

National Pingtung University Regulations Governing the Implementation of Industry Learning or Research for Faculty

Passed Oct 6, 2016, in the 22nd NPTU administrative meeting, 2016-17 academic year.
Amended Jan 24, 2017, in the 25th NPTU administrative meeting, 2016-17 academic year.
Amended Jul 31, 2017, in the 31st NPTU administrative meeting, 2016-17 academic year.
Amended Oct 4, 2018, in the 44th NPTU administrative meeting, 2018-19 academic year.

- Article 1 The National Pingtung University Regulations Governing the Implementation of Industry Learning or Research for Faculty (hereinafter referred to as ‘these Regulations’) were formulated to enhance the practical professional ability of University faculty and strengthen their capabilities in university-industry cooperation in accordance with Article 26, paragraph 1, of the Technical and Vocational Education Act and the Regulations Governing the Implementation of Industry Learning or Research for Vocational or Junior College Faculty.
- Article 2 These Regulations apply to formal full-time faculty or technical professionals who teach professional or technical subjects at NPTU.
The ‘professional’ or ‘technical’ subjects mentioned in the previous sentence refer to subjects recognized by the Promotion Committee for Faculty Industry Learning as being professional or technical in nature.
Full-time faculty 60 years of age or older are exempt from taking part in the industry learning and research initiative.
- Article 3 Faculty members to whom these Regulations apply must select a partner enterprise or cooperating industry and undertake ‘industry learning’ or research related to the field in which they teach for a period of at least six months once in every six-year cycle of teaching. Six months will be calculated as comprising 26 weeks, which can be accumulated over time.
- Article 4 To encourage faculty to partake in industry learning or research, a Promotion Committee for Faculty Industry Learning (hereinafter referred to as the ‘Promotion Committee’) should be established. The University president shall appoint the vice-president to serve as the Committee's convener and chair, while various senior staff shall automatically serve as ex officio members, including the dean of academic affairs, the dean of research and development, the director of human resources, and the deans of each NPTU college.
The Research and Development Division will assist in convening Promotion Committee meetings, which should be held at least once per semester. When necessary, the convener may call an unscheduled meeting.

Article 5 The work content of the Promotion Committee is as follows:

1. Formulate and review criteria pertaining to faculty of professional and technical subjects.
2. Formulate operating procedures for faculty participation in industry learning or research.
3. Create time schedules for faculty partaking in industry learning or research.
4. Invite cooperating institutions or related enterprises or industries to jointly plan and conduct industry learning or research initiatives.
5. Oversee the signing and implementation of contracts between the University and cooperating institutions or industry partners; or between the University and its faculty members.
6. Formulate, amend, and review all documents and forms related to industry learning and research for faculty.
7. Oversee the implementation and evaluation of industry learning and research undertaken by University faculty.
8. Review the actual participation time and achievements obtained by faculty as part of several collaborative initiatives, including on-site service or research, in-depth seminars, or university-industry cooperation.
9. Other matters related to the safeguarding of rights for faculty who partake in learning or research with cooperating institutions or industries.

Article 6 When partaking in industry learning or research, NPTU faculty should choose one of the following options:

1. Faculty may choose a cooperating institution or industry where they shall partake in on-site service or research. They must engage practically in the operations of the participating institute or industry, and attend work throughout the service period agreed to by both parties in the initial contract.
2. Faculty may carry out university-industry cooperative projects with partner institutions or industries, which should produce specific results, such as the transfer of technology or commercialization.
3. Faculty may participate in practical, in-depth seminars organized and held jointly by NPTU and its partner institutions or industries. The seminars shall take the form of in-depth discussions and interactive group learning to do with practical and professional industry-based knowledge.

Article 7 University faculty may carry out industry learning or research in either a continuous or cumulative manner, to be completed pursuant to the following stipulations:

1. Faculty who engage in on-site service or research at a cooperating institution or in a participating industry: time is calculated based on the actual time spent working

or conducting research.

2. Faculty who engage in university-industry cooperative projects with cooperating institutions or industries:

a) For faculty carrying out university-industry collaboration, every NT \$20,000 amount accreted over the six-year period will count as one week of industry learning; with a maximum limit of 26 weeks. If a single project generates over NT \$500,000, it shall be viewed as equivalent to 26 weeks of industry learning, and the time earned accrues to the principal investigator, co-principal investigator, and the co-investigator (maximum three people). In situations where the Promotion Committee deems a professional or technical industry to be relatively small in scale, the schedule for industry learning may be adjusted as required, with the period of industry learning counting for a maximum of 13 weeks.

b) For faculty carrying out technology transfers, every NT \$10,000 amount accreted over the six-year period will be counted as one week of industry learning; while accumulated amounts of NT \$100,000 will be counted as 26 weeks of industry learning. If a single technology transfer generates NT \$100,000 or more, the resulting time accrued shall go to the faculty team working on it (maximum three people).

3. Faculty who participate in practical, in-depth seminars jointly organized and held by NPTU and cooperating institutions and industries: when faculty attend seminars held by participating institutions or industries, attendance is measured in 'time blocks' or 'units' of half-days, and each such seminar requires at least a half-day of attendance. Five days of accumulated seminars is viewed as one week.

