教師評鑑研究分流架構
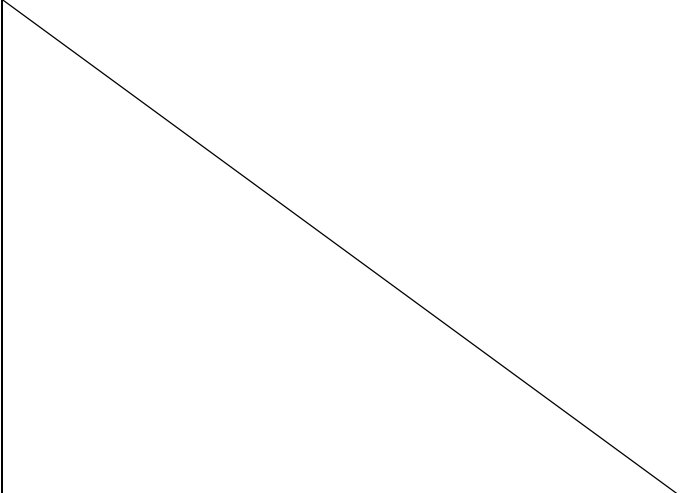
Faculty Evaluation Research Tracks Framework

一般型教師 General Faculty Member	教學型教師（申請制） Teaching Track Faculty Member (Through Application)	研究型教師（申請制） Research Track Faculty Member (Through Application)
1. 授課時數：合於基本授課時數之規範 Teaching hours: Meet the standards of basic teaching hours	1. 授課時數：加授 4 小時 Teaching hours: 4 additional teaching hours	1. 授課時數：減授 3 小時 Teaching hours: 3-Hour Course Reduction
2. 評鑑期程： 教學、輔導與服務每滿一年 **研究每滿三年(不分職級)** **Evaluation Schedule:** **Have served in teaching, counseling and service for one year** **Every three years of conducting research (regardless of rank)**	2. 評鑑期程： 教學、輔導與服務每滿一年 **Evaluation Schedule:** **Every year of teaching, counseling and service**	2. 評鑑期程： 教學、輔導與服務每滿一年 **研究每滿三年檢核** **Evaluation Schedule:** **Have served in teaching, counseling and service for one year** **Checked for reaffirmation every three years of conducting research**
3. 評鑑項目與權重： 教學 30-40%、研究 30-40%、 輔導與服務 20-30% **Evaluation Items & Weighting Percentages:** **Teaching 30-40%, Research 30-40%, Counseling and Service 20-30%**	3. 評鑑項目與權重： 教學 70%、輔導與服務 30% **Evaluation Items & Weighting Percentages:** **Teaching 70%, Counseling and Service 30%**	3. 評鑑項目與權重： 教學 30%、**研究 50%**、 輔導與服務 20% **Evaluation Items & Weighting Percentages:** **Teaching 30%, Research 50%, Counseling and Service 20%**

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4. 評鑑標準： 教學、研究、輔導與服務項目單項成績及加權平均成績註均達 70 分(含)以上為通過 Assessment Standards: The points for Teaching, Research, Counseling and Service, and average Weighting Percentage (note) must all be equal to or greater than 70 points 註　加權平均成績＝教學加權分數＋研究加權分數＋輔導與服務加權分數，滿分為 100 分(各單項原始分數以 100 分為上限) Note: The average weighting percentage= Weighted Points of Teaching + Weighted Points of Research + Weighted Points of Counseling and Service, for a total of 100 points (The total score of each single item shall not exceed 100 points.)	4. 評鑑標準： 教學、輔導與服務項目單項成績及加權平均成績均達 70 分(含)以上為通過 Assessment Standards: The points for Teaching, Counseling and Service, and average Weighting Percentage must all be equal to or greater than 70 points	4. 評鑑標準：Assessment Standards: • 教學、輔導與服務項目單項成績及加權平均成績均達 70 分(含)以上為通過 The points for Teaching, Counseling and Service, and average Weighting Percentage must all be equal to or greater than 70 points • 研究檢核：三年 SCIE、SSCI、AHCI、EI(限 2 篇)至少 5 篇且科技部研究計畫或產學案(50 萬元以上）至少 3 件 Research Assessment: At least 5 papers published in SCIE, SSCI, AHCI, EI (limited to 2 papers) in three years, or at least 3 MOST grants or Academia-Industry projects (of more than NTD 500,000) 篇數認列標準：Paper Accepted Standards i. 期刊至少 3 篇須為第一作者或通訊作者且 1 篇僅能被一位教師採計

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		Served as the 1st author or corresponding author for at least 3 papers published in periodicals, and only 1 faculty member can use a joint paper to apply ii. 科技部研究計畫或產學案僅採計主持人 For MOST grants and Academia- Industry Programs, only the Principal Investigator is eligible.
5. 未通過之處理：Processing Non-Passes • 單項未通過：教學、研究、輔導與服務，任一單項成績未達 70 分，暫停各項權利(超鐘點、校外兼職兼課、提請升等、研究成果獎勵、留職留薪進修、休假研究、申請延長服務、擔任校內各級委員及行政主管) Non-Pass of Single Item: If the score for any of Teaching, Research, or Counseling and Service is less than 70 points, the faculty member's rights will be suspended (Extra hours payment,	5. 未通過之處理：Processing Non-Passes • 單項未通過：教學、輔導與服務，任一單項成績未達 70 分，暫停各項權利(超鐘點、校外兼職兼課、提請升等、研究成果獎勵、留職留薪進修、休假研究、申請延長服務、擔任校內各級委員及行政主管) Non-Pass of Single Item: If the score for any of Teaching, Research, or Counseling and Service is less than 70 points, the faculty member's rights will be suspended (Extra hours payment, Part-time positions at other institutions, Promotion, Research	5. 未通過之處理：Processing Non-Passes • 單項未通過：教學、研究、輔導與服務，任一單項成績未達 70 分，暫停各項權利(超鐘點、校外兼職兼課、提請升等、研究成果獎勵、留職留薪進修、休假研究、申請延長服務、擔任校內各級委員及行政主管) Non-Pass of Single Item: If the score for any of Teaching, Research, or Counseling and Service is less than 70 points, the faculty member's rights will be suspended (Extra

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Part-time positions at other institutions, Promotion, Research award, Paid leave of absence for further study, Sabbatical leave, Extension of service, Appointment to any level of Faculty Evaluation Committee or as administrator). • 總評未通過：加權平均成績未達 70 分，除暫停各項權利外，次一學年不予晉薪 Non-Pass of comprehensive evaluation: The weighted average score is less than 70, the faculty members will not only have their rights suspended but also not allowed to be promoted for the coming academic year.	award, Paid leave of absence for further study, Sabbatical leave, Extension of service, Appointment to any level of Faculty Evaluation Committee or as administrator). • 總評未通過：加權平均成績未達 70 分，除暫停各項權利外，次一學年不予晉薪 • Non-Pass of comprehensive evaluation: The weighted average score is less than 70, the faculty members will not only have their rights suspended but also not allowed to be promoted for the coming academic year.	hours payment, Part-time positions at other institutions, Promotion, Research award, Paid leave of absence for further study, Sabbatical leave, Extension of service, Appointment to any level of Faculty Evaluation Committee or as administrator). • **研究檢核未達標準依比例追回減授時數之鐘點費** **Those who do not meet the research standard must return the payment for course reduction hours based on the set ratio.**

