

# Evaluation Indicators of Faculty Members for Department (College) of National Sun Yat-sen University

Approved at the 4th University Assembly of 2005 Academic Year, June 20, 2006

Amended and approved by the 2nd University Assembly of 2010 Academic Year, December 24, 2010

Amended and approved at the 3rd University Assembly of 2011 Academic Year, March 23, 2012

Amended and approved at the 2<sup>nd</sup> University Assembly of 2013 Academic Year, December 20, 2013

Amended and approved at the 2<sup>nd</sup> University Assembly of 2014 Academic Year, December 26, 2014

## 1. Teaching (Total score in 5 years is 100 points maximum)

A1. Teaching Honors (Maximum 10 points)			
Total Score (A1): =                      Points (The sum of total points of A11~A17)			
Section	Point	Score	Reviewed/Approved by faculty members and Department/College
A11. Outstanding Teaching Award of the Ministry of Education	10 Points/each		
A12. NSYSU Teaching Award of Excellence (formerly the Outstanding Teaching Award).	8 Points/each		
A13. NSYSU Best Teaching Faculty Members Award (formerly the Best Teaching Award).	3 Points/each		
A14. Outstanding Teaching Faculty Members Recommended by the College	2 Points/each		
A15. Outstanding Teaching Faculty Members Recommended by the Department	1 Points/each		
A16. Best Lecture of Undergraduate Program	1 Points/each		
A17. Awarded by other teaching related honorary awards for the profession of teaching	Reviewed/Approved by Faculty Evaluation Committee of College in accordance with levels of scores from A11 through A16 (1-10 points).		/

Note #1: During one academic year, Faculty Members awarded by the followings shall not double-count the points. The awards are: NSYSU Teaching Award of Excellence (formerly the Outstanding Teaching Award), NSYSU Best Teaching Faculty Members Award (formerly the Best Teaching Award), Outstanding Teaching Faculty Members Recommended by the College, and Outstanding Faculty Members Recommended by the Department.

Note #2: For sections on A11 of Outstanding Teaching Award of Ministry of Education and A15 of Outstanding Faculty Members Recommended by the Department, should Faculty Members awarded for Outstanding Teaching Award of Ministry of Education (A11) and Outstanding Teaching Faculty Members Recommended by the Department (A15) during the time for evaluation, points shall be taken accordingly.

A2. Teaching Effectiveness (Maximum 60 points)

The sum (A2)=A12+A22=        Points

Section	Points	Reviewed by Faculty Members and Department/ College
<p>1. Professors:  <math>\Sigma_{10 \text{ semester}} \{ \text{total course hours per semester} \times 0.55 \times \max((\text{average score of Teaching Opinion Survey per semester} / \text{average score of Teaching Opinion Survey for College Faculty Members per semester}), 1) \times \max((\text{teaching equivalent per semester} / \text{average teaching equivalent of college Faculty Members per semester}), 1) \}</math> °</p> <p>2. Associate Professors, Assistant Professors, Lecturers:  <math>\Sigma_{10 \text{ semester}} \{ \text{total course hours per semester} \times 0.5 \times \max((\text{average score of Teaching Opinion Survey per semester} / \text{average score of Teaching Opinion Survey for College Faculty Members per semester}), 1) \times \max((\text{teaching equivalent per semester} / \text{average teaching equivalent of college Faculty Members per semester}), 1) \}</math> °</p>	<p>A21=        Points            (Maximum 60 points)</p>	

Note#1 : A21 Calculation is based on NSYSU Regulations for Faculty Members Evaluations, starting from first 5 academic years (10 semesters) (Deduct leave from position retained with or without pay or long sick leave)

Note#2: Course hours are calculated based on NSYSU course lecturing hours. Faculty members who hold additional role shall count back the calculated hours. Compensate hours shall be counted back to basic course hours counting of every job level.

