

Evaluation Indicators of Faculty Members for Department (College) of National Sun Yat-sen University

Approved at the 4th University Assembly of 2005 Academic Year, June 20, 2006

Amended and approved by the 2nd University Assembly of 2010 Academic Year, December 24, 2010

Amended and approved at the 3rd University Assembly of 2011 Academic Year, March 23, 2012

Amended and approved at the 2nd University Assembly of 2013 Academic Year, December 20, 2013

Amended and approved at the 2nd University Assembly of 2014 Academic Year, December 26, 2014

Amended and approved at the 4th University Assembly of 2016 Academic Year, June 3, 2016

Amended and approved at the 4th University Assembly of 2018 Academic Year, May 24, 2019

1. Teaching (Total score in 5 years is 100 points maximum)

A1. Teaching Honors (Maximum 10 points)			
Total Score (A1): = Points (The sum of total points of A11~A17)			
Section	Point	Score	Reviewed/Approved by faculty members and Department/College
A11. NSYSU Teaching Award of Excellence (formerly the Outstanding Teaching Award).	8 Points/each		
A12. NSYSU Best Teaching Faculty Members Award (formerly the Best Teaching Award).	3 Points/each		
A13. Outstanding Teaching Faculty Members Recommended by the College	2 Points/each		
A14. Outstanding Teaching Faculty Members Recommended by the Department	1 Points/each		
A15. Awarded for University-Level Best Teaching Course	1 Points/each course		
A16. Awarded by other teaching related honorary awards for the profession of teaching	Reviewed/Approved by Faculty Evaluation Committee of College in accordance with levels of scores from A11 through A15 (1-10 points).		/

Note #1: During one academic year, Faculty Members awarded by the followings shall not double-count the points. The awards are: NSYSU Teaching Award of Excellence (formerly the Outstanding Teaching Award), NSYSU Best Teaching Faculty Members Award (formerly the Best Teaching Award), Outstanding Teaching Faculty Members Recommended by the College, and Outstanding Faculty Members Recommended by the Department.

Note #2: For A14, should the Outstanding Teaching Faculty Recommended by Department be given during the evaluation data collection period, points for this category as listed above will be awarded to the recipient.

A2. Teaching Effectiveness (Maximum 70 points)

The sum (A2)=A12+A22= Points

Section	Points	Reviewed by Faculty Members and Department/ College
<p>1. Professors: $\Sigma_{10 \text{ semester}} \{ \text{total course hours per semester} \times 0.55 \times \max((\text{average score of Teaching Opinion Survey per semester} / \text{average score of Teaching Opinion Survey for College Faculty Members per semester}), 1) \times \max((\text{teaching equivalent per semester} / \text{average teaching equivalent of college Faculty Members per semester}), 1) \}$ °</p> <p>2. Associate Professors, Assistant Professors, Lecturers: $\Sigma_{10 \text{ semester}} \{ \text{total course hours per semester} \times 0.5 \times \max((\text{average score of Teaching Opinion Survey per semester} / \text{average score of Teaching Opinion Survey for College Faculty Members per semester}), 1) \times \max((\text{teaching equivalent per semester} / \text{average teaching equivalent of college Faculty Members per semester}), 1) \}$ °</p>	<p>A21= Points (Maximum 60 points)</p>	

Note#1 : A21 Calculation is based on NSYSU Regulations for Faculty Members Evaluations, starting from first 5 academic years (10 semesters) (Deduct leave from position retained with or without pay or long sick leave)

Note#2: Course hours are calculated based on NSYSU course lecturing hours (lecturing hours for on-the-job and executive master's program are not calculated). Faculty members who hold additional role shall count back the calculated hours (faculty's actual lecturing hours + additional role count-back=lecturing hours). Compensate hours shall be counted back to basic course hours counting of every job level.

Note#3: Minimum weight of Teaching Opinion Survey is 1; minimum weight of teaching equivalent is 1.

