

# 國立中山大學理學院進用外籍教學人員考核要點

## Guidelines on the Assessment of International Faculty in the College of Science

107.03.01 本院 106 學年度第 4 次教評會訂定  
107.05.03.本校第 387 次教評會核備  
109.05.26 本院 108 學年度第 6 次教評會訂定  
109.06.11.本校第 400 次教評會核備  
111.12.8 本院 111 學年度第 3 次教評會訂定  
111.12.29.本校第 420 次教評會核備

Approved at the 420th University Faculty Evaluation Committee meeting on December 29, 2022

一、為考核本院外籍教學人員，依據本校進用外籍教學人員聘任制度實施方案，訂定本要點以憑辦理。

I. These guidelines are formulated in accordance with the University's *Implementation of the Appointment of International Faculty* for the assessment of international faculty in the College of Science.

二、本方案進用人員聘期以二年為原則，依第三點考核項目，經系所學程教評會於每年五月底或十一月底前完成審查，並經本院教評會及校教評會審議通過後，陳請校長核定，始得晉薪或續聘。

II. The term of international faculty appointed through these guidelines shall be two years, in principle. Department/institute/degree program faculty evaluation committees (hereinafter referred to as the department faculty evaluation committee, the "DFEC") shall complete the initial review in accordance with the assessment items stipulated in Article 3 by the end of May or November. After being reviewed and approved by both the College Faculty Evaluation Committee (CFEC) and the University Faculty Evaluation Committee (UFEC), the cases shall be submitted to the President for final approval before salary increment and appointment renewal take effect.

三、考核項目及標準

III. Assessment items and criteria

(一)教學意見調查結果滿意度平均達5.5分以上（七分量表）。

(1) receiving an average score of 5.5 or above (on a seven-point scale) in the teaching survey in the previous semester

(二)二年內需主持國科會、政府部會或法人機構之計畫。

(2) serving as the principal investigator of research projects granted by National Science and Technology Council, governmental agencies, or

non-governmental agencies within two years of the appointment

(三) 二年內發表以中山大學具名之SCI學術論文。

(3) publishing academic papers in SCI journals with National Sun Yat-sen University as the affiliation within two years of the appointment

到職第一年或因課程特殊需求(如全英語學程)者，其考核標準為每週授課時數達契約約定時數，表現符合第1款，且經系所學程及本院教師評審委員會審核通過。

The international faculty in their first year of appointment or those appointed for teaching specific courses (e.g. EMI programs) shall be deemed to pass the assessment with approval from the DFEC and CFEC if they fulfill both the stipulated weekly teaching hours in their contract and requirements of Subparagraph 1 of this Article.

到職第二年以上之考核標準，除符合第1款及每週授課時數達契約約定時數外，並應符合第2款或第3款，且經系所學程及本院教師評審委員會審核通過。

Those with two years of service or above shall be deemed to pass the assessment with approval from the DFEC and CFEC if they fulfill both the stipulated weekly teaching hours in their contract and requirements of Subparagraphs 2 & 3 of this Article.

考核未通過者，自次一學年度起將不得晉薪；經教師評審委員會通知限期改善而未改善者，依規定終止聘任關係。

Those failing the assessment shall not be eligible for a salary increment in the following academic year. Additionally, their appointment may be terminated in accordance with these guidelines if they fail to make required improvements within the stipulated period notified by the CFEC.

經系院教評會考核通過後，將晉薪或續聘建議送校教評會審議。

Once the assessment is approved by the DFEC and the CFEC, the resolution on the salary increment and appointment renewal of the international faculty shall be submitted to the UFEC for further deliberation.

四、本要點未盡事宜悉依本校進用外籍教學人員聘任制度實施方案辦理。

IV. Matters not covered herein shall be handled in accordance with the University's *Implementation of the Appointment of International Faculty*.

五、本要點經院教師評審委員會通過，送校教師評審委員會核備後實施，修正時亦同。

V. These guidelines are approved by the CFEC, the UFEC, and the President before implementation. Amendments to these guidelines shall follow the same procedure.