

國立成功大學統計學系暨數據科學研究所教師評量要點

Directions for Faculty Evaluation of the Department of Statistics and the Institute of Data Science, NCKU

92.6.12 系務會議通過

Approved by the Department-Institute Affairs Council on June 12, 2003

92.9.15 院教評會核備通過

Ratified by the College Faculty Evaluation Committee on September 15, 2003

97.1.17 系務會議修正通過

Revised by the Department-Institute Affairs Council on January 17, 2008

98.10.15 系務會議修正通過

Revised by the Department-Institute Affairs Council on October 15, 2009

109.6.18 系務會議修正通過

Revised by the Department-Institute Affairs Council on June 18, 2010

110.1.21 校教評核備通過

Ratified by the NCKU Faculty Evaluation Committee on January 21, 2021

- 一、國立成功大學統計學系暨數據科學研究所（以下簡稱本系(所)）為提昇教學、研究與服務與輔導品質，維持教育水準，特依「國立成功大學組織規程」第三十三條及「國立成功大學教師評量要點」第四點訂定「國立成功大學統計學系暨數據科學研究所教師評量要點」（以下簡稱本要點）。
- I. Directions for Faculty Evaluation of the Department of Statistics and the Institute of Data Science, NCKU (hereafter the Directions) are established by the Department of Statistics and the Institute of Data Science (hereafter the Department-Institute) to elevate its academic quality and educational level in terms of research, teaching, and student counseling and services in accordance with Article 33 of National Cheng Kung University Organizational Charter and Article Four of NCKU Directions for Faculty Evaluation.
- 二、本系(所)專任教授、副教授、助理教授及教學單位助教，每滿五年應接受一次評量。
教授及副教授符合下列各款情形之一，經本系(所)、院教師評審委員會(以下簡稱教評會)確認者，得免接受評量：
 - (一)獲選為中央研究院院士。
 - (二)曾獲頒教育部學術獎或國家講座、本校講座及經本校認可之國內外著名大學講座教授者。
 - (三)曾獲下列獎項或成效且累積分數達15分者：
 - 1.教學類：
 - (1)教育部全國傑出通識教育教師獎，每次五分。
 - (2)本校教學傑出獎，每次三分。
 - (3)本校教學優良獎，每次一分。
 - (4)教育部教學計畫主持人每件一分。
 - 2.研究類：
 - (1)科技部傑出研究獎，每次五分。
 - (2)甲（優）等研究獎，每次一點五分。
 - (3)科技部研究計畫主持人每件每年一分。

3.輔導及服務類:

(1)本校輔導傑出獎，每次三分。

(2) 本校輔導優良獎，每次一分。

(四)曾獲國內外著名學術獎、於學術上有卓越貢獻，或其他教學、研究、輔導及服務獎項或其成果具體卓著，經系(所)院教評會認可者。

前款受評人當年度同時獲教育部教學計畫與科技部研究計畫補助者，至多以一件計之。

各級專任教師，接受評量期間內符合下列情形之一，經本系(所)、院教評會認可者，得免接受一次評量：

(一)主持校外計畫累積達四件以上者。

(二)曾獲教學優良獎、輔導優良獎累積達二次以上者。

II. All faculty members of the Department-Institute, including its full professors, associate professors, assistant professors, and teaching assistants shall be subject to one faculty evaluation every five years following their employment or promotion to their current rank.

Full or associate professors who meet one of the following criteria, ratified by the Department-Institute Faculty Evaluation Committee (hereafter the Department-Institute FEC) and the College Faculty Evaluation Committee (hereafter the College FEC) shall be exempted from faculty evaluation:

(I) Those who have been selected as one of the Academicians of the Academia Sinica.

(II) Those who have received the Academic Award or the National Chair Professorship from the Ministry of Education, or a chair professorship from NCKU or from other prestigious domestic or international universities recognized by NCKU.

(III) Those who have received awards or who have made significant contributions, with an accumulation of 15 merit points, as follows:

1. Teaching:

(1) Five points scored each time as a recipient of the Distinguished Award for General Education Teachers.