Note#4: On the calculation for $\max\left(\frac{\text{average score of Teaching Opinion Survey per semester}}{\text{average score of Teaching Opinion Survey for College Faculty Members per semester}}, 1\right) \times \max\left(\frac{\text{teaching equivalent per semester}}{\text{average teaching equivalent of college faculty members per semester}}, 1\right)$, the formula is designed to encourage faculty members with higher teaching equivalent score. Faculty members with lower teaching equivalent score shall be weighed with minimum 1, so to protect faculty members' rights. Calculation is stated as follows:

- 1) If the faculty member's average teaching equivalent is higher than average teaching equivalent score of the college (this means score of "teaching equivalent per semester/ average teaching equivalent of college faculty members per semester" is higher than 1), weighing point would be "teaching equivalent per semester/ average teaching equivalent of college faculty members per semester."
- 2) If the faculty member's average teaching equivalent is lower than average teaching equivalent score of the college (this means score of "teaching equivalent per semester/ average teaching equivalent of college faculty members per semester" is lower than 1), weighing point would be 1.

<p>A22 Important Sections on Teaching Promotion (A22=A22-1+A22-2+A22-3+A22-4+A22-5+A22-6+A22-7+A22-8+A22-9+A22-10+A22-11)</p>	<p>A22= Point (Maximum 30 points)</p>		
<p>Section</p>	<p>Point</p>	<p>Score</p>	<p>Reviewed by Faculty Members and Department/ College</p>
<p>A22-1 Mandatory Courses</p>	<p>1 point/per course, maximum 5 points. (Co-lectured by multiple Faculty Members; ratio is based on lecturer's agreement; Faculty Members who fail to reach ratio agreement shall base on average number of lecturers; total sum is 1 point/per course.</p>		
<p>A22-2 General Education Courses (including Cross-department course selecting, liberal arts and professional service learning courses)</p>	<p>1 point/per course, maximum 5 points. (Co-lectured by multiple Faculty Members; ratio is based on lecturer's agreement; Faculty members who fail to reach ratio agreement shall base on average number of lecturers; total sum is 1 point/per</p>		

	<p>course.</p> <p>Faculty members hired mainly by Si-Wan College: 0.5 point/per course (Co-lectured by multiple Faculty members; ratio is based on lecturer's agreement; Faculty members who fail to reach ratio agreement shall base on average number of lecturers; total sum is 0.5 point/per course.</p>		
A22-3 Courses Offered in English	<p>1 point/per course, maximum 5 points. (Co-lectured by multiple Faculty members; ratio is based on lecturer's agreement; Faculty members who fail to reach ratio agreement shall base on average number of lecturers; total sum is 1 point/per course.</p> <p>Faculty members of Department of Foreign Languages and Literature: 0.5 point/per course multiple Faculty members; ratio is based on lecturer's agreement; Faculty members who fail to reach ratio agreement shall base on average number of lecturers; total sum is 0.5 point/per course.)</p>		
A22-4 Innovative Curriculum Courses from Excellence Teaching and HESP-Innovation Plan in Application for Approval from Ministry of Education	<p>1 point/per course, maximum 5 points. (Co-lectured by multiple Faculty members; ratio is based on lecturer's agreement; Faculty members who fail to reach ratio agreement shall base on average number of lecturers; total sum is 1 point/per course.)</p>		

