

國立中山大學工學院新聘教師評鑑實施要點

Guidelines on the Implementation of New Faculty Performance Assessment in the College of Engineering

109 年 5 月 25 日 108 學年度第 3 次院務會議訂定
109 年 6 月 11 日 108 學年度第 400 次校教評會議決議通過
113 年 9 月 23 日 113 學年度第 1 次院務會議修正
113 年 12 月 26 日 113 學年度第 440 次校教評會議決議通過
114 年 2 月 24 日 113 學年度第 3 次院務會議修正

114 年 3 月 13 日 113 學年度第 444 次校教評會議決議通過

Approved at the 444th University Faculty Evaluation Committee meeting on March 13, 2025

- 一、國立中山大學工學院(以下簡稱「本院」)為提昇本院新聘教師教學、研究及服務品質，特依本校教師評鑑辦法訂定本院新聘教師評鑑實施要點(以下簡稱「本要點」)。
 - I. These guidelines are formulated to enhance the quality of teaching, research and services of the new faculty in the College of Engineering (hereinafter referred to as the “College”) in accordance with the University’s *Regulations for Faculty Performance Assessment*.
- 二、本要點所稱新聘教師，係指本院 109 學年度起到職之新聘專任助理教授及副教授(以下簡稱新聘教師)。
 - II. The new faculty stipulated herein refers to full-time assistant professors and associate professors employed after the 2020-21 academic year.
- 三、本院新聘教師，任職滿五年須依本要點評鑑，如經本院同意，得提前辦理評鑑，通過後，每五年再依本院教師評鑑實施要點評鑑。
 - III. The new faculty shall be initially assessed after five years of employment, and the initial assessment may be conducted before the stipulated time with the approval from the College. After passing the assessment, the faculty shall be assessed every five years in accordance with *Guidelines on the Implementation of Faculty Performance Assessment in the College of Engineering*.
- 四、本院新聘教師評鑑項目計教學、研究、輔導及服務三項，各項評鑑指標及配分依本院新聘教師評鑑指標表，每項總分 100 分，每項須達 70 分以上始為通過評鑑。
 - IV. The new faculty performance assessment is conducted on the three categories of teaching, research, and counseling & services. Each category shall be scored in accordance with New Faculty Assessment Form in the College of Engineering. The full score of each category is 100, and passing the assessment shall require a score of at least 70 in each category.
- 五、辦理評鑑程序：
 - V. Assessment procedure:

- (一) 各系所於評鑑學年初彙整免受評鑑教師及須受評鑑教師名單。
- (1) Each department/institute shall compile the lists of the faculty who will be assessed and who will not at the beginning of each academic year.
- (二) 須受評鑑教師應填寫評鑑項目指標表並備齊資料，送相關行政單位查核。
- (2) The faculty to be assessed shall complete the College New Faculty Assessment Form (attached below), and submit required documents to relevant administrative units for verification.
- (三) 系所教師評審委員會就教師受評鑑資料審核確認後，依時程送本院教師評鑑委員會審議。
- (3) Department/institute/degree program faculty evaluation committees (hereinafter referred to as the department faculty evaluation committee, the “DFEC”) shall submit the verified documents to the Faculty Assessment Committee (FAC) of the College for deliberation according to the scheduled timeline.
- (四) 本院教師評鑑委員會之組成，依本校教師評鑑辦法第六條規定辦理。
- (4) The FAC shall be established in accordance with Article 6 of the University’s *Regulations for Faculty Performance Assessment*.

六、本院新聘教師評鑑時程依本校規定辦理

VI. The new faculty performance assessment is scheduled in accordance with the University’s relevant regulations.

七、本院新聘教師到校任教滿三年者，針對本院訂定之教學、研究、輔導及服務項目之進展提出書面說明。由院長邀集該教師系所主管以及校內外資深教師等三至五人組成評鑑輔導小組。評鑑輔導小組針對教師所提出書面說明，提供建議或輔導方式並作成紀錄，該紀錄送交系教評會。院長應指定傳授教師(mentor)協助需輔導教師，由其所屬系所確實依評鑑輔導小組建議提供協助及資源。

VII. The new faculty who have served at the University for three years shall submit a written report on their progress in teaching, research, and counseling & services, as stipulated by the College. The dean of the College shall appoint the chair of the faculty’s affiliated unit and several internal/external senior faculty members to form an ad hoc assessment guidance team of three to five members. The team shall provide documented guidance with suggestions based on the faculty’s report and submit it to the DFEC for reference. Additionally, the dean of the College shall appoint a mentor to assist the faculty, with support and resources provided by their affiliated unit based on the documented guidance.

