National Changhua University of Education Full-time Research Personnel Contract

1. The term of this contract shall be from [date] of the Republic of China (Taiwan) to [date] of the Republic of China (Taiwan). If the contract is to be renewed, a new contract shall be provided before the expiration of this contract.

2. During the period of employment, research personnel shall engage in professional services, research, and related administrative work according to the nature of their respective positions, and shall adhere to the relevant professional ethics, academic research ethics, administrative, and service ethics of the University.

3. The salary grade, benefits, leave, further education, welfare, insurance, retirement, severance, and other matters pertaining to research personnel shall be handled in accordance with relevant regulations. Newly hired research personnel shall submit their graduation certificates and academic transcripts to the Personnel Office within one week after their appointment for salary adjustment purposes.

4. Research personnel undertaking commissioned research projects from external sources shall have contracts signed by the university on their behalf, and funds shall be procured and expended in accordance with legal procedures.

5. Research personnel may not engage in part-time jobs or teaching activities unless permitted by law. Any part-time jobs or teaching activities must be reported to the university for approval in accordance with relevant regulations. However, for both on-campus and off-campus teaching activities, the total weekly hours shall not exceed 4 hours.

6. Research personnel's research and publications should be relevant to the nature of their service unit. During their tenure at the university, any research outcomes resulting from the utilization of university resources or participation in research and development or writing under the name of university research personnel shall be handled in accordance with the University's Regulations on Research Development Results and Technology Transfer Management.

7. During their service period, research personnel shall undergo evaluation according to the University's Research Personnel Evaluation Regulations. If they fail the evaluation upon re-assessment, the Research Personnel Evaluation Committee of their respective unit shall submit the case to the Faculty Evaluation Committee for review, and subsequently forward it to the College and University Faculty Evaluation Committee for consideration of suspension or non-renewal of employment.

8. Research personnel must adhere to campus anti-bullying guidelines, the Gender Equality Education Act, and relevant gender equality regulations. They are prohibited from developing relationships that violate professional ethics with coworkers, collaborators in projects, or individuals they teach or mentor. If there is a risk of violating professional ethics, they should voluntarily withdraw or report to the school for appropriate action. In conducting professional work or research, they should possess a gender equality consciousness, break gender stereotypes, and avoid gender bias and discrimination.

9. Research personnel may not terminate the contract during its validity period except in cases of significant accidents approved by the competent educational administrative authority. If research personnel wish to resign during the contract period, they must obtain permission from the university before resigning.

10. Research personnel who violate the provisions of Article 2 of the "Principles for Handling Violations of Teacher Qualification Review Regulations by Teachers in Colleges and Above" shall be handled in accordance with Articles 39 and 43 of the "Regulations on the Qualification Review of Teachers in Colleges and Above."

11. In cases where research personnel violate the terms of the university's research personnel contract, obligations of research personnel, administrative regulations of the university, or other statutory regulations, but do not yet meet the requirements for dismissal, non-renewal, suspension, or dismissal as stipulated by the Teachers' Act, they may, in accordance with Article 34 of the Teachers' Act, be subject to disciplinary measures by the university's three-tier faculty evaluation committee, including but not limited to withholding of promotions, salary increments, research leave, overseas study, overseas teaching, overseas research, acceptance of research projects, on-campus (or off-campus) teaching, part-time jobs, administrative positions, or secondments, depending on the severity of the offense and for a specified period.

In cases where research personnel are indicted for embezzlement of research funds by law enforcement agencies, or where irregularities in procurement cases are confirmed by audit units, similar measures as mentioned above shall be applied.

12. When research personnel resign, they must ensure that all matters they handled and any public property they borrowed are properly transferred and accounted for. They may resign only after obtaining appropriate documentation as proof of clearance.

13. Matters not covered by this research personnel contract shall be handled in accordance with the University Act, University Research Personnel Employment Regulations, Teachers' Act, Regulations Governing the Appointment of Educational Personnel, as well as relevant provisions and detailed rules and regulations of the university.

14. This university's research personnel contract shall be implemented upon approval by the university council and subsequent confirmation by the president. The same process applies to any amendments to the contract.