

# Faculty Assessment Form

**Department/Institute of \_\_\_\_\_ (College of \_\_\_\_\_)**

Amended and approved at the 4<sup>th</sup> University Council meeting on May 24, 2019

## A. Teaching (a maximum of 100 points for the past five years)

<b>A1. Teaching Honors</b>			
<b>Total (A11 to A16): =                      points (a maximum of 10 points)</b>			
item	grading method	points	reviewed/approved by the faculty and affiliated unit
A11. NSYSU Outstanding Faculty in teaching	8 points/each		
A12. NSYSU Prominent Faculty in teaching	3 points/each		
A13. outstanding faculty representative recommended by the college	2 points/each		
A14. outstanding faculty representative recommended by the unit	1 point/each		
A15. awardee of the University Outstanding Course	1 point/each course		
A16. awardee of other teaching-related honorary award	from 1 to 10 points assessed by the college FAC in accordance with the standards of A11 to A15, with the approval from the UFEC		/

Note 1: For the faculty awarded with more than one items from A11 to A14 in the same academic year, only one item with the highest point shall be counted.

Note 2: For the item A14 awarded in different academic years, it shall be counted and follow the provision stipulated in Note 1.

<b>A2. Teaching Effectiveness</b>		
<b>Total (A21 and A22) : points (a maximum of 70 points)</b>		
item	points	reviewed/approved by the faculty and affiliated unit
<p><b>(1) for professors:</b>            -Formula:  <math>\Sigma_{10 \text{ semesters}} \{ \text{total teaching hours per semester} \times 0.55 \times \max[(\text{average points of the faculty's teaching surveys per semester} / \text{average points of all affiliated college faculty's teaching surveys per semester}), 1] \times \max[(\text{the faculty's teaching equivalent per semester} / \text{average teaching equivalent of all affiliated college faculty per semester}), 1] \}</math></p> <p><b>(2) for associate professors, assistant professors, and lecturers:</b>            -Formula:  <math>\Sigma_{10 \text{ semesters}} \{ \text{total teaching hours per semester} \times 0.5 \times \max[(\text{average points of the faculty's teaching surveys per semester} / \text{average points of all affiliated college faculty's teaching surveys per semester}), 1] \times \max[(\text{the faculty's teaching equivalent per semester} / \text{average teaching equivalent of all affiliated college faculty per semester}), 1] \}</math></p>	<p>A21 = points            (a maximum of 60 points)</p>	
<p>Note1: A21 shall be calculated in accordance with the <i>Detailed Implementation for Faculty Performance Assessment</i>, based on the documents within the past five academic years (i.e., ten semesters), excluding the period of paid/unpaid leave or long sick leave.</p> <p>Note2: Teaching hours shall be calculated in accordance with the <i>Guidelines on Calculation of Hourly Pay for Faculty Members</i> (excluding those of executive level in-service master's programs); teaching hours waived due to the faculty's concurrent position (i.e., waived teaching hours due to holding concurrent position) shall be added back but only to the maximum of the weekly teaching hours of the faculty's professorship rank.</p> <p>Note3: The lower limit on the weighting of teaching surveys and on teaching equivalent is both one.</p> <p>Note4: The formula is designed to encourage the faculty to have higher teaching equivalent, while those with less than average teaching equivalent are not affected. The calculation shall be as follows:</p> <ol style="list-style-type: none"> <li>1) if a faculty's teaching equivalent per semester is higher than the average of all the faculty of his/her affiliated college, the ratio of larger than one shall be the weighting;</li> <li>2) however, if the former is lower than the latter (i.e., the ratio is lower than one), the weighting is one.</li> </ol>		