八、評鑑結果分為「通過」、「條件式通過」、「未通過」。

VIII. Assessment results shall be classified into “pass,” “conditionally pass,” and “fail.”

九、初評評鑑作業流程與輔導：

IX. Procedure for initial assessment and guidance:

- (一) 委員依據每位受評鑑教師之整體教學、研究及服務等表現於初次評鑑後提供「通過」及「待改進」之教師名單。
- (1) The FAC members shall make judgement based on the faculty's holistic performance in teaching, research, and counseling & services, and provide lists of the faculty who "pass" and "need improvement".
- (二) 「待改進」之教師於接獲通知後十日內應向教師評鑑委員會提供至間隔一學年後之一月底前之改善方案及需要協助及輔導項目，改善方案經評鑑委員會審查認可者，視為「條件式」通過，受評鑑教師應接受本院評鑑輔導小組之輔導，其所屬系所應提供相關資源與協助並作成記錄；未通過認可或未提出改善方案者，除第三款之情形外，均視為評鑑未通過。
- (2) The faculty who "need improvement" shall submit an improvement plan to the FAC within ten days after receiving the notice. The plan shall cover the improvement measures to be completed till the end of January after one full academic year, as well as needed support and resource. Those whose plan is approved by the FAC shall be deemed as "conditionally passing" the assessment, and follow the advice of assessment guidance team, with relevant support and resources provided and documented by the affiliated unit. Those whose plan is disapproved or who fail to submit the plan shall be deemed as failing the assessment, except for the situation stipulated in Subparagraph 3.
- 針對未通過評鑑教師，教師評鑑委員會應提出至次學年一月底前之改善事項，要求受評鑑教師完成，受評鑑教師應接受本院評鑑輔導小組之輔導，其所屬系所應提供相關資源與協助並作成記錄。
- For the faculty failing the assessment, the FAC shall specify the areas of improvement and ask them to complete by the end of January in the next academic year; the said faculty shall follow the advice of assessment guidance team, with relevant support and resources provided and documented by the affiliated unit.
- (三) 「待改進」教師因特殊狀況無法於十日內提出改善方案者，得向教師評鑑委員會提出申請；理由經教師評鑑委員會認可者，視同本學年度未接受評鑑，俟其特殊狀況終止後順延辦理。
- (3) The faculty who "need improvement" but fail to submit the improvement plan within ten days due to special circumstances may submit a petition with causes to the FAC for postponing the assessment. If the petition is approved, they shall be deemed as not being assessed for the current semester and shall be assessed when the special circumstances end.

十、複評評鑑作業流程：

X. Reassessment procedure:

- (一) 「條件式通過」教師應於間隔一學年後之二月底前，提報「改善方案成效報告書」至原教師評鑑委員會審議是否通過後，再送教務處彙整後送校教師評審委員會決議。決議未通過或未提改善方案成效報告書者，不予續聘，並依本校教師及研究人員聘任規則第十四條規定辦理。
- (1) The faculty “conditionally passing” the assessment shall submit their *Report on Improvement Plan* to the FAC by the end of February after one full academic year of improvement work. The report shall be reviewed by the FAC for approval and, through compilation by the Office of Academic Affairs (OAA), then submitted to the University Faculty Evaluation Committee (UFEC) for resolution. The faculty failing in the resolution or not submitting the said report shall not have their appointment renewed, and the case shall be handled in accordance with Article 14 of the University’s *Regulations for the Appointment of Faculty and Researchers*.
- (二) 「未通過」教師應於次年二月底前，提報「改善事項成效報告書」至原教師評鑑委員會審議是否通過後，再送教務處彙整後送校教師評審委員會決議。決議未通過或未提改善事項成效報告書者，不予續聘，並依本校教師及研究人員聘任規則第十四條規定辦理。
- (2) The faculty “failing” the assessment shall submit their *Report on Improvement of Assessed Areas* to the FAC by the end of February of the next year. The report shall be reviewed by the FAC for approval and, through compilation by the OAA, then submitted to the UFEC for resolution. The faculty failing in the resolution or not submitting the said report shall not have their appointment renewed, and the case shall be handled in accordance with Article 14 of the University’s *Regulations for the Appointment of Faculty and Researchers*.
- (三) 教師若因特殊狀況無法如期繳交「改善方案成效報告書」或「改善事項成效報告書」，經校長核准，可俟其特殊狀況終止後順延繳交。
- (3) The faculty failing to submit either reports by the stipulated deadline due to special circumstances may request the President’s approval for postponing the submission.

十一、本院教師評鑑委員會應將新聘教師評鑑結果（含教師評鑑委員審查意見）送教務處彙整，並同時以書面通知受評鑑人及所屬系所。

XI. The FAC shall submit the assessment results with the review opinions of the members to the OAA for compilation and notify the faculty under assessment and their affiliated department/institute of the results in writing.

受評鑑人如有異議，得於接到通知後次日起十五個工作日內，依本校教師評鑑辦法規定檢據提出申覆。

The faculty under assessment objecting to the resolution shall file an appeal with proof in accordance with the University's *Regulations for Faculty Performance Assessment* within fifteen days starting from the next day of receiving the notification.

十二、 本要點未盡事宜，悉依相關規定辦理。

XII. Matters not covered herein shall be handled in accordance with relevant regulations.

十三、 本要點經院務會議訂定後，送校教師評審委員會審議通過後實施，修正時亦同。

XIII. These guidelines are formulated by the College Council and approved by the UFEC before implementation. Amendments to these guidelines shall follow the same procedure.

