

國立中山大學海洋科學學院新聘教師評鑑實施要點

Guidelines on the Implementation of New Faculty Performance Assessment in the College of Marine Sciences

109 年 03 月 05 日本院 108 學年度第 7 次教師評審委員會修正通過

109 年 06 月 01 日本院 108 學年度第 3 次院務會議修正通過

109 年 06 月 11 日本校 108 學年度第 400 次教評會議修正通過

113 年 09 月 09 日海洋科學學院 113 學年度第 1 次教師評審委員會議修正通過

113 年 12 月 26 日本校 113 學年度第 1 學期第 4 次(第 440 次)校教評會議修正通過

Amended and approved by the 440th University Faculty Evaluation Committee Meeting on December 26, 2024

一、國立中山大學海洋科學學院(以下簡稱「本院」)為提昇本院新聘教師教學、研究及服務品質，特依本校教師評鑑辦法訂定本院新聘教師評鑑實施要點(以下簡稱「本要點」)。

I. These guidelines are formulated in accordance with the University's *Regulations for Faculty Performance Assessment* to enhance the quality of teaching, research, and counseling & services of new faculty in the College of Marine Sciences (hereinafter referred to as the “College”).

二、本要點所稱新聘教師，係指本院109學年度起到職之新聘專任助理教授及副教授。

II. New faculty stipulated herein refers to the full-time assistant professors and associate professors employed from 2020-21 academic year.

三、本院新聘教師聘任滿三年後實施預評鑑，針對預評鑑結果加以輔導；聘任滿五年後實施正式評鑑。

III. New faculty in the College shall undergo a pre-assessment after three years of employment with guidance based on the results of their pre-assessment, and be formally assessed after five years of their employment.

四、本院新聘教師評鑑項目計「教學」、「研究」、「輔導及服務」三項，各項評鑑指標及配分依「國立中山大學海洋科學學院新聘教師評鑑指標表」，每項總分 100 分，每項須達 70 分以上始為通過評鑑。

IV. The new faculty performance assessment is conducted on three categories of teaching, research, and counseling & services. Each category shall be scored in accordance with New Faculty Assessment Form in the College of Marine Sciences. The full score of each category is 100, and passing the assessment shall require a score of at least 70 in each category.

五、評鑑結果分為「通過」、「條件式通過」、「未通過」。

V. Assessment results shall be classified into “pass,” “conditionally pass,” and “fail.”

六、辦理評鑑程序：

VI. Assessment procedure:

(一)各系所於評鑑學年初彙整免受評鑑教師及須受評鑑教師名單。

Any dispute over interpretations of these regulations shall be resolved in the court of law based on the Chinese version.

- (1) Each department/institute/degree program shall compile the lists of new faculty who will not be assessed and who will be at the beginning of each academic year.
- (二)須受評鑑教師應填寫評鑑項目指標表並備齊資料，送相關行政單位查核後，依時程送所屬系所教師評審委員會審核確認。
- (2) New faculty under assessment shall complete the New Faculty Assessment Form in the College of Marine Sciences and submit the required documents to relevant administrative units for verification, followed by the submission to the department/institute/degree program faculty evaluation committees (hereinafter referred to as the “DFEC”) for approval according to the scheduled timeline.
- (三)系所教師評審委員會就教師受評鑑資料審核確認後，依時程送本院教師評鑑委員會審議。
- (3) The DFEC shall submit the verified documents to the Faculty Assessment Committee (FAC) of the College for deliberation according to the scheduled timeline.
- (四)本院教師評鑑委員會之組成，依本校教師評鑑辦法第六條規定辦理。
- (4) The FAC shall be established in accordance with Article 6 of the University’s *Regulations for Faculty Performance Assessment*.

七、辦理預評鑑作業程序：

VII. Pre-assessment procedure:

- (一)新聘教師到校任教滿三年者，針對本院訂定之教學、研究、服務項目之進展提出書面說明。
- (1) New faculty who have served at the University for three years shall submit a written report on their progress in teaching, research, and counseling & services, as stipulated by the College.
- (二)由院長邀集該教師系所主管以及校內外資深教師等三至五人組成評鑑輔導小組。評鑑輔導小組針對教師所提出書面說明，提供建議或輔導方式並作成紀錄，該紀錄送交系教評會。院長應指定傳授教師(mentor)協助需輔導教師，由其所屬系所確實依評鑑輔導小組建議提供協助及資源。
- (2) The dean of the College shall appoint the head of the faculty’s affiliated unit and several internal/external senior faculty members to form an ad hoc assessment guidance team of three to five members. The team shall provide documented guidance with suggestions based on the faculty’s report and submit it to the DFEC for reference. Additionally, the dean of the College shall appoint a mentor to assist the faculty, with support and resources provided by their affiliated unit based on the documented guidance.

八、正式評鑑結果為「條件式通過」與「未通過」之教師，應依其評鑑項目表

Any dispute over interpretations of these regulations shall be resolved in the court of law based on the Chinese version.

現，接受本院評鑑輔導小組之輔導，其所屬系所應提供相關資源與協助。

- VIII. New faculty “conditionally passing” or “failing” the formal assessment shall follow the advice of assessment guidance team, with relevant support and resources provided and documented by the affiliated unit.

「條件式通過」教師，輔導期間為評鑑結果公告後三學期。

The faculty “conditionally passing” the assessment shall fulfill the requirements during the guidance period which is three semesters after the announcement of assessment results.

「未通過」教師，輔導期間為評鑑結果公告後一學期。

Those “failing” the assessment shall fulfill the requirements during the guidance period which is one semester after the announcement of assessment results.

輔導期間未含公告當學期，過程應作成紀錄。

The guidance period shall exclude the semester in which the assessment results are announced, and the process of guidance shall be documented.

