

# 國立中興大學理學院教師評鑑辦法

Faculty Evaluation Regulations of the College of Science, NCHU

112 年 6 月 13 日 111 學年度第 2 次院務會議修正通過(第 2 條)

Amended on June 13, 2023, during the 2nd College Affairs Meeting of the 2022 Academic Year (Article 2)

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## 第一條

### Article 1

國立中興大學理學院（以下簡稱本院）為提升教師教學、研究、與服務之績效，依據本校教師評鑑準則訂定本評鑑辦法。

The National Chung Hsing University College of Science (hereinafter referred to as "the College") establishes these evaluation guidelines to enhance faculty performance in teaching, research, and service, in accordance with the University's Faculty Evaluation Guidelines.

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## 第二條

### Article 2

凡本院專任教授、副教授、助理教授、講師(以下簡稱教師)及八十六年三月十九日前取得教師證書之助教(以下簡稱舊制助教)均應依照本辦法接受評鑑。但有下列情形之一者，得免接受評鑑：

All full-time professors, associate professors, assistant professors, lecturers (hereinafter referred to as "faculty members"), and teaching assistants who obtained their teaching certification before March 19, 1997 (hereinafter referred to as "Old System Teaching Assistants"), must undergo evaluation in accordance with these guidelines. However, individuals meeting any of the following criteria are exempt from evaluation:

1. 年滿六十歲者。  
Individuals aged 60 or above.
2. 曾獲選為國家學術研究院院士者。  
Recipients of the title of Academician from the Academia Sinica.
3. 曾獲頒教育部學術獎、教育部特優教師獎，或更高之國內外榮譽，經校教師評審委員會認定者。  
Recipients of the Ministry of Education Academic Award, the Ministry of

Education Outstanding Teacher Award, or higher domestic or international honors recognized by the University Faculty Evaluation Committee.

4. 曾擔任國內外著名學術講座之教授者。

Individuals who have served as professors in renowned academic lectureships domestically or internationally.

5. 曾獲頒國家科學及技術委員會傑出研究獎者。

Recipients of the Outstanding Research Award from the National Science and Technology Council.

6. 依本校特聘教授設置辦法規定獲終身特聘教授榮銜者。

Individuals awarded the title of Lifetime Distinguished Professor in accordance with the University's Distinguished Professor Regulations.

7. 本校講座教授、特聘教授自獲頒年起算五年內者。

University Lectureship Professors or Distinguished Professors within five years of receiving their title.

8. 曾獲國家科學及技術委員會甲種研究獎或國家科學及技術委員會專題研究計畫（含產學合作計畫）研究主持人費合計十次以上者(採計至評鑑當學年度止)。又計畫執行期限須達一年以上始予採計，且一年至多採計一次。

Individuals who have received Type A Research Awards or served as principal investigators for ten or more research projects (including industry-academia collaboration projects) funded by the National Science and Technology Council, as of the evaluation academic year. Only projects with durations of one year or more are eligible for consideration, with a maximum of one project counted per year.

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### 第三條

#### Article 3

本院各級專任教師及舊制助教每五年應接受一次評鑑，新聘教師於到校滿三年開始接受評鑑。任何一次評鑑結果未達通過標準者，下一年均應接受「再評鑑」。「再評鑑」仍未達通過標準者，下一年應繼續接受再評鑑，並以二次為原則。通過評鑑(再評鑑)者，每隔五年再接受評鑑。

All full-time faculty members and Old System Teaching Assistants in the College must undergo evaluation every five years. Newly hired faculty members are subject to evaluation after completing three years at the College. If any evaluation fails to meet the passing standards, the individual must undergo a "re-evaluation" the following year. If the "re-evaluation" also fails to meet the passing standards, another re-evaluation will be

conducted the next year, with a maximum of two re-evaluations. Faculty members who pass an evaluation or re-evaluation will undergo evaluations every five years thereafter.