國立中山大學工學院新聘教師評鑑指標表

109 年 5 月 25 日 108 學年度第 3 次院務會議訂定
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一、教學(總分 100 分)：教學基本門檻(A1)達成，即獲 60 分基本分。

資料評分方式，採以基本分為主，累進計算至滿分為止。

A、教學 (※請受評鑑教師檢附佐證資料)			
A1、教學基本門檻：(60 分) 教師評鑑時至少三學年度之授課時數需達本校「教師授課鐘點核計準則」規定，並符合下列四項中之三項，即獲 60 分基本分。若基本門檻未達成者，即教學項目未通過評鑑。			
項目	教師自評	系所學程查核	教務處查核
教師評鑑時至少三學年度之授課時數需達本校「教師授課鐘點核計準則」規定	☐ 是 達標學年度： ☐ 否	☐ 是 達標學年度： ☐ 否	☐ 是 達標學年度： ☐ 否
1. 教師至少三個學年度平均教學當量高於(等於)系所後 30%之落點平均當量數。 (由教務處提供歷年資料給各院教師評鑑委員會參考)	☐ 是 達標學年度： ☐ 否	☐ 是 達標學年度： ☐ 否	☐ 是 達標學年度： ☐ 否
2. 教師至少六個學期授課之教學意見調查平均得分高於(等於)院後 5%之落點平均得分。 (由教務處提供歷年資料給各院教師評鑑委員會參考)	☐ 是 達標學期： ☐ 否	☐ 是 達標學期： ☐ 否	☐ 是 達標學期： ☐ 否
3. 評鑑年限內，參與新進教師研習及教學觀課 ^{註1} (含教學演示及微型教學)至少各 1 場。	☐ 是 達成次數： ☐ 否	☐ 是 達成次數： ☐ 否	☐ 是 達成次數： ☐ 否
4. 評鑑年限內，參與教學觀摩 ^{註2} 及各類教師教學知能相關研習/工作坊至少 5 場。	☐ 是 達成次數： ☐ 否	☐ 是 達成次數： ☐ 否	☐ 是 達成次數： ☐ 否

A1 分數	☐ 至少三學年度之授課時數符合規定，且其餘項目符合四項中之三項，即獲 60 分基本分。 ☐ 基本門檻未達成者，即教學項目未通過評鑑。
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註 1：教學觀課/教學演示：係指由領航教師/EMI 顧問教師觀察教學現場教師授課並給予回饋，以達精進教學之目的，申請教師應為被觀者。

註 2：教學觀摩：係指由校級績優教師提供至少一門觀摩課程，申請者抵達教室觀摩其上課。

A2、教學 加分(至多 30 分)				
項目	計分標準	教師自評分數	系所學程查核分數	教務處查核分數
<u>A2-1</u> 、參與教學觀摩、各類跨領域教師教學知能相關研習/工作坊、教學演示、教學觀課滿 5 場後	每增加 1 場 1 分，至多 6 分			
<u>A2-2</u> 、獲頒教學優良課程	2 分/每門每次，至多 6 分			
<u>A2-3</u> 、本校教學績優獎	10 分/次			
<u>A2-4</u> 、開設通識課程	2 分/每門，至多 6 分			
<u>A2-5</u> 、開設全英語授課課程	2 分/每門，至多 6 分			
<u>A2-6</u> 、申請通過高教深耕創新課程計畫、數位化學習計畫或執行雙語化相關計畫(含擔任學分學程負責人、擔任領航教師或 EMI 顧問教師有實際輔導事實者、取得本校 EMI 教師培訓認證)	2 分/件(學程/群/證)，至多 10 分			
<u>A2-7</u> 、參與各院舉辦其他教學優良獎項/活動	1 分/件，至多 4 分			

A2 分數	教學基本門檻(A1)各項目均達成， A2=(<u>A2-1</u> + <u>A2-2</u> + <u>A2-3</u> + <u>A2-4</u> + <u>A2-5</u> + <u>A2-6</u> + <u>A2-7</u>) 分 (本項至多 30 分)
A3、委員綜合意見	A3= 分 (本項至多 10 分)
教學總分(A)	☐ 教學基本門檻(A1)均達成， $A1 + A2 + A3 =$ 分 ☐ 基本門檻未達成者，即教學項目未通過評鑑。

二、 研究(總分 100 分)：

B、研究 (※請受評鑑教師檢附佐證資料)				
B1、論文部份：(50 分)				
項 目	計分標準	教師 自評分數	系所學程 審核分數	相關行政單位 查核分數
本職級五年內以學生作者除外之第一作者或通訊作者身份發表 SCIE 期刊論文	每篇 20 分			研發處
本職級五年內以非學生作者除外之第一作者或非通訊作者身份發表 SCIE 期刊論文 (建議改為「包括學生作者」)	每篇 5 分			研發處
B2、本職級研究計畫獎助及學術成就：(40 分)				
註：B2 計分項目悉依國立中山大學教師升等各項評分原則 A2、七年內本職級研究計畫獎助及學術成就指標項目計分評定。若校之計分表修正，則隨之修正，無須再提會修正。				
項 目	計分標準	教師 自評分數	系所學程 審核分數	相關行政單位 查核分數
(1) 國科會專題計畫 註： 同一計畫在 B2 之第(1)項、第(2)項、第(6)項、第(7)項僅能擇一計分	(a) 個別型研究計畫： 計畫執行六個月(含)以上，每年每件得 15 分。計畫執行未達六個月，每件 5 分。			研發處
	(b) 整合型研究計畫（多張核定清單）： I. 總主持人：每件 15 分。 II. 子計畫主持人(不包括總主持人)：每件 10 分。			
	(c) 單一整合型研究計畫（單張核定清單）：本項總計最高 40 分為上限。補助經費累計達 100 萬元，得 5 分；超過 100 萬元之部分，每 50 萬元得 2.5 分。每件計畫共同主持人配分必須於計畫核定後 3 個月內，由所有主持人簽名確認個人貢獻，依比例分配計分，且不得再變更分配比例。			