- 九、「條件式通過」與「未通過」之教師於輔導期間結束後，應提交其改善方案/事項成效報告書至原教師評鑑委員會審議是否通過，再送交教務處彙整後送校教評決議。

- IX. New faculty “conditionally passing” and those “failing” the assessment shall submit their *Report on Improvement Plan* and *Report on Improvement of Assessed Areas*, respectively, to the FAC. The report shall be reviewed by the FAC for approval and, through compilation by the Office of Academic Affairs (OAA), then submitted to the University Faculty Evaluation Committee (UFEC) for resolution.

- 十、本院教師評鑑委員會應將新聘教師評鑑結果（含教師評鑑委員審查意見）送教務處彙整，並同時以書面通知受評鑑人及所屬系所。

- X. The FAC shall submit the assessment results with the review opinions of the member to the OAA for compilation and notify new faculty under assessment and their affiliated department/institute of the result in writing.

受評鑑人如有異議，得於接到通知後次日起十五個工作日內，依本校教師評鑑辦法規定檢據提出申覆。

The faculty under assessment objecting to the resolution shall file an appeal with proof in accordance with the University’s *Regulations for Faculty Performance Assessment* within fifteen days starting from the next day of receiving the notification.

- 十一、本要點未盡事宜，悉依相關規定辦理。

- XI. Matters not covered herein shall be handled in accordance with relevant regulations.

- 十二、本要點經院教評會議訂定後，送校教師評審委員會審議通過後實施，修正時亦同。

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

國立中山大學海洋科學學院新聘教師評鑑指標表

109 年 03 月 05 日海洋科學學院 108 學年度第 7 次教師評審委員會修正通過
 109 年 06 月 11 日本校第 400 次教師評審委員會修正通過
 113 年 09 月 09 日海洋科學學院 113 學年度第 1 次教師評審委員會修正通過
 113 年 12 月 26 日本校第 440 次教師評審委員會修正通過
 114 年 03 月 20 日海洋科學學院 113 學年度第 8 次教師評審委員會修正通過
 114 年 05 月 22 日海洋科學學院 113 學年度第 10 次教師評審委員會修正通過
 114 年 06 月 12 日本校第 448 次教師評審委員會修正通過

系所：

姓名：

本職級生效日： 年 月 日

一、院教師評審委員會審查評鑑時，得邀請申請人列席說明。

二、評鑑評分規定如下：

(一) 評鑑審查分研究表現、教學及服務成績三項，各項總分均為 100 分，各項成績均須達 70 分

(二) 研究部分(A)：5 年總分 100 分

1、以一般研究類評鑑：

A1. 研究著作部份：最高採計 75 分		A1 分數：_____分		
項 目	分 數	自評	系所 初審	院複審
任職 5 年內發表研究著作篇數 第一作者或通訊作者 期刊等級依評鑑當年度最新資料為準	SCI Q1 每篇 30 分，Q2 每篇 20 分，Q3 每篇 15 分，其餘每篇 10 分(SSCI Q1 每篇 50 分，Q2 每篇 40 分，Q3 每篇 30 分，其餘每篇 20 分)			
A2. 研究計畫獎助及其他學術專業成就：最高採計 25 分		A2 分數：_____分		
項 目	分 數	自評	審核	
A2-1: 國科會專題計畫：研發處依計畫核定清單認定之 註：同一計畫在 A2 之第(1)項、第(2)項、第(6)項、第(7)項僅能擇一計分。	(1)個別型研究計畫：計畫執行六個月(含)以上，每年第一件得 3 分，第二件得 4 分。計畫執行未達六個月，每件 1.5 分。 (2)整合型研究計畫(多張核定清單)： I. 總主持人：每件 4 分。 II. 子計畫主持人(不包括總主持人)：每件 3 分。 (3)單一整合型研究計畫(單張核定清單)：研發處依計畫核定清單認定之，本項總計最高 11 分為上限。 補助經費累計達 100 萬元，得 1.5 分；超過 100 萬元之部分，每 50 萬元得 0.75 分。每件計畫共同主持人配分必須於計畫核定後 3 個月內，由所有主持人簽名確認個人貢獻，依比例分配計分，且不得再變更分配比例。			
A2-2: 國科會人文社會實踐計畫：研發處依計畫核定清單認定之	本項總計最高 11 分為上限。 補助經費累計達 100 萬元，得 1.5 分；超過 100 萬元之部分，每 50 萬元得 0.75 分。每件計畫共同主持人配分必須於計畫核定後 3 個月內，由所有主持人簽名確認個人貢			

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	獻，依比例分配計分，且不得再變更分配比例。		
A2-3:教育部專題研究計畫:研發處依計畫核定清單認定之 註：同一計畫在 A2 之第(3)項與第(12)項、第(13)項僅能擇一計分。	本項總計最高以 11 分為上限。 計畫執行六個月(含)以上，每年第一件得 3 分，第二件得 4 分。計畫執行未達六個月，每件 1.5 分。		
A2-4:學術榮譽：研發處認定之	同一獎項最多採計二次，採認獎項與給分明細如國立中山大學教師升等計分表。		
A2-5:出版學術研究專書：(有國際標準書號 ISBN)：應檢附學術審查證明，經研發處召開專家審查委員會認定之	本項總計最高 6 分為上限。		
A2-6:國科會產學合作研究計畫：產學處依計畫核定清單認定之	採認計畫項目與給分明細如國立中山大學教師升等計分表。		
A2-7:政府機關產學合作計畫(不含國科會產學計畫):產學處依計畫核定清單認定之	計畫累計金額達 40 萬元者得 1.5 分，超過 40 萬元之部份，每 10 萬元得 0.15 分。		
A2-8:非政府產學合作計畫：產學處依委託合約書認定之	計畫累計金額達 40 萬元者，得 1.5 分，超過 40 萬元之部份，每 10 萬元得 0.3 分。		
A2-9:技術移轉或著作授權：產學處依技轉合約認定之	主要發明人與產業界(含企業與法人)辦理技術移轉或著作授權，本項總計最高 11 分為限。		
A2-10:專利：經產學處依發明專利證書認定之	本項總計最高 4 分為限。		
A2-11:產學榮譽；產學處認定之	獎項與給分明細如國立中山大學教師升等計分表。		
A2-12:教育部教學相關計畫：教務處依計畫核定清單認定之	本項總計最高以 11 分為上限。		
A2-13:教育部教學實踐研究計畫：教務處依計畫核定清單認定之。	每年每件得 3 分；若計畫獲教育部頒績優獎項者，再加 1.5 分。		
A2-14:其他學術成就（最高 2 分，由評鑑委員綜合評分）	(1)SSCI (2)國外匿名外審期刊論文 (3)TSSCI (4)學術稀有性及貢獻性 (5)其他		
研究總分(A)=A1+A2=_____分			