教師及舊制助教經二次「再評鑑」仍未達通過標準者，應不予續聘。新聘講師、助理教授、副教授應依下列所定之期限內完成升等，但依本校進用專案計畫教學人員及研究人員聘任辦法第十三條第二項規定聘任者不在此限：

Faculty members and old-system teaching assistants shall be subject to non-renewal of appointment after failing the re-evaluation twice. Except for those appointed under Article 13, Paragraph 2 of the University's Regulations Governing the Appointment of Project Teachers and Researchers, all newly appointed lecturers, assistant professors, and associate professors must obtain a promotion by the following deadlines:

1. 民國九十一年五月十日本校訂定教師評鑑準則前聘任之講師與助理教授不受限期升等之規範。

Lecturers and assistant professors appointed prior to the formulation of the University's Faculty Evaluation Guidelines on May 10, 2002 shall be exempt from deadlines for promotion.

2. 民國九十一年五月十一日起至民國九十四年五月十三日止聘任之講師與助理教授，超過十年未能升等且經二次「再評鑑」仍未達標準者，不予續聘。

Lecturers and assistant professors appointed on or between May 11, 2002 and May 13, 2005 who are unable to obtain two promotions within 10 years AND who fail two re-evaluations consecutively shall be subject to non-renewal of appointment.

3. 民國九十四年五月十四日起至民國一百零三年一月三十一日止聘任之講師與助理教授超過八年未升等或經二次「再評鑑」仍未達標準者，不予續聘。

Lecturers and assistant professors appointed on or between May 14, 2005 and January 31, 2014 who are unable to obtain a promotion within eight years OR who fail two re-evaluations consecutively shall be subject to non-renewal of appointment.

4. 民國一百零三年二月一日起聘任之講師、助理教授及副教授，須於六年內申請升等並獲審查通過，未通過者，不予晉薪。第七年期滿仍未獲升等審查通過者不予續聘。

Lecturers, assistant professors, and associate professors appointed on or after February 1, 2014 who fail to obtain a promotion within six years shall be ineligible for a pay raise. Those who still fail to obtain a promotion by the seventh year shall be subject to non-renewal of appointment.

前項規定採學年制，未於八月應聘之學年，不計入升等年限計算，符合前項第二款至第四款者，提經各級教師評審委員會委員三分之二以上出席及出席委員三分之二以上之審議通過，於聘約期滿不予續聘，依行政程序報請教育部核准；教師限期升等已屆，除第二款通過評鑑或再評鑑者外，聘約期滿前不得提出升等之申請。

The above time limits follow the academic year system. If the faculty member is not appointed in August, the non-standard academic year is excluded from the calculation of the promotion deadline. Faculty falling under the second to fourth items above must obtain approval from two-thirds of the members present at each level of the Faculty Review Committee, with two-thirds of those present required to approve non-renewal upon the expiration of the contract. Approval must be submitted to the Ministry of Education following administrative procedures. Faculty whose promotion deadlines have expired, except those who pass evaluations or re-evaluations under item 2, may not apply for promotion before the contract expiration.

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新聘講師、助理教授、副教授未依第二項第三款及第四款所定之期限內完成升等者，除不予續聘外，教師尚得依第五項申請延長限期升等年限或依本校進用專案計畫教學人員及研究人員聘任辦法第十三條規定申請轉任專案教師。

Instead of facing non-renewal of appointment, any newly appointed lecturers, assistant professors, and associate professors who are unable to obtain a promotion under Paragraph 2, Subparagraphs 3 and 4 herein may request an extension of the promotion deadline in accordance with Paragraph 5 herein or apply for a change of appointment to the position of project teacher pursuant to Article 13 of the University's Regulations Governing the Appointment of Project Teachers and Researchers.

