

# 國立成功大學教師評量要點

## NCKU Directions for Faculty Evaluation

91年12月25日 91學年度第2次校務會議通過  
Approved by the 2nd meeting of the University Affairs Council in the 2002-2003 academic year on Dec. 25, 2002

92年06月11日 91學年度第5次校務會議修訂通過  
Revised and approved by the 5th meeting of the University Affairs Council in the 2002-03 academic year on June 11, 2003

95年11月01日 95學年度第1次校務會議延會修訂通過  
Revised and approved by the 1st meeting of the University Affairs Council in the 2006-07 academic year on Nov. 1, 2006

96年06月27日 95學年度第4次校務會議修訂通過  
Revised and approved by the 4th meeting of the University Affairs Council in the 2006-07 academic year on June 27, 2007

97年12月31日 97學年度第2次校務會議修訂通過  
Revised and approved by the 2nd meeting of the University Affairs Council in the 2008-09 academic year on Dec. 31, 2008

100年07月07日 99學年度第5次校務會議延會修訂通過  
Revised and approved by the 5th meeting of the University Affairs Council in the 2010-11 academic year on July 7, 2011

104年01月07日 103學年度第2次校務會議修正通過  
Revised and approved by the 2nd meeting of the University Affairs Council in the 2014-15 academic year on Jan. 7, 2015

107年06月13日 106學年度第4次校務會議修正通過  
Revised and approved by the 4th meeting of the University Affairs Council in the 2017-18 academic year on June 13, 2018

111年10月26日 111學年度第1次校務會議修正通過  
Revised and approved by the 1st meeting of the University Affairs Council in the 2022-23 academic year on October 26, 2023

一、國立成功大學（以下簡稱本校）為提昇本校教學、研究與服務品質，維持本校教育水準，特依大學法第二十一條及本校組織規程第三十三條規定，訂定本要點。

1. According to Article 21 of the University Act and Article 33 of the NCKU Organizational Charter, the NCKU Directions for Faculty Evaluation (hereinafter the Directions) are established by National Cheng Kung University (NCKU) to elevate its academic quality and educational level in terms of teaching, research and service.

二、本校專任教授、副教授、助理教授、講師及教學單位助教，每滿五年應接受一次評量。教授及副教授符合下列各款情形之一，經系（所）、院教師評審委員會（以下簡稱教評會）確認者，得免接受評量：

(一) 獲選為中央研究院院士者。

(二) 曾獲頒教育部學術獎或國家講座、本校講座及經本校認可之國內外著名大學講座教授者。

(三) 曾獲下列獎項或成效且累積分數達15分者：

1. 教學類：

(1) 教育部全國傑出通識教育教師獎，每次五分。

(2) 本校教學傑出獎，每次三分。

(3) 本校教學優良獎，每次一分。

(4) 教育部教學計畫主持人每件一分。

2. 研究類：

(1) 國家科學及技術委員會（以下簡稱國科會）傑出研究獎，每次五分。

(2) 甲（優）等研究獎，每次一點五分。

(3) 國科會研究計畫主持人每件一分。

3. 輔導及服務類：

(1) 本校輔導傑出獎，每次三分。

(2) 本校各學院輔導優良獎，每次一分。

(四)曾獲國內外著名學術獎、於學術上有卓越貢獻，或其他教學、研究、輔導及服務獎項或其成果具體卓著，經系（所）、院教評會認可者。

前款受評人當年度同時獲教育部教學計畫與科技部研究計畫補助者，至多以一件計之。

各級專任教師，於接受評量期間內符合下列情形之一，經系（所）、院教評會認可者，得免接受一次評量：

(一) 曾主持校外計畫累積達四件以上者。

(二) 曾獲教學優良獎、輔導優良獎累積達二次以上者。

2. All NCKU full-time faculty members, including full professors, associate professors, assistant professors, lecturers, and teaching assistant in academic units shall be subject to one faculty evaluation every five years since their employment or promotion to their current rank.