Note#3: Minimum weight of Teaching Opinion Survey is 1; minimum weight of teaching equivalent is 1.

Note#4: On the calculation for  $\max\left(\frac{\text{average score of Teaching Opinion Survey per semester}}{\text{average score of Teaching Opinion Survey for College Faculty Members per semester}}, 1\right) \times \max\left(\frac{\text{teaching equivalent per semester}}{\text{average teaching equivalent of college faculty members per semester}}, 1\right)$ , the formula is designed to encourage faculty members with higher teaching equivalent score. Faculty members with lower teaching equivalent score shall be weighed with minimum 1, so to protect faculty members' rights. Calculation is stated as follows:

- 1) If the faculty member's average teaching equivalent is higher than average teaching equivalent score of the college (this means score of "teaching equivalent per semester/ average teaching equivalent of college faculty members per semester" is higher than 1), weighing point would be "teaching equivalent per semester/ average teaching equivalent of college faculty members per semester."
- 2) If the faculty member's average teaching equivalent is lower than average teaching equivalent score of the college (this means score of "teaching equivalent per semester/ average teaching equivalent of college faculty members per semester" is lower than 1), weighing point would be 1.

A22 Important Sections on Teaching Promotion (A22=A22-1+A22-2+A22-3+A22-4+A22-5)	A22= Point (Maximum 20 points)		
Section	Point	Score	Reviewed by Faculty Members and Department/ College
A22-1 Mandatory Courses	1 point/per course, maximum 5 points. (Co-lectured by multiple Faculty Members; ratio is based on lecturer's agreement; Faculty Members who fail to reach ratio agreement shall base on average number of lecturers; total sum is 1 point/per course.		

<p>A22-2 General Education Courses (including Cross-department course selecting, liberal arts and professional service learning courses)</p>	<p>1 point/per course, maximum 5 points. (Co-lectured by multiple Faculty Members; ratio is based on lecturer's agreement; Faculty members who fail to reach ratio agreement shall base on average number of lecturers; total sum is 1 point/per course.</p> <p>Faculty members hired mainly by General Education Center: 0.5 point/per course (Co-lectured by multiple Faculty members; ratio is based on lecturer's agreement; Faculty members who fail to reach ratio agreement shall base on average number of lecturers; total sum is 0.5 point/per course.</p>		
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<p>A22-3 Courses Offered in English</p>	<p>1 point/per course, maximum 5 points. (Co-lectured by multiple Faculty members; ratio is based on lecturer's agreement; Faculty members who fail to reach ratio agreement shall base on average number of lecturers; total sum is 1 point/per course.</p> <p>Faculty members of Department of Foreign Languages and Literature: 0.5 point/per course (Co-lectured by multiple faculty mased on lecturer's agreement; faculty members who fail to reach ratio agreement shall base on average number of lecturer; total sum is 0.5 point/per course.</p>		
<p>A22-4 Digitalized Teaching Materials with the Approval from Ministry of Education</p>	<p>2 points/per course material (or subject). Maximum 6 points. (Co-lectured by multiple faculty members; ratio is based on lecturer's agreement; faculty members who fail to reach ratio agreement shall base on average number of lecturers; total sum is 2 points/per course material (or subject)</p>		

<p>A22-5 Digitalized Teaching Materials in Application for Approval from Ministry of Education</p>	<p>2 point/per course (or subject). Maximum 6 points. (Co-lectured by multiple faculty members; ratio is based on lecturer's agreement; faculty members who fail to reach ratio agreement shall base on average number of lecturers; total sum 2 point/per course (or subject))</p>		
<p>A3 Composite Score of the Faculty Evaluation Committee (Maximum 30 points) (Information shall be provided by Faculty Evaluation Committee)</p> <p>Score from the Faculty Evaluation Committee (A3) = _____ Points</p>			
<p>The Faculty Evaluation Committee shall give score in viewing evaluate faculty members' Teaching portfolio on teaching principles, preparation, course teaching condition, supervision of students' thesis study, student learning results and other related teaching in-service education.</p>			
<p style="text-align: right;"><b>Total Score(A) = A1+A2+A3= _____ Points</b></p>			

**2. Research** (Total maximum score is 100 points in 5 years) [Note: Every college shall establish its own research scheme in accordance with recommendations from Faculty Evaluation Committee of every college and the concluded discussion of section no. 6 at the 3<sup>rd</sup> University Assembly of 2011 Academic Year. Please follow original purpose of faculty evaluation and provide principles for score. The followings are recommended threshold for scoring.]

B1. Honorary Awards (Maximum 10 points)				
Total Score (B1):            Points				
Section	Point	Self-evaluate Score	Approved Score	Stamp of Approval by Academic Unit
Level 1 Research Hosting Fee <u>of the Ministry of Science and Technology</u> (NT\$25,000 per month)	10 Points/each			
Level 2 Research Hosting Fee of <u>of the Ministry of Science and Technology</u> (NT\$20,000 per month)	3 Points/each			
Level3 Research Hosting Fee of <u>the Ministry of Science and Technology</u> (NT\$10,000 per month)	1 Points/each			
NSYSU Outstanding Research Award (formerly named Best Research Award)	10 Points/each			
NSYSU Industrial Collaboration Excellence Award (formerly the Sun Yat-sen Technological Invention Award and Outstanding Industrial Collaboration Award)	10 Points/each			
NSYSU Distinguished Professors and Faculty Members (including category for academic research and industrial research Category)	10 Points/each			
NSYSU Best Professor & Faculty Members Award (including category for academic research and industrial research)	3 Points/each			
NSYSU New Scholar Award	3 Points/each			
Recognitions from participating athletic competitions (such as awarded by national athletic competition for Faculty Members and faculty members)	Top 3 in Group A: 2 Points/each Top 3 in Group B 1 Points/each			
Other honorary awards	Approved by each college and Center for General Education			

Sub-Total	Score=	Points		
B2. Academic Research Outcome (Maximum 70 points)				
Total Score (B2):=(B2-1+B2-2)= Points				
B2-1. Project Promoting Score		Total Score (B2-1)= Points		
Section	Point	Self-evaluation Score	Approved Score	Stamp of Approval by Academic Unit
Collaboration Project for Types of Leading and Development Hosted by Ministry of Science and Technology	Points calculated in accordance with NSYSU project organizer's authorized collaboration projects commissioned by governmental units.			
International Project with Signed Contract and Funding	16 Points/each project year			
Projects from the Ministry of Culture or the Ministry of Education	16 Points/each project year			
Subjective Research Project of <b><u>the Ministry of Science and Technology</u></b>	12 Points/each project year			
Participation Single Types of Integration Project (approved by Research & Development Unit)	3 Points/each project year			
Type of Application for Industrial Collaboration Project Hosted by <b><u>the Ministry of Science and Technology</u></b>	Points calculated in accordance with NSYSU project organizer's authorized collaboration projects commissioned by governmental units			
Collaboration Projects, commissioned by governmental units and authorized by NSYSU project organizers	12 Points/each (1 point for each accumulated grant amount up to NT\$1,000,000, or allocate grant amount to NSYSU administrative			



	management fee up to NT\$100,000)			
	12 Points/each (1 point for each accumulated grant amount up to NT\$330,000, or allocate grant amount to NSYSU administrative management fee up to NT\$33,000) (Applicable for College of Liberal Arts, College of Social Science, and General Education Center)			
	12 Points/each (1 point for each accumulated grant amount up to NT\$750,000, or allocate grant amount to NSYSU administrative management fee up to NT\$75,000) (Applicable for College of Management)			
	6 Points (Accumulated grant amount less than NT\$1,000,000)			
	6 Points (accumulated grant amount less than NT\$330,000) (Applicable for College of Liberal Arts, College of Social			