本條第二項年資之計算，教師因有下列情事之一者，得申請延長升等年限，並提經各級教師評審委員會審議通過：

Faculty members who experience any of the following circumstances during the review period may be granted an extension of the promotion deadline as described in Paragraph 2 herein with the approval of the competent faculty evaluation committee:

1. 因懷孕、生產、申請育嬰留職停薪、領有全民健康保險重大傷病卡或遭遇重大變故者，每次以延長二年為限，其中以重大傷病或遭遇重大變故申請者，同一事由以一次為限，並應檢附足資佐證之資料及升等輔導計畫書，計畫書應載明延長升等年限期間之升等規劃。

A two-year extension may be granted to faculty members who have been pregnant, given birth, or been on unpaid maternity leave, or who hold a certificate of major

illness or injury or who have encountered a major accident during the review period. Faculty members may only request an extension once for each major illness or injury. To receive an extension, faculty members must submit a promotion proposal and the relevant supporting documents. The proposal shall clearly indicate the faculty member's plans during the extension period.

2. 因配偶有懷孕、生產者，每次至多延長一年。

A one-year extension may be granted to faculty members whose spouse has been pregnant or given birth during the review period.

3. 因借調至政府機關、公立研究機構、公營事業機構或政府捐助之財團法人者，延長年限等同借調年限，惟延長後之升等年限期滿日與該學期結束日不同時，得以該學期結束日為升等年限期滿日。

Faculty members who are seconded to a government agency, public research institute, state-owned enterprise, or government-funded foundation may be granted an extension of the same duration as their period of secondment. However, if the last day of the secondment falls within a semester, the extension shall only be effective until the end of that semester.

教師因休假研究、出國進修研究、留職停薪、領有全民健康保險重大傷病卡、育兒、突遭重大變故或有前項事實者，得檢具證明依行政程序簽請同意延後辦理評鑑或再評鑑。

Faculty members who are on sabbatical, abroad for further studies, or on unpaid leave, or who hold a certificate of major illness or injury, are caring for a toddler, encounter a major accident, or experience any of the circumstances described in the preceding paragraph may present the relevant proof to request a deferred (re-)evaluation in accordance with internal administrative procedures.

受評鑑教師有下列情事之一者，應列為輔導對象：

Under any of the following circumstances, faculty members under evaluation shall be placed under supervision:

1. 已達第二項第二款至第四款規定升等年限之三分之二者。

The faculty member is more than two thirds into their mandatory promotion period, as described under Paragraph 2, Subparagraphs 2 through 4 herein.

2. 評鑑結果雖達本院通過標準，惟如有教學績效、研究績效及服務績效等項目中，其中任一單項評鑑成績未達本辦法第五條第三項最低通過標準者。

The faculty member received a passing score from the college, but their teaching, research, or service grade falls below the passing threshold described in Article 5, Paragraph 3 herein.

未依規定接受評鑑者，視同當年度未通過評鑑。

Faculty members who fail to undergo evaluations as required will be deemed to have failed the evaluation for that academic year.

各系所應要求前項受評教師提改善計畫，並送本院追蹤輔導。

Departments must require the above-mentioned faculty members to submit improvement plans, which will be forwarded to the College for follow-up and guidance.

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## 第四條

### Article 4

本院應於每學年開始時，組成教師評鑑小組，負責該學年度院內教師之評鑑工作。小組成員八人，其組成方式及委員任期如下：

At the beginning of each academic year, the College shall form a Faculty Evaluation Committee to oversee the evaluation of faculty members for that year. The committee consists of eight members, with the composition and terms outlined as follows:

1. 院長為當然委員兼召集人。

The Dean serves as an ex officio member and the convener of the committee.