2、以技術應用類評鑑：

A1. 研究著作部份：最高採計 40 分		A1 分數：_____分		
項 目	分 數	自評	系所初審	院複審
任職 5 年內發表研究著作篇數 第一作者或通訊作者 期刊等級依評鑑當年度最新資料為準	比照 SCI 與 SSCI Q1~Q4 之計分			
A2. 研究計畫獎助及其他學術專業成就：最高採計 60 分		A2 分數：_____分		
項 目	分 數	自評	審核	
A2-1:國科會專題計畫：研發處依計	(1)個別型研究計畫：計畫執行六個月(含)			

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畫核定清單認定之 註：同一計畫在 A2 之第(1)項、第(2)項、第(6)項、第(7)項僅能擇一計分。	以上，每年第一件得 3 分，第二件得 4 分。 計畫執行未達六個月，每件 1.5 分。 (2)整合型研究計畫（多張核定清單）： I. 總主持人：每件 4 分。 II. 子計畫主持人（不包括總主持人）：每件 3 分。 (3)單一整合型研究計畫（單張核定清單）：研發處依計畫核定清單認定之，本項總計最高 11 分為上限。 補助經費累計達 100 萬元，得 1.5 分；超過 100 萬元之部分，每 50 萬元得 0.75 分。每件計畫共同主持人配分必須於計畫核定後 3 個月內，由所有主持人簽名確認個人貢獻，依比例分配計分，且不得再變更分配比例。		
A2-2:國科會人文社會實踐計畫：研發處依計畫核定清單認定之	本項總計最高 11 分為上限。 補助經費累計達 100 萬元，得 1.5 分；超過 100 萬元之部分，每 50 萬元得 0.75 分。每件計畫共同主持人配分必須於計畫核定後 3 個月內，由所有主持人簽名確認個人貢獻，依比例分配計分，且不得再變更分配比例。		
A2-3:教育部專題研究計畫：研發處依計畫核定清單認定之 註：同一計畫在 A2 之第(3)項與第(12)項、第(13)項僅能擇一計分。	本項總計最高以 11 分為上限。 計畫執行六個月(含)以上，每年第一件得 3 分，第二件得 4 分。計畫執行未達六個月，每件 1.5 分。		
A2-4:學術榮譽：研發處認定之	同一獎項最多採計二次，採認獎項與給分明細如國立中山大學教師升等計分表。		
A2-5:出版學術研究專書：(有國際標準書號 ISBN)：應檢附學術審查證明，經研發處召開專家審查委員會認定之	本項總計最高 6 分為上限。		
A2-6:國科會產學合作研究計畫：產學處依計畫核定清單認定之	採認計畫項目與給分明細如國立中山大學教師升等計分表。		
A2-7:政府機關產學合作計畫(不含國科會產學計畫):產學處依計畫核定清單認定之	計畫累計金額達 40 萬元者得 1.5 分，超過 40 萬元之部份，每 10 萬元得 0.15 分。		
A2-8:非政府產學合作計畫：產學處依委託合約書認定之	計畫累計金額達 40 萬元者，得 1.5 分，超過 40 萬元之部份，每 10 萬元得 0.3 分。		
A2-9:技術移轉或著作授權：產學處依技轉合約認定之	主要發明人與產業界(含企業與法人)辦理技術移轉或著作授權，本項總計最高 11 分為限。		
A2-10:專利：經產學處依發明專利證書認定之	本項總計最高 4 分為限。		
A2-11:產學榮譽：產學處認定之	獎項與給分明細如國立中山大學教師升等計分表。		
A2-12:教育部教學相關計畫：教務處依計畫核定清單認定之	本項總計最高以 11 分為上限。		
A2-13:教育部教學實踐研究計畫：教務處依計畫核定清單認定之	每年每件得 3 分；若計畫獲教育部頒績優獎項者，再加 1.5 分。		
A2-14:其他學術成就（最高 2 分，由評鑑委員綜合評分）	(1)SSCI (2)國外匿名外審期刊論文 (3)TSSCI		

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	(4)學術稀有性及貢獻性 (5)其他		
研究總分(A)=A1+A2=_____分			