A22. targeted items for teaching (A22 = A22-1 to A22-11)	A22 = points (a maximum of 30 points)		
item	grading methods	points	reviewed/approved by the faculty and affiliated unit
A22-1 offering fundamental compulsory courses	1 point/each course, with a maximum of 5 points (note: point for each course shall be allocated to co-teaching faculty based on their agreement; otherwise, it shall be allocated evenly to all co-teaching faculty.)		
A22-2 offering general education courses(cross-college, liberal arts, and service-learning)	1 point/each course, with a maximum of 5 points (note: point for each course shall be allocated to co-teaching faculty based on their agreement; otherwise, it shall be allocated evenly to all co-teaching faculty.)  For the faculty of Si Wan College, 0.5 point/each course (note: point for each course shall be allocated to co-teaching faculty based on their agreement; otherwise, it shall be allocated evenly to all co-teaching faculty.)		
A22-3 offering EMI courses	1 point/each course, with a maximum of 5 points (note: point for each course shall be allocated to co-teaching faculty based on their agreement; otherwise, it shall be allocated evenly to all co-teaching faculty.)  For the faculty of Department of Foreign Languages and Literature, 0.5 point/each course (note: point for each course shall be allocated to co-teaching faculty based on their agreement; otherwise, it shall be allocated evenly to all co-teaching faculty.)		

A22-4 MOE Teaching Excellence Project & Teaching Innovation Project (Higher Education SPROUT Project)	1 point/each course, with a maximum of 5 points (note: point for each course shall be allocated to co-teaching faculty based on their agreement; otherwise, it shall be allocated evenly to all co-teaching faculty.)		
A22-5 MOE certification of e-learning materials and courses	2 points/each course, with a maximum of 6 points (note: points for each course shall be allocated to co-teaching faculty based on their agreement; otherwise, it shall be allocated evenly to all co-teaching faculty.)		
A22-6 offering co-learning courses	1 point/each course, with a maximum of 5 points (note: point for each course shall be allocated to co-teaching faculty based on their agreement; otherwise, it shall be allocated evenly to all co-teaching faculty.)		
A22-7 offering model sessions with actual observation for at least seven weeks	1 point/each course, with a maximum of 3 points		
A22-8 implementing faculty community	1 point/each community, with a maximum of 3 points		
A22-9 implementing e-learning courses	1 point/each course, with a maximum of 5 points		
A22-10 implementing MOOCs courses	1 point/each 2-hour, with a maximum of 8 points, each course shall last at least 6 hours		
A22-11 participating in teaching knowledge study, workshops organized by the OAA	0.2 point/each session, with a maximum of 5 points		
<b>A3 Holistic Assessment by the Faculty Assessment Committee: _____ points</b> <b>(a maximum of 20 points)</b> <b>(Relevant documentation shall be provided by the faculty under assessment)</b>			
Committee members shall conduct the assessment based on the faculty's teaching portfolio regarding teaching principles, course preparation, actual teaching, and supervision on students' research, students' learning effectiveness and participation in teaching-related enhancement sessions.			
<b>Total (A = A1 + A2 + A3): _____ points</b>			

## B. Research (a maximum of 100 points for the past 5 years)

<b>B1. Honorary Awards</b>				
<b>Total (B1):                      points (a maximum of 10 points in total)</b>				
item	point	self-assessment	approved	affiliated unit's stamp
NSTC monthly allowance for principal investigators with NT\$ 30,000/month	10 points/each			
NSYSU Outstanding Research Award (formerly known as NSYSU Research Award)	10 points/each			
NSYSU Outstanding Industrial Award (formerly known as NSYSU Invention Award & Industrial Award)	10 points/each			
NSYSU Distinguished Professor in academic/industrial research	10 points/each			
NSYSU Outstanding Faculty in academic/industrial research				
NSYSU Prominent Faculty in academic/industrial research	3 points/each			
NSYSU Early-Career Scholar Award	3 points/each			
other sports achievements (e.g., National Faculty Sports Competition with the University as the affiliation)	top 3 in Group A: 2 points/each  top 3 in Group B: 1 point/each			
other honors and awards	to be approved by individual colleges			
<b>subtotal</b>	<b>points</b>			

