

國立中山大學光電工程學系教師升等績效細則

Guidelines on the Detailed Implementation of the Evaluation of Professorship Rank Promotion in the Department of Photonics

中華民國 95 年 9 月 14 日光電所所教師評審委員會議通過
中華民國 95 年 9 月 20 日光電所所務會議通過
中華民國 95 年 9 月 26 日工學院教師評審委員會議通過
中華民國 97 年 9 月 11 日光電系系務會議修正通過
中華民國 97 年 9 月 24 日 97 學年度第二次工學院教師評審委員會通過
中華民國 97 年 11 月 25 日光電系系教師評審委員會議修正通過
中華民國 98 年 1 月 7 日 97 學年度第一學期第三次光電系系務會議通過
中華民國 98 年 9 月 18 日 98 學年度第 1 次法規小組會議通過
中華民國 98 年 10 月 9 日 98 學年度第 1 次光電系系務會議通過
中華民國 98 年 11 月 27 日 98 學年度第 2 次工學院教師評審委員會議通過
中華民國 99 年 1 月 18 日 98 學年度第 4 次法規小組會議修正通過
中華民國 99 年 3 月 3 日 98 學年度第 5 次光電系系務會議通過
中華民國 100 年 3 月 23 日 99 學年度第 6 次光電系系務會議通過
(1000307 工學院來文通知單位名稱修正，依人事室發函，免提校教評會)
中華民國 100 年 12 月 7 日 100 學年度第 6 次光電系系務會議通過
中華民國 100 年 12 月 28 日 100 學年度第 4 次工學院教師評審委員會議通過
中華民國 102 年 9 月 18 日 102 學年度第 1 次光電系系務會議通過
中華民國 102 年 9 月 25 日 102 學年度第 1 次工學院教師評審委員會議通過
(中華民國 104 年 3 月 4 日 103 學年度第 4 次工學院教師評審委員會通過逕予修正)
中華民國 106 年 4 月 26 日 105 學年度第 7 次光電系系務會議通過
中華民國 106 年 11 月 17 日 106 學年度第 2 次院教評會議修正通過
中華民國 106 年 12 月 6 日副校長決行簽核奉准
Signed and approved by the senior vice president on December 6, 2017

第一條 本系為辦理教師升等，給予教師教學及服務績效評分，訂定本原則。

I. These regulations are formulated by the Department of the Photonics (hereinafter referred to as the “Department”) for the purpose of conducting faculty promotion procedures.

第二條 本原則所稱各項成績，除年資外，均為升等時職級在本校之教學及服務效。

II. Except for seniority, all scores listed herein refers to teaching and service performance of the faculty members within their current rank in the University.

第三條 研究績效佔 70%，其成績計算方式如附表。

III. Research performance accounts for 70%, and the scores are calculated as shown in the attached table.

第四條 教學績效佔 20%，其各項績計算方式如下：

IV. Teaching performance accounts for 20%, and the scores are calculated as follows:

一、教學年資：在本校升等時職級滿三年為 50 分，每增授課一學期加 1 分，最高分為 70 分。他校年資及育嬰留職停薪期間之年資折半計算。

1. Period of Teaching: An applicant with three full years of teaching experience at the current rank at NSYSU is awarded 50 points. An additional point is awarded

for each additional semester beyond three years, with a maximum of 70 points. Years of service at other universities and the period of unpaid leave for child care are counted as half.

二、 升等時職級五年內每學期平均授課時數：每時數 2 分，最高 20 分，主管或其他可抵減時數應加回計算。

2. Average weekly teaching hours in the past five years at the current rank: 2 points are awarded for each teaching hour, with a maximum of 20 points. Waived hours for holding the post as supervisors of academic or administration affairs, or other deductible hours for conducting research projects must be counted as teaching hours.