3、以教學研究類評鑑：

A1. 研究著作部份：最高採計 60 分		A1 分數：_____分		
項 目	分 數	自評	系所 初審	院複審
任職 5 年內發表研究著作篇數 第一作者或通訊作者 期刊等級依評鑑當年度最新資料為準	比照 SCI 與 SSCI Q1~Q4 之計分			
A2. 研究計畫獎助及其他學術專業成就：最高採計 40 分		A2 分數：_____分		
項 目	分 數	自評	審核	
A2-1:國科會專題計畫：研發處依計畫核定清單認定之 註：同一計畫在 A2 之第(1)項、第(2)項、第(6)項、第(7)項僅能擇一計分。	(1)個別型研究計畫：計畫執行六個月(含)以上，每年第一件得 3 分，第二件得 5 分。計畫執行未達六個月，每件 1.7 分。 (2)整合型研究計畫（多張核定清單）： I. 總主持人：每件 5 分。 II. 子計畫主持人(不包括總主持人)：每件 3 分。 (3)單一整合型研究計畫（單張核定清單）：研發處依計畫核定清單認定之，本項總計最高 13 分為上限。 補助經費累計達 100 萬元，得 1.7 分；超過 100 萬元之部分，每 50 萬元得 0.85 分。每件計畫共同主持人配分必須於計畫核定後 3 個月內，由所有主持人簽名確認個人貢獻，依比例分配計分，且不得再變更分配比例。			
A2-2:國科會人文社會實踐計畫：研發處依計畫核定清單認定之	本項總計最高 13 分為上限。 補助經費累計達 100 萬元，得 1.7 分；超過 100 萬元之部分，每 50 萬元得 0.85 分。每件計畫共同主持人配分必須於計畫核定後 3 個月內，由所有主持人簽名確認個人貢獻，依比例分配計分，且不得再變更分配比例。			
A2-3:教育部專題研究計畫:研發處依計畫核定清單認定之 註：同一計畫在 A2 之第(3)項與第(12)項、第(13)項僅能擇一計分。	本項總計最高以 13 分為上限。 計畫執行六個月(含)以上，每年第一件得 3 分，第二件得 5 分。計畫執行未達六個月，每件 1.7 分。			
A2-4:學術榮譽：研發處認定之	同一獎項最多採計二次，採認獎項與給分明細如國立中山大學教師升等計分表。			
A2-5:出版學術研究專書：(有國際標準書號 ISBN)：應檢附學術審查證明，經研發處召開專家審查委員會認定之	本項總計最高 7 分為上限。			
A2-6:國科會產學合作研究計畫：產學處依計畫核定清單認定之	採認計畫項目與給分明細如國立中山大學教師升等計分表。			

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A2-7:政府機關產學合作計畫(不含科技部產學計畫):產學處依計畫核定清單認定之	計畫累計金額達 40 萬元者得 1.7 分,超過 40 萬元之部份,每 10 萬元得 0.17 分。		
A2-8:非政府產學合作計畫:產學處依委託合約書認定之	計畫累計金額達 40 萬元者,得 1.7 分,超過 40 萬元之部份,每 10 萬元得 0.34 分。		
A2-9:技術移轉或著作授權:產學處依技轉合約認定之	主要發明人與產業界(含企業與法人)辦理技術移轉或著作授權,本項總計最高 13 分為限。		
A2-10:專利:經產學處依發明專利證書認定之	本項總計最高 5 分為限。		
A2-11:產學榮譽;產學處認定之	獎項與給分明細如國立中山大學教師升等計分表。		
A2-12 教育部教學相關計畫:教務處依計畫核定清單認定之	本項總計最高以 13 分為上限。		
A2-13:教育部教學實踐研究計畫:教務處依計畫核定清單認定之	每年每件得 3 分;若計畫獲教育部頒績優獎項者,再加 1.7 分。		
A2-14:其他學術成就(最高 2.5 分,由評鑑委員綜合評分)	(1)SSCI (2)國外匿名外審期刊論文 (3)TSSCI (4)學術稀有性及貢獻性 (5)其他		
研究總分(A)=A1+A2=_____分			

(三)教學部分(B):5 年總分 100 分。

B1、教學基本門檻：60 分			
註：新進教師評鑑時至少三學年度之授課時數須達本校「教師授課鐘點合計準則」規定，並符合下列四項中之三項，即獲 60 分基本分。若基本門檻未達成者，即教學項目未通過評鑑。			
☐ 達成教學基本門檻(B1)，獲 60 分基本分。		B1分數：_____分	
☐ 未達成教學基本門檻(B1)，即教學項目未通過評鑑。			
基本項目		自評	審核
B1-0教師評鑑時至少三學年度之授課時數須達本校「教師授課鐘點合計準則」規定。			
項目(四選三)		自評	審核
B1-1教師至少三個學年度平均教學當量高於(等於)系所後30%之落點平均當量數(註1)。			
B1-2教師至少六個學期授課之教學意見調查平均得分高於(等於)院後5%之落點平均得分(註1)。			
B1-3評鑑年限內，參與新進教師研習及教學觀課(含教學演示及微型教學)至少各1場。			
B1-4評鑑年限內，參與教學觀摩及各類教師教學知能相關研習/工作坊至少5場。			
B2、教學優良表現：加分項，最高採計30分		B2分數：_____分	
項目	分數	自評	審核
B2-1 參與教學觀摩、各類教師教學知能相關研習/工作坊、教學演示、教學觀課滿 5 場後	每增加 1 場 1 分，至多 6 分。		

B2-2 獲頒教學優良課程	2 分/每門每次，至多 6 分。		
B2-3 本校教學績優獎	10 分/每次。		
B2-4 開設通識課程	2 分/每門，至多 6 分。		
B2-5 開設全英語授課課程	2 分/每門，至多 6 分。		
B2-6 申請通過高教深耕創新課程計畫、數位化學習計畫或執行雙語化相關計畫(含擔任學分學程負責人、擔任領航教師或 EMI 顧問教師有實際輔導事實者、取得本校 EMI 教師培訓認證)	2 分/每件，至多 10 分。		
B2-7 參與本院舉辦其他教學優良獎項/活動	1 分/件，至多 4 分。		
B3：評鑑委員就受評教師整體教學表現評分	B3 委員綜合評分，至多 10 分	B3 分數：_____分	
教學總分(B)=B1+B2+B3=_____分		☐ 達成教學基本門檻(B1)，教學總分(B)=_____分 ☐ 未達成教學基本門檻(B1)，即教學項目未通過評鑑。	

備註：

1. 「B1-1 平均教學當量」與「B1-2 教學意見調查平均得分」等歷年資料，教務處將另提供資料給本院教師評鑑委員參考。
2. 教學部分(B)，除 B2-7 由院認定、B3 由評鑑委員綜合評分外，其餘項目由教務處認定。

(四) 輔導及服務部分(C)：5 年總分 100 分，由系所教師評審委員會審訂

C1、輔導及服務榮譽：最高採計 10 分					C1 分數：_____分
項 目	計 分	教師自評	系所複核	教師所屬系所核章	
C11、本校優良導師	10 分/次				
C12、院優良導師	6 分/次				
C13、系所推薦之優良導師	3 分/次				
C2、輔導及服務：最高採計 60 分					C2 (C21+C22)分數：_____分
C21、校內輔導及服務(至多 40 分)					C21(C21-1~8)分數：_____分
項 目	計 分	教師自評	系所複核	教師所屬系所核章	
C21-1、擔任導師(須附活動證明)	5 分/學年				
C21-2、一、二級單位主管工作	15 分/學期				
C21-3、校、院、系所會議委員會代表	2 分/學期				
C21-4、招生宣導	5 分/次				
C21-5、本校辦理的考試之監考	2 分/次				
C21-6、擔任學生活動指導	3 分/次				
C21-7、本校績優社團指導老師	10 分/次				
C21-8、擔任學生社團指導老師	3 分/學期				

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C22、院、系所服務(至多 40 分)		C22(C22-1~9)分數：_____分		
項 目	計 分	教師自評	系所複核	教師所屬系所核章
C22-1、實驗室服務、實驗室安全衛生認證	(由各系所認定)			
C22-2、編輯院、系所刊物、簡介				
C22-3、招生命題 各項甄試委員或閱卷				
C22-4、各種推廣科學教育輔導工作				
C22-5、協助院、系所辦理重要學術會議				
C22-6、參加系所學生活動				
C22-7、推廣教育開課				
C22-8、奉派代表系所、院、校參加外校活動				
C22-9、其他重要服務				
C3、委員綜合評分：至多 30 分		C3 分數：_____分		
委員就受評鑑教師教學歷程檔案(Teaching Portfolio)內之校內、外服務及學生輔導情形進行綜合評分。(由受評鑑教師提供資料)				
輔導及服務總分(C) = C1+C2+C3=_____分				

受評教師：_____ 單位主管：_____ 院長：_____

New Faculty Assessment Form

in the College of Marine Sciences

Amended and approved at the 448th University Faculty Evaluation Committee meeting on June 12, 2025

- Affiliated unit:
- Name:
- Effective date of the current rank: (YYYY/MM/DD)

I. Applicants may be invited to attend the Faculty Assessment Committee (FAC) meeting to present their case.

II. Scoring criteria:

The assessment is conducted on three categories of teaching, research, and counseling & services. The full score of each category is 100, and passing the assessment shall require a score of at least 70 in each category.

A. Research (a max. of 100 points under 5-year assessment period)

1. Assessment through the track of general research:

A1. Research publication (a max. of 75 points) Subtotal of A1: _____ points				
Item	Points	Self-assessment	Initial review by the affiliated unit	Second review by the College
publishing papers as the first author or corresponding author within 5 years of employment at the University (The ranking of journals shall be based on the latest information available in the year of assessment.)	● SCI journals • 30 points per paper in Q1 journals • 20 points per paper in Q2 journals • 15 points per paper in Q3 journals • 10 points per paper in other journals ● SSCI journals: • 50 points per paper in Q1 journals • 40 points per paper in Q2 journals • 30 points per paper in Q3 journals • 20 points per paper in other journals			
A2. Research projects or other academic achievements (a max. of 25 points) Subtotal of A2: _____ points				
Items	Points	Self-assessment	Approval	
A2-1 National Science and Technology Council (NSTC) research project (to be approved by the Office of Research and Development (ORD) according to the project approval list) Note:	(a) individual research project: • 6 months or longer: 3 points for the first project and 4 points for the second project within the same year • less than 6 months: 1.5 points per project (b) integrated research project (multiple approval lists): i. principal leader: 4 points per project			

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Each project can be counted in only one of the items A2-1, A2-2, A2-6, and A2-7.	ii. subproject principal investigator (excluding project leader): 3 points per project (c) single collaborative research project (single approval list): a max. of 11 points with the approval from the ORD • 1.5 points for accumulated project grants reaching TWD 1,000,000 and 0.75 points for every additional TWD 500,000 beyond that • Points for each project shall be allocated according to the proportion of individual contributions confirmed by all principal investigators within 3 months of the project's approval. The allocation ratio shall not be changed once approved.		
A2-2 NSTC humanity innovation and social practice project (to be approved by the ORD according to the project approval list)	a max. of 11 points • 1.5 points for accumulated project grants reaching TWD 1,000,000 and 0.75 points for every additional TWD 500,000 beyond that • Points for each project will be allocated according to the proportion of individual contributions confirmed by all principal investigators within 3 months of the project's approval. The allocation ratio cannot be changed once approved.		
A2-3 Ministry of Education (MOE) research project (to be approved by the ORD according to the project approval list) Note: Each project can be counted in only one of the items A2-3, A2-12, and A2-13.	a max. of 11 points • 6 months or longer: 3 points for the first project and 4 points for the second project within the same year • less than 6 months: 1.5 points per project		
A2-4 academic honor (to be approved by the ORD)	The list of recognized awards with allocated points is stipulated in the University's <i>UFEC Score Sheet of Professorship Rank Promotion</i> , and the same award may be counted twice at most.		
A2-5 academic research publication (with registered ISBN): A proof of academic review of the publication shall be provided and verified by a	a max. of 6 points		