Article 8

The six-year time cycle used in these Regulations is calculated from the point at which the Regulations Governing the Implementation of Industry Learning or Research for Vocational or Junior College Faculty took effect. For University faculty hired before this point, time shall be calculated from the moment at which those regulations took effect. Thus, such faculty should have accumulated six months of industry learning within six years of those regulations taking effect. For faculty who were hired at the University after the above-mentioned regulations took effect, the time cycle used to calculate industry learning should commence from the day they formally started at NPTU, with every proceeding six years viewed as one cycle in which to accumulate and gather industry learning or research time.

Within this six-year cycle, if faculty concurrently work part-time in an administrative capacity, take unpaid leave, go on sabbatical leave, have their employment contract temporarily terminated, take over 28 days of sick leave or maternity leave, or are

absent for other such reasons; after gaining the approval of the University president, the time frame for which they were absent will not count toward the six-year cycle. For faculty transferring to NPTU, the start date for calculating the time cycle for industry learning or research should commence from the point at which the faculty member, having prepared all the related documents, submits such documents to the Promotion Committee for review.

Article 9 The rights and obligations of faculty who engage in on-site service or research in cooperating industries or institutions are as follows:

1. Retaining their position and their pay, faculty shall select either a public or private institution, and, taking official leave, engage in practical, on-site work or research in an area related to the field in which they teach. NPTU must provide such faculty with their full salary (including basic pay and payment for academic research), and seniority shall continue to be calculated for the period in which they work on-site or conduct research. If the faculty member needs to return to the University to teach a class, they may teach a maximum of one class, and will not receive hourly pay.
2. Faculty who plan to carry out on-site service or research should submit an application to do so in the preceding semester, and should sign a contract in advance that details the start and finish dates for industry learning or research, the service obligations; the terms, criteria and compulsory enforcement of penalty payments for violating related regulations, and so on. Other matters related to on-site service or research, such as application times, procedures, and the forms and documents to be filled in or information to be attached when applying, shall be formulated and announced separately by the Research and Development Division.
3. When faculty apply to partake in on-site service or research during the summer or winter vacations, they must first gain the approval of their unit managers. To complete the application process, the application must then be reviewed and passed by the faculty evaluation committee of the department or graduate institute in which they work, as well as the Promotion Committee. For faculty who apply for on-site service or research during the academic semester, in addition to the application process described above, their application must also be submitted to the college and University faculty evaluation committees, where it will be filed for future reference. After completing their on-site service, faculty should submit an industry learning or research achievement report within a month of returning to their original position. After being reviewed and passed by the faculty evaluation committee of the department or graduate institute to which they belong, as well as

the Promotion Committee, the report will be sent to the Research and Development Division, where it will be stored and compiled, and the time gained for industry learning will be registered.

4. Faculty who partake in on-site service or research during the academic semester should sign an agreement with the institution at which they work or conduct research for at least NT \$90,000 (the same figure applies to all such agreements mentioned herein) in funds, which shall be used to cover the cost of hourly fees for the substitute teacher that will teach in their absence. Those who cover the costs of hourly fees using Ministry of Education project grants are exempt from signing a funding agreement. At the end of the service or research period, faculty should sign a university-industry collaboration agreement with the institution at which they served for a sum of at least NT \$100,000. Faculty who undertake on-site service or research during the summer and winter vacations are exempt from signing funding or university-industry collaboration agreements.
5. Faculty who partake in on-site service or research during the academic semester are exempt from carrying out administrative or student mentoring duties.
6. Faculty will be solely responsible for any infringements of intellectual property or losses related to personnel or facilities incurred during their period of on-site service or research.

Article 10 In principle, a maximum of two faculty members per department will be allowed to partake in on-site service or research during the academic semester.

The maximum quota mentioned in the previous paragraph may be waived in circumstances where the University, based on teaching or administrative needs, actively recommends, appoints, or consents to full-time faculty partaking in industry learning or research at a cooperating institution or in an industry related to the field in which they teach.

Article 11 Units within the University, faculty groups, or individual faculty members may submit applications to take part in practical, in-depth seminars jointly organized and held by NPTU and cooperating institutions or industries. Participation should be reserved for summer or winter vacations, or spare time outside of work (classes). To apply for such practical, in-depth seminars, academic units or faculty members should fill in and submit the appropriate application forms prior to the seminar. To complete the application process, the applicant must receive the consent of their unit supervisor, and the application must be reviewed and passed by the Research and Development Division, and gain the approval of the University president or a representative authorized by the president.

The participating academic unit or faculty member must submit a report on the

seminar within one month of its conclusion. After the report is reviewed and approved by the Research and Development Division, it is submitted to the University president, or a representative authorized by the president, for further approval, and then returned to the Research and Development Division, where the time gained for industry learning is registered.

Article 12 Funding for the industry learning or research initiative may be acquired from related Ministry of Education bonuses or subsidies. When such funds are insufficient, NPTU may provide the remaining amount.

Article 13 When faculty members gain funding for industry learning or research from other project grants offered by government bodies, they should follow all related regulations regarding rights and obligations, as stipulated by the grant. For matters that have been omitted or not expressly stipulated, parties should refer to these Regulations.

Matters not stipulated in these Regulations should be handled in accordance with related laws and regulations.

Article 14 These Regulations will be implemented after being passed in an administrative meeting.

**Responsible administrative unit: Technology Cooperation Section,
Research and Development Division.**