三、 特殊事蹟：

3. Special Achievements:

(一) 傑出及優良教學獎：校傑出教學獎每次加 10 分，校優良教學獎每次加 5 分，院傑出教學獎每次加 2 分。同一學年度同時獲校傑出教學獎與院傑出教學獎，只計算校傑出教學獎；或同時獲校優良教學獎與院傑出教學獎，只計算校優良教學獎。本項加分最多二次。

(1) Awards of Outstanding and Prominent Faculty in teaching: 10 points are awarded for an NSYSU Outstanding Faculty in teaching; 5 points are awarded for an NSYSU Prominent Faculty in teaching; 2 points are awarded for a College Outstanding Faculty in teaching. If one faculty member is awarded both NSYSU Outstanding Faculty in teaching and College Outstanding Faculty in teaching, only the former one will be counted. If one faculty member is awarded both NSYSU Prominent Faculty in teaching or College Outstanding Faculty in teaching, only the former one will be counted. The points mentioned above can be awarded up to two times.

(二) 教育部教學改進計畫教材編纂評鑑：每次優等以上加 2 分，最多加 4 分。

(2) Compilation and evaluation of teaching materials under the teaching improvement plan of the Ministry of Education: 2 points are awarded for each plan evaluated excellent or above, up to a maximum of 4 points

(三) 本人或指導學生參加全國性以上之學術相關競賽每次獲獎：第一名（或特優）加 3 分，第二名（或優等）加 2 分，第三名加 1 分。本項最多加 10 分。

(3) Faculty members themselves or the faculty members advising their students to participate in national or higher academic related competitions: 3 points will be awarded for the first place (or excellent performance) each time; 2 points will be awarded for the second place (or good performance); 1 point will be awarded for the third place. A maximum of 10 points will be awarded in this item.

(四) 指導研究所學生，五年內每年平均畢業學生人數：每學生加 2 分。

本項最多 5 分。

- (4) Faculty members advising graduate students: 2 points will be awarded for each student (to be counted based on the average number of graduate students within 5 years). A maximum of 5 points will be awarded in this item.
- (五) 指導科技部大專生參與專題 研究計畫：每件加 1 分，若獲研究獎則加 3 分。本項最多加 10 分。
- (5) The faculty members advising college students to participate in research projects of the Ministry of Science and Technology (the current National Science and Technology Council (NSTC)): 1 point is awarded for each project; 3 points are awarded for each research award won by them. A maximum of 10 points will be awarded in this item.
- (六) 指導大學部學生專題製作，以五年內每年平均學生人數：每學生加 1 分。本項最多加 5 分。
- (6) The faculty members advising undergraduate students to do the project study: 1 point is awarded for each project study (to be counted based on the average number of graduate students within 5 years). A maximum of 5 points will be awarded in this item.

四、協助本系教學：最多加 5 分

4. Assistance in teaching of the Department: a maximum of 5 points

- (一) 指導學士班學生專題製作，以五年內平均學生人數計算，每學生加 1 分。
- (1) The faculty members advising undergraduate students to do seminars: 1 point is awarded for each student (to be counted based on the average number of the graduate students within 5 years).
- (二) 協助本系撰寫教育部教學改進計畫案：每件 1 分。
- (2) Assisting the Department in preparation of teaching improvement plan for the Ministry of Education: 1 point is awarded for each plan.

五、其他：明顯教學優良或教學不力，有具體證據者，由本系教師評審委員會適度加減分，最多不得超過 10 分。

5. Others: The Department Faculty Evaluation Committee (DFEC) may add or deduct up to 10 points for other obvious outstanding or insufficient teaching performances with concrete evidence.

六、以上各項合計之總分不得超過 100 分。

6. The total score of the above items shall not exceed 100 points.

第五條 服務成績計算方式如下：

- V. The service performance is calculated as follows:

一、 服務年資：在本校升等時職級滿三年為 50 分，每少一學期扣 2 分，每增一學期加 2 分，最高分為 60 分。他校年資折半計算。

1. Years of Service: 50 points for applicants who have at least 3 years of service time at the current rank at NSYSU; 2 points is deducted for one less semester. An additional point is awarded for each additional semester, with a maximum of 60 points. Years of service at other universities are counted as half.

二、 特殊事蹟：

2. Special Achievements:

(一) 優良導師獎：校優良導師獎每次加 10 分，院優良導師獎每次加 5 分。同一學年度同時獲得校優良導師獎與院優良導師獎，只計算校優良導師獎。本項加分最多二次。

- (1) Outstanding Mentor Award: 10 points are awarded for an NSYSU Outstanding Mentor Award; 5 points are awarded for a College Outstanding Mentor Award. If one faculty member is awarded both the NSYSU Outstanding Mentor Award and the College Outstanding Mentor Award, only the former one will be counted. The points mentioned above can be awarded up to two times.

(二) 主辦研討會、競賽或擔任期刊編輯，國內性質者每次加 2 分，國際性質者每次加 5 分，最多加 10 分

- (2) Holding seminars or competitions or serving as an editor of journals: Those which are of domestic nature is awarded 2 points each time; those which are of international nature is awarded 5 points each time, up to a maximum of 10 points.

三、 擔任校編制內行政或學術行政主管：

3. Holding supervisory positions of administrative or academic units listed in *NSYSU Charter*:

(一) 一級主管每學期加 2 分，二級主管每學期加 1 分，最多加 10 分（未滿一學期，以一學期計算）。

- (1) 2 point for a first-level supervisor per semester, 1 point for a second-level supervisor each semester, up to 20 points (a term less than one semester is counted as one)

(二) 如同時擔任二個以上編制內行政或學術主管者，依上開標準分別採計計分。

- (2) If two or more supervisory positions are held in the same semester, points will be given to each position separately.

四、 一般加減分：

4. General addition or deduction of points:

(一) 擔任導師：每學期加 1 分，最多加 20 分。

- (1) Serving as a mentor: 1 point for each semester, up to 20 points.
- (二) 非科技部計畫：計畫執行期限六個月以上含每件加 1 分，最多加 5 分。
- (2) Non-Ministry of Science and Technology Projects (the current National Science and Technology Council (NSTC)): 1 point is added for each plan with an implementation period of more than six months (inclusive), up to 5 points.
- (三) 學士班、碩、博士班招生考試筆試監考或研究所筆試入學招生考試之出題(閱卷)：每次加 1 分，最多加 10 分。
- (3) Participation in matters related to entrance examinations (written tests) and invigilation of bachelor's programs, master's programs, and doctoral programs, or questions drafting (grading) for graduate entrance examinations: 1 point is added each time, up to 10 points.
- (四) 其他擔任考選部辦理之國家考試典試工作（命題、閱卷、審查等）、參與本校招生宣導事宜、系所委員會、院級及校級委員會、推廣教育參與情形、校外學會服務情形、及其他優良服務事蹟等，由教評會適度加減分，最多不得超過 10 分。
- (4) Others: The DFEC will add or deduct up to 10 points taking into account the following conditions, such as participating in examination affairs (including paper drafting, grading, reviewing, etc.) of the national examinations held by the Ministry of Examination; participating in matters related to recruitment of students and promotion of the University; serving as a member of the department-level, college-level and university-level committees/councils; participating in promotion of continuing education; services in external academic associations, and other outstanding service achievements, etc.

五、 以上各項合計之總分不得超過 100 分。

5. The total score of the above items shall not exceed 100 points.

第六條 本辦法經系務會議通過後，送請院教師評審委員會審議通過送請校長核定後實施修正時亦同。

VI. These regulations are approved by the Department Council and submitted to the College Faculty Evaluation Committee and the President for the approval before the implementation. Amendments to these regulations shall follow the same procedures.