review committee convened by the ORD.			
A2-6 NSTC industry-academic collaboration project (to be approved by the Office of Global Industry-Academe Collaboration and Advancement (OGIACA) according to the project approval list)	The list of recognized projects with allocated points is stipulated in the University's <i>UFEC Score Sheet of Professorship Rank Promotion</i> .		
A2-7 government industry-academia collaboration projects, excluding NSTC industry-academic collaboration projects (to be approved by the OGIACA according to the project approval list)	1.5 points for accumulated project grants reaching TWD 400,000 and 0.15 points for every additional TWD 100,000 beyond that		
A2-8 non-government industry-academia collaboration project (to be approved by the OGIACA according to the commissioned research agreement)	1.5 points for accumulated project grants reaching TWD 400,000 and 0.3 points for every additional TWD 100,000 beyond that		
A2-9 technology transfer and copyright licensing (to be approved by the OGIACA according to the agreement)	• a max. of 11 points • technology transfer and copyright licensing from the principal inventors to the industry (including enterprises and legal entities)		
A2-10 patent (to be approved by the OGIACA according to the patent certificate)	a max. of 4 points		
A2-11 credits for industry-academia collaboration (to be approved by the OGIACA)	The list of recognized awards with allocated points is stipulated in the University's <i>UFEC Score Sheet of Professorship Rank Promotion</i> .		
A2-12 MOE teaching related project (to be approved by the Office of Academic Affairs (OAA) according to the project approval list)	a max. of 11 points		

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A2-13 MOE teaching practice research program (to be approved by the OAA according to the project approval list)	3 points per program each year, and 1.5 additional points if the program is awarded by the MOE		
A2-14 other academic achievements (a max. of 2 points, subject to the holistic assessment by the FAC)	(1) publishing papers in SSCI journals (2) publishing papers in international journals that undergo an anonymous external review (3) publishing papers in TSSCI journals (4) demonstrating academic uniqueness and making significant contributions (5) others		
Total of A. Research (A1+A2): ____ points			

2. Assessment through the track of technology application:

7. Assessment through the track of technology application:

A1. Research publication (a max. of 40 points)				
Subtotal of A1: ____ points				
Item	Points	Self-assessment	Initial review by the affiliated unit	Second review by the College
publishing papers as the first author or corresponding author within 5 years of employment at the University (The ranking of journals shall be based on the latest information available in the year of assessment.)	the same criteria as those for SCI and SSCI Q1 to Q4 journals			
A2. Research projects or other academic achievements (a max. of 60 points)				
Subtotal of A2: ____ points				
Items	Points	Self-assessment	Approval	
A2-1: National Science and Technology Council (NSTC) research project (to be approved by the Office of Research and Development (ORD) according to the project approval list) Note: Each project can be counted in only one of the items A2-1, A2-2, A2-6, and A2-7.	(a) individual research project: 6 months or longer: 3 points for the first project and 4 points for the second project of the same year - less than 6 months: 1.5 points per project (b) integrated research project (multiple approval lists): i. principal leader: 4 points per project ii. subproject principal investigator (excluding project leader): 3 points per project (c) single collaborative research project (single approval list): a max. of 11 points with the approval from the ORD			

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	• 1.5 points for accumulated project grants reaching TWD 1,000,000 and 0.75 points for every additional TWD 500,000 beyond that • Points for each project shall be allocated according to the proportion of individual contributions confirmed by all principal investigators within 3 months of the project's approval. The allocation ratio shall not be changed once approved.		
A2-2 NSTC humanity innovation and social practice project (to be approved by the ORD according to the approval list)	a max. of 11 points • 1.5 points for accumulated project grants reaching TWD 1,000,000 and 0.7 points for every additional TWD 500,000 beyond that • Points for each project will be allocated according to the proportion of individual contributions confirmed by all principal investigators within 3 months of the project's approval. The allocation ratio cannot be changed once approved.		
A2-3 Ministry of Education (MOE) research project (to be approved by the ORD according to the project approval list) Note: Each project can be counted in only one of the items A2-3, A2-12, and A2-13.	a max. of 11 points • 6 months or longer: 3 points for the first project and 4 points for the second project within the same year • less than 6 months: 1.5 points per project		
A2-4 academic honor (to be approved by the ORD)	The list of recognized awards with allocated points is stipulated in the University's <i>UFEC Score Sheet of Professorship Rank Promotion</i> , and the same award may be counted twice at most.		
A2-5 academic research publication (with registered ISBN): A proof of academic review of the publication shall be provided and verified by a review committee convened by the ORD.	a max. of 6 points		
A2-6 NSTC industry-academic collaboration project (to be approved by the Office of Global Industry-Academe Collaboration and	The list of recognized projects with allocated points is stipulated in the University's <i>UFEC Score Sheet of Professorship Rank Promotion</i> .		