(2) Three points scored each time as a recipient of the NCKU Outstanding Teaching Excellence Award.

(3) One point scored each time as a recipient of the NCKU Teaching Excellence Award.

(4) One point scored each time as a principal investigator of an MOE-granted teaching project.

2. Research:

(1) Five points scored each time as a recipient of the MOST Outstanding Research Award.

(2) One and a half points scored each time as a recipient of the Grade-A (Excellent) Research Award.

(3) One point scored each time as a principal investigator of a MOST-granted research project.

3. Student Counseling and Services:

(1) Three points scored each time as a recipient of the NCKU Outstanding Award for Student Counseling.

(2) One point scored each time as a recipient of the NCKU Excellence Award for Student Counseling.

(IV) Those who have received domestic and/or international academic awards, made significant academic contributions, or received other awards for outstanding performance or achievement in teaching, research, student counseling and services, as approved by the Department-Institute Faculty Evaluation Committee and the College Faculty Evaluation Committee.

In the case of those who receive grants in the same year for both an MOE teaching project and a MOST research project, as defined in the preceding rules, a maximum of one project shall count into the calculation of merit points.

Full-time faculty members who meet one of the following criteria, ratified by the Department-Institute FEC and the College FEC, shall be exempted from faculty evaluation for the designated period:

(I) Those who have received non-NCKU project grants more than four times as a principal investigator.

(II) Those who have received the NCKU Teaching Excellence Award or the NCKU Excellence Award for Student Counseling more than two times.

三、教師之評量須經初審、複審評量通過者方為通過。初審通過者，始得辦理複審。初審由本系(所)教評會辦理，申請作業自十二月一日起，應於四月十五日前完成，並送院教評會辦理複審。

III. All faculty evaluation cases shall go through a preliminary review and a secondary review. The Department-Institute FEC shall begin to accept applications from December 1 and complete its preliminary review by April 15. Those passing the preliminary review shall be processed into the secondary review by the College FEC.

四、本系(所)教師評量依教師評量表(如附件一)綜合教學、研究、輔導及服務等項目予以客觀審慎之評量。前述項目之評量，由受評人自選教學、研究、輔導及服務所占比率，其比率以教學(30%-70%)、研究(30%-70%)、輔導及服務(10%-30%)為原則；教評會應依受評人自選比率進行評分。

前項受評成績，經教評會出席委員二分之一以上皆評定為 70 分以上者，為評量通過。

各評量參考項目如下：

(一) 教學評量參考項目：

1. 課程：包括「科目數」、「學分數」、「成績分布」、「時數」、「選課人數」、「教學大綱」等。
2. 論文指導：「指導學生數」（註明：姓名、級別、畢業與否等）。
3. 教學評鑑：包括系(所)、院教學優良教師、校教學特優教師等。
4. 其他足以評估受評者教學之具體證明。

(二) 研究評量參考項目：

1. 在 SCI、SSCI、ABI 或具同等水準以上之期刊論文。
2. 經由嚴謹審查制度所發表之期刊論文。
3. 在一般性評審制度之期刊發表之學術論文。
4. 學術會議論文，有全文審查者應提出證明。
5. 學術專書或在專書上發表論著者。
6. 學術期刊評論論文。
7. 其他與研究領域相關之著作文章。
8. 科技部研究計畫結案報告。
9. 其他公民營機構委託之研究計畫結案報告。

(三) 輔導及服務評量參考項目：

1. 擔任校內、校外之各項公共服務及輔導事務。
2. 學生輔導（如擔任導師、帶領學生校外參訪活動等）。
3. 參加教師發展中心相關活動。
4. 其他服務及輔導相關活動。

IV. The Department-Institute shall administer its faculty evaluation objectively based on the reference items for the categories of teaching, research, student counseling and services, specified in its faculty evaluation table (Attachment I). Faculty members under evaluation are allowed to decide the evaluation criteria within their preferable proportional ranges, with a range of 30 to 70% for teaching, 30 to 70% for research, and 10 to 30% for student counseling and services, on a full scale of 100%. The Department-Institute FEC shall conduct its evaluation based on the self-designated criteria.

A grade of 70 or above received from each of more than half of the attending committee members indicates that the applicant has passed the evaluation.

Reference items for each category evaluation are specified as follows:

- (I) Teaching:
 - 1. Course instruction: number of courses, number of credits, grade distribution, teaching hours, number of enrolled students, and syllabus.
 - 2. Thesis/dissertation advising: number of advisees (specifying student information such as their names, classes, and year of graduation).
 - 3. Teaching performance: evaluation based on the Department-Institute/College criteria for excellent teaching performance, or the NCKU criteria for outstanding teaching performance.
 - 4. Other significant certificates as evidence of teaching excellence.
- (II) Research:
 - 1. Papers published in journals covered by SCI, SSCI or ABI, or those with equivalent standards.
 - 2. Papers published in journals with a rigorous review system.
 - 3. Papers published in journals with a general review system.
 - 4. Papers presented in an academic conference, with a certificate of full-text review.
 - 5. Articles published in specific academic books or specific-themed books.
 - 6. Review papers published in academic journals.
 - 7. Articles related to the research field of the applicant.
 - 8. Final reports of research projects under the auspices of the Ministry of Science and Technology.
 - 9. Final reports of research projects commissioned by government or non-government institutions.
- (III) Student Counseling and Service:
 - 1. Participating in various public services and counseling activities within and outside NCKU.
 - 2. Participating in student counseling activities (serving as an advisor, or leading students on off-campus visits)
 - 3. Participating in events organized by the Center for Teaching and Learning Development.
 - 4. Participating in other services and student counseling activities.

五、教師在教學、研究、輔導及服務任一項目有特出之績效，應予肯定；其接受評量項目所佔比例依院教評會之規定辦理。

V. Faculty members should be duly credited for their outstanding performance in terms of teaching, research, student counseling and service. The proportion of each category under evaluation shall be administered in accordance with the regulations of the College FEC.

六、初次受評者提供受評期間之各項資料，第二次以後提供自上次評量後之資料。

VI. Faculty members under their first evaluation shall submit relevant documents and materials for evaluation during the designated period since their first employment. Those receiving a second or subsequent evaluation shall submit relevant documents and materials for evaluation since their last evaluation.

七、新聘教授及副教授依本校教師聘任辦法第五條規定，通過續聘者，視同通過第一次評量。新聘助理教授及講師依本校教師聘任辦法第五條規定，於規定年限內，不需接受評量。通過升等時，視同通過第一次評量。

VII. Newly-employed full and associate professors who have passed the review for a second-term employment according to Article Five of NCKU Faculty Employment shall be considered to have completed their first faculty evaluation.

Newly-employed assistant professors and lecturers are not required to undergo any faculty evaluation during the designated maximum employment period according to Article Five of NCKU Faculty Employment. Those who have passed their promotion evaluation shall be considered to have completed their first faculty evaluation.

- 八、 本系(所)專任教師依本要點評量不通過者，於次一年起不予晉薪且不得申請休假研究、借調、在外兼職兼課。

評量不通過者，應敘明具體理由通知受評教師，並就其教學、研究、輔導與服務之方向及成果提出改善建議。由管院協調系(所)給予適當協助與輔導，作成相關紀錄於每學年系(院)教評會備查，並於二年內進行再評量。

再評量通過者，自次年起恢復晉薪，得申請休假研究、借調、在外兼職兼課。未於二年內進行再評量或再評量仍不通過，則不予續聘。

- VIII. Fulltime Faculty members of the Department-Institute who fail to pass faculty evaluation according to these Directions will not be eligible to receive a rise in salary or apply for sabbatical leave, secondment, or a part-time position off campus starting from the following year.

Applicants who fail the evaluation shall be notified of the specific reasons and recommendations for improvements in the three evaluation items. The College of Management shall cooperate with the Department-Institute to provide proper assistance or counseling, which shall be documented for reference in the meetings of their FECs every year. Failed applicants shall be re-evaluated within the following two years.