附表、研究成績計算表佔 70%

Attached Table: Scores Calculation Table for Research Performance accounting for 70% of the total scores

(一) 專門著作升等

(1) Academic Research Works

A. 研究表現（佔70%）			
A. Research Performance (70%)			
A1.外審研究部份：75% A1. External Evaluation: 75%			A2.前次升等後近七年內所獲之科技部計畫及其他學術成就：25% A2. Research projects granted by the Ministry of Science and Technology (the current National Science and Technology Council (NSTC)) and other Academic Achievements at the current rank in the past 7 years: 25%
論文送外審成績三位審查人 Evaluation Results of Papers from Three Reviewers	點數 Points	折算成績分數 Score Conversion	Aa~Ah 項依本校「教師升等計分表(除 研究部分之外審成績外)」之 Aa~Ah項評定之 Items Aa ~ Ah are evaluated according to Items Aa ~ Ah of the “Score Calculation Table for Faculty Promotion (Except for the External Evaluations Results of Research Performance)” of the University.
傑出 Outstanding	2 點		
優 Excellent	1.5 點		
良 Good	1 點		
普通 Average	0 點		
欠佳 Poor	-1 點		
每位審查折算點數 後，三位審查人點數和 Total Score Converted from Points Given by	6.0 點 5.5 點 5.0 點	100 分 x 0.75 =75.0 分 90 分 x 0.75 =67.50 分 80 分 x 0.75 =60.00 分	

the Three Reviewers	4.5 點	75 分 x 0.75 =56.25 分	
	4.0 點	70 分 x 0.75 =52.50 分	
	3.5 點	65 分 x 0.75 =48.75 分	
	3.0 點	60 分 x 0.75 =45.00 分	
	2.5 點	55 分 x 0.75 =41.25 分	
	2.0 點	50 分 x 0.75 =37.50 分	
	1.5 點	45 分 x 0.75 =33.75 分	
	1.0 點	40 分 x 0.75 =30.00 分	Ai：其他學術成就（其他學術獲獎；由 系教評會審議：給分範圍 0-5 分） Ai: Other academic achievements (Other academic awards; to be reviewed and approved by the Department Faculty Evaluation Committee with the range of points: 0-5)
	0.5 點	35 分 x 0.75 =26.25 分	以上A2各項合計之總分不得超過25分。 The total score of all items under A2 must not exceed 25 points.

(二) 技術報告升等

(2) Technical Reports

A. 研究表現（佔70%） A. Research Performance (70%)	
A1.外審研究部份：40% A1. External Evaluation: 40%	A2.七年內本職級研究計畫獎助及其他 相關成就：60% A2. Research projects and other relevant academic achievements at the current rank within the past 7 years: 60%

技術報告送外審成績三位審查人 Evaluation Results of Technical Reports from Three Reviewers	點數 Points	折算成績分數 Score Conversion	Aa~Ak 項依本校「教師升等計分表(除技術報告部份之外審成績外)」-技術應用類之 Aa~Ak 項評定之 Items Aa ~ Ak are evaluated according to Items Aa ~ Ak of the “Score Calculation Table for Faculty Promotion (Except for the External Review Results of Technical Reports)” of the University.
傑出 Outstanding	2 點		
優 Excellent	1.5 點		
良 Good	1 點		
普通 Average	0 點		
欠佳 Poor	-1 點		
每位審查折算 點數 後，三位審查人點數和 Total Score Converted from Points Given by the Three Reviewers	6.0 點	100 分 x 0.4 = 40 分	
	5.5 點	90 分 x 0.4 = 36 分	
	5.0 點	80 分 x 0.4 = 32 分	
	4.5 點	75 分 x 0.4 = 30 分	
	4.0 點	70 分 x 0.4 = 28 分	
	3.5 點	65 分 x 0.4 = 26 分	
	3.0 點	60 分 x 0.4 = 24 分	
	2.5 點	55 分 x 0.4 = 22 分	
			Ai：其他學術成就（其他學術獲獎；由系教評會審議：給分範圍 0-5 分） Ai: Other academic achievements (Other academic awards; to be reviewed and approved by the Department Faculty Evaluation Committee with a range of points: 0-5)
	2.0 點	50 分 x 0.4 = 20 分	以上 A2 各項合計之總分不得超過 60 分。 The total score of all items under A2 must not exceed 60 points.
	1.5 點	45 分 x 0.4 = 18 分	
	1.0 點	40 分 x 0.4 = 16 分	
	0.5 點	35 分 x 0.4 = 14 分	