B2. Research Performance				
Total (B2 = B2-1 & B2-2) =		points (a maximum of 70 points)		
B 2-1. Projects				
Total (B2-1) =		points		
item	point	self-assessment	approved	affiliated unit's stamp
international contracted project with funding	16 points each project or each year			
MOC or NCAF project	16 points each project or each year			

NSTC project		12 points each project or each year			
MOE Teaching Practice Research Program	granted	12 points each project or each year			
	not granted	3 points for the first time for each year or project;  2 points for the second time for each year or project;  1 point for the third time for each year or project			
single collaborative research project (to be approved by the ORD)		3 points for each project or each year			
faculty of College of Science, Engineering, and Marine Sciences	government industry-academia collaboration project	1 point for each NT\$500,000 of project grants;  0.1 point for every additional NT\$ 100,000			
	non-government industry-academia collaboration project	1 point for each NT\$250,000 of project grants;  0.1 point for every additional NT\$ 50,000			

faculty of College of Liberal Arts, Management, Social Sciences, and Marine Sciences, or Si Wan College specializing in humanities, law, political and social sciences, management, etc.	government industry-academia collaboration project	1 point for each NT\$250,000 of project grants;  0.1 point for every additional NT\$ 50,000				
	non-government industry-academia collaboration project	1 point for each NT\$150,000 of project grants;  0.1 point for every additional NT\$ 30,000				
technology transfer approved by the OGIACA		12 points for the technology transfer fee accumulated up to NT\$ 400,000, or the compensation fee to the affiliated units/ University (except the inventor) accumulated up to NT \$100,000				
MOE Teaching Advancement Project		6 points for each project or year	4 points for each NT\$ 300,000 of grants			
		a maximum of 50 points				
subtotal		(B2-1) = points				

<b>B2-2. papers, patents, publications, or performance</b>				
<b>Total (B2-2) =</b>		<b>points</b>		
item	point	self-assessment	approved	affiliated unit' stamp
Nature, Science	60 points/each			

faculty of College of Science, Engineering, and Marine Sciences	SCIE, SSCI, AHCI Journal	15 points/each			
	EI, THCI Core, TSSCI Journal	7 points/each			
	overseas conference paper with review panel	4 points/each (a maximum of 20 points)			
	domestic conference paper with review panel	2 points/each (a maximum of 20 points)			
	research publication or book paper with review panel	3 points/each	6 points /each book		
		a maximum 20 points			
	other paper with review panel	5 points/each (a maximum of 20 points)			
faculty of College of Liberal Arts, Management, Social Sciences, Marine Sciences and Si Wan College specializing in humanities, law, political and social sciences, management, etc.	SCIE, SSCI, AHCI Journal	32 points/each			
	EI Journal	7 points/each			
	THCI and TSSCI-Level 1 Core Journal	20 points/each			
	THCI and TSSCI-Level 2 Core Journals	15 points/each			



	conference paper with review panel	5 points/each (a maximum of 20 points)			
	research publication or book paper with review panel	6 points/each	18 points each book		
		a maximum of 36 points			
	other paper with review panel	7 points/each (a maximum of 35 points)			
	conference paper with review panel organized by Si Wan College	10 points/each (a maximum of 20 points)			
	international/domestic first-class performance venue, or large creative production	20 points/each			
	domestic second/third-class or other performance venue, or medium/small creative production	8 points/each			
	creative work exhibition or publication	6 points/each			
	relevant research (e.g., translation works, performances, creative works or awards)	to be approved by individual colleges			
	Invention or design patent awarded from research results of the principal inventor (PI) with NSYSU as the owner, or PI's patent with ownership transferred to NSYSU, which is approved by the University's unit in charge according to the patent certificate. (note: those applied with enterprises or legal entities as co-owners shall not be counted)	Taiwan and China patents: 2 points each;  US, Japanese, and EU patents: 5 points each;  patents awarded in other countries shall be approved by the OGIACA  A maximum of 20 points shall be counted if a single patent is accredited by various countries.			
	<b>subtotal</b>	<b>(B2-2)= points</b>			