Full and associate professors who meet one of the following criteria, ratified by the faculty evaluation committees (FEC) at the levels of department/graduate institute and college, shall be exempted from faculty evaluation:

(I) Being selected as one of the Academicians of the Academia Sinica.

(II) Those who have received the Academic Award or the National Chair Professorship from the Ministry of Education, or chair professorship from NCKU or chair professorship from other prestigious domestic or international universities recognized by NCKU.

(III) Those who have received awards or who have made significant contributions, with an accumulation of 15 merit points, as follows:

1. Teaching:

(1) Five points scored each time as a recipient of the Distinguished Award for General Education Teachers.

(2) Three points scored each time as a recipient of the NCKU Outstanding Teaching Excellence Award.

(3) One point scored each time as a recipient of the NCKU Teaching Excellence Award.

(4) One point scored each time as a principal investigator of an MOE-granted teaching project.

2. Research:

(1) Five points scored each time as a recipient of the National Science and Technology Council(NSTC) Outstanding Research Award.

(2) One and half points scored each time as a recipient of the Grade-A (Excellent) Research Award.

(3) One point scored each time as a principal investigator of a NSTC-granted research project.

3. Student Counseling and Services:

(1) Three points scored each time as a recipient of the NCKU Outstanding Award for Student Counseling.

(2) One point scored each time as a recipient of the College Excellence Award for Student Counseling.

(IV) Those who have received domestic or/and international academic awards, made significant academic contributions, or received other awards for outstanding performance or

achievement in teaching, research, student counseling and services, as approved by the faculty evaluation committees at the levels of department/graduate institute and college.

In the case of those who received grants in the same year for both an MOE teaching project and a MOST research project, as defined in the preceding rules, a maximum of one project shall count into the calculation of merit points.

All full-time faculty members who meet one of the following criteria, ratified by the FECs at the levels of department/graduate institute and college, shall be exempted from faculty evaluation for the designated period:

- (I) Those who have received non-NCKU project grants more than four times as a principal investigator.
- (II) Those who have received the NCKU Teaching Excellence Award and the College Excellence Award for Student Counseling for more than two times.

三、教師之評量須經初審、複審評量通過者方為通過，初審通過者始得辦理複審。初審由各系（所）教評會辦理，複審由院教評會辦理。

初審與複審應就受評人之品德操守及教學、研究、輔導及服務實際情形，審慎考評。由受評人自選教學、研究、輔導及服務所占比率，其比率以教學（30–70%）、研究（30–70%）、輔導及服務（10–30%）為原則；教評會應依受評人自選比率進行評分。

前項受評成績，經教評會出席委員二分之一以上皆評定為 **70 分以上者**，為評量通過。

3. Any faculty evaluation cases shall go through a preliminary review and a secondary review. Those passing the preliminary review conducted by the FEC of the department/graduate institute shall be processed into the secondary review by the FEC of the affiliated college. Applicants shall be evaluated in terms of ethics, teaching, research, student counseling and services in the preliminary and secondary reviews. The applicant shall decide the evaluation criteria in percentage terms with a range of 30 to 70% for teaching, 30 to 70% for research, and 10 to 30% for student counseling and services, in a full scale of 100%. The FECs shall conduct evaluation based on the self-designated criteria. A grade of 70 or above received from each of more than half of the attending FEC members indicate that the applicant has passed the evaluation.

四、教師評量應綜合教學、研究、輔導及服務成效等予以客觀審慎之評量。教師在教學、研究、輔導及服務任一項目有特出之績效，應予以肯定。

各系（所）、院須分別訂定其教師評量要點，包括評量項目、標準及程序，並經校教評會核備後實施。各系（所）、院有更嚴格之規定者，從其規定。

教學單位 86 年 3 月 21 日前取得證書之助教，其評量準則由教務處會同人事室另訂之，提校教評會核備後實施。各系（所）應依據該準則訂定系（所）之評量項目、標準及程序，提經院教評會核備後實施。

4. Any faculty evaluation shall be conducted objectively in terms of teaching, research, and student counseling and services. Faculty members should be duly credited for their outstanding performance in any of the three evaluation items.

