

教師評鑑辦法

中翻英

National Yunlin University of Science and Technology Faculty Evaluation Regulations

Original version passed by the 3rd University Affairs Meeting of the 2006 academic year on March 21, 2007.
Amendments to Articles 4, 5, 6, and 15 passed by the 2nd University Affairs Meeting of the 2008 academic year on April 29, 2009. (Implemented from the 2008 academic year onwards as approved by YunTech Personnel Office letter number 0980000144 issued on May 18, 2009.)
Amendments to Articles 1, 4, 5, 7, and 10 passed by the 2nd University Affairs Meeting of 2011 academic year on May 9, 2012. (Implemented from August 1, 2012 as approved by YunTech Personnel Office letter number 1010700332 issued on May 24, 2012.)
Amendment to Article 4 passed by the 1st University Affairs Meeting of the 2013 academic year on November 6, 2013. (Implemented immediately as approved by YunTech Personnel Office letter number 1020700639 issued on November 27, 2013.)
Amendments to Articles 3 and 4 passed by the 1st University Affairs Meeting of the 2020 academic year on December 9, 2022. (Implemented immediately as approved by YunTech Personnel Office letter number 1090700756 issued on December 14, 2020.)

~~The original regulations were approved at the third university affairs meeting of the 2006 academic year on March 21, 2007. Amendments to Articles 4, 5, 6, and 15 were approved at the second university affairs meeting of the 2008 academic year on April 29, 2009. (Implemented from the 2008 academic year onwards, as approved by Yuntech in a letter dated May 18, 2009, with reference number 0980000144.) Amendments to Articles 1, 4, 5, 7, and 10 were approved at the second university affairs meeting of the 2011 academic year on May 9, 2012. (Implemented from August 1, 2012, as approved by Yuntech in a letter dated May 24, 2012, with reference number 1010700332.) An amendment to Article 4 was approved at the first university affairs meeting of the 2013 academic year on November 6, 2013. (Implemented immediately, as approved by Yuntech in a letter dated November 27, 2013, with reference number 1020700639.) Amendments to Articles 3 and 4 were approved at the first university affairs meeting of the 2020 academic year on December 9, 2020. (Implemented immediately, as approved by Yuntech in a letter dated December 14, 2020, with reference number 1090700756.)~~

Article 1: To enhance the quality of teaching, research, and service at the National Yunlin University of Science and Technology (hereinafter referred to as "YunTech") and to maintain educational standards for sustainable development, these Regulations are established in accordance with Article 21 of the University Act. All teachers-faculty members at YunTech must accept evaluation in accordance with these Regulations and their Enforcement Rules, as stipulated in their contracts.

Article 2: The evaluation of ~~teachers-faculty members~~ at ~~Yuntech-YunTech~~ is divided into preliminary review, ~~re-review~~secondary review, and final review, which are conducted by the ~~Teacher-Faculty~~ Evaluation Committee at three levels.

Article 3: The content of the teacher evaluation at ~~Yuntech-YunTech~~ is divided into three categories: teaching performance, research and industry-academia collaboration performance, and service and guidance performance. Each category is primarily based on quantified points, and each category must have at least one point to pass the evaluation. Each department and college-level ~~Teacher-Faculty~~ Evaluation Committee must establish its own ~~teacher-faculty~~ evaluation standards, including evaluation items, standards, procedures, and ~~operation-process~~ schedules, and report to the superior ~~Teacher-Faculty~~ Evaluation Committee for record. The ~~key-points~~regulations of the ~~teacher-faculty~~ evaluation ~~operation~~ at ~~Yuntech-YunTech~~ are approved by the President upon the report of the Personnel Office.