2. 選任委員三人，由本院全體教師投票，依化學、數學(應用數學系、統計學研究所及資料科學與資訊計算研究所)及物理(物理學系及奈米科學研究所)等領域各選出委員一名。任期一年，連選得連任一次，候選人資格需符合本院教師評審委員會委員之資格規定。

Three elected members are chosen through a vote by all faculty members of the College. One representative is elected from each of the following fields:

Chemistry, Mathematics (including the Department of Applied Mathematics, Graduate Institute of Statistics, and Graduate Institute of Data Science and Information Computing), and Physics (including the Department of Physics and Graduate Institute of Nanoscience). Members serve a one-year term and may be re-elected once. Candidates must meet the eligibility criteria for membership in the College Faculty Review Committee.

3. 校外委員至少應有二分之一，院長得推薦一名，餘由各領域推薦。院長就各領域推薦名單中，各領域至少一名聘任之。

At least half of the committee members must be external members. The Dean may nominate one external member, while the remaining external members are nominated by each field. The Dean appoints at least one external member from the list of nominees for each field.

4. 受評鑑教師不足十人或其他特殊狀況，本院得另訂評鑑時程，依行政程序報請校長核定後實施。

If there are fewer than ten faculty members to be evaluated or under other special circumstances, the College may establish an alternative evaluation schedule. This schedule must be submitted for approval by the President of the University through administrative procedures.

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## 第五條

### Article 5

教師評鑑之內容分教學績效、研究績效、服務績效等三大部分。每位教師須依本院教師評鑑評分表選擇各單項比例接受評鑑。

The faculty evaluation consists of three main categories: teaching performance, research performance, and service performance. Each faculty member must select the proportional weights for each category based on the College Faculty Evaluation Score Form for their evaluation.

舊制助教評鑑之內容分協助教學與研究及行政服務績效等三大部分。由系所主任依該助教工作性質於舊制助教評鑑評分表做各項配分。

The evaluation of "Old System Teaching Assistants" is divided into three categories: teaching assistance, research assistance, and administrative service performance. The department chair assigns proportional weights for each category on the Evaluation Score Form for Old System Teaching Assistants based on the nature of their work.

評鑑總分及單項評鑑項目之通過標準最低均應達七十分以上。

The overall evaluation score and the minimum passing score for each category must be at least 70 points.

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## 第六條

### Article 6

本院應於每年二月底前通知各系所提出應受評鑑之教師及舊制助教名單。各系所並於三月底前備妥受評教師及舊制助教資料，並附必要之佐證資料，送院辦理。院應於五月底以前完成所有評鑑工作，並將評鑑結果通知各系所、受評教師及舊制助教。

The College shall notify each department to submit the list of faculty members and Old System Teaching Assistants to be evaluated by the end of February each year. Departments must prepare and submit the evaluation materials for faculty members and teaching assistants, along with necessary supporting documents, by the end of March. The College must complete all evaluations by the end of May and notify departments, evaluated faculty members, and teaching assistants of the results.

1. 評鑑會議應由全體委員三分之二以上出席始得開議。  
Evaluation meetings require the attendance of at least two-thirds of all committee members to proceed.
2. 委員應迴避與自身評鑑有關之評分。  
Committee members must recuse themselves from scoring evaluations related to themselves.
3. 出席委員二分之一以上評分未達七十分以上始為不通過。  
An evaluation is deemed unsuccessful if more than half of the attending committee members assign scores below 70 points.

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## 第七條

### Article 7

教師評鑑小組依評鑑結果，對教學或研究績效特別優良之教師，建請各系所推薦申請本校相關獎項。

Based on evaluation results, the Faculty Evaluation Committee shall recommend faculty members with outstanding teaching or research performance to their respective departments for nomination for relevant university awards.

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## 第八條

### Article 8

第一次未通過評鑑教師及舊制助教，應於六月三十日前向所屬系所提出改善計畫。系所應做適當協助與輔導，必要時得依行政程序簽請相關單位協助之，一年後應接受「再評鑑」。

Faculty members and Old System Teaching Assistants who fail their initial evaluation must submit an improvement plan to their respective departments by June 30. Departments



shall provide appropriate support and guidance and, if necessary, request assistance from relevant units through administrative procedures. A re-evaluation shall be conducted after one year.