All departments/graduate institutes and colleges shall establish their directions for faculty evaluation specifying evaluation items, criteria and procedures, which shall be approved by the NCKU FEC before taking effect. Any regulations established by a department/graduate institute or college that are stricter than these Directions shall be adopted instead.

The rules for the evaluation of teaching assistants in any academic unit, each of whom should have a TA certificate issued by the MOE no later than March 21, 1997, shall be established jointly by the Office of Academic Affairs and the Personnel Office into a separate text, which shall be approved by the NCKU FEC. All these units shall follow the rules to establish their own criteria, which shall be approved by the affiliated college FEC before taking effect.

五、新聘教授及副教授依本校教師聘任辦法第五條規定，通過續聘者，視同通過第一次評量。新聘助理教授及講師依本校教師聘任辦法第五條規定，於規定年限內，不需接受評量。通過升等時，視同通過第一次評量。

5. Newly-employed full and associate professors who have passed the review for a second-term employment according to Article Five of NCKU Faculty Employment shall be considered to have completed their first faculty evaluation.

Newly-employed assistant professors and lecturers are not required to undergo any faculty evaluation during the designated maximum employment period according to Article Five of NCKU Faculty Employment. Those who have passed their promotion evaluation shall be considered to have completed their first faculty evaluation.

六、本校專任教師依本要點評量不通過者，於次一年起不予晉薪且不得申請休假研究、借調、在外兼職兼課。

評量不通過者，應敘明具體理由通知受評教師，並就其教學、研究、輔導與服務之方向及成果提出改善建議。由所屬學院協調系(所)給予適當協助與輔導，作成相關紀錄於每學年系(院)教評會備查，並於二年內進行再評量。

未通過評量之專任教師應於二年內進行再評量。再評量通過者，自次年起恢復晉薪，得申請休假研究、借調、在外兼職兼課；未於二年內進行再評量或再評量仍不通過者，則不予續聘。

6. Fulltime Faculty members who fail to pass faculty evaluation according to these Directions will not be eligible to receive a rise in salary or apply for sabbatical leave, temporary transfer or a part-time position off campus starting from the following year.

Applicants who failed the evaluation shall be notified of the specific reasons and recommendations for improvements in the three evaluation items. The applicant's college shall cooperate with the applicant's department to provide proper assistance or counseling, which shall be documented for reference in the meetings of their FECs every year.

Those failing to pass faculty evaluation shall be re-evaluated within the following two years. Those who pass the re-evaluation will be eligible to receive a rise in salary or apply for sabbatical leave, temporary transfer or a part-time position off campus starting from the

following year. Those failing to pass faculty evaluation shall not be employed should they fail to complete or pass a re-evaluation within the following two years.

- 七、凡最近一次評量不通過者不得提出升等；不得延長服務年限；且不得擔任各級教評會委員，如為現任委員者，由候補委員遞補之。
7. Any faculty members who failed the last evaluation are not eligible to apply for promotion, extend their maximum length of employment, or serve as a faculty evaluation committee member. An incumbent faculty evaluation committee member who failed the last evaluation shall be replaced with an alternate member.
- 八、本校教師接受評量時，須提出相關資料接受審查。未提出者，視為該年度未通過評量。但當年度因帶職帶薪或留職停薪其他情形，致不在校未能提出者，得俟返校服務後，順延辦理。
8. All NCKU faculty members subjected to be evaluated shall submit relevant documents and materials for evaluation. Those who fail to do so will be considered to have failed the faculty evaluation for the designated year. Those who fail to complete their submission due to their absence of leave from NCKU on a status of paid or unpaid employment shall complete their evaluation after their return to NCKU.
- 九、本校教師應接受評量年數之計算，不包括留職停薪，如出國講學或進修、育嬰、侍親及懷孕產假(每次以一年計)期間，但借調期間折半計算。通過升等教師，依其升等後職稱，自該學年度起算其應接受評量年數。對應接受評量年數之計算有疑義時由人事室解釋。
9. Calculation of years of service for faculty evaluation shall not include the period of unpaid employment, such as traveling abroad for lectures or advanced study, paternity/maternity leave, or caring for parents, or pregnancy leave (on a one-year basis). Half of the period of temporary transfer will be calculated into the length of service. Faculty members who are promoted to a higher rank shall calculate their length of service for evaluation starting from the academic year of promotion. Any ambiguities with regard to the calculation of the length of years for evaluation shall be settled by the Personnel Office.
- 十、教評會評審委員若為受評當事人，應迴避與自身評量有關之討論及議決。各次會議之召開均須達三分之二以上委員出席，始得開議。
10. Any FEC member subjected to be evaluated shall avoid any discussions or decisions concerning his/her evaluation. A meeting of the faculty evaluation committee at each level shall be convened with a quorum of two-thirds of committee members in attendance.
- 十一、各系級單位應於4月15日前完成初審送院辦理複審。各院級單位於5月15日前完成複審送教務處彙整簽請校長核定後公佈通過名單。
11. All departments shall complete the preliminary review of faculty evaluation by April 15. All

colleges shall complete the secondary review of faculty evaluation by May 15. The review results shall be forwarded to the Office of Academic Affairs, which shall compile the list of faculty members passing evaluation. Upon approval by the President, the list will be publicized.

十二、非屬學院之系(所)、體育室及一級中心(處、館)之教師評量，其初審比照系(所)辦理；複審除微奈米科技研究中心、計算機與網路中心分別由工學院、電機資訊學院教評會辦理外，餘由非屬學院教評會辦理。

12. Any non-college affiliated departments or graduate institutes, the Physical Education Office, and any university-level centers or units shall conduct their preliminary reviews of faculty evaluation applications in the same way as other general departments/graduate institutes. Faculty evaluation applications by applicants from the Center for Micro/Nano Science and Technology and the Computer and Network Center shall be submitted to the faculty evaluation committee of the College of Engineering and the FEC of the College of Electrical Engineering and Computer Science, respectively, for the secondary reviews. Other promotion applications shall be submitted to the non-college affiliated FEC for the secondary reviews.

十三、受評量教師對初審結果不服者，得向法院教評會提出書面申復；對複審結果不服者，得向校教評會提出書面申復。對申復結果不服者，得向校教師申訴評議委員會提出書面申訴。

13. Any failed applicants for evaluation who disagree with the results of the preliminary review may file a written appeal to the college FEC. Those who disagree with the results of the secondary review may file a written appeal to the NCKU FEC. Those who disagree with the results of the appeal to the university committee may file a written appeal to the NCKU Faculty Appeals Committee.

十四、編制內專任研究人員之評量比照教師辦理。其研究、服務所占比率，以研究(30-70%)、服務(30-70%)為原則。

14. Evaluation of fulltime research personnel on the NCKU regular payroll shall be conducted in the same way as that of faculty members. The evaluation criteria shall be established in principle with a range of 30 to 70% for research and 30 to 70% for services.

十五、本要點未盡事宜，悉依相關法規辦理。

15. Any matters that are not regulated in these Directions shall be administered according to relevant regulations.

十六、本要點經校務會議通過後實施，修正時亦同。107年6月13日修正通過條文，自107年11月1日起實施。

16. These Directions shall be approved by the University Affairs Council before taking effect. Any

amendments shall be processed accordingly. The latest Directions, revised and approved on June 13, 2018, shall take effect on November 1, 2018.

*These regulations were translated from the original Chinese. In the event of any discrepancies between the two versions, the Chinese always takes precedence.*