Article 4: All full-time ~~teachers-faculty members~~ within the staffing of ~~Yuntech-YunTech~~ must accept evaluation in accordance with these Regulations. However, those who have been awarded the honor of "Permanent Exemption from Evaluation" or "Exemption from Evaluation for the Current Period" are exempt from evaluation. "Permanent Exemption from Evaluation" refers to ~~teachers-faculty members~~ who meet one of the following conditions:

- ~~1.~~ Elected as an academician of the ~~Central Research Institute~~Academia Sinica.
- ~~2.~~ Recipient of the Ministry of Education's Academic Award or National Chair ~~Professorship~~.
- ~~3.~~ Former President of ~~Yuntech-YunTech~~.
- ~~4.~~ Over sixty years old (excluding newly hired teachers).
- ~~5.~~ Recipient of the Ministry of Science and Technology's Outstanding Research Award at least once or has hosted a Ministry of Science and Technology subsidized research project (including Ministry of Science and Technology industry-academia collaboration projects) more than fifteen times.
- ~~6.~~ Has been granted "Exemption from Evaluation for the Current Period" a total of three times.
- ~~7.~~ Has received teaching, research, service awards from ~~Yuntech-YunTech~~ or other institutions, or has made significant achievements (such as international or national awards).

"Exemption from Evaluation for the Current Period" refers to ~~teachers-faculty members~~ who meet one of the following conditions:

- ~~1.~~ In the past three years, has served as the principal investigator of two or more

Ministry of Science and Technology subsidized research projects (including Ministry of Science and Technology industry-academia collaboration projects) that ~~include~~ had budgeted management fees.

_2. In the past three years, has served as the principal investigator of ~~Yuntech's~~ YunTech's research or industry-academia collaboration projects and has accumulated management fees of more than three hundred thousand ~~dollars~~NTD. If there are co-principal investigators or collaborative principal investigators for each project, the aforementioned "management fee" is calculated based on the amount allocated to the principal investigator.

_3. In the past three years, has served as the principal investigator of ~~Yuntech's~~ YunTech's research or industry-academia collaboration projects and has accumulated project research funds of more than six million ~~dollars~~NTD.

_4. Has served as an ~~Endowed Chair~~ Professor at a renowned university in Taiwan or abroad, as recognized by ~~Yuntech~~YunTech, or has been hired by ~~Yuntech~~ YunTech as an ~~Endowed Chair~~ Professor or Distinguished Chair Professor.

_5. Has received teaching, research, service awards from ~~Yuntech~~ YunTech or other institutions, or has made significant achievements.

The review standards for the "significant achievements" mentioned in the previous two items are established by each college's ~~Teacher-Faculty~~ Evaluation Committee. They are recognized ~~After~~ being reviewed and approved by the Review Committee formed by the school and the University ~~Teacher-Faculty~~ Evaluation Committee, ~~they are applied~~. The members of the "Review Committee" are recommended by each department's (institute's) ~~Teacher-Faculty~~ Evaluation Committee, selected by the ~~college's~~ College's ~~Teacher-Faculty~~ Evaluation Committee, and then approved by the University ~~Teacher-Faculty~~ Evaluation Committee before being appointed by the President.

Article 5: Full-time ~~teachers~~ faculty members at all levels of ~~Yuntech~~ YunTech should be evaluated once every three academic years, but they can apply for permanent exemption from evaluation every year. If the result of any evaluation does not meet the passing standard, a "re-evaluation" can be applied for the following year. If the "re-evaluation" is passed, the number of years for evaluation is calculated from the following academic year. The calculation of the number of years for evaluation may exclude the periods of leave without pay and secondment, but it should be based on the wishes of the evaluated teacher. If there is any doubt about the calculation of the number of years for evaluation, it should be interpreted by the Personnel Office. The methods for counting ~~tallying~~ the teaching, research, industry-academia collaboration, and guidance and service performance during the periods of leave

without pay, secondment, and professor's research leave are established by the ~~teacher-faculty~~ evaluation standards of each college.