A22-5 Digital Learning Teaching Plan or Digital Teaching Materials in Application for Approval from Ministry of Education	2 points/per course (or subject). Maximum 6 points. (Co-lectured by multiple faculty members; ratio is based on lecturer's agreement; faculty members who fail to reach ratio agreement shall base on average number of lecturers; total sum 2 points/per course (or subject))		
A22-6 Collaborative Learning Courses	1 point/per course, maximum 5 points. (Co-lectured by multiple Faculty members; ratio is based on lecturer's agreement; Faculty members who fail to reach ratio agreement shall base on average number of lecturers; total sum is 1 point/per course.)		
A22-7 Implement Teaching Observation (open for at least 7 weeks of courses)	1 point/per course, maximum 3 points.		
A22-8 Implement Teaching Community	1 point/per course, maximum 3 points.		
A22-9 Implement Digital Learning Teaching Plan	1 point/per course, maximum 5 points.		
A22-10 Implement MOOCs Courses	1 point/for every 2 hours (at least 6 hours per course), maximum 8 points.		
A22-11 Attend training or workshops related to teaching knowledge competency organized by the Office of Academic Affairs	0.2 point/per session, maximum 5 points.		
A3 Composite Score of the Faculty Evaluation Committee (Maximum 20 points) (Information shall be provided by Faculty Evaluation Committee) Score from the Faculty Evaluation Committee (A3) = _____ Points			
The Faculty Evaluation Committee shall give score in viewing evaluate faculty members' Teaching portfolio on teaching principles, preparation, course teaching condition, supervision of students' thesis study, student learning results and other related teaching in-service education.			
Total Score(A) = A1+A2+A3= _____ Points			

2. Research (Total score in 5 years is 100 points maximum)

B1. Honorary Awards (Maximum 10 points)				
Total Score (B1):		Points		
Section	Point	Self-evaluate Score	Approved Score	Stamp of Approval by Academic Unit
Hosting Fee for Research Projects Commissioned by of the Ministry of Science and Technology (NT\$30,000 per month)	10 Points/each			
NSYSU Outstanding Research Award (formerly named Best Research Award)	10 Points/each			
NSYSU Industrial Collaboration Excellence Award (formerly the Sun Yat-sen Technological Invention Award and Outstanding Industrial Collaboration Award)	10 Points/each			
NSYSU Distinguished Professors and Faculty Members (including category for academic research and industrial research Category)	10 Points/each			
NSYSU Best Professor & Faculty Members Award (including category for academic research and industrial research)	3 Points/each			
NSYSU New Scholar Award	3 Points/each			
Recognitions from participating athletic competitions (such as awarded by national athletic competition for Faculty Members and faculty members)	Top 3 in Group A: 2 Points/each Top 3 in Group B 1 Points/each			
Other honorary awards	As approved by each college/ institute			
Sub-Total	Score=	Points		
B2. Academic Research Outcome (Maximum 70 points)				
Total Score (B2):=(B2-1+B2-2)=		Points		
B2-1. Project Promoting Score		Total Score (B2-1)= Points		
Section	Point	Self-evaluate Score	Approved Score	Stamp of Approval by Academic Unit

International Project with Signed Contract and Funding		16 Points/each project year			
Projects from the Ministry of Culture or the Ministry of Education		16 Points/each project year			
Subjective Research Project of the Ministry of Science and Technology		12 Points/each project year			
Teaching Practice Research Program of Ministry of Education		Approved	12 Points/each project year		
		Disapproved	3 Points on first time, 2 points on the second time, 1 point on the third time		
Participation Single Types of Integration Project (approved by Research & Development Unit)		3 Points/each project year			
Type of Application for Industrial Collaboration Project Hosted by the Ministry of Science and Technology		Points calculated in accordance with NSYSU project organizer's authorized collaboration projects commissioned by governmental units			
College of Science, College of Engineering and College of Marine Science	Industry-Academia Collaboration Projects Commissioned by Governmental Units	1 Point to the principal investigator when accumulated projects amounted to NT\$500,000; 0.1 point for every NT\$ 100,000 over NT\$500,000.			
	Industry-Academia Collaboration Projects Commissioned by Non-Governmental	1 Point to the principal investigator when accumulated projects amounted to NT\$250,000; 0.1 point for every NT\$ 50,000 over NT\$250,000.			