(2) 國科會 人文社會 實踐計畫 註： 同一計畫在 B2 之第(1)項、第(2) 項、第(6)項、第 (7)項僅能擇一計 分	本項總計最高 40 分為上限。 補助經費累計達 100 萬元，得 5 分； 超過 100 萬元之部分，每 50 萬元得 2.5 分。每件計畫共同主持人配分必 須於計畫核定後 3 個月內，由所有主 持人簽名確認個人貢獻，依比例分配 計分，且不得再變更分配比例。			研發處
(3) 教育部 專題研究計畫 註： 同一計畫在 B2 之第(3)項與第 (12)項、第(13)項 僅能擇一計分	本項總計最高以 40 分為上限。 計畫執行六個月(含)以上，每年第一 件得 10 分，第二件得 15 分。計畫執 行未達六個月，每件 5 分。			研發處

(4) 學術榮譽	同一獎項最多採計二次 (a) 總統級及政府院級學術類獎項，每次得 75 分 (b) 教育部學術獎，每次得 70 分 (c) 國科會傑出研究獎，每次得 60 分 (d) 年度高被引用學者，每次得 25 分 (e) 除國科會與教育部之外，其他行政院所屬中央二級機關學術類獎項，每次得 25 分 (f) 國際知名學會(會員人數 1 萬人以上)獎項，每次得 25 分 (g) 中央研究院年輕學者研究著作獎，每次得 20 分 (h) 國科會吳大猷先生紀念獎，每次得 20 分 (i) 國內財團法人獎項(獎項成立 10 年以上)，每次得 5~15 分 (j) 國內學會獎項(學會成立 20 年以上)，每次得 10 分 (k) 本校傑出教師(學術研究類)獎勵，每次得 10 分 (l) 本校績優教師(學術研究類)獎勵，每次得 5 分			研發處
(5) 出版 學術研究專書 (有國際標準書號 ISBN)	應檢附學術審查證明，本項總計最高 20 分為上限。 (a) 個人學術著作專書：外文每一本 5~20 分、中文每一本 5~15 分 (b) 翻譯著作：每一本 5~10 分 註：多人著作：同一本著作依個人貢獻比例分配計分，且須由所有作者簽名確認個人貢獻，經委員會認定後不得再變更貢獻比例。			研發處
(6) 國科會 產學合作 研究計畫	國科會產學合作個人型研究計畫及文化部計畫(限文學院):計畫執行六個月(含)以上，每年第一件得 10 分，第二件得 15 分。計畫執行未達六個月，每件 5 分			產學處

註： 同一計畫在 B2 之第(1)項、第(2) 項、第(6)項、第 (7)項僅能擇一計 分	國科會產學合作整合型研究計畫(多 張核定清單): I. 總主持人:每件 15 分。 II. 共同主持人(不包含總主持人):每 件 10 分。 國科會產學合作單一整合型研究計 畫(單張核定清單):本項總計最高 40 分為上限。 補助經費累計達 100 萬元,得 5 分; 超過 100 萬元之部分,每 50 萬元得 2.5 分。每件計畫共同主持人配分必須 於計畫核定後 3 個月內,由所有主 持人簽名確認個人貢獻,依比例分配 計分,且不得再變更分配比例。			
(7) 政府機關 產學合作計畫 註： 同一計畫在 B2 之第(1)項、第(2) 項、第(6)項、第 (7)項僅能擇一計 分	理、工、海科院之政府機關委託產學 合作計畫：計畫累計金額達 75 萬元 者得 5 分，超過 75 萬元之部份，每 15 萬元得 0.5 分。 註：每件計畫共同主持人配分必須 於計畫核定後 3 個月內，由所有主 持人簽名確認個人貢獻，依比例分 配計分，且計畫執行期間不得再變 更分配比例。			產學處
(8) 非政府 產學合作計畫	理、工、海科院之非政府機關委託產 學合作計畫：計畫累計金額達 75 萬 元者得 5 分，超過 75 萬元之部份， 每 15 萬元得 1 分。 註：每件計畫共同主持人配分必須於 計畫核定後 3 個月內，由所有主持人 簽名確認個人貢獻，依比例分配計 分，且計畫執行期間不得再變更分配 比例。			產學處

(9) 技術移轉或 著作授權	主要發明人與產業界(含企業與法人)辦理技術移轉或著作授權，本項總計最高 40 分為限。 (a) 以職務成果技術移轉或著作授權:累計授權金額達 20 萬元者，得 2.5 分；超過 20 萬元之部份，每 10 萬元得 1 分。 (b) 以中華民國獲證之發明或設計專利授權:累計授權金額達 20 萬元者，得 5 分；超過 20 萬元之部份，每 10 萬元得 1 分。 (c) 以美、日、歐盟等國外專利授權:累計授權金額達 20 萬元者得 7.5 分，超過 20 萬元之部份，每 10 萬元得 2 分。			產學處
(10) 專利	主要發明人之研究成果以學校名義申請，獲得發明或設計專利；或以個人名義申請，獲得之發明或設計專利讓與學校。以上與廠商共同申請者，皆不列計。本項總計最高 15 分為限。 (a) 中華民國專利:每件 2.5 分。 (b) 美、日、歐盟專利:每件 5 分。 (c) 其他國家專利，由產學處認定之，每件 0.5~2.5 分。			產學處

(11) 產學榮譽	(a) 總統級及政府院級產學類獎項；每次加 75 分。 (b) 國科會傑出技術移轉貢獻獎，每次加 37.5 分。 (c) 經濟部國家產業創新獎，加 37.5 分。 (d) 經濟部智慧局國家發明創作獎，每次加 20 分。 (e) 除國科會與經濟部之外，其他行政院所屬中央二級機關產學類獎項，每次得 15-20 分。 (f) 未來科技(突破)獎，每次加 10 分。 (g) 國家新創獎，每次加 10 分。 (h) 學術創業先鋒獎，每次加 10 分。 (i) 本校產學傑出獎或傑出教師(產學研究類)獎勵，每次得 10 分。 (j) 本校績優教師(產學研究類)獎勵，每次得 5 分。 註： I. 同一獎項最多採計二次。 II. 每一獎項共同主持人配分必須於獎項核定後 3 個月內，由所有主持人簽名確認個人貢獻，依比例分配計分，且不得再變更分配比例。			產學處
(12) 教育部 教學相關計畫 註： 同一計畫在 B2 之第(3)項與第(12)項、第(13)項僅能擇一計分	本項總計最高以 40 分為上限。 (a) 個別型教學計畫主持人：計畫執行六個月(含)以上，每年第一件得 10 分，第二件得 15 分。計畫執行未達六個月，每件 5 分。 (b) 整合型教學計畫： I. 總主持人：每件 15 分。 II. 共同主持人(不包括總主持人)：每件 10 分。 III. 計畫參與教師(不含總主持人及共同主持人)：補助金額 600 萬元以上之計畫，每超過 50 萬元得採計 2.5 分，至多採計 15 分，並依教師貢獻比例分配給計畫參與教師，每位至多 7.5 分。			教務處

(13) 教育部 教學實踐研究計 畫 註： 同一計畫在 B2 之第(3)項與第 (12)項、第(13)項 僅能擇一計分	每年每件得 10 分；若計畫獲教育部 頒績優獎項者，再加 5 分。			教務處
B2 分數	B2= 分 (本項合計至多 40 分)			
B3、委員綜合意見（由委員就受評鑑教師提供之 B1、B2 學術成就資料綜合考評）				
B3 分數	B3= 分 (本項至多 10 分)			
研究總分(B)	B 1 + B 2 + B 3 = 分			

三、 輔導及服務(總分 100 分)

C、輔導及服務 (※請受評鑑教師檢附佐證資料)

C1、系所學位學程考評：(70 分)

項 目	計分標準	分數	備註
C1、系所學位學程教評會給予之輔導及服務評分	請系所學位學程提供計分標準		
C1 分數	C1= 分 (本項至多 70 分)		

C2、院級考核分數：(20 分)

項 目	計分標準	教師 自評分數	系所學程 審核分數	院 查核分數
<u>C2-1</u> 、院優良導師獎	每次 8 分			
<u>C2-2</u> 、代表工學院出國攬才或招生	每次 4 分			
<u>C2-3</u> 、代表工學院國內招生	每次 2 分			
<u>C2-4</u> 、擔任工學院「全院聯合專題競賽與展示」之工作小組成員	每次 4 分			
指導學生參與「全院聯合專題競賽與展示」	每次 3 分			
<u>C2-5</u> 、參與或支援工學院舉辦之活動 註：不得與 <u>C2-2</u> 、 <u>C2-3</u> 、 <u>C2-4</u> 重複計分	每次 1 分。			
<u>C2-6</u> 、代表工學院擔任校級會議代表或擔任工學院院級會議代表	滿一學年 2 分。(若未任滿一學年則依比例計算)			

C2 分數	C2=(<u>C2-1</u> + <u>C2-2</u> + <u>C2-3</u> + <u>C2-4</u> + <u>C2-5</u> + <u>C2-6</u>) (本項至多 20 分)	分
C3、委員綜合考評：(10 分) (由委員就受評鑑教師提供之輔導及服務資料綜合考評)		
C3 分數	C3=	分 (本項至多 10 分)
輔導及服務總分(C)	C 1 + C 2 + C 3 =	分

New Faculty Assessment Form in the College of Engineering

Approved at the 440th University Faculty Evaluation Committee meeting on December 26, 2024

I. Teaching (a total of 100 points)

The faculty under assessment shall receive the basic 60 points for meeting the threshold (A1). Additional points may be granted until the maximum is reached.

A. Teaching (※Supporting documentation shall be provided by the faculty under assessment.)			
A1. Teaching threshold (60 points) The faculty under assessment shall receive 60 points when fulfilling the required teaching hours over at least three academic years, as stipulated in <i>Guidelines on the Calculation of Hourly Pay for Faculty Members</i> , and three of the following four requirements. Nevertheless, those who do not meet the teaching threshold (A1) shall be considered not passing the assessment in teaching.			
Items	Self-assessment	Verification by the affiliated unit	Review by the Office of Academic Affairs (OAA)
The faculty under assessment fulfills the required teaching hours over at least three academic years, as stipulated in <i>Guidelines on the Calculation of Hourly Pay for Faculty Members</i> .	☐ Yes. (fulfilled from ____ to ____ academic year) ☐ No.	☐ Yes. (fulfilled from ____ to ____ academic year) ☐ No.	☐ Yes. (fulfilled from ____ to ____ academic year) ☐ No.
1. The faculty's average teaching equivalent over at least three academic years is at or above that of the last 30% of the faculty in the affiliated unit. (The OAA shall provide the Faculty Assessment Committee (FAC) with relevant data over the past years for reference.)	☐ Yes. (fulfilled from ____ to ____ academic year) ☐ No.	☐ Yes. (fulfilled from ____ to ____ academic year) ☐ No.	☐ Yes. (fulfilled from ____ to ____ academic year) ☐ No.
2. The faculty's average score of teaching survey over at least six semesters is at or above that of the last 5% of the faculty in the College. (The OAA shall provide the FAC with relevant data over the past years for reference.)	☐ Yes. (fulfilled from ____ to ____ academic year) ☐ No.	☐ Yes. (fulfilled from ____ to ____ academic year) ☐ No.	☐ Yes. (fulfilled from ____ to ____ academic year) ☐ No.
3. The faculty participates in at least 1 new faculty workshop and 1 class observation (including teaching demonstration and micro-teaching, as specified in Note 1) within the assessment period.	☐ Yes. (number of sessions: ____) ☐ No.	☐ Yes. (number of sessions: ____) ☐ No.	☐ Yes. (number of sessions: ____) ☐ No.

4. The faculty participates at least 5 times in either model sessions or various seminars/workshops related to teaching knowledge as specified in Note 2 within the assessment period.	☐ Yes. (number of sessions: ____) ☐ No.	☐ Yes. (number of sessions: ____) ☐ No.	☐ Yes. (number of sessions: ____) ☐ No.
A1 score	☐ The faculty under assessment shall receive 60 points when fulfilling the required teaching hours over at least three academic years, and three of the four requirements. ☐ The faculty who do not meet the teaching threshold (A1) shall be considered not passing the assessment in teaching.		

Note 1: Class observation/Teaching demonstration:

Pilot teachers or EMI advisors are present in faculty's classroom to provide feedback to help enhance their teaching effectiveness. Faculty who submits applications shall be observed.

Note 2: Model session:

An awardee of the University's Prominent Faculty in teaching may conduct at least one model session. Faculty who submits applications shall go observe the session.

A2. Additional points (30 points)				
Items	Scoring criteria	Self-assessment	Verification by the affiliated unit	Review by the OAA
<u>A2-1.</u> participating in model sessions, various interdisciplinary seminars or workshops related to teaching knowledge, teaching demonstrations, and class observations (beyond the required 5 sessions stipulated in A1)	1 point per session 6 points (max.)			
<u>A2-2.</u> receiving the award of the University's Outstanding Course	2 points per award 6 points (max.)			
<u>A2-3.</u> receiving the award of the University's Prominent Faculty in teaching	10 points per award			
<u>A2-4.</u> offering general education courses	2 points per course 6 points (max.)			
<u>A2-5.</u> offering EMI courses	2 points per course 6 points (max.)			

<u>A2-6.</u> conducting the HESP Course Innovation Project, digital learning projects, or other EMI-related projects (including serving as a course module coordinator, pilot teachers or EMI advisor with actual tutoring experiences, or obtaining the certificate of EMI Professional Development Program)	2 points per project/certificate 10 points (max.)			
<u>A2-7.</u> receiving college outstanding teaching awards or participating in its activities	1 point per award/activity 4 points (max.)			
A2 score	(The faculty under assessment meets the teaching threshold in A1.) A2 (= adding points from <u>A2-1</u> to <u>A2-7</u>): ____ points (a max. of 30 points)			
A3 score	Holistic assessment by the FAC: ____ points (a max. of 10 points)			
Total score in Teaching (A):	☐ The faculty under assessment receives a total of ____ points (A1 + A2+A3) and also meet the teaching threshold in A1. ☐ The faculty who do not meet the teaching threshold (A1) shall be considered not passing the assessment in teaching.			

II. Research (a total of 100 points)

B. Research (※Supporting documentation shall be provided by the faculty under assessment.)				
B1. Papers (50 points)				
Items	Scoring criteria	Self-assessment	Verification by the affiliated unit	review by relevant units
publishing papers in SCIE journals as the first author (NOT counting students) or the corresponding author within five years at their current rank	20 points per paper			Office of Research and Development (ORD)
publishing papers in SCIE journals which do not meet the criteria above within five years at their current rank	5 points per paper			ORD
B2. Research projects and other academic achievements at the current rank (40 points) <i>Note: Items under B2 are formulated based on “A2: Research projects and other academic achievements within the past 7 years at the current rank” stipulated in the University’s Scoring Principles for the Application of Professorship Rank Promotion. Any amendments to the University’s scoring principles shall directly apply to the items under B2, without further approval from any meetings.</i>				
Items	Scoring criteria	Self-assessment	Verification by the affiliated unit	Review by relevant units
(1) NSTC Research Project Note: Each project can be counted in only one of the items (1), (2), (6) or (7) in B2.	(a) Individual research project: • 6 months or longer: 15 points per project of the same year • less than 6 months: 5 points per project (b) Integrated research projects (multiple approval lists): i. Project leader: 15 points per project ii. Subproject principal investigator (excluding project leader): 10 points per project			ORD

	(c) Single Collaborative Research Project (single approval list): a maximum of 40 points 5 points for accumulated project grants reaching TWD 1,000,000 and 2.5 points for every additional TWD 500,000 beyond that Points for each project will be allocated according to the proportion of individual contributions confirmed by all principal investigators within 3 months of the project's approval. The allocation ratio cannot be changed once approved.			
(2) NSTC Humanity Innovation and Social Practice Project Note: Each project can be counted in only one of the items (1), (2), (6) or (7) in B2.	a maximum of 40 points 5 points for accumulated project grants reaching TWD 1,000,000 and 2.5 points for every additional TWD 500,000 beyond that Points for each project will be allocated according to the proportion of individual contributions confirmed by all principal investigators within 3 months of the project's approval. The allocation ratio cannot be changed once approved.			ORD
(3) MOE Research Project Note: Each project can be counted in only one of the items (3), (12) or (13) in B2	a maximum of 40 points • 6 months or longer: 10 points for the first project and 15 points for the second project within the same year • less than 6 months: 5 points per project			ORD

(4) Academic Honor	The same award may be counted twice at most. (a) Presidential and top government level academic award: 75 points each (b) MOE Academic Award: 70 points each (c) NSTC Outstanding Research Award: 60 points each (d) Highly cited researcher of the year: 25 points per year (e) Academic award conferred by ministries of central government other than the NSTC or MOE: 25 points each (f) Award conferred by internationally renowned academic associations (with a membership of more than 10,000): 25 points each (g) Academia Sinica Early-Career Investigator Research Achievement Award: 20 points each (h) NSTC Ta-You Wu Memorial Award: 20 points each (i) Award conferred by domestic foundations (with the award having been established for more than 10 years): 5 to 15 points each (j) Award conferred by domestic academic associations (with the association having been established for more than 20 years): 10 points each (k) The University Outstanding Faculty in academic research: 10 points each (l) The University Prominent Faculty in academic research: 5 points each			ORD
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(5) Publishing Academic Research Publication (with registered ISBN)	Proof of academic review of the publication must be provided, with a maximum of 20 points in this item (a) Academic publication: 5 to 20 points for each work written in a foreign language and 5 to 15 points for each work written in Chinese (b) Translated publication: 5 to 10 points each Note: For a publication with multiple authors, points for the work will be allocated according to the proportion of individual contributions confirmed by all authors. The allocation cannot be changed once the review committee has approved.			ORD
(6) NSTC Industry-Academia Collaboration Project Note: Each project can be counted in only one of the items (1), (2), (6) or (7) in B2.	NSTC industry-academia collaboration individual research project or MOC (Ministry of Culture) project (for faculty of College of Liberal Arts only) • 6 months or longer: 10 points for the first project and 15 points for the second project within the same year • less than 6 months: 5 points per project. NSTC industry-academia collaboration integrated research project (multiple approval lists): i. Project leader: 15 points per project ii. Co-principal investigator (excluding project leader): 10 points per project			Office of Global Industry-Academe Collaboration and Advancement (OGIACA)

	NSTC industry-academia collaboration collaborative research project (single approval list): a maximum of 40 points 5 points for accumulated project grants reaching TWD 1,000,000 and 2.5 points for every additional TWD 500,000 beyond that Points for each project will be allocated according to the proportion of individual contributions confirmed by all principal investigators within 3 months of the project's approval. The allocation ratio cannot be changed once approved.			
(7) Government Industry-Academia Collaboration Project Note: Each project can be counted in only one of the items (1), (2), (6) or (7) in B2.	Projects by the faculty of College of Science, College of Engineering and College of Marine Sciences: 5 points for accumulated project grants reaching TWD 750,000 and 0.5 points for every additional TWD 150,000 beyond that Note: Points for each project will be allocated according to the proportion of individual contributions confirmed by all principal investigators within 3 months of the project's approval. The allocation ratio cannot be changed once approved.			OGIACA

(8) Non-Government Industry-Academia Collaboration Project	Projects by the faculty of College of Science, College of Engineering and College of Marine Sciences: 5 points for accumulated project grants reaching TWD 750,000 and 1 point for every additional TWD 150,000 beyond that Note: Points for each project will be allocated according to the proportion of individual contributions confirmed by all principal investigators within 3 months of the project's approval. The allocation ratio cannot be changed once approved.			OGIACA
(9) Technology Transfer or Copyright Licensing	Technology transfer and copyright licensing from the principal inventors to the industry (including enterprises and legal entities): a maximum of 40 points (a) Technology transfer or copyright licensing of work-related achievements: 2.5 points for accumulated licensing fees reaching TWD 200,000 and 1 point for every additional TWD 100,000 beyond that (b) Licensing of invention or design patents awarded in Taiwan: 5 points for accumulated licensing fees reaching TWD 200,000 and 1 point for every additional TWD 100,000 beyond that (c) Licensing of patents awarded in the USA, Japan, and EU: 7.5 points for accumulated licensing fees reaching TWD 200,000 and 2 points for every additional TWD 100,000 beyond that			OGIACA

(10) Patent	Invention or design patent awarded from research results of the principal inventor (PI) with NSYSU as the owner, or PI's patent with ownership transferred to NSYSU, excluding those applied with enterprises or legal entities as co-owners: a maximum of 15 points (a) Taiwan patents: 2.5 points each (b) US, Japanese, and EU patents: 5 points each (c) Patents awarded in other countries: 0.5 to 2.5 points each, to be approved by the OGIACA			OGIACA
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(11) Credits for Industry- Academia Collaboration	(a) Presidential and top government level industry-academia research award: 75 points each (b) NSTC Award for Excellence in Technology Transfer: 37.5 points each (c) MOEA National Industrial Innovation Award: 37.5 points each (d) TIPO National Invention and Creation Award: 20 points each (e) Awards related to industrial-academia research conferred by central government agencies other than the NSTC or MOEA: an additional 15 to 20 points each (f) Future Tech (Breakthrough) Awards: an additional 10 points each (g) National Innovation Award: 10 points each (h) Academic Entrepreneurship Pioneer Award: 10 points each (i) The University Outstanding Industrial Research Award or Outstanding Faculty in industrial research: 10 points each (j) The University Prominent Faculty in industrial research: 5 points each Note: i. Each award can be counted twice at most. ii. Points for each award will be allocated according to the proportion of individual contributions confirmed by all principal investigators within 3 months of the award's conferral. The allocation ratio cannot be changed once approved.			OGIACA
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(12) MOE Teaching Related Project Note: Each project can be counted in only one of the items (3), (12) or (13) in B2.	a maximum of 40 points (a) Principal investigator of individual teaching project: • 6 months or longer: 10 points for the first project and 15 points for the second project within the same year • less than 6 months: 5 points per project (b) Integrated teaching project: i. Project leader: 15 points per project. ii. Co-principal investigator (excluding project leader): 10 points per project iii. Participating faculty (excluding project leader and co-PIs): For project grants of TWD 6 million or more, 2.5 points for any additional TWD 500,000 with a maximum of 15 points. Points for each participating faculty member will be allocated according to the proportion of contributions, with a maximum of 7.5 points to each individual faculty member.			OAA
(13) MOE Teaching Practice Research Program Note: Each program can be counted in only one of the items (3), (12) or (13) in B2.	10 points per program each year, and 5 additional points if the program is awarded by the MOE			OAA
B2 score	B2=_____ points (a max. of 40 points)			

B3 score	Holistic Assessment by the FAC: ____ points (a maximum of 10 points) (Committee members shall conduct the assessment based on the faculty's supporting documentation for academic achievements in B1 and B2.)
Total score in Research (B)	B(=B1 + B2 + B3):_____points

III. Counseling & Services (a total of 100 points)

C. Counseling & Services (※Supporting documentation shall be provided by the faculty under assessment.)				
C1. Department/institute/degree program assessment (70 points)				
Items	Scoring criteria	Points	Notes	
Counseling & services assessed by the department/institute/degree program faculty evaluation committee	provided by the affiliated unit			
C1 score	C1 = ____points (a max. of 70 points)			
C2. College-level services (20 points)				
Items	Scoring criteria	Self-assessment	Verification by the affiliated unit	Review by the college
<u>C2-1.</u> receiving the college outstanding mentor award	8 points per case			
<u>C2-2.</u> representing the college abroad for international talent and student recruitment	4 points per case			
<u>C2-3.</u> representing the college for domestic student recruitment	2 points per case			
<u>C2-4.</u> serving as a member of the task force for the college’s All-Topic Competition and Exhibition	4 points per case			

<u>C2-4.</u> supervising students to participate in the All-Topic Competition and Exhibition	3 points per case			
<u>C2-5.</u> participating in or supporting activities organized by the college (Note: excluding activities in <u>C2-2</u> to <u>C2-4</u>)	1 point per case			
<u>C2-6.</u> serving as a college representative at university-level meetings or as a member at college-level meetings	2 points per academic year (Points shall be given proportionally if the term is less than one academic year.)			
C2 score	C2 (adding points from <u>C2-1</u> to <u>C2-6</u>): _____ points (a max. of 20 points)			
C3 score	Holistic Assessment by the FAC: _____ points (a max. of 10 points) (Committee members shall conduct the assessment based on the faculty's supporting documentation for counseling & services.)			
Total score in counseling and services (C)	C (C1 + C2 + C3) = _____ points			