教師及舊制助教接受任何一次「再評鑑」之結果，如果仍然未達通過之標準，除了應繼續接受「再評鑑」之外，各系（所）應要求該教師及舊制助教再提改善計畫並做適當之輔導。必要時，得請相關單位協助之。

If a faculty member or Old System Teaching Assistant fails any re-evaluation, they must continue to undergo re-evaluations. Departments shall require them to submit another improvement plan and provide appropriate guidance. Assistance from relevant units may be sought if necessary.

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## 第九條

### Article 9

教師及舊制助教接受任何一次「再評鑑」仍未達通過之標準者，院評鑑小組應儘速提院教師評審委員會審議後提校教師評審委員會，針對未能通過之原因，議決適當之處理方式。

If a faculty member or Old System Teaching Assistant fails any re-evaluation, the College Evaluation Committee shall promptly refer the matter to the College Faculty Review Committee, which will then escalate it to the University Faculty Review Committee. These committees shall decide on appropriate measures based on the reasons for the failure.

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## 第十條

### Article 10

受評教師及舊制助教對評鑑結果有異議者，得於接獲通知三十日內，以書面檢附具體證據，依本校教師申訴評議委員會組織及評議要點規定提起申訴。

Faculty members who wish to dispute the evaluation results may file an appeal in writing and submit the necessary supporting documents for review within 30 days of receiving the written notification in accordance with the University's Guidelines for the Organization of the Faculty Appeal Committee and Its Review Procedures.

申訴人不服本校教師申訴評議委員會之評議者，得向教育部中央教師申訴評議委員會提出再申訴。

Appellants who wish to dispute the results of an appeal may file a further appeal with the Ministry of Education's Central Committee for Teacher Appeals.

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## 第十一條

### Article 11

本院各系(所)在當年度院教師及舊制助教評鑑日期之前，得以辦理該系(所)之教師及舊制助教評鑑。系(所)若辦理教師及舊制助教評鑑，其辦法由各系(所)自訂。對於系(所)教師及舊制助教評鑑未獲通過者，本院認定其院教師評鑑結果為不通過。

Departments within the College may conduct their own faculty and Old System Teaching Assistant evaluations before the scheduled College evaluation date for that academic year. Each department shall establish its own evaluation procedures. If a faculty member or Old System Teaching Assistant fails the departmental evaluation, the College shall recognize their College evaluation result as failed.

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## 第十二條

### Article 12

本院專任教授（含講座與特聘教授）、副教授、助理教授、講師、研究人員及舊制助教如有下列各項情事，應列入評鑑指標：

Full-time professors (including chair professors and distinguished professors), associate professors, assistant professors, lecturers, research fellows, and old-system teaching assistants who are found to have engaged in any of the following acts shall have the fact considered in the evaluation:

1. 未透過學校行政作業許可程序逕與各機關訂約接受委託研究或以兼任各專業學會職務，以學會名義接受委辦計畫，未由學校具名簽訂合約者。  
Having directly signed a research project contract with a government agency, accepted a full-time or part-time position at an academic association, or undertaken a research project under the auspices of an academic association without going through the necessary internal administrative and contract signing procedures of the University.

2. 涉嫌詐領研究費經法院一審判決有罪。  
Having been found guilty of fraudulent use of research funds by a court of first instance.
  3. 辦理採購案件疏失遭審計單位調查確有違法失職情事。  
Having been found to be in violation of procurement regulations by an auditing agency.
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### 第十三條

#### Article 13

本辦法若有未盡事宜，悉依本校相關規定辦理。

Matters unaddressed herein shall be subject to other applicable regulations of the University.

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### 第十四條

#### Article 14

本辦法經院務會議通過送校核備後施行，修訂時亦同。

These regulations shall take effect upon approval by the College Affairs Meeting and subsequent University ratification. Amendments shall follow the same procedure.

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