	Units (corporations or foundations)				
Faculty Member Specializes in Humanities, Law, Politics, Social Sciences, or Management from College of Liberal Arts, College of Management, College of Social Science, Si-Wan College, and College of Marine Science	Industry- Academia Collaboration Projects Commissioned by Governmental Units	1 Point to the principal investigator when accumulated projects amounted to NT\$250,000; 0.1 point for every NT\$ 50,000 over NT\$250,000.			
	Industry- Academia Collaboration Projects Commissioned by Non- Governmental Units (corporations or foundations)	1 Point to the principal investigator when accumulated projects amounted to NT\$150,000; 0.1 point for every NT\$ 30,000 over NT\$150,000			
Technology Transfer Projects Authorized by NSYSU Project Organizers		12 Points/ accumulated technology transfer fee up to NT\$ 400,000, or accumulated feedback fund for any college/institute/department up to NT \$100,000			
MOE Teaching Improvement Project	6 Points/per project year	4 Points/per NT \$300,000			
	Maximum 50 points				
Sub-total		Score (B2-1)= Points			
B2-2. Papers, Patents, Publications or Academic Posters Total Score (B2-2)= Points					
Section		Point	Self- evaluate Score	Approved Score	Stamp of Approval by Academic Unit
Nature, Science		60 Points/per article			

College of Science, College of Engineering and College of Marine Science	SCIE, SSCI, AHCI Journal Paper/Article	15 Points/per article				
	EI, THCI Core, TSSCI Journal Paper/Article	7 Points/per article				
	Foreign Conference Paper with Review Mechanism	4 Points/per article. Maximum 20 points				
	Domestic Conference Paper with Review Mechanism	2 Points/per article. Maximum 20 points				
	Book or Book Chapter with Review Mechanism	3 Points per chapter	6 points per book			
		Maximum 20 points				
Other Paper with Review Mechanism	5 Points/per article. Maximum 20 points					
Faculty Member Specializes in Humanities, Law, Politics, Social Sciences, or Management from College of Liberal Arts, College of Management, College of Social Science, Si-Wan College, and College of Marine Science	SCIE, SSCI, AHCI Journal Paper/Article	32 Points/per article				
	EI Journal Paper/Article	7 Points/per article				
	THCI and TSSCI-Level 1 Core Journals Paper/Article	20 Points/per article				
	THCI and TSSCI-Level 2 Core Journals Paper/Article	15 Points/per article				
	Conference Paper with Review Mechanism	5 Points/per article. Maximum 20 points				
	Book or Book Chapter with Review Mechanism	6 Points per chapter	18 points per book			
		Maximum 36 points				
Other Paper with Review Mechanism	7 Points/per article. Maximum 35 points					
Conference Paper with Review Mechanism by the Si-Wan College	10 Points/per article. Maximum 20 points					

Poster Exhibited at Level 1 of International/ Domestic Exhibitions or Other Exhibit Venues or Large-Scale Creation/Production Presentations	20 Points/per poster			
Poster Exhibited at Level 2 or 3 of International/ Domestic Exhibitions or Other Exhibit Venues or Mid-and-Small-Scale Creation/Production Presentations	8 Points/per poster			
Related Researches (including translations, academic posters, creations and awards)	As approved by each college/institute			
Patents authorized and approved by NSYSU program organizer; principal inventor's research results applied for patent, granted in the name of NSYSU, or granted patents applied by the inventor and transferred to NSYSU (above mentioned does not include joint patent application with manufacturers).	2 points per case for patents granted in R.O.C., and China. 5 points per case for patents granted in US, Japan and EU. Points for patents granted in other countries shall be reviewed by the Office of Global Industrial-Academe Collaboration and Advancement. Maximum 20 points for same patent granted in multiple countries.			
Sub-total	Score (B2-2)=	Points		
B3. Composite Scores from Faculty Evaluation Committee (Maximum 20 points) (B3)= Points (Faculty members to be evaluated shall provide related research information including Honorary Awards (B1), Project Promoting (B2-1), and Papers, Patents, Publications or Academic Posters (B2-2)).				
Composite Opinion			Score from Faculty Evaluation Committee	
Total Score for Research (B)	B1+B2+B3= Points			

Note:

1. Due to the nature of social science courses, some faculty members from College of Marine Sciences shall seek department and college's approval by following standards set by College of Liberal Arts, College of Management, College of Social Science, and Si-Wan College.
2. Faculty members to be evaluated are required to be research project host under section for

“B2-1 Academic Research Outcome,” therefore points can be counted. While evaluate Faculty Members participate in single project under “Teaching Improvement Projects from Ministry of Education”, whose points can be counted.