Those who pass the re-evaluation will be eligible to receive a rise in salary or apply for sabbatical leave, secondment, or a part-time position off campus starting from the following year. Those failing to pass faculty evaluation shall not have their employment contract renewed should they fail to complete or pass a re-evaluation within the following two years.

- 九、 凡最近一次評量不通過者不得提出升等；不得延長服務年限；且不得擔任各級教評會委員，如為現任委員者，由候補委員遞補之。

- IX. Faculty members who fail the last evaluation are not eligible to apply for promotion, extend their maximum length of employment, or serve on a faculty evaluation committee. An incumbent faculty evaluation committee member who failed the last evaluation shall be replaced with an alternate member.

- 十、 本系(所)教師接受評量時，須提出教學、研究、輔導及服務等相關資料接受審查。未提出者，視為該年度未通過評量。但當年度因帶職帶薪或留職停薪其他情形（如休假研究、借調、出國講學或進修、育嬰、侍親等）致不在校未能提出者，得俟返校服務後順延辦理。

- X. Faculty members of the Department-Institute under evaluation shall submit relevant documents and materials for evaluation. Those who fail to do so will be considered to have failed the faculty evaluation for the designated year. Those who fail to complete their submission due to their absence of leave from NCKU on a status of paid or unpaid employment (such as sabbatical leave, secondment, traveling abroad for lectures or advanced study, paternity/maternity leave, or caring for parents) shall complete their evaluation after their return to NCKU.

- 十一、 應接受評量年數之計算，不包括留職停薪期間（如出國講學或進修、育嬰、侍親等）及懷孕產假（每次以一年計），但借調期間折半計算。通過升等教師，依其升等後職稱，自該學年度起算其應接受評量年數。對應接受評量年數之計算有疑義時，由人事室解釋。

- XI. Calculation of years of service for faculty evaluation shall not include the period of unpaid employment (such as traveling abroad for lectures or advanced study, paternity/maternity leave, or caring for parents), or pregnancy leave (on a one-year basis). Half of the period of temporary transfer will be calculated into the length of service. Faculty members who are promoted to a higher rank shall calculate their length of service for evaluation starting from the academic year of promotion. Any ambiguities with regard to the calculation of the length of years for evaluation shall be settled by the Personnel Office.

- 十二、 本系(所)教評會委員若為受評當事人，應迴避與自身評量有關之討論及議決。各次會議之召開應有全體委員三分之二以上出席，始得開議；經出席委員二分之一以上同意，始得決議。
- XII. A member of the Department-Institute FEC subjected to be evaluated shall avoid any discussions or decisions concerning his/her evaluation. A meeting of the committee shall be convened with a quorum of two-thirds of committee members in attendance.
- 十三、 受評量教師對初審結果不服者，得向法院教師評審委員會提出書面申覆；對複審結果不服者，得向校教師評審委員會提出書面申覆。對申覆結果不服者，得向校教師申訴評議委員會提出書面申訴。
- XIII. A faculty member under evaluation who disagrees with the results of the primary review may submit a written appeal to the College FEC. A faculty member under evaluation who disagrees with the results of the secondary review may submit a written appeal to the NCKU Faculty Evaluation Committee (hereafter the NCKU FEC). A faculty member under evaluation who disagrees with the results of the appeal to the NCKU FEC may submit a written appeal to the NCKU Faculty Appeal Committee.
- 十四、 本要點之未盡事宜，悉依相關法規辦理。
- XIV. Matters that are not regulated in these Directions shall be administered in accordance with relevant NCKU regulations.
- 十五、 本要點經系務會議通過，報請院轉校教師評審委員會核備後公布實施，修正時亦同。
- XV. These Directions shall be approved by the Department-Institute Affairs Council, reported to the College FEC, and ratified by the NCKU FEC before taking effect. Amendments shall be processed accordingly.

These regulations were translated from the original Chinese. In the event of discrepancies between the two versions, the Chinese always takes precedence.