<b>B3 Holistic Assessment by the Faculty Assessment Committee: (a maximum of 20 points)</b> <b>(Note: Relevant documentation shall be provided by the faculty under assessment, including B1 honorary awards, B2-1 projects and B2-2 papers, patents, publications or performance</b>	
opinions:	points given by the Committee:
Total (B= B1+B2+B3):                  points	

Note:

1. Considering that the nature of the projects or papers may fall into the discipline of social sciences, some faculty of the College of Marine Sciences shall seek the College's approval to conduct the assessment by following the other standards formulated for the College of Liberal Arts, Management, Social Sciences, and Si Wan College.
2. Regarding the academic research performance stipulated in B2-1, only the principal investigator shall be counted into the assessment; however, all faculty involved in the MOE's Teaching Advancement Project shall all be counted into the assessment.
3. For a journal paper with co-authorship, each author shall be assessed in accordance with the same standards, so as to encourage the collaborative work.
4. "Other honors or awards" stipulated in B1 and "relevant research (translation works, performances, creative works or awards) stipulated in B2-2 shall be approved by individual colleges.

### C. Counselling & Services (A maximum of 100 points for the past five years)

<b>C1. Counselling &amp; Services Honors</b> <b>Total (C1= C11 to C15):</b> <b>points (a maximum of 10 points)</b>			
item	grading method	points	reviewed/approved by the faculty and affiliated unit
C11. NSYSU Mentor Award	10 points/each		
C12. College Mentor Award	6 points/each		
C13. mentor recommended by the department/institute	3 points/each		
C14. supervising the University team for the National Intercollegiate Athletic Games and games hosted by the Chinese Taipei University Sports Federation, and wining any one of the top 3 prizes	6 points/each		
C15. supervising the University team for the National Intercollegiate Athletic Games and games hosted by the Chinese Taipei University Sports Federation, and entering the final round	3 points/each		

<b>C2. Counselling &amp; Services</b>			
<b>Total (C2= C21 &amp; C22):            points (a maximum of 60 points)</b>			
<b>C21. Counselling &amp; Services on campus</b>			
<b>(C21=C21-1 to C21-8):                    points (a maximum of 40 points)</b>			
item	grading method	points	reviewed/approved by the faculty and affiliated unit
C21-1. serving as the mentor (with supporting documents)	5 points/each academic year		
C21-2. serving as the first or second level supervisors	15 points/each semester		
C21-3. serving as the representative for department/institute, college or University Council	2 points/each semester		
C21-4. recruitment promotion	5 points/each		
C21-5. serving as the proctor for the exams handled by the University	2 points/each		
C21-6. serving as the advisor for student activity	3 points/each		
C21-7. The NSYSU Advisor Award for Student Club	10 points/each		
C21-8. serving as the advisor for student club	3 points/ each semester		

C22. services for department/institute and college (C22= C22-1 to C22-9 ):                      points (a maximum of 40 points)			
item	grading method	points	reviewed/approved by the faculty and affiliated unit
C22-1. conducting laboratory experiment, and following safety& sanitation provisions	(to be approved by individual departments/institutes and colleges)		
C22-2. editing the publications and brochures for the department/ institute and college			
C22-3. composing and grading entrance exam papers & serving as the exam committee member			
C22-4. promoting various science education			
C22-5. assisting in important academic seminars for the department/institute and college			
C22-6. attending students' activities organized by the department/institute			
C22-7. offering continuing educational courses			
C22-8. attending external activities and events on behalf of department/institute and college			
C22-9. other important services			

<b>C3 Holistic Assessment by the Faculty Assessment Committee:</b>	<b>points</b>
<b>(a maximum of 30 points)</b>	
<b>(Note: Relevant documentation shall be provided by the faculty under assessment)</b>	
Committee members shall conduct the assessment based on the faculty's teaching portfolio regarding the internal and external services, and students' counselling services.	
<b>Total (C= C1+C2+C3):</b>	<b>points</b>

Note: