

臺北醫學大學營養學院教師聘任升等細則

Taipei Medical University College of Nutrition Faculty Recruitment and Promotion Regulations

中華民國 105 年 8 月 2 日院務會議通過
中華民國 105 年 8 月 30 日校教評會新訂通過
中華民國 105 年 9 月 24 日北醫校人字第 1050003191 號令新訂，全文 11 條
Approved on August 2, 2016 by the College Affairs Faculty Meeting
Formulated and approved on August 30, 2016 by the University Faculty Review Committee
Re-formulated by Taipei-Medical-University-Personnel Decree No. 1050003191 on September 24,
2016, totaling eleven Articles

第一條 本院為使教師之聘任及升等業務順利推展，充分保障教師權益，特依據教育人員任用條例、專科以上學校教師資格審定辦法暨本校教師聘任升等實施辦法第十條之規定訂定「營養學院教師聘任升等細則」(以下簡稱本細則)。

Article I To facilitate Faculty hiring and promotion, and to fully ensure the rights and interests of Faculty, the College of Nutrition Faculty Recruitment and Promotion Regulations (hereinafter referred to as the Regulations) are formulated in accordance with the provisions of the Act Governing the Appointment of Educators, the Accreditation Regulations Governing Teacher Qualifications at Institutions of Higher Education, and Article X of the University's Faculty Recruitment and Promotion Regulations.

第二條 本細則適用於專任及兼任教師之聘任、升等、續聘與改聘。

Article II These Regulations are applicable to appointment, promotion, re-appointment and changes in appointment of full- and part-time Faculty.

第三條 本院各級教師之新聘或升等資格、途徑與門檻採多元升等精神，分

為學術研究型、教學實務型及產學應用型等多元途徑，並依本校教師聘任升等實施辦法第二條至第六條相關規定辦理。

Article III Multiple approaches exist for requirements, methods and thresholds for new appointment and promotion of all levels of Faculty in the College. The approaches are divided into three types: Academic research, teaching praxis, and industry-academia applications. All such approaches shall be handled in accordance with the relevant provisions of Articles II-VI of the University's Faculty Recruitment and Promotion Regulations.

第四條 本院教師辦理新聘或升等作業，依本校公告之期限內備齊文件提出申請，作業程序依本校教師聘任升等實施辦法第七條至第十九條之規定辦理。

Article IV Applications for new appointment or promotion of Faculty in the College shall be submitted together with required documents within University-announced time periods. Operating procedures shall be in accordance with the provisions of Articles VII-XIX of the University's Faculty Recruitment and Promotion Regulations.

第五條 院級教評會辦理新聘或升等審查規則如下：

Article V New appointment and promotion reviews by the College Faculty Review Committee shall be in accordance with the following regulations:

- 一、 實質審查項目得包括公開演講、本細則第七條明列之教學、研究及服務審查評分及綜合意見。
 1. Tangible points of review may include public lectures, overall comments, as well as and teaching, research, and service review scores as detailed in Article VII of these Regulations.
- 二、 升等審查評分表之審查委員初審分數達升等通過分數後，須參加本院舉辦之公開演講，但學位升等者除外。

2. Applicants whose promotion review forms are awarded passing scores in the preliminary review by the Review Committee shall participate in public lectures organized by the College. Degree promotion applicants shall be exempt.
- 三、升等審查評分表達升等通過分數後，經院教評會二分之一(含)以上委員出席，且出席委員三分之二(含)以上同意通過後，檢附會議紀錄，送請校教評會審議。
3. Review forms that are awarded a passing score shall be reviewed by the College Faculty Review Committee with a quorum of at least one-half of its members present. Upon approval by two-thirds or more of those attending, the review and minutes shall be submitted to the University Faculty Review Committee for review.
- 四、升等未獲通過者，由院教評會敘明具體理由函知當事人。
4. Applicants not approved for promotion shall be notified in writing of the specific reasons by the College Faculty Review Committee.

第六條 各級教師向本院提出新聘或升等申請時，應於每學期人力資源處公告日期內檢送下列書面資料：

Article VI When submitting application for new appointment or promotion to the College, Faculty at all levels shall provide the following paper documents to the Office of Human Resourc within the announced deadlines for the semester:

- 一、依本校人力資源處網頁上所列，應備齊各項表單。
 1. All required application forms listed on the University's Office of Human Resources website.
- 二、申請新聘或升等之教師，應檢具本辦法第七條各類升等途徑之評分項目相關佐證資料送審。
 2. Faculty applying for new appointment or promotion shall submit assessment support documents for review, in accordance with the promotion method in Article VII of

these Regulations.

- 三、 具有博士、碩士者應繳學位證明書影本或證明書。
3. Those with doctoral or master's degrees shall submit a photocopy of their diploma or certificate of proof.
- 四、 依校規定繳送代表論文、教學實務報告或專門著作、技術報告抽印本份數，且不得重複提送申請前一職等之著作。代表論文為五年內且符合取得前一職等教師資格起至申請日止出版或已被接受且出具證明。
4. Copies of representative papers, teaching praxis reports, specialist work and/or technical report offprints shall be submitted, in accordance with University regulations. Works used to obtain the previous position level shall not be re-submitted. Representative papers shall have been published or have proof of acceptance within the last five years, and within the period between obtaining the previous Faculty level and the current application deadline.
- 五、 申請新聘者須檢附兩封推薦函。
5. Applicants for new appointments shall provide two letters of recommendation.
- 六、 具有教育部部定教師資格申請改聘者，應檢附論文著作、教育部部定證書影本、前一學期授課進度表等相關資料，由院教評會進行審查通過後，將評審結果送校教評會決議後始得聘任。
6. Those with Faculty qualifications issued by the Ministry of Education who are applying for a change in appointment shall provide their thesis/theses, a photocopy of their certificate issued by the Ministry of Education, their course schedule for the previous semester, and other relevant materials for review and approval by the College Faculty Review Committee. The review outcome shall be submitted to the University Faculty Review Committee for resolution before hiring may occur.

第七條 各級教師新聘或升等審查，由院長就本院院教評會委員中分別遴聘委員三至五名，依據學術研究型、教學實務型及產學應用型等多元途徑進行教學、研究/產學及服務審查，填寫審查意見表及審查評分表提報院教評會審查通過，並經由院教評會二分之一(含)以上委員出席，且出席委員三分之二(含)以上同意通過後，檢附會議紀錄，送請校教評會審議：

Article VII The Dean of the College shall appoint three to five members of the College Faculty Review Committee to review Faculty applications for new appointment or promotion. Based on the multiple approach categories (academic research; teaching praxis; and industry-academia applications), reviews of teaching, research/industry-academia, and service shall be conducted. The review comment forms and review score forms shall be submitted for review and approval by the College Review Committee Meeting, which shall be attended by a quorum of one-half or more of its members. Upon approval by two-thirds or more of the members present, the minutes shall be submitted to the University Faculty Review Committee for review:

一、學術研究型：

1. Academic research:

(一)教學及服務審查標準：依據臺北醫學大學營養學院教師教學服務審查綜合意見表及臺北醫學大學營養學院教師教學服務審查評分表辦理(佔 40%)。

(1) Teaching and service review standards: Shall follow the Taipei Medical University College of Nutrition Faculty Teaching and Service Integrated Review and the Taipei Medical University College of Nutrition Faculty Teaching and Service Assessment (40%).

(二)研究審查標準：以著作升等者研究審查計分標準如下(佔 60%)

(2) Research and review standards: The research scoring standard for those seeking promotion through

authorship is as follows (60%):

1. 取得前一等級教師資格後及送審前五年內學術期刊論文計分(80分)：

1. Papers published in academic journals within the last five years, and between obtaining the previous Faculty level and the current submission for application review (80 points):

(1)依本校教師升等計分標準施行要點第二條第一款辦理，學術期刊論文總積分若達升等積分之最低標準得 80 分，總積分每增加 10 分，得增加 0.5 分，最高為 100 分，得列本項得分 80 分。

(1)In accordance with Article II, Subparagraph 1 of the University's Faculty Promotion Point Implementation Regulations, if the total points for academic journal papers meet the minimum promotion criteria, 80 points are awarded. An additional 0.5 points shall be added to the score of 80 points for every additional 10 points in the total, to a maximum of 100 points, with 80 points listed for this category.

(2)取得前一等級教師資格後及送審前五年內所獲得之專利或技術移轉納入研究積分以不超過其送審研究論文總積分 1/4 為限，若超過則以論文總積分之 1/4 計算。

(2)Research points for patents or technology transfers within the last five years, and between obtaining the previous Faculty level and the current submission for application review, shall not exceed 1/4 of the total research paper points submitted for review. Points exceeding this amount shall be calculated as 1/4 of the total research paper points.

2. 研究計畫總經費(20分)：

2. Total research funding (20 points):

取得前一等級教師資格後及送審前五年內經由本校研發處或事業發展處承辦而獲得之研究案或產學合作案之總

經費，計分標準如下。

The scoring standards for total research project or industry-academia cooperation funds awarded by the University's Office of Research and Development or Office of Business Development within the last five years, and between obtaining the previous Faculty level and the current submission, are as follows:

研究經費	計畫主持人(含共同主持人)
二百萬元以上未滿四百萬元	6分
四百萬元以上未滿六百萬元	12分
六百萬元以上未滿八百萬元	16分
八百萬元以上	20分

Research Funds	Project Coordinator (including co-coordinator)
At least NT\$2 million but less than NT\$4 million	6 points
At least NT\$4 million but less than NT\$6 million	12 points
At least NT\$6 million but less than NT\$8 million	16 points
At least NT\$8 million	20 points

(三)本院專兼任教師提出升等之必要條件如下：

(3) Full and part-time College Faculty shall meet the following requirements to apply for promotion:

1. 依據本校教師升等計分標準施行要點第二條第一、四、五款及第三條與本校教師聘任升等實施辦法第四條第一款辦理。

1. Requirements in accordance with Article II, Subparagraphs 1, 4 & 5 and Article III of the

University's Faculty Promotion Point Implementation Regulations, and in accordance with Article IV, Subparagraph 1 of the University's Faculty Recruitment and Promotion Regulations.

2. 學術研究須兼具創新性及連貫性。
2. Academic research must be innovative and be coherent.
3. 教授級近五年發表之代表論文必須至少有 3 篇(含)為單一第一或單一通訊作者，且具有專業相關性，其中代表論文 1 篇必須為投稿期刊在當年度該領域最新排名前 20%(含)或 $IF \geq 5$ ($IF \geq 10$ 則不限單一第一或單一通訊作者)。
3. With representative papers published by professor-level Faculty members in the last five years, the applicant must be listed as the single first or single corresponding author in at least 3 of the papers. The papers must be professionally relevant. One of the representative papers must have been published in a relevant journal ranked in the top 20% or rated $IF \geq 5$ for the year in question (if $IF \geq 10$, the applicant shall not be subject to the single first or single correspondent author requirement).
4. 副教授級近五年發表之代表論文必須至少有 2 篇(含)為單一第一或單一通訊作者，且具有專業相關性，其中代表論文 1 篇必須為投稿期刊當年度該領域最新排名前 40%(含)或 $IF \geq 3$ ($IF \geq 10$ 則不限單一第一或單一通訊作者)。
4. With representative papers published by associate professor-level Faculty members in the last five years, the applicant must be listed as the single first or single corresponding author in at least 2 of the papers. The papers must be professionally relevant. One of the representative papers must be published in a relevant journal ranked in the top 40% or rated $IF \geq 3$ for the

year in question (if $IF \geq 10$, the applicant shall not be subject to the single first or single correspondent author requirement).

5. 助理教授級

5. Assistant professor-level Faculty

(1) 著作送審：代表論文一篇與本科相關領域之研究論文，且需以單一第一或單一通訊作者發表，代表著作 $IF \geq 10$ 則不限單一第一或單一通訊作者。

(1) Works submitted for review: One representative research paper related to the applicant's professional field. The applicant must be the single first or single corresponding author. If the paper is published in a journal rated $IF \geq 10$, the applicant shall not be subject to the single first or single correspondent author requirement.

(2) 博士學位送審：研究評分由審查委員依其公開演講表現評分佔 100%，評分標準需有三分之二(含)以上委員評分 80 分(含)以上，且總平均達 80 分(含)以上。

(2) Doctoral degree review: The research shall be evaluated by a review committee according to the applicant's public lecture performance, and such evaluation shall account for 100% of the review score. The scores given by two-thirds or more of the committee members must be at least 80 points, and the total average score must be at least 80 points.

6. 不同職級教師應達下列各類學門升等積分最低標準。

6. Faculty at all levels shall meet the following minimum departmental standards for promotion points:

類別	系所別	教授	副教授	助理教授	講師
A	保健營養學系(社區營養組除外) 食品安全碩士學位學程	600	450	300	200
B	保健營養學系(社區營養組)	450	350	250	150

Category	Department or School	Professor	Associate Professor	Assistant Professor	Lecturer
A	School of Nutrition and Health Sciences (except for Community Nutrition Group) Master's Program in Food Safety	600	450	300	200
B	School of Nutrition and Health Sciences (Community Nutrition Group)	450	350	250	150

二、教學實務型

2. Teaching praxis:

(一)依據本校教師聘任升等實施辦法第四條第二款及辦理。

(1) In accordance with Article IV, Subparagraph 2 of the University's Faculty Recruitment and Promotion Regulations.

1. 不同職級教師應達「教學實務型」升等積分最低標準：教授 450 分，副教授 350 分，助理教授 250 分。

1. Faculty at all levels shall meet the minimum standards for Teaching praxis scores: For full professors, 450 points; associate professors, 350 points; and assistant professors, 250 points.

(二)依據本校教師聘任升等實施辦法第三條第二款規定以教學

實務型申請升等者，應以專門著作或教學實務報告送審。

(2) In accordance with Article III, Subparagraph 2 of the University's Faculty Recruitment and Promotion Regulations, promotion applicants for the teaching praxis approach shall submit specialist publication/teaching praxis reports for review.

1. 專門報告應為教育/教學相關學術期刊論文或編著出版與教育/教學相關書籍；但升等副教授、助理教授送審除前述專門著作外，得以具教育/教學專業之實務報告(具原創性，需在具有正式審查程序之研討會發表且完成教學實務報告)取代專門著作送審。

1. The specialist report must be an academic paper published in education/teaching related journals, or an edited and published book related to education/teaching. For associate and assistant professors applying for promotion, a professional education/teaching praxis report (which must be original work, presented at a conference with a formal review process, and complete) may be substituted for the aforementioned specialist publication.

2. 以教學實務報告送審者，其內容需包括：教學理念、學理基礎、主題內容、方法技巧及成果貢獻，並經校內外教學實務專家所組成之小組審查。

2. A teaching praxis report submitted for review must include: Teaching philosophy; theoretical bases; subject content; methods; techniques; achievements; and contributions. The report shall be reviewed by a group composed of teaching praxis experts from within and outside the University.

(三) 研究及服務審查標準：依據臺北醫學大學營養學院教師研究服務審查綜合意見表及臺北醫學大學營養學院教師研究服務審查評分表辦理(佔 40%)。

(3) Research and service review standards: Shall follow the

Taipei Medical University College of Nutrition Faculty
Research and Service Integrated Review and the Taipei
Medical University College of Nutrition Faculty Research
and Service Assessment (40%).

(四)教學審查標準:依據本校教師升等計分標準施行要點第
二條第二、四、五款及第三款辦理(佔 60%)。

(4) Teaching review standards: In accordance with Article II,
Subparagraphs 2, 3 & 5 and Article III of the University's
Faculty Promotion Point Implementation Regulations
(60%).

1. 教學實務積分最低標準(教授 450、副教授 350、助理教
授 250)得 80 分，積分每增 10 分，得增 0.5 分，最高為
100 分，得列本項得分 80 分。

1. 80 points shall be awarded for meeting the minimum
standard for teaching praxis points (full professor 450;
associate professor 350; assistant professor 250). 0.5
points shall be added to the score of 80 points for
every additional 10 points, to a maximum of 100
points, with 80 points listed for this category.

2. 研究計畫總經費(20 分)：

近五年經由本校研發處或事業發展處或教務處承辦而
獲得之研究案或產學合作案或教學相關之總經費，計分
標準如下。

2. Total research funding (20 points):

The scoring standards for total research project or
industry-academia cooperation funds awarded by the
University's Office of Research and Development or
Office of Business Development over the last 5 years
are as follows:

研究經費	計畫主持人(含共同主持人)
二百萬元以上未滿四百萬元	6 分
四百萬元以上未滿六百萬元	12 分

六百萬元以上未滿八百萬元	16 分
八百萬元以上	20 分

Research Funds	Project Coordinator (including co-coordinator)
At least NT\$2 million but less than NT\$4 million	6 points
At least NT\$4 million but less than NT\$6 million	12 points
At least NT\$6 million but less than NT\$8 million	16 points
At least NT\$8 million	20 points