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Advancement (OGIACA) according to the project approval list)			
A2-7 government industry-academia collaboration projects, excluding NSTC industry-academic collaboration projects) (to be approved by the OGIACA according to the project approval list)	1.5 points for accumulated project grants reaching TWD 400,000 and 0.15 points for every additional TWD 100,000 beyond that		
A2-8 non-government industry-academia collaboration project (to be approved by the OGIACA according to the commissioned research agreement)	1.5 points for accumulated project grants reaching TWD 400,000 and 0.3 points for every additional TWD 100,000 beyond that		
A2-9 technology transfer and copyright licensing (to be approved by the OGIACA according to the agreement)	• a max. of 11 points • technology transfer and copyright licensing from the principal inventors to the industry (including enterprises and legal entities)		
A2-10 patent (to be approved by the OGIACA according to the patent certificate)	a max. of 4 points		
A2-11 credits for industry-academia collaboration (to be approved by the OGIACA)	The list of recognized awards with allocated points is stipulated in the University's <i>UFEC Score Sheet of Professorship Rank Promotion</i> .		
A2-12 MOE teaching related project (to be approved by the Office of Academic Affairs (OAA) according to the project approval list)	a max. of 11 points		
A2-13 MOE teaching practice research program (to be approved by the OAA according to the project approval list)	3 points per program each year, and 1.5 additional points if the program is awarded by the MOE.		
A2-14	(1) publishing papers in SSCI journals		

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other academic achievements (a max. of 2 points, subject to the holistic assessment by the FAC)	(2) publishing papers in international journals that undergo an anonymous external review (3) publishing papers in TSSCI journals demonstrating academic uniqueness and making significant contributions others		
Total of A. Research (A1+A2): _____ points			

3. Assessment through the track of pedagogical research:

A1. Research publication (a max. of 60 points) Subtotal of A1: _____ points				
Item	Points	Self- assessment	Initial review by the affiliated unit	Second review by the College
publishing papers as the first author or corresponding author within 5 years of employment at the University (The ranking of journals shall be based on the latest information available in the year of assessment.)	the same criteria as those for SCI and SSCI Q1 to Q4 journals			
A2. Research projects or other academic achievements (a max. of 40 points) Subtotal of A2: _____ points				
Items	Points	Self- assessment	Approval	
A2-1 National Science and Technology Council (NSTC) research project (to be approved by the Office of Research and Development (ORD) according to the project approval list) Note: Each project can be counted in only one of the items A2-1, A2-2, A2-6, and A2-7.	(a) individual research project: • 6 months or longer: 3 points for the first project and 5 points for the second project of the same year • less than 6 months: 1.7 points per project (b) integrated research project (multiple approval lists): i. principal leader: 5 points per project ii. subproject principal investigator (excluding project leader): 3 points per project (c) single collaborative research project (single approval list): a max. of 13 points with the approval from the ORD • 1.7 points for accumulated project grants reaching TWD 1,000,000 and 0.85 points for every additional TWD 500,000 beyond that • Points for each project shall be allocated according to the proportion of individual contributions confirmed by all principal investigators within 3 months of the			

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	project's approval. The allocation ratio shall not be changed once approved.		
A2-2 NSTC humanity innovation and social practice project (to be approved by the ORD according to the project approval list)	a max. of 13 points • 1.7 points for accumulated project grants reaching TWD 1,000,000 and 0.85 points for every additional TWD 500,000 beyond that • Points for each project will be allocated according to the proportion of individual contributions confirmed by all principal investigators within 3 months of the project's approval. The allocation ratio cannot be changed once approved.		
A2-3 Ministry of Education (MOE) research project (to be approved by the ORD according to the project approval list) Note: Each project can be counted in only one of the items A2-3, A2-12, and A2-13.	a max. of 13 points • 6 months or longer: 3 points for the first project and 4 points for the second project within the same year • less than 6 months: 1.5 points per project		
A2-4 academic honor (to be approved by the ORD)	The list of recognized awards with allocated points is stipulated in the University's <i>UFEC Score Sheet of Professorship Rank Promotion</i> , and the same award may be counted twice at most.		
A2-5 academic research publication (with registered ISBN): A proof of academic review of the publication shall be provided and verified by a review committee convened by the ORD.	a max. of 7 points		
A2-6 NSTC industry-academic collaboration project (to be approved by the Office of Global Industry-Academe Collaboration and Advancement (OGIACA) according to the project approval list)	The list of recognized projects with allocated points is stipulated in the University's <i>UFEC Score Sheet of Professorship Rank Promotion</i> .		
A2-7 government industry-academia collaboration projects, excluding NSTC	1.7 points for accumulated project grants reaching TWD 400,000 and 0.17 points for every additional TWD 100,000 beyond that		

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industry-academic collaboration projects) (to be approved by the OGIACA according to the project approval list)			
A2-8 non-government industry-academia collaboration project (to be approved by the OGIACA according to the commissioned research agreement)	1.7 points for accumulated project grants reaching TWD 400,000 and 0.34 points for every additional TWD 100,000 beyond that		
A2-9 technology transfer and copyright licensing (to be approved by the OGIACA according to the agreement)	• a max. of 13 points • technology transfer and copyright licensing from the principal inventors to the industry (including enterprises and legal entities)		
A2-10 patent (to be approved by the OGIACA according to the patent certificate)	a max. of 5 points		
A2-11 credits for industry-academia collaboration (to be approved by the OGIACA)	The list of recognized awards with allocated points is stipulated in the University's <i>UFEC Score Sheet of Professorship Rank Promotion</i> .		
A2-12 MOE teaching related project (to be approved by the Office of Academic Affairs (OAA) according to the project approval list)	a max. of 13 points		
A2-13 MOE teaching practice research program (to be approved by the OAA according to the project approval list)	3 points per program each year, and 1.7 additional points if the program is awarded by the MOE.		
A2-14 other academic achievements (a max. of 2.5 points, subject to the holistic assessment by the FAC)	(1) publishing papers in SSCI journals (2) publishing papers in international journals that undergo an anonymous external review (3) publishing papers in TSSCI journals (4) demonstrating academic uniqueness and making significant contributions others		
Total of Research (A=A1+A2): ____ points			

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B. Teaching (a max. of 100 points under 5-year assessment period)