	Science, and General Education Center)			
	6 Points (accumulated grant amount less than NT\$750,000 (Applicable for College of Management)			
1 point for collaboration projects commissioned by non-governmental units (corporations or foundation) and authorized by NSYSU project organizers, with project amount accumulated up to NT\$1,000,000, or allocate grant amount to NSYSU administrative management fee up to NT\$100,000	12 Points/each			
1 point for technology transfer fee up to NT\$400,000, or feedback fund for any college of the university with amount up to NT\$100,000	12 Points/each			
Teaching Improvement Project Hosted by the Ministry of Education	6 Points/per case year 4 Point/per NT\$300,000 Maximum 50 points			
Sub-total	Score (B2-1)=	Points		
B2-2. Thesis, Patent, Publications or Exhibition Performance				
Total Score (B2-2)= Points				
Section	Point	Self-evaluate Score	Approved Score	Stamp of Approval by Academic Unit
Nature, Science	60 Points/per article			
SCIE, SSCI, AHCI Periodicals/Articles	15 Points/per article (Applicable for College of Science and Engineering, and College of Marine Sciences)			
	32 Points/per			

	article (Applicable for College of Liberal Arts, College of Management, College of Social Science, and General Education Center)			
EI, THCI Core, TSSCI Periodicals/Articles (Applicable for College of Science and Engineering, and College of Marine Sciences)	7 Points/per article			
EI Periodicals/Articles (Applicable for College of Liberal Arts, College of Management, College of Social Science, and General Education Center)	7 Points/per article			
THCI Core, TSSCI Periodicals/Articles (Applicable for College of Liberal Arts, College of Management, College of Social Science, and General Education Center)	20 Points/per article			
Other thesis with review mechanism	5 Points/per article (Maximum 20 points, applicable for College of Science and Engineering, and College of Marine Sciences) 7 Points/per article (Maximum 35 points, applicable for College of Liberal Arts, College of Management, College of Social Science, and General Education Center)			

Overseas thesis seminar/conference	4 Points/per article (Maximum 20 points, applicable for College of Science and Engineering, and College of Marine Sciences)			
Domestic thesis seminar/conference	2 Points/per article (Maximum 20 points, applicable for College of Science and Engineering, and College of Marine Sciences)			
Thesis seminar/conference with review mechanism	5 Points/per article (Maximum 50 points, applicable for College of Liberal Arts, College of Management, College of Social Science, and General Education Center)			
Published book with review mechanism or published thesis	3 Points/per article 6 Point/per book (Maximum 20 points, applicable for College of Science and Engineering, and College of Marine			

	Sciences) 6 Points/per article 18 Point/per book (Applicable for College of Liberal Arts, College of Management, College of Social Science, and General Education Center)			
Large-scale international/domestic performance/creative work showcase at level 1 and other exhibit venues	20 Points/per case			
Mid- and small-scale domestic performance/creative work showcase at level 2-3 and other exhibit venues	8 Points/per case			
Related research (including translation, show performance, creative work and awards)	Approved by Colleges and General Education Center			
Patents authorized and approved by NSYSU program organizer; innovator's accomplished work applied for patent, granted in the name of NSYSU, or granted patents applied by innovators and transferred to NSYSU (above mentioned does not include joint patent application with manufacturers). 2 points per case for patents granted in R.O.C., and China. 5 points per case for patents granted in US, Japan and EU. Score for patents granted in other countries shall be reviewed by Industrial Collaboration Operation and Education Promotion Department. Maximum 20 points for same patent granted in multiple countries.	20 Points/per patent			
Sub-total	Score (B2-2)=	Points		
B3. Composite Score from Faculty Evaluation Committee (Maximum 20 points) (B3)= Points (Faculty members to be evaluated shall provide related research information including Honorary Awards (B1), Project Promoting (B2-1), and Thesis, Patent, Publications or Exhibition Performance (B2-2).				
Composite Opinion			Score from Faculty Evaluation Committee	

