

# 國立陽明交通大學專任研究人員聘約

## National Yang Ming Chiao Tung University Appointment Contracts for Research Personnel

111 年 12 月 21 日國立陽明交通大學 111 學年度第 1 次校務會議通過  
Approved at the first university assembly meeting during the 2022–2023 academic year on December 21, 2022

114 年 5 月 14 日國立陽明交通大學 113 學年度第 2 次校務會議通過  
Approved at the second university assembly meeting during the 2024–2025 academic year on May 14, 2025

1. 每月薪給按政府所定標準支給。  
Monthly salaries are paid in accordance with government standards.
2. 研究人員之請假，依教師請假規則及本校相關規定辦理。  
Absences for research personnel are handled in accordance with the Employment Leave Regulations for Teachers and National Yang Ming Chiao Tung University (hereinafter referred to as “NYCU”) regulations on leave.
3. 研究人員在聘期內之服務有接受評估之義務，其評估事宜依本校研究人員評估辦法及相關法令規定辦理。評估通過後，始得提出升等申請。  
Research practice is assessed according to NYCU and government regulations. Research personnel must pass an assessment before applying for a promotion.
4. 研究人員負有研究及服務之義務，除法令另有規定及先徵得本校同意者外，不得在校外兼課或兼職。違者提送教師評審委員會或其他會議審議，違反規定期間所支領之兼職費，應予追繳納入校務基金運用或公務預算繳庫。  
Research personnel must uphold the obligations to research and serve the university. Unless otherwise stipulated by law or consent is obtained from NYCU, research personnel may not teach or work part-time outside of NYCU. Violators must stand before the teacher evaluation committee or another committee, and the compensation for their part-time work will be redirected to the university or the treasury for the official budget.  
  
研究人員不得經營商業或投資持股超過百分之十，但法令另有規定者，不在此限。  
Research personnel may not operate a business or hold more than a 10% of a business's shares unless otherwise permitted by law.  
  
研究人員應完成學校行政作業，始得與校外單位簽訂合約、接受委託研究，且須依規定使用計畫研究費及辦理採購。如有特殊情況，應另依本校規定辦理。  
Research personnel must complete all administrative tasks before signing contracts or accepting research commissions from non-NYCU entities. Research personnel must use research grants and handle procurement in accordance with the associated regulations. Extraordinary circumstances are handled in accordance with university regulations.
5. 研究人員以本校校務基金或政府所有之經費或基金，進行科學技術研究發展或產學合作所獲得之成果(包含智慧財產權與其他研發成果)，其人格權歸屬創作人，財產權歸屬本校，相關權利及義務依政府及本校相關規定辦理。  
Research personnel retain the moral right to the outcomes of academic research and development or industrial-academic collaborations that involve NYCU or government funding. These outcomes include intellectual property rights and other research and development achievements. The economic rights to such outcomes belong to NYCU. Rights and obligations are handled in accordance with government and NYCU regulations.

6. 研究人員疑似違反學術倫理之行為，經檢舉或校內各單位依職權發現者，悉依專科以上學校學術倫理案件處理原則及本校學術倫理相關規範等規定辦理。

Violations of academic ethics by teachers that are reported or identified by a university department *ex officio* are handled in accordance with the Guidelines for Handling Academic Ethics Cases in Junior College and Institutions of Higher Education and NYCU regulations regarding academic ethics.

7. 研究人員應遵守性別平等教育法、性別平等工作法、性騷擾防治法、校園性別事件防治準則及本校校園性別事件防治規則等相關規定。

Researchers are required to comply with the Gender Equity Education Act, Gender Equality in Employment Act, Sexual Harassment Prevention Act, Regulations Governing Prevention of Gender-Related Incidents on Campuses, and National Yang Ming Chiao Tung University Regulations on the Prevention of Gender-Related Incidents on Campuses.

研究人員與學生在與性或性別有關之人際互動上，不得發展以性行為或情感為基礎之親密或有違專業倫理之關係。

Researchers must not develop intimate or ethically inappropriate relationships based on sexual activity or emotions in their interactions with students concerning sex or gender.

研究人員發現師生關係有違反前項專業倫理之虞，應主動迴避或陳報學校處理。

If a relationship with a student may be considered violation of the code of professional ethics, research personnel must avoid further interactions with the student or report the matter to the school to handle.

研究人員應尊重他人與自己之性或身體之自主，避免不受歡迎之追求行為，並不得以強制或暴力手段處理與性或性別有關之衝突。

Research personnel must respect the sexuality and bodily autonomy of themselves and others, avoid unwanted sexual advances or requests for dates, and refrain from using force or violence to address conflicts related to sex or gender.

8. 研究人員行為違反聘約或相關法令規定，除另有相關規定者外，其情節未達教師法規定解聘、停聘或不續聘者，得提經校級教師評審委員會審議，依情節輕重，作出以下處置：

In the event that a research employee violates the terms of their appointment contract or the law, if the severity of the violation does not meet the standards for dismissal, suspension, or nonrenewal of appointment as prescribed by the Teacher's Act, the following penalties will be issued according to the severity of the violation after deliberation among the university teacher evaluation committee unless otherwise stipulated by law:

- i. 書面告誡。

The research personnel will receive a written warning.

- ii. 一定期間內不得在外兼職、兼課、借調，不得申請帶職帶薪出國講學、研究、進修。必要時，得取消或中止已核准之申請。

The research personnel may not work or teach part-time outside NYCU or apply for paid leave to lecture, conduct research, or study overseas over a certain period; if necessary, approved applications that were submitted by the research personnel may be canceled or suspended.

- iii. 一定期間內不得擔任校內行政主管。必要時，得解除已擔任之職務。

The research personnel may not serve as an administrative officer at NYCU for a certain period; if necessary, the research personnel will be dismissed from a position that they hold.

- iv. 一定期間內不予晉薪、停止發放彈性薪資獎勵金，並得追回該聘期已支領之彈性薪資。  
The research personnel will not be granted an increase in salary or receive merit pay or other incentives within a certain period; the personnel may be required to return merit pay that they have received.
  - v. 減發當年度年終工作獎金二分之一或不予核給當年度年終工作獎金。  
The research personnel's year-end bonus may be halved or not awarded.
  - vi. 停止受理升等申請或各項研究補助申請一至五年。  
The research personnel's applications for promotion or research grants may not be accepted or processed for 1 to 5 years.
  - vii. 已核定之補助，應予撤銷或終止補助，並得追回已撥付經費之全部或部分。  
Approved grants will be revoked, and research personnel may be required to return any awarded funding in whole or in part.
9. 研究人員擬於聘約期滿後，不再應聘時，應於聘約期滿一個月前以書面通知本校。如欲於聘約存續期間內辭職者，應經本校同意後，始得離職。  
If the research employee plans to reject offers of further employment after the required term of service, they must send a written notice to NYCU 1 month before the end of their employment term. To resign during their employment term, research personnel must obtain consent from NYCU.
10. 本聘約如有未盡事宜，悉依大學法、大學研究人員聘任辦法等政府相關法令及本校有關規定辦理。  
Any matters not addressed in this appointment contract will be handled in accordance with government regulations such as the University Act and Regulations Governing Appointment of University Research Personnel and NYCU regulations.