

國立中山大學醫學院教師升等審查要點

Guidelines on the Evaluation of Professorship Rank Promotion in the College of Medicine

111.12.14 111 學年度第 2 次院務會議制定

111.12.29 本校第 420 次校教評會修正通過

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

一、為審議醫學院(以下簡稱本院)專任教師升等，依據本校教師評審委員會設置辦法及教師升等審查辦法之規定，訂定本要點以憑辦理。

I. These guidelines are formulated in accordance with the University's *Regulations for the Establishment of Faculty Evaluation Committees* and *Regulations for the Evaluation of Professorship Rank Promotion* to handle the evaluation of professorship rank promotion of the full-time faculty in the College of Medicine (hereinafter referred to as the "College").

二、本院各職級專任教師申請升等者，應符合本校教師升等審查辦法之規定。教師申請升等之本職級學術產學研究、教學及服務績效係指現任職級取得部定教師資格後之成果績效。

II. Full-time faculty of all ranks in the College shall be eligible to apply for rank promotion if they meet the requirements stipulated in the University's *Regulations for the Evaluation of Professorship Rank Promotion*. Applicants' performances in academic & industry-academia research, teaching, and services used for rank promotion shall be the achievements made after receiving the Teacher's Certificate of their current rank issued by the Ministry of Education.

本院教師分為一般教師、臨床教師、醫學人文及教育教師。臨床教師係指具有醫師證書且於本校教學醫院執行臨床業務者；醫學人文及教育教師係指本院教師具有醫學相關文史哲、社會倫理、教育議題研究專長且經系級教評會認定具相當成果者。

The faculty in the College are categorized as general faculty, clinical faculty, and faculty in medical humanities and education. Clinical faculty refers to those who hold a physician license and perform clinical practice at the University's teaching hospitals; faculty in medical humanities and education are those with expertise in medical-related literature, history, philosophy, social ethics, or education topics, and are recognized by department/institute faculty evaluation committees (hereinafter referred to as the "DFEC").

教師升等時，依前項資格提出申請。

When applying for rank promotion, the faculty shall submit their applications based on the qualifications mentioned in the preceding Paragraph.

三、各系、所應於本校及本院規定日期前一週，將系、所教師評審委員會(以下簡稱教評會)通過之申請案件送院教評會，逾期不予受理。

- III. Individual departments/institutes shall submit the applications approved by the DFEC to the College Faculty Evaluation College (CFEC) at least one week before the deadline stipulated by the University and the College. Late submissions shall not be accepted.
- 四、除醫學人文及教育教師比照本校社會科學院升等門檻外，其他類型教師之專門著作或技術報告或教學研究著作，應符合下列各級教師升等門檻，方得提出升等申請；但若具與重大學術或實用獎勵價值相當者，經教評會審議通過者，得不受門檻之限制。
- IV. Faculty in medical humanities and education shall follow the promotion criteria of the College of Social Sciences, while all other faculty members shall be eligible to apply for rank promotion when fulfilling the following criteria specified for their academic research works, technical reports, or pedagogical research works; nevertheless, publications with significant academic or practical value may be exempted from these criteria, with approval from the CFEC.
- (一) 一般研究類以專門著作送審者：申請升等之本職級專門著作為以第一作者或通訊作者發表於 WOS 資料庫所收錄 SCIE 之期刊論文，論文篇數門檻計算方式如下表。
- (1) Applicants through the track of general research shall publish papers in SCIE journals indexed in the Web of Science (WOS) database as the first author or the corresponding author at their current rank. The required number of papers shall be calculated according to the table below.

申請職級 intended rank promotion	論文門檻 paper criteria
教授 professorship	至少 5 篇，且 3 篇需為該領域期刊排名前 25% 或 Impact factor ≥ 5 publishing at least five papers, with three published in journals ranked in the top 25% of their field or with an impact factor of 5 or higher
副教授 associate professorship	至少 4 篇，且 2 篇需為該領域期刊排名前 25% 或 Impact factor ≥ 5 publishing at least four papers, with two published in journals ranked in the top 25% of their field or with an impact factor of 5 or higher

論文篇數計算及必要條件

calculation of the number of papers and necessary requirements

1. 若申請人之專門著作所列第一作者或通訊作者為多人時，專門著作之篇數以申請人所列共同第一作者或共同通訊作者人數均分之。
 - i. If multiple authors are listed as the first or the corresponding author of a submitted research work, the credit of that work shall be divided equally among them.
2. 若符合以下條件者，依前目多位第一作者或共同通訊作者均分外，再乘以權重：
 - ii. The divided credit obtained after equal division among multiple first or corresponding authors as mentioned above may be further multiplied by a weighting factor if the submitted paper meets any of the following conditions:
 - (1) 發表於 *Science*、*Nature* 或 *Cell* 期刊論文(不含系列論文、讀者投書)者，則專門著作之篇數權重為 4;
 - (i) papers published in the journals such as *Science*, *Nature*, or *Cell* (excluding series papers and letters to the editor): a weighting factor of 4 per paper
 - (2) 發表於 Impact factor ≥ 30 之期刊論文，則專門著作之篇數權重為 3;
 - (ii) papers published in journals with an impact factor of 30 or higher: a weighting factor of 3 per paper
 - (3) 發表於 Impact factor ≥ 10 且為該領域排名前 10%或該領域期刊排名第一者，則專門著作之篇數權重為 2。
 - (iii) papers published in journals with an impact factor of 10 or higher, and ranked either in the top 10% of their field or the first in their field: a weighting factor of 2 per paper
3. 以次級資料庫(如健保資料庫、非個人資料之統合分析)研究送審著作需與教師專長領域相符(由系級教評會認定之)，且送審論文數中次級資料庫論文不得超過 1/2(不含)以上。
 - iii. Submitted research papers based on secondary databases (e.g., the National Health Insurance Research Database or meta-analysis using non-individual data) shall be relevant to the applicant's area of expertise (approved by the DFEC), and the number of the said papers shall not exceed half of the total papers for rank promotion.
4. 領域排名/Impact factor 以著作正式發表當年度或前一年度之領域排名/Impact factor 擇優計算。
 - iv. The journal ranking or impact factor shall be based on either the year of official publication or the preceding year, whichever is more favorable to the applicant.

(二) 技術應用類以技術報告送審者：需於本職級曾獲得本校傑出教師(產學研究類)獎項或產學研究績優教師獎項且本校教師升等各項評分原則之學術產學研究績效-A2 七年內本職級研究計畫獎助及學術成就得分總計 24 分以上者。其技術報告代表成果須經產學營運及推廣處認定且為本職級申請升等前五年內以中山大學具名之研發成果。

(2) Applicants through the track of technology application shall receive the award of Outstanding Faculty in industrial research or Prominent Faculty in industrial research from the University at their current rank, and achieve a total score of 24 or above in A2 research projects and other academic achievements within the past 7 years at the current rank under the category of academic & industry-academia research performance, as stipulated in *Scoring Principles for the Application of Professorship Rank Promotion*. Additionally, the representative technical report shall be recognized by the Office of Global Industry-Academe Collaboration and Advancement as a research and development achievement with National Sun Yat-sen University (NSYSU) as the affiliation within five years at the applicants' current rank before the application.

(三) 教學研究類以教學研究著作送審者：需於本職級獲得本校傑出教師(教學類)或教學績優教師之獎項者，且獲得教育部教學實踐研究計畫 1 件以上，其代表作須為本職級以第一作者或通訊作者且為申請升等前五年內以中山大學具名發表之著作。合計本職級其他著作，其篇數須達一般研究類之升等門檻。

(3) Applicants through the track of pedagogical research shall receive the award of Outstanding Faculty in teaching or Prominent Faculty in teaching from the University, and be granted at least one MOE Teaching Practice Research Program at their current rank. Additionally, the representative work shall be published by the applicant as the first or the corresponding author in the last five years of the current rank with NSYSU as the affiliation. The total number of publications at the current rank shall meet the same threshold as that through the track of general research.

五、符合本校教師升等審查辦法及本要點之著作外審合格門檻且經系級審議通過者，始得送本院教評會辦理院級審議。

V. Applications may be submitted to the CFEC for college level review only after the applicants meet the requirements stipulated in the University's *Regulations for the Evaluation of Professorship Rank Promotion*, pass the threshold of external evaluation specified in these guidelines, and receive approval from the DFEC.

六、院教評會辦理升等審查時，應將升等專門著作或技術報告或教學研究著作依本校教師升等審查辦法由校送外審。

VI. When processing promotion applications, the CFEC shall submit the applicants' academic research works, technical reports, or pedagogical research works for rank promotion to the University for external evaluation in accordance with the University's *Regulations for the Evaluation of Professorship Rank Promotion*.

前項校外審查專家學者推薦名單、送審人數及審查人選之圈定悉依本校教

師升等審查辦法規定辦理。

The list of recommended experts/scholars as reviewers as well as the number and the selection of reviewers for external evaluation mentioned in the preceding Paragraph shall be handled in accordance with the University's *Regulations for the Evaluation of Professorship Rank Promotion*.

第一項專門著作或技術報告或教學研究著作至多十件；申請人應自行擇一為代表作且須為本職級申請升等前五年內以中山大學具名發表之著作，其餘列為參考作，其屬系列之相關研究者，得合併為代表作。

Applicants may submit up to ten academic research works, technical reports, or pedagogical research works mentioned in the Paragraph 1 of this Article, and shall select one representative work and use the rest as references. The representative work shall be published in the last five years of the current rank with NSYSU as the affiliation. Related works constituting a series may be compiled into one representative work.

