

國立中央大學教師評鑑準則

National Central University's Guidelines on Faculty Evaluation

Passed in the 3rd Faculty Evaluation Committee of NCU on Apr. 18, 2006
Passed in the 6th provisional University Affairs Committee of NCU on Jun. 22, 2006
Revised and passed in the 5th provisional Faculty Evaluation Committee of NCU on Jun. 10, 2008
Revised and passed in the 1st University Affairs Committee of NCU on Nov. 18, 2008
Passed in the 5th Faculty Evaluation Committee of NCU on Mar. 29, 2011
Revised and passed in the 2nd University Affairs Committee of NCU on Apr. 26, 2011
Revised and passed in the 7th Faculty Evaluation Committee of NCU on May 24, 2011
Revised and passed in the 5th Faculty Evaluation Committee of NCU on Mar. 27, 2012
Revised and passed in the 1st University Affairs Committee of NCU on Nov. 15, 2016
Revised and passed in the 1st Faculty Evaluation Committee of NCU on Oct. 29, 2019
Revised and passed in the 4th Faculty Evaluation Committee of NCU on Mar. 24, 2020
Revised and passed in the 1st University Affairs Committee of NCU on Nov. 17, 2020

Article 1

In order to boost faculty members' sense of honor, enhance the levels of teaching, research, counseling, and services, National Central University (NCU) stipulated NCU's Guidelines on Faculty Evaluation (hereafter referred to as the Guidelines) per Article 21 of the University Act.

Article 2

All full-time (project) faculty members, except for those who fall under the categories listed in Article 4 of the Guidelines, should receive their first evaluation after serving four years at NCU. After the completion of their first evaluation, they should receive one evaluation every four years.

The term of service of a faculty member who should receive an evaluation should be counted to the end of July in the year where his or her faculty evaluation takes place.

Article 3

Each unit at the collegial level should stipulate its own enforcement rules of faculty evaluation per the Guidelines to specify the items, standards, and procedures of an evaluation, and the stipulated enforcement rules should be submitted to the Faculty Evaluation Committee of NCU for reference.

Each unit at the collegial level should conduct faculty evaluations according to its own newly stipulated enforcement rules. However, the previous enforcement rules apply to the evaluations executed within two years after the new enforcement rules are promulgated.

An operation of faculty evaluation should be completed by the end of October of the year where the evaluation takes place. The evaluation result should be submitted to the Faculty Evaluation Committee of NCU for reference.

Article 4

Faculty members who fit one of the following conditions may be exempted from faculty evaluation.

1. Having been elected an academician at Academia Sinica
2. Having been awarded the Academic Award of the Ministry of Education (MOE) or National Professorship
3. Passed two faculty evaluations at NCU; for those who transferred from other universities, colleges, or research institutes: passed at least one evaluation respectively at NCU and the previous institute; also, obtained 15 points from the following projects or awards, which must contain at least eight points from the special projects or common research projects sponsored by the Ministry of Science and Technology (MOST):
 - (1) Projects that have been executed for one year (at most three points for each semester)
 - I. The principal investigator of a research project sponsored by the MOST: one point for each project that has been executed for one year
 - II. The principal investigator of a teaching project sponsored by the MOE: one point for each project that has been executed for one year
 - III. If a faculty member has obtained the sponsorship from an institute with a status equal to the MOST to execute a research project and serves as the principal investigator, the Vice President of Academic Affairs should convene a professional review committee and select internal and external experts and scholars to serve as committee members. After the committee reviews and recognizes the case, the case can be counted.
 - (2) Rewards:
 - I. Outstanding Research Award awarded by the MOST: 7.5 points for each award
 - II. Class A Research Award awarded by the MOST: 1.5 points for each award
 - III. Distinguished Award for General Education Teachers: 5 points for each award
4. Having been employed as NCU's chair professor
5. Having been awarded the Outstanding Teaching Award by NCU three times

6. Having been awarded the Outstanding Mentor Award by NCU three times
7. Having been awarded other sort of award or having attained a prominent achievement, which is reviewed and recognized by the Faculty Evaluation Committees at the three levels.
8. Having reached the age of 60 and passed the latest evaluation held by NCU.

At most 7 points that a faculty member obtained at the previous institute can be counted once the faculty member meets the requirements stated in Article 4, Paragraph 3. Other points can only be earned and counted after the faculty member begins to work at NCU.

Article 5

Regulations on failing a faculty evaluation are listed as follows.

1. After the evaluation result is sent to the Faculty Evaluation Committee of NCU for reference, relevant units at the collegiate level should notify the faculty member who has failed the evaluation. The notification, which should be sent in the form of an official letter of NCU, should contain the reasons why the faculty member failed to meet evaluation standards.
2. Faculty members who fail to meet evaluation standards will not be given a raise in salary from the next academic year. Also, they are not allowed to have a part-time job, teach at other institutes, take a sabbatical, and serve as supervisors in any units at NCU.
3. A college may coordinate with a department to assist faculty members who fail to meet evaluation standards. The faculty members may apply for a re-evaluation to the college within two years from the next year. Once they pass the re-evaluation, all limitations imposed on them due to their failure in meeting the standards of the previous evaluation will be lifted from the next academic year.
4. For those faculty members who have passed a re-evaluation, the interval between the re-evaluation and their next evaluation begins from the August of the year wherein the re-evaluation was held.
5. Following legal procedures, NCU should retire, lay off, or terminate the contract with faculty members who failed to meet evaluation standards twice.
6. If a faculty member did not receive an evaluation within the time limit, or the documentation he or she submitted was not true, and thus the evaluation result was affected, these misbehaviors of the faculty member will be regarded as failing his or her evaluation.

Article 6

Faculty members may submit relevant documentation to the Faculty Evaluation Committees at the three levels for approval on postponing a faculty evaluation due to childbirth, leave without pay, sabbatical, being transferred to another institute for a temporary placement, or other momentous causes.

Article 7

If any faculty member has any objection against the result of an evaluation, he or she may submit an appeal in written form with specific proof to the Faculty Evaluation Committee of NCU within 30 days since the second day after he or she received the notification of the evaluation result in written form from NCU. The appeal can only be filed once. A faculty member who is unwilling to accept the result of the appeal concluded by the Faculty Evaluation Committee of NCU may file an appeal to the Committee of Teacher Grievances of NCU.

Article 8

The Office of Teaching Centers will execute the faculty evaluation of full-time/project teachers at the Office of Physical Education and each teaching center. The faculty evaluation of full-time/project researchers at all levels at each research center will be executed per the Guidelines' regulations.

Article 9

Matters not covered by the Guidelines should be dealt with according to relevant regulations.

Article 10

The Guidelines were implemented upon approval of the Faculty Evaluation Committee of NCU and the University Affairs Committee of NCU. The same procedure applies to any revision to the Guidelines.