Total Score for Research (B)	B1+B2+B3= Points
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Note:

1. Due to the nature of social science courses, some faculty members from College of Marine Sciences shall seek department and college's approval by following standards set by College of Liberal Arts, College of Management, College of Social Science, and General Education Center.
2. Faculty members to be evaluated are required to be research project host under section for "B2-1 Academic Research Outcome," therefore points can be counted. While evaluate Faculty Members participate in single project under "Teaching Improvement Projects from Ministry of Education", whose points can be counted.
3. Periodicals are counted with same standards in encouraging collaborative work.
4. "B1. Other Honorary Awards" and "B2-2. Related Research (including translation, show performance, creative work and awards)" are to be approved by each College and the Center for General Education.

### 3. Counseling & Services (Total maximum score is 100 points in 5 years)

C1. Honorary on Supervising & Servicing (Maximum 10 points) Total Score (C1)=            Points (Sum of C11~C15)			
Section	Point	Score	Reviewed/Approved by Faculty Members and Department/ College
C11. NSYSU Best Counseling Faculty Members	10 Points/each		
C12. Best Counseling Faculty Members of College (General Education Center)	6 Points/each		
C13. Best Counseling Faculty Members recommended by department/college	3 Points/each		
C14. Supervise NSYSU athlete team and winning in the 4 <sup>th</sup> through 6 <sup>th</sup> place in national athletic competitions for the university (applicable for General Education Center)	3 Points/each		
C2. Supervising & Servicing (Maximum 60 points) Total Score (C2):=C21+C22            Points			
C21. Supervising & Servicing on Campus (Maximum 40 points) (C21):=            Points (Sum of C21-1~C21-8)			
Section	Point	Score	Reviewed/Approved by Faculty Members and Department/ College
C21-1. Counselor	5 Points/per semester		
C21-2. Level 1 and level 2 supervisors	15 Points/per semester		
C21-3. Representative for Committee meetings for	2 Points/per semester		

department, college and NSYSU			
C21-4. Student recruit and promotion	5 Points/each		
C21-5. Invigilator for NSYSU examinations	2 Points/each		
C21-6. Supervisor for student activities	3 Points/each		
C21-7. Supervising Faculty Members for NSYSU best student associations/clubs	10 Points/each		
C21-8. Supervising Faculty Members for student associations/ clubs	3 Points/each		
C22. Servicing for department/college (Maximum 40 points) (C22):= Points (Sum of C22-1~C22-9)			
Section	Point	Score	Reviewed/Approved by Faculty Members and Department/ College
C22-1. Provide laboratory service, and certify safety and hygiene for laboratory	(Defined by every college)		
C22-2. Edit publications and introduction materials for department/college			
C22-3. Write examinations questions and check examination papers for all kinds of examination committees			
C22-4. Promote related science education work			
C22-5. Assist important academic seminars for department/college			
C22-6. Participate student activities of department/college			
C22-7. Open courses for education promotion			
C22-8. Participate out-of-school activities and events on behalf of department/college and NSYSU			
C22-9. Other related			



services			
C3. Composite Score from Faculty Evaluation Committee (Maximum 30 points) (Information shall be provided by evaluate Faculty Members)			
Score from the Faculty Evaluation Committee (A3) =			Points
Total Score for Supervising & Servicing (C) = C1+C2+C3=			Points

Note: **If any faculty member is prosecuted for alleged embezzlement of funds, or is involved in any procurement fraud under government investigation, or violating the University Code of Practice for Faculty members, the matter should be examined by applicable units or related university committees, together with all facts, seized evidences and documentations. The matter shall then be presented to the third-level Teacher Review Committees for approval. The implicated-faculty member's total points of faculty evaluation accumulated from counseling and services categories shall be adjusted by the Teacher Review Committee of this university.**