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6. **輔導機制 Consultation Mechanism** 輔導二年後再評鑑，仍未通過，得再輔導一年再評鑑，如仍未通過提送各級教評會辦理不續聘或解聘之程序。 Faculty members who do not pass the re-evaluation of an evaluation item after a 2-year consultation should receive another year of consultation. After the consultation, a second re-evaluation should proceed. If faculty members fail the second re-evaluation, this will be reported to all levels of Faculty Hiring and Promotion Committee for non-renewal of contract or dismissal.	6. 輔導機制 **Consultation Mechanism** 輔導後再評鑑，仍未通過，再輔導後再評鑑，如仍未通過提送各級教評會辦理不續聘或解聘之程序。 Faculty members who do not pass the re-evaluation of an evaluation item after consultation should receive another consultation. After the consultation, a second re-evaluation should proceed. If faculty members fail the second re-evaluation, this will be reported to all levels of Faculty Hiring and Promotion Committee for non-renewal of contract or dismissal.	6. 輔導機制 **Consultation Mechanism** (轉換為一般型教師) (Will be return to being a General Faculty Member)
	7. 人數：Quota **各學院自訂上限比例(不超過 10%)，如有特殊需求，需經簽請校長同意** **註：英語教學中心不在此限** Each School can set up the maximum ratio (less than 10%), for any special need, please report to the President for approval. Note: English Language Center is not	7. 人數：Quota **各學院自訂上限比例(不超過 10%)，如有特殊需求，需經簽請校長同意** Each School can set up the maximum ratio (less than 10%), for any special need, please report to the President for approval.

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	restricted in this regard.	
	8. 申請期間： 每學年度第二學期(2 月底前) Application period: 2nd semester of each academic year (before the end of February)	8. 申請期間： 每學年度第二學期(2 月底前) Application period: 2nd semester of each academic year (before the end of February)
	9. 申請資格： 有意願之教師，教師評鑑之「教學」單項成績需為全系前百分之五十且高於 80 分(含)以上 **註：舊制教學型講師不在此限** Qualification: The score of Teaching for Faculty Evaluation must in the top 50% of the Department and be equal to or higher than 80 points. Note: Teaching-based Instructors in the old system are not restricted in this regard.	9. 申請資格：**Qualification:** (1) 前三學年度符合 SCIE、SSCI、AHCI、EI(限 1 篇)至少 3 篇且科技部研究計畫或產學案(50 萬元以上）至少 2 件 At least 3 papers published in SCIE, SSCI, AHCI, EI (limited to 1 paper) in three academic years, and at least 2 MOST grants or Academic-Industry Programs (more than NTD 500,000) 篇數認列標準：Paper Acceptance Standards iii. 期刊至少 3 篇須為第一作者或通訊作者且 1 篇僅能被一位教師採計 Served as the 1st author or corresponding author for at least 3 papers published in periodicals and only 1 faculty member can

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		use the same paper iv. 科技部研究計畫或產學案僅採計主持人 Only the Principal Investigator of MOST grants or Academic-Industry programs is eligible. (2) 教師評鑑任一單項成績未低於 80 分(含)之教師 The score of each Faculty Evaluation item should not be lower than 80 points
	10. 實施期間： 自次學年度起加授鐘點 Implementation Period: The additional teaching hours will be implemented from the next academic year.	10. 實施期間： 自次學年度起減授鐘點，期間為三學年。 Implementation Period: The course reduction hours will be implemented from the next academic year for three academic years.
	11. 申請程序： 需經三級三審通過 Application Procedure: Passes the three-level review	11. 申請程序： 需經三級三審通過 （不可以減授之鐘點為由提請增聘專任教師） Application Procedure: Passes the three-level review (No additional full-time faculty members

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		may be hired to cover the course reduction hours)
	12.備註： 如要轉換為一般型教師，需提出前三學年度之研究成果，經三級三審通過後始得轉換。 Note: In order to change tracks to become a General Faculty Member, the previous three years of research results must be presented and the application must be approved at three levels before the change is effective.	12.備註： 如未於申請期間內提出申請，將逕行轉換為一般型教師。 Note: If an application is not filed during the application period, the individual will be return to being a General Faculty Member.