

## **NEW REGULATION OF POST ROTATION FOR SECRETARIES AND SECTION CHIEFS TAKES EFFECT THIS ACADEMIC YEAR**

The new regulation governing the “appointment and dismissal of secretaries and section chiefs of Tamkang University” stipulates that the persons qualified for these posts should be either assistant professors or above (instructors may serve as acting chiefs where necessary) or qualified administrative officers. The term of office is two years and may, in principle, be renewed twice; a person may not hold the same post in the same section for more than ten consecutive years. The new rule takes effect this academic year.

Prof. Lo Yunn-chyr, Director of Personnel Office, pointed out at the 90th administrative meeting that, although the new regulation takes effect this academic year, the rule about the “not more than ten consecutive years in the same post” applies from this academic year on rather than retrospectively. However, the Personnel Office also said that Tamkang University encourages post rotation as a way of raising the work quality of the staff, and that therefore there might be reshuffles at the end of this academic year. According to paragraph three of TKU’ s staff rotation regulation, a member of staff may be assigned to a different post at the president’ s discretion when reorganization or personnel policy so requires. Paragraph four of the regulation says that a member of staff, having worked in the same post of the same section for three years, is eligible for rotation, subject to the policies of the University.

The proposal for the new regulation was put forward at the 89th administrative meeting and moved to be further explored together with the “appointment and dismissal of academic administrators of Tamkang University” . The regulations were discussed by a team of administrators headed by Dr. Flora C. I. Chang, Vice President for Administrative

Affairs, as well as Prof. Feng Chao-kang, Vice President for Academic Affairs, Mr. Wan Tung, Secretary-General of the University, and Prof. Lo, Director of Personnel Office. They decided that the roles of the academic administrators and those of executive administrators should be separated. The new regulation is simplified to apply to secretaries and section chiefs only. The new rule has been passed at the 90th administrative meeting. The regulation governing “the employment and promotion of staff of Tamkang University” has also been revised: deleted is paragraph sixteen, which stipulates that “qualified administrative officers may double as secretaries or section chiefs; their promotion or their doubling as secretaries or section chiefs should be first assessed by the staff personnel assessment committee, which then sends its report to the president for confirmation.”

The new regulation also stipulates that, if a secretary or section chief cannot serve the entire term of office for whatever reason, the president may appoint an acting administrator to the post until the end of that academic year. A person found unsuitable for a post may also be dismissed by the president: the question of unsuitability would be proposed by the personnel office and determined by the administrative meeting.

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