三、產學應用型：

3. Industry-academia Applications:

(一) 以此類型申請升等者，須前一等級符合下列各項規定之一：

- (1) Applicants for this promotion on this basis shall have fulfilled one of the following requirements in their previous position level:
 - 1.發明專利技術移轉實收金額，升等副教授達 100 萬元、升等教授達 200 萬元。
 1. Actual amount received for invention patent technology transfer must be at least NT\$1 million for promotion to associate professor, and at least NT\$2 million for promotion to full professor.
 - 2.非發明專利技術移轉實收金額，升等副教授達 300 萬元、升等教授達 800 萬元。
 2. Actual amount received for non-invention patent technology transfer must be at least NT\$3 million for promotion to associate professor, and at least NT\$8 million for promotion to full professor.
 - 3.產學合作計畫實收經費，升等副教授達 800 萬元、升等教

授達 1,500 萬元。

3. Actual amount received for industry-academic cooperation projects must be at least NT\$8 million for promotion to associate professor, and at least NT\$15 million for promotion to full professor.

(二) 依據本校教師聘任升等實施辦法第三條第三款規定以產學應用型申請升等者，其研究成果符合下列各款之一者，得以技術報告取代專門著作送審：

(2) Promotion based on industry-academia applications shall be in accordance with Article III Subparagraph 3 of the University's Faculty Recruitment and Promotion Regulations. The research results shall meet the requirements of at least one of the following Subparagraphs. Technical reports may be substituted for review in lieu of specialist publications:

1. 有關專利或創新之成果。

1. Patent or innovation achievements.

2. 有關專利技術或管理之個案研究，經整理分析具體性及獨特見解貢獻之報告。

2. Case studies relating to patent technology or patent management. Such study reports must be concretely summarized and analyzed, and provide unique insights.

3. 有關產學合作實務改善專案具有特殊貢獻之研發成果。

以技術報告取代專門著作送審者，其送審之研究成果應附整體作品之書面報告(內容包括：研究理念、學理基礎、主題內容、方法技巧及成果貢獻)。

3. Research outcomes making unique contributions to improvement of industry-academica cooperation practices.

The research outcome of technical reports submitted for review in lieu of specialist publications shall be accompanied by a written report regarding the entire

work (content of which shall include the research philosophy, theoretical bases, subject content, methods, techniques, achievements and contributions).

(三)教學及服務審查標準:依據臺北醫學大學營養學院教師教學服務審查綜合意見表及臺北醫學大學營養學院教師教學服務審查評分表辦理(佔 40%)。

(3)Teaching and service review standards: Shall follow the Taipei Medical University College of Nutrition Faculty Teaching and Service Integrated Review and the Taipei Medical University College of Nutrition Faculty Teaching and Service Assessment (40%).

(四)產學研究審查標準:依據本校教師升等計分標準施行要點第二條第三、四、五款及第三款辦理(佔 60%)。

(4)Industry-academia research review standards: Shall follow with Article II, Subparagraphs 3, 4 & 5 and Article III of the University's Faculty Promotion Point Implementation Regulations (60%).

(五)產學與研究成果若達升等積分最低標準(教授 450、副教授 350)得 80 分，積分每增 10 分，得增 0.5 分，最高為 100 分，得列本項得分 80 分。

(5)80 points shall be awarded if the industry-academia research review score meets the minimum standard (full professor 450; associate professor 350). 0.5 points shall be added to the score of 80 points for every additional 10 points, to a maximum of 100 points, with 80 points listed for this category.

(六)研究計畫總經費(20 分)：

近五年經由本校研發處或事業發展處承辦而獲得之研究案或產學合作案之總經費，計分標準如下。

(6) Total funding for research projects (20 points):
The scoring standards for total research project or industry-academia cooperation funds awarded by the

University's Office of Research and Development or Office of Business Development over the last 5 years are as follows:

研究經費	計畫主持人(含共同主持人)
二百萬元以上未滿四百萬元	6分
四百萬元以上未滿六百萬元	12分
六百萬元以上未滿八百萬元	16分
八百萬元以上	20分

Research Funds	Project Coordinator (including co-coordinator)
At least NT\$2 million but less than NT\$4 million	6 points
At least NT\$4 million but less than NT\$6 million	12 points
At least NT\$6 million but less than NT\$8 million	16 points
At least NT\$8 million	20 points