3. Journal papers are counted with same standards in encouraging collaborative work.
4. “B1. Other Honorary Awards” and “B2-2. Related Researches (including translations, academic posters, creations and awards)” are to be approved by each college/institute.

3. Counseling & Services (Total score in 5 years is 100 points maximum) (Note)

C1. Honorary on Supervising & Servicing (Maximum 10 points) Total Score (C1)= Points (Sum of C11~C15)			
Section	Point	Score	Reviewed/Approved by Faculty Members and Department/ College
C11. University Distinguished Mentor Award	10 Points/each		
C12. College Distinguished Mentor Award	6 Points/each		
C13. Distinguished Mentor Award Recommended by the Department	3 Points/each		
C14. Supervise Athletics Teams Representing NSYSU in National Intercollegiate Athletic Competitions and Win 1-3 Placement	6 Points/each		
C15. Supervise Athletics Teams Representing NSYSU in National Intercollegiate Athletic Competitions and Win 4-6 Placement	3 Points/each		
C2. Supervising & Servicing (Maximum 60 points) Total Score (C2):=C21+C22 Points			
C21. Supervising & Servicing on Campus (Maximum 40 points) (C21):= Points (Sum of C21-1~C21-8)			
Section	Point	Score	Reviewed/Approved by Faculty Members and Department/ College
C21-1. Act as Mentor (must attach proof of activity)	5 Points/per academic year		
C21-2. Level 1 and level 2 Supervisors	15 Points/per semester		

C21-3. Representative for Committee Meetings for Department/College/Institute	2 Points/per semester		
C21-4. Student Recruitment and Promotion	5 Points/each		
C21-5. Invigilator for NSYSU Examinations	2 Points/each		
C21-6. Supervise Student Activities	3 Points/each		
C21-7. Supervising Faculty Member for NSYSU Best Student Associations/Clubs	10 Points/each		
C21-8. Supervising Faculty Member for Student Associations/Clubs	3 Points/each		
C22. Servicing for Department/College (Maximum 40 points) (C22):= Points (Sum of C22-1~C22-9)			
Section	Point	Score	Reviewed/Approved by Faculty Members and Department/College
C22-1. Provide Laboratory Service, and Certify Safety and Hygiene for Laboratory	(As approved by each college/institute)		
C22-2. Edit Publications and Introduction Materials for Department/College			
C22-3. Write Test Questions and Check Test Papers for All Examination Committees			
C22-4. Promote Related Science Education Work			
C22-5. Assist Important Academic Seminars for Department/College			

C22-6. Attend Student Activities on Behalf of Department/College			
C22-7. Promote Educational Courses			
C22-8. Attend Extracurricular Activities and Events on behalf of Department/College/Institute			
C22-9. Other Important Services			
C3. Composite Scores from Faculty Evaluation Committee (Maximum 30 points) (Information shall be provided by evaluate Faculty Members)			
Score from the Faculty Evaluation Committee (A3) =			Points
Total Score for Supervising & Servicing (C) = C1+C2+C3=			Points

Note: If any faculty member is prosecuted for alleged embezzlement of funds, or is involved in any procurement fraud under government investigation, or violating the University Code of Practice for Faculty members, the matter should be examined by applicable units or related university committees, together with all facts, seized evidences and documentations. The matter shall then be presented to the third-level Teacher Review Committees for approval. The implicated-faculty member's total points of faculty evaluation accumulated from counseling and services categories shall be adjusted by the Teacher Review Committee of this university.