Regulations for the Establishment of the Faculty Evaluation Committee at National Changhua University of Education

Article 1: In accordance with the University Act and the regulations of our university, the 'Faculty Evaluation Committee of National Changhua University of Education' (hereinafter referred to as 'the Committee') is established.

Article 2: The Committee members shall consist of ex officio members as follows: Vice President, Dean of Academic Affairs, Dean of Student Affairs, Dean of General Affairs, Dean of Research and Development, Dean of the Extension Division, Deans of each college, and one designated representative from among the full-time faculty in administrative units and research promotion units that have qualified staff, as appointed by the President. Additionally, there shall be 14 elected members, with the Vice President serving as the convener and presiding over the meetings. The ex officio members must hold the rank of full professor.

Elected members shall serve for one year (from November 1 to October 31 of the following year) and shall be apportioned by each college based on the proportion of their existing faculty members who are not concurrently holding administrative positions. Elections for elected members shall be held within two weeks after the start of the first semester of each academic year among the faculty members in the college who are not concurrently holding administrative positions.

Elected members must hold the rank of full professor, demonstrate scholarly excellence, and exhibit a commitment to fairness and impartiality. In case of a vacancy, the college that originally elected the member shall appoint a replacement. If any college has an insufficient number of faculty members eligible for election, a special election shall be conducted.

In accordance with the provisions of the first and second paragraphs of this article, if the composition of the Committee does not comply with the gender balance requirements specified in Article 16 of the Gender Equity Education Act, additional members from the pool of full-time faculty who are not concurrently holding administrative positions and who can help achieve gender balance shall be elected by the entire university faculty to meet the specified gender balance ratio.

Article 3: The matters subject to review by the Committee are as follows:

1. Evaluation of teacher appointments, contract periods, promotions, service extensions, research fellowships, and recommendations.
2. Matters related to long-term faculty appointments and the establishment of endowed chairs.
3. Teacher dismissals, non-renewals, suspensions, and terminations.
4. Other important matters related to faculty.

Detailed operational rules for the review of the items in the preceding paragraphs may be established separately.

Article 4: The Committee shall convene regular meetings once per semester, and special meetings may be called as needed. Committee members are required to attend in person and may not delegate others to represent them. In the event that the convener is unable to call a meeting, the meeting shall be convened and presided over by a designated proxy.

Committee members who are absent from two consecutive Committee meetings without valid reasons, as determined by the Committee, shall be dismissed from their positions and replaced in accordance with the regulations.

Article 5: In addition to reviewing the materials submitted by various colleges, departments (institutes, centers, or equivalent levels), the Committee may, depending on the nature of the review, invite relevant unit heads to attend and explain, or with the approval of the President, access relevant documents.

Article 6: The Committee may establish special task forces to handle cases of plagiarism in the works of our university's faculty members, in accordance with relevant regulations. The results of such reviews shall be presented to the Committee for deliberation. The composition and procedures of the special task forces mentioned in the preceding paragraph shall be established separately.

Article 7: Committee members shall recuse themselves from the deliberation process if they meet any of the following conditions:

1. Current or former advisor-student relationships for doctoral or master's degree theses.
2. A blood relation within the fourth degree of consanguinity, a relative within the third degree of affinity, or a past relationship with themselves, their spouse, former spouse, or a relative by blood or affinity as described in this paragraph.
3. Collaborative research or co-authorship of academic papers or research results within the past three years.
4. Participation in the execution of research projects under review.
5. Serving as the legal representative or assistant in the case under review.
6. Other conditions that require recusal according to the law or regulations.

If a committee member fails to recuse themselves in cases where they should, or if there is substantial evidence to suggest bias in the member's deliberation on a specific case, the Chair may request the member's recusal with the approval of the Committee. The concerned party may also apply for the recusal of the member and should provide supporting factual evidence for their request.

Article 8: The Committee shall require the presence of more than half of its members to convene a meeting, and resolutions shall be deemed passed with the agreement of more than half of the members in attendance. However, in the case of reviewing teacher initial appointments, contract extensions, promotions, and service extensions, a minimum of two-thirds of the attending members must agree for a resolution to pass. Additionally, the review of matters related to dismissals, non-renewals, suspensions, and terminations shall be conducted in accordance with the procedures stipulated by the Teacher Law.

Article 9: In cases of teacher dismissal, non-renewal, suspension, or termination where the evidence is clear, