

國立中山大學管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 Management

107.02.27 本校管理學院 106 學年度第 4 次院教評會通過

107.05.03 本校 106 學年度第 386 次校教評會通過

109.04.14 本校管理學院 108 學年度第 5 次院教評會修正通過

109.05.07 本校 108 學年度第 399 次校教評會修正通過

111.12.06 本校管理學院 111 學年度第 3 次院教評會修正通過

111.12.29 本校 111 學年度第 420 次校教評會修正通過

Amended and approved at the 420th University Faculty Evaluation Committee meeting on December 29, 2022

一、 本院為依據本校進用外籍教學人員聘任制度實施方案進用外籍教學人員，特訂定本要點。

I. These guidelines are formulated in accordance with the University's *Implementation of the Appointment of International Faculty* to assess of the performance of international faculty in the College of Management (hereinafter referred to as the "College").

二、 本方案進用人員(以下簡稱教學人員)之聘期及聘任程序，依本校進用外籍教學人員聘任制度實施方案辦理，惟服務每屆滿一年之當學期，須通過評鑑考核始得續聘或晉薪。

II. The appointment term and procedure of international faculty employed under these guidelines shall comply with the University's *Implementation of the Appointment of International Faculty*. The faculty shall be eligible for appointment renewal and/or salary increment when they pass the assessment in the current semester upon completing one year of service.

教學人員需提供第三點相關之資料，並經每學期第二次院教評會考核通過，並將建議聘期及晉薪，提送校教評審會議。

The faculty shall submit relevant materials based on Article 3 herein for review at the second College Faculty Evaluation Committee (CFEC) meeting in each semester. Upon approval from the CFEC, the case shall be submitted to the University Faculty Evaluation Committee (UFEC) for deliberation on the proposed renewal term and salary increment.

新聘及續聘案通過後，由人事室辦理發聘；聘任契約應由提聘單位主管審閱核章後，再送教學人員簽章，並由人事室用印後轉發當事人。

Upon final approval from the UFEC, the Office of Personnel Services (OPS) shall proceed with the appointment renewal. The contract shall be reviewed and approved by the head of the recruiting unit, signed by the faculty, and then officially sealed by the OPS before being delivered to the faculty.

三、 教學人員續聘除應符合第 1 款外，並應符合第 2 款或第 3 款，且經本院教評會審核通過續聘條件。

III. The faculty under assessment shall be eligible for appointment renewal if they fulfill the requirement stipulated in the following Paragraph 1 and that in either Subparagraph 2 or 3, and pass the assessment conducted by the CFEC.

教學意見調查結果達到以下標準之一：

(1) the results of the teaching survey reaching one of the following thresholds:

■教學滿意度達 5.5 分以上 (七分量表)

i. receiving a satisfactory score of 5.5 or above (on a seven-point scale)

■或達最近一學期本院全英語授課教學意見調查滿意度平均以上。

ii. receiving a satisfactory score above the average of scores from all College EMI courses offered in the recent semester

主持國家科學及技術委員會計畫或院教師評審委員會認可之政府計畫。

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

有學術論文發表。

(3) publishing academic papers

前項教學意見調查以本校教務處辦理為原則，惟聘期屆滿之學期，由聘任單位系級教評會通過之教學意見調查問卷，由聘任單位自行施測及分析。The teaching survey stipulated in the preceding Paragraph shall be the one conducted by the Office of Academic Affairs, in principle. Nevertheless, recruiting units may formulate and conduct their own teaching survey approved by the corresponding department faculty evaluation committee (DFEC) to analyze feedback.

第一項之續聘條件應載明於契約內容。

The conditions for appointment renewal stipulated in Paragraph 1 shall be explicitly specified in the contract.

四、本方案進用之教學人員聘期以契約為主。新聘或聘期為一年者，第一個學期之教學意見調查結果應送系級教評會審議。未通過系級教評會考核者，給予次一個學期之改善期間，若第二個學期考核仍未通過，不予續聘。

IV. The appointment term of international faculty under these guidelines shall be based on the terms specified in their contract. For new faculty or those on a one-year contract, the result of teaching survey from their first teaching semester shall be reviewed by the DFEC. The faculty not passing the assessment may be granted one additional semester for improvement. Failure to pass again in the following semester may result in non-renewal of appointment.

聘期為二年者，由聘任單位教評會檢視每學期之教學意見調查結果，未符合第三點規定者，應進行職涯輔導並給予具體建議及改善期。並聘期屆滿當學期提送院教評會未通過者，不予續聘。

For international faculty on a two-year contract, the DFEC shall review the result of teaching survey each semester. The faculty failing to meet the requirements stipulated in Article 3 shall be provided with guidance and concrete suggestions for improvement. Nevertheless, the faculty failing to pass the the CFEC's

assessment in their last semester shall result in non-renewal of appointment.

經系、院教評會考核後，將晉薪及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 faculty shall be submitted to the UFEC for further deliberation.

五、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。

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

六、本要點院經院教評會通過，經校教評會備查後實施，修正時亦同。

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