanding performance and academic works;
 - c. having graduated from the master's degree program of the School of Medicine, Chinese Medicine or Dentistry, having practiced clinically for a minimum of four years, and having outstanding performance and academic works;
 - d. having graduated from the School of Medicine, Chinese Medicine or Dentistry of a university, having practiced clinically for a minimum of nine years (at least four years of working experience as a doctor at or above the Medical Practitioner Level 3 at medical centers), and having outstanding performance and academic works;
 - e. holding a master's degree or the equivalent, having engaged in research work, professions or functions related to his/her major(s) for a minimum of four years, and having outstanding performance and academic works; or
 - f. having held the position of lecturer for a minimum of three years, and having outstanding performance and academic works.
3. A doctor satisfying one of the following requirements is eligible to be a clinical teacher at the academic rank of Associate Professor:
- a. holding a Certificate of Associate Professor issued by the Ministry of Education;
 - b. holding a doctoral degree or the equivalent, having engaged in research work, professions or functions related to his/her major(s) for a minimum of four years, and having academic works; or
 - c. having held the position of assistant professor for a minimum of three years, and having outstanding performance and academic works.
4. A doctor satisfying one of the following requirements is eligible to be a clinical teacher at the academic rank of Professor:
- a. holding a Certificate of Professor issued by the Ministry of Education;
 - b. holding a doctoral degree or the equivalent, having engaged in research work, professions or functions related to his/her major(s) for a minimum of eight years, having productions or inventions, and having great academic contributions or important academic works; or
 - c. having held the position of associate professor for a minimum of three years, and having outstanding performance and important academic works.

Article 4 The length of having practiced clinically or engaged in research work, professions or

functions related to a doctor's major(s) refers to the length of working full time. The length of working part time will be halved.

Article 5 The appointment of clinical teachers shall be handled in accordance with the following principles:

1. being appointed as part-time faculty member if he/she is a qualified doctor and satisfies one of the requirements as referred to in Article 3, but has not passed the teacher qualifications accreditation by the Ministry of Education yet;
2. being eligible to apply for changing the status into a jointly appointed faculty member if he/she is a qualified doctor and has passed the teacher qualifications accreditation by the Ministry of Education, or he/she has passed the teacher qualifications accreditation by the Ministry of Education after teaching part time at the University for one full year;
3. a joint appointment shall be handled pursuant to the Guidelines on Joint Faculty Appointments between I-Shou University and the Hospital Affiliated to E United Group; and
4. being eligible to apply for changing the status into a full-time faculty member at the same academic rank pursuant to the Rules of Appointment of Full-time Teachers at I-Shou University if a) he/she has passed the teacher qualifications accreditation for the academic rank of Associate Professor or above by the Ministry of Education or has served as a jointly appointed faculty member for one full year, b) has performed well on teaching and research, c) is qualified to be recommended by the Hospitals, and d) there is a vacancy in one of the departments, and his/her specialties can satisfy the objectives of the department concerned.

Article 6 The teacher qualifications accreditation, appointment, term of appointment, and faculty promotion of clinical teachers shall be handled by the Teacher Review Committees at three levels pursuant to the Table of Classification and Division of Labor for Teacher Review Committees at I-Shou University.

Regarding the term of appointment as referred to in the preceding paragraph, the term of appointment for part-time faculty members is one semester; the term of appointment for jointly appointed faculty members and full-time faculty members is one semester if the appointment takes effect in the second semester, and one academic year if the appointment takes effect in the first semester.

Article 7 If a part-time or jointly appointed faculty member satisfies one of the requirements as referred to in Article 3, he/she may apply for faculty promotion to change his/her status into a jointly appointed faculty member at a higher academic rank, and the criteria

of teacher qualifications accreditation shall be the same as those applicable to full-time faculty.

Article 8 The weekly teaching hours of clinical teachers shall be subject to the Guidelines on Joint Faculty Appointments between I-Shou University and the Hospital Affiliated to E United Group.

Article 9 Full-time faculty members are required to take the faculty evaluation every year. The evaluation covers faculty members' performance on research, teaching, and counseling & service, and it is carried out pursuant to the Regulations for Faculty Evaluation at I-Shou University. The evaluation results will be an important reference to faculty members' promotion, salary increase, reappointment, appointment suspension/dismissal, rewards and punishments, part-time (teaching) jobs outside the University, temporary transfer, sabbatical leave, etc.

Article 10 The faculty reappointment for the following academic year will not be made if a full-time faculty member fails to fulfill the weekly teaching hours for two consecutive academic years or does not offer any course or give modular lectures for two consecutive academic years.

Article 11 The faculty reappointment for the following academic year will not be made at the end of the current appointment if a full-time faculty member gets involved in one of the following situations:

1. failing to get promoted to assistant professor after having held the position of lecturer for a minimum of four years at the University;
2. failing to get promoted to associate professor after having held the position of assistant professor for a minimum of five years at the University;
3. failing to get promoted to professor after having held the position of associate professor for a minimum of six years at the University; or
4. voluntarily applying for changing his/her status from a full-time faculty member into a part-time/jointly appointed one.

If a full-time faculty member concurrently serves as the administrative head of a clinical medicine-related department at the Hospitals, he/she may apply for an extension of time for another three years. The faculty reappointment for the following academic year will not be made if he/she fails to get promoted when the extension expires.

Article 12 The reappointment for a full-time teaching post will not be made if a full-time faculty member who have served at the University before the Regulations take effect voluntarily resigns before the expiry of the appointment, or if a full-time faculty member, within two years after the Regulations take effect, gets involved in one of the

situations as referred to in the preceding article, and his/her reappointment will not be made as decided by the Teacher Review Committees at all levels. Such a faculty member may be reappointed as a part-time or jointly appointed teacher to offer courses or give modular lectures, if necessary.

Article 13 Affairs related to the salary, insurance, benefits, retirement, compensation and severance for clinical teachers shall be handled as follows:

1. part-time faculty members:
 - a. receiving no hourly pay for courses taught, and following the applicable regulations and rules set out by the Hospitals; and
 - b. obtaining the Labor Insurance in accordance with the University's regulations and rules.
2. jointly appointed faculty members:
 - a. receiving no hourly pay for courses taught, and following the applicable regulations and rules set out by the Hospitals;
 - b. enjoy the rights and fulfilling the obligations set out in the joint appointment contract; and
 - c. obtaining the Labor Insurance in accordance with the University's regulations and rules.
3. full-time faculty members:
 - a. salary: the base pay (senior pay) and academic research allowances are calculated and paid based on the academic ranks;
 - b. insurance: obtaining the Government Employee and School Staff Insurance and the National Health Insurance in accordance with the University's regulations and rules;
 - c. benefits: following the Regulations for Welfare Measures Management of I-Shou University;
 - d. retirement, compensation and severance: following 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); and
 - e. Others shall be subject to the University's regulations and rules concerning the full-time faculty.

Article 14 If a full-time faculty member is reappointed as a part-time or jointly appointed faculty member under Subparagraph 4 of Paragraph 1 of Article 11, his/her salary, insurance, benefits, retirement, compensation and severance shall be handled in accordance with the preceding article. The years of being insured under the Government Employee and

School Staff Insurance and the insurance program for faculty members and staff of private schools may be reserved until such a faculty member applies for retirement, and the retirement pay and the pension will be calculated and paid based on the status he/she holds upon retirement in accordance with the applicable laws and regulations.

Article 15 Clinical teachers shall offer medical services, teach, and conduct research, and, therefore, will not serve concurrently as administrative heads at the University, except for special needs approved by the University.

Article 16 The Regulations become effective on the third day of promulgation after being adopted by the University-level Teacher Review Committee and ratified by the President.

Note: In the event of any disputes or misunderstanding as to the interpretation of the language or terms of these Regulations, the Chinese language version shall prevail.