外審結果以一百分為滿分，分為「傑出」、「優良」、「普通」、「欠佳」四等第，各等第分數如下：

Results of the external evaluation are categorized into four grades: "Excellent," "Good," "Average," and "Poor." Percentage scores for the corresponding grades are as follows:

(一) 傑出：九十分以上至一百分。

(1) Excellent: 90 to 100

(二) 優良：八十分以上，不滿九十分。

(2) Good: 80 to 89

(三) 普通：七十分以上，不滿八十分。

(3) Average: 70 to 79

(四) 欠佳：不滿七十分。

(4) Poor: 0 to 69

擬升等為教授者，至少有四位外審委員評等為「優良」以上，且外審總平均成績達80分(含)以上，始達外審合格門檻。

Applicants applying for professorship shall receive a "Good" grade from at least four reviewers and an average score of 80 or above to meet the passing threshold of the external evaluation.

擬升等為副教授者，至少有四位外審委員評等為「優良」以上，且外審總平

均成績達78分以上(含)，始達外審合格門檻。

Applicants applying for associate professorship shall receive a “Good” grade from at least four reviewers and an average score of 78 or above to meet the passing threshold of the external evaluation.

未達外審合格門檻者，視為升等不通過。

Applicants not passing the external evaluation shall be deemed unsuccessful in their application for promotion.

七、前經升等審查不合格者，重新提出升等之學術研究成果曾作為代表作送審時，其送審之參考作應增加或更換至少二件。

VII. Faculty members may resubmit their application using the same representative work as the one in a prior unsuccessful promotion, with at least 2 new reference work added as a replacement or supplement.

八、本院教評會審議升等案件時，得邀請有關人員列席或提出書面說明。

VIII. When the CFEC convenes to review rank promotion cases, relevant personnel may be invited to attend and provide explanations.

九、院教評會審議教師升等時，應有委員三分之二以上出席。

IX. At least two-thirds of the CFEC members shall attend to review rank promotion cases.

各委員審議升等案件時，應依本院教師升等審查評分細則就申請人之學術產學研究績效、教學績效及服務績效等三項綜合評定成績。三項總分合計達七十分（含）以上，始為通過升等。各項成績權重比率如下表：

The CFEC members shall evaluate the applicant's performances in academic & industry-academia research, teaching, and services in accordance with *Guidelines on the Detailed Implementation of Evaluation of Professorship Rank Promotion in the College of Medicine*. Applicants whose total score reaches 70 or above shall be deemed as successful in the promotion. The scoring percentages among the three categories for each track are as follows:

一般教師 general faculty			
升等類別 tracks of promotion	學術產學研究績效(A) academic & industry-academia research performance	教學績效(B) teaching performance	服務績效(C) service performance
一般研究類 general research	70%	20%	10%
技術應用類 technology			

application			
教學研究類 pedagogical research	60%	30%	10%
臨床教師 clinical faculty			
升等類別 tracks of promotion	學術產學研究績效(A) academic & industry-academia research performance	教學績效(B) teaching performance	服務績效(C) service performance
一般研究類 general research	50%	30%	20%
技術應用類 technology application			
教學研究類 pedagogical research	40%	40%	20%
醫學人文及教育教師 faculty in medical humanities and education			
升等類別 tracks of promotion	學術產學研究績效(A) academic & industry-academia research performance	教學績效(B) teaching performance	服務績效(C) service performance
一般研究類 general research	70%	20%	10%
技術應用類 technology application			
教學研究類 pedagogical research	50%	40%	10%

十、教師升等案經院教評會審查未通過者，院教評會應具體敘明其理由及檢附評審意見通知申請人。

X. The CFEC shall notify applicants not passing the promotion evaluation with solid reasons and comments.

申請人如不服前項院級審議結果，得依本校教師升等審查辦法提出申復；或依本校教師申訴評議委員會組織及評議要點向本校教師申訴評議委員會提

出申訴。

Applicants who disagree with the aforementioned evaluation result by the CFEC may file a grievance in accordance with the University's *Regulations for the Evaluation of Professorship Rank Promotion* or an appeal to the Faculty Appeal Handling Committee in accordance with the University's *Guidelines on the Establishment of Faculty Appeal Handling Committee*.

十一、本要點未盡事宜，悉依專科以上教師資格審定辦法、本校教師升等審查辦法及相關規定辦理。

XI. Matters not covered herein shall be handled in accordance with *Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education*, the University's *Regulations for the Evaluation of Professorship Rank Promotion*, and other relevant regulations.

十二、本要點經院教評會及院務會議通過，送校教師評審委員會審議，經校長核定後實施，修正時亦同。

XII. These guidelines are approved by the CFEC, College Council, the University Faculty Evaluation Committee, and the President before implementation. Amendments to these guidelines shall follow the same procedure.