B1. Teaching threshold: 60 points			
Note: New faculty under assessment shall receive 60 points when fulfilling the required teaching hours over at least three academic years, as stipulated in the University's <i>Guidelines on the Calculation of Hourly Pay for Faculty Members</i> , and three of the following four requirements. Nevertheless, those who do not meet the teaching threshold shall be considered not passing the assessment in teaching.			
Subtotal of B1: ____ points ☐ The faculty member under assessment meets the teaching threshold (B1) and shall receive 60 points. ☐ The faculty member under assessment fails to meet the teaching threshold (B1) and shall be deemed not passing the assessment in teaching.			
Basic item		Self-assessment	Approval
B1-0 The faculty shall fulfill the required teaching hours over at least three academic years, as stipulated in the University's <i>Guidelines on the Calculation of Hourly Pay for Faculty Members</i> .			
Items (three out of four)		Self-assessment	Approval
B1-1 The faculty's average teaching equivalent over at least three academic years is at or above that of the last 30% of the faculty in the affiliated unit. (Note 1)			
B1-2 The faculty's average score of teaching survey over at least six semesters is at or above that of the last 5% of the faculty in the College. (Note 1)			
B1-3 The faculty participates in at least 1 new faculty workshop and 1 class observation (including teaching demonstration and micro-teaching) within the assessment period.			
B1-4 Within the assessment period, the faculty participates at least 5 of the following activities: model sessions and teaching-related seminars/workshops.			
B2. Other outstanding performances in teaching (additional items, with a max. of 30 points) Subtotal of B2: ____ points			
Items	Points	Self-assessment	Approval
B2-1 participating in model sessions, various interdisciplinary seminars or workshops related to teaching knowledge, teaching demonstrations, and class observations (beyond the required 5 sessions stipulated in B1-4)	1 point per session, with a max. of 6 points		
B2-2 receiving the award of the University's Outstanding Course	2 points per award, with a max. of 6 points		
B2-3	10 points per award		

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receiving the award of the University's Prominent Faculty in teaching			
B2-4 offering general education courses	2 points per course, with a max. of 6 points		
B2-5 offering EMI courses	2 points per course, with a max. of 6 points		
B2-6 conducting the HESP Course Innovation Project, digital learning projects, or other EMI-related projects (including serving as a course module coordinator, pilot teachers or EMI advisor with actual tutoring experiences, or obtaining the certificate of EMI Professional Development Program)	2 points per project/certificate, with a max. of 10 points		
B2-7 receiving the College outstanding teaching awards or participating in its activities	1 point per award/activity, with a max. of 4 points		
B3. Holistic assessment by the FAC, based on the faculty member's holistic teaching performance: Subtotal of B3: ____ points (a max. of 10 points)			
Total of Teaching (B=B1+B2+B3): ____ points ☐ The faculty member under assessment meets the teaching threshold (B1) and receives a total of ____ points in Teaching. ☐ The faculty member under assessment fails to meet the teaching threshold (B1) and shall be deemed not passing the assessment in teaching.			

Note:

1. Relevant data over the past years regarding “average teaching equivalent (B1-1)” and “average score of the teaching survey (B1-2)” shall be provided by the OAA to serve as a reference for the FAC.
2. All items in Teaching assessment (B) shall be approved by the OAA, except for B2-7 approved by the College and B3 assessed by the FAC.

C. Counseling & services (a max. of 100 points under 5-year assessment period, subject to the review by the Department/Institute/Degree Program Faculty Evaluation Committee)

C1. Honors (a max. of 10 points) Subtotal of C1: ____ points				
Items	Points	Self-assessment	Review by the affiliated unit	Approval from the affiliated unit
C1-1 receiving the University Outstanding Mentor Award	10 points per award			
C1-2 receiving the College Outstanding Mentor Award	6 points per award			
C1-3 being the outstanding mentor recommended by the affiliated unit	3 points per case			
C2. Counseling & services (a max. of 60 points) Subtotal of C2 (C2-1 and C2-2): ____ points				
C2-1. Counseling & services (a max. of 40 points) Subtotal of C2-1(C2-1-1 to C2-1-8): ____ points				
Items	Points	Self-assessment	Review by the affiliated unit	Approval from the affiliated unit
C2-1-1 serving as a mentor (supporting documents to be provided)	5 points per academic year			
C2-1-2 serving as the first or second level supervisor	15 points per semester			
C2-1-3 serving as a representative for the affiliated unit, the College, or the University committees/councils	2 points per semester			
C2-1-4 recruitment promotion	5 points per case			
C2-1-5 serving as a proctor for the exams handled by the University	2 points per case			
C2-1-6 serving as an advisor for student activities	3 points per case			
C2-1-7 receiving the NSYSU Instructor Award for Student Club	10 points per case			

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C2-1-8 serving as an instructor for student club	3 points per semester			
C2-2. Services for the affiliated unit and the College (a max. of 40 points) Subtotal of C2-2(C2-2-1 to C2-2-9): ____ points				
Items	Points	Self- assessment	Review by the affiliated unit	Approval from the affiliated unit
C2-2-1 conducting laboratory experiment and following safety & sanitation provisions	to be approved by the affiliated unit			
C2-2-2 editing the publications and brochures for the affiliated unit or the College				
C2-2-3 composing or grading entrance exam papers, or serving as an exam committee member				
C2-2-4 promoting various science education				
C2-2-5 assisting in important academic seminars for the affiliated unit or the College				
C2-2-6 attending student activities organized by the affiliated unit				
C2-2-7 offering continuing education courses				
C2-2-8 attending external activities and events on behalf of the affiliated unit, the College, and the University				
C2-2-9 other important services				
C3. Holistic assessment by the FAC: ____ points (a max. of 30 points) The FAC members shall conduct the assessment based on the faculty's teaching portfolio regarding their services on/off campus and counseling for students. (Supporting documents shall be provided by the faculty under assessment.)				
Total of Counseling & services (C=C1+C2+C3): _____ points				

The new faculty member under assessment: _____

Head of the affiliated unit: _____

Dean of the College: _____

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