四、以上三型研究、教學及服務成績比例計算如下：

4. Research, teaching, and service scores are calculated for the three approaches in the following proportions:

	研究/產學研究(%)	教學(%)	服務(%)	升等通過分數
學術研究型	60	30	10	80
教學實務型	30	60	10	80
產學應用型	60	30	10	80

Approach	Research/Industry-academia Research (%)	Teaching (%)	Service (%)	Passing Score for Promotion
Academic Research	60	30	10	80
Teaching praxis	30	60	10	80
Industry-academia Applications	60	30	10	80

五、以上三型提出升等申請者，專任教師送審著作，於在校服務期間著作須以學院單位及本校名義發表；兼任教師包括代表論文在內，至少須有 3 篇以本校名義發表。

5. With applications for promotion according to the three above-mentioned approaches, works by full-time Faculty members that are submitted for review and written during their term of service at the University must have been published in the name of the College unit or University. With works submitted by part-time Faculty members, at least three must have

been published in the name of the University, including the representative paper.

六、曾以學位論文獲聘為教師者，申請升等時，其代表論文不得與學位論文內容重複，並應送原學位論文乙份備查。

6. The content of the representative paper submitted for promotion application shall not duplicate that in the degree thesis previously used to obtain the teaching position. A copy of the original degree thesis shall also be submitted for reference.

七、代表論文/教學實務報告/技術報告送審未通過者，再次送審時不得重複使用，且再次申請時須說明本次與前次申請內容之異同。

7. Those whose representative papers/teaching praxis reports/technical reports did not pass review shall not re-submit such materials when re-applying later; and in the re-application, applicants shall describe differences in content between the current and previous application materials.

八、送審資料及積分計算不實者，院教評會得不予審查並退回申請；經院教評會決議情節重大者，依情節輕重於一至三年之內不得再次提出申請，並送學術倫理委員會審議。

8. Submitted information and point calculations that are found to be false shall not be reviewed by the College Faculty Review Committee, and the application shall be rejected. When found by the College Faculty Review Committee to be a serious violation, then based on the specific severity of the violation, the applicant shall not re-apply within the next one to three years, and the case shall be referred to the Academic Ethics Committee for review.

第八條 各級專任教師不予續聘或資遣等相關規定，依據本校教師聘任規則辦理。

Article VIII For full-time Faculty at all levels, regulations pertaining to non-re-appointment and layoff shall follow the University's Faculty Recruitment Regulations.

第九條 續聘相關規範如下：

Article IX Regulations for re-appointment are as follows:

- 一、 依據本校教師聘任規則及本校教師評鑑辦法辦理。
1. Shall be handled in accordance with the University's Faculty Recruitment Regulations and the University's Faculty Evaluation Regulations.
- 二、 本院專兼任、合聘教師及附屬醫院臨床教師每年續聘時，三年內須有以下之任一項經歷：本院課程主授教師(專任)、本院 PBL 授課教師、OSCE 考官或 GOSCE 授課教師、本院新生入學或碩博士口試委員、其他參與本院所規劃之專案課程等教師、本院基礎與臨床課程、臨床實習或技能課程授課教師、三附屬醫院教學型主治醫師。
2. During annual re-appointment, full-time, part-time and contract Faculty and clinical Faculty at the University's affiliated hospitals shall have met at least one of the following requirements within the last 3 years:
Main course Faculty at the College (full-time); PBL Faculty at the College; OSCE examiner or GOSCE Faculty; committee member for the College's freshman admission or committee member for master's or doctoral oral defense; Faculty in project courses offered by the College; Faculty for foundational or clinical courses in the College; Faculty for clinical internship or skill courses; teaching attending physician at one or more of the University's three affiliated hospitals.
- 三、 有特殊貢獻經院教評會議通過者不在此限。
3. Those whose special contributions are approved by the College Faculty Review Committee shall not be subject to this provision.

第十條 本細則未盡事宜依本校教師聘任升等實施辦法辦理。

Article X Any matters not outlined in these Regulations shall be handled in accordance with the University's Faculty Recruitment and Promotion Regulations.

第十一條 本細則經校教評會通過後公告施行，修正時亦同。

Article XI These Regulations are announced and take effect upon approval by the University Faculty Review Committee; the same shall apply to any amendments.