

Implementation Directions for New Faculty Evaluation of the College of Science of National Sun Yat-sen University

Established at the 2nd College Affairs Meeting of the 2019 academic year on April 22, 2020

Amended at the 3rd College Affairs Meeting of the 2019 academic year on May 19, 2020

Approved at the 400th University Faculty Evaluation Committee Meeting of the 2019 academic year on June 11, 2020

1. The Implementation Directions for New Faculty Evaluation (hereinafter referred to as “the Directions”) of the College of Science (hereinafter referred to as “the College”) are formulated in accordance with the Regulations for Faculty Evaluations of National Sun Yat-sen University (hereinafter referred to as “NSYSU”) to improve the quality in terms of teaching, research and service of new faculty members of the College.
2. New faculty members stated in the Directions refer to full-time assistant professors and associate professors who are newly appointed and started to work for the College in the 2020 academic year (hereinafter referred to as “new faculty members”).
3. New faculty members must be evaluated after reaching a 5-year period of service according to the Directions. After passing the first evaluation, faculty members are evaluated every five years according to the Implementation Directions for Faculty Evaluation of the College.
4. New faculty members are evaluated in three areas: research, teaching, and service. A new faculty member is required to score at least 70 points for each area. Please refer to Attachment 1: Scoring Form of Indicators.
4. A new faculty member of the College shall report his or her progress on teaching, research, and service specified by the College in a written form after serving for three years. The dean invites executives of the responsible department/institute and internal and external senior faculty members to form an evaluation guidance team of three to five members. The team provides advice and guidance based on the written report and sends the documented advice and guidance to the Department/Institute Faculty Evaluation Committee. The dean shall appoint a mentor to support the new faculty member, and the responsible department/institute shall provide support and resources based on the suggestions given by the team.
6. If the evaluation result is Conditional Pass or Fail, the new faculty member shall be guided by the evaluation guidance team of the College based on his or her performance. The responsible department/institute shall provide resources and support, which can include granting teaching or research subsidies, offering

collaborative research projects, supervising the new faculty member to attend teaching workshops or apply for projects from the Ministry of Science and Technology or cooperative education projects, encouraging the new faculty member to provide internal or external services, and attending homeroom teacher meetings. Guidance for Conditional Pass shall be provided until the end of January after the following academic year. Guidance for Fail shall be provided until the end of January in the following academic year. The guidance process shall be documented and submitted to the Department/Institute Faculty Evaluation Committee and College Faculty Evaluation Committee for future review.

7. A conditionally passed or failed faculty member shall submit his or her Improvement Plan Implementation Report to the original Faculty Evaluation Committee for approval. The Office of Academic Affairs compiles the results and submits them to the University Faculty Evaluation Committee for the final decision.
8. Matters related to the schedule and procedure for new faculty member evaluation are handled according to the Regulations for Faculty Evaluations and Faculty Evaluation Implementation Guidelines of NSYSU, Implementation Directions for Faculty Evaluation of the College, and the Directions.
9. Matters not stated in the Directions shall be handled according to relevant rules.
10. The Directions become effective after being formulated at the College Affairs Meeting and approved by the University Faculty Evaluation Committee. Amendments to the Directions shall follow the same procedure.