Article 6: The resolutions made by the department (institute) level ~~Teacher-Faculty~~ Evaluation Committee should be sent to the college and university level ~~Teacher-Faculty~~ Evaluation Committees for review in sequence. The resolution of the university level ~~Teacher-Faculty~~ Evaluation Committee is the final resolution, which takes effect immediately after being approved by the President. If the resolutions made by each level of the ~~Teacher-Faculty~~ Evaluation Committee are not in favor of the party concerned, the reasons should be clearly stated in writing and delivered to the party concerned, and the party concerned should be informed that if they do not accept the decision, they should seek relief in accordance with the procedures stipulated in Article 12 of this Act within 30 days from the date of receiving the decision of each level of the ~~Teacher-Faculty~~ Evaluation Committee. Each college and department (institute) should establish appropriate and reasonable assistance mechanisms for ~~teachers-faculty members~~ whose evaluation results do not meet the passing standards.

Article 7: The rewards and punishments for teacher evaluation are as follows:

1. Those with excellent evaluation results may be given incentive ~~money~~ from the five self-raised income items of ~~Yuntech's~~ YunTech's university affairs fund. The standards for determining excellence and the amount of incentive ~~money~~ are proposed by the Personnel Office and approved by the President.
2. Those who do not pass the evaluation may not apply for promotion or research leave, may not receive a salary increase in the following academic year, and may not be seconded, hold concurrent positions or teach concurrently outside of the school, may not delay retirement or serve as members of the ~~Teacher-Faculty~~ Evaluation Committee at all levels within the school or administrative supervisors.
3. Those who pass the re-evaluation may resume their rights to salary increase and to hold concurrent positions and teaching outside of the school from the following academic year. The recovery of other rights listed in the previous item should comply with their relevant regulations.

Article 8: Full-time ~~teachers-faculty members~~ who still do not meet the passing standards after two consecutive evaluations are presumed to be unfit. After confirmation by the three-level ~~Teacher-Faculty~~ Evaluation Committee, they will ~~be handled~~ undergo processes in accordance with relevant regulations.

Article 9: ~~Each~~ After evaluation of each level of the ~~Teacher-Faculty~~ Evaluation Committee, ~~after each evaluation~~, if they find ~~teachers-faculty members~~ with particularly excellent performance, should ~~recommend-suggest them to~~ their affiliated units to ~~be recommended~~ ~~ed them~~ to the "Excellent Teacher", "Outstanding Public Education Personnel", "Research Excellence Award" acceptance units of ~~Yuntech-YunTech~~ for the selection of outstanding teachers. Each college and department (institute) can also set up additional reward measures based on the evaluation results.

Article 10: Those who are unable to submit due to being on paid leave or leave without pay during the current year will be postponed until they return to serve at the school. ~~Teachers-Faculty members~~ who are ~~due to experiencing~~ childbirth, child-rearing, or major changes can submit proof and apply for postponement after being sequentially signed and approved by their affiliated department (institute), college, and school.

Article 11: If a member of the ~~Teacher-Faculty~~ Evaluation Committee is the evaluated party, they should avoid discussions and decisions related to their own evaluation. Each meeting must be attended by more than two-thirds of the members to be convened, and a resolution can only be made with the consent of more than half of the attending members.

Article 12: ~~Teachers-Faculty members~~ who are evaluated and do not accept the preliminary review results may submit a written appeal to the college ~~Teacher-Faculty~~ Evaluation Committee; those who do not accept the ~~secondary re-~~ review results may submit a written appeal to the ~~university-University~~ ~~Teacher-Faculty~~ Evaluation Committee; those who do not accept the appeal results may submit a written appeal to the ~~university-University~~ ~~Teacher-Faculty~~ Appeal Review Committee.

Article 13: The evaluation of full-time professional technical personnel engaged in teaching is handled in accordance with the provisions of these Regulations. The evaluation of research personnel at all levels of each research center is handled by their affiliated first-level units in accordance with the provisions of these Regulations. For ~~teachers-faculty members~~ who do not belong to a college, their evaluation methods, evaluation groups, and evaluation operations are handled by the Office of Academic Affairs in accordance with the college.

Article 14: If there are any matters not covered by these Regulations, they shall be

handled in accordance with other relevant regulations of [YuntechYunTech](#).

Article 15: These Regulations are implemented after being approved by the university affairs meeting and submitted to the President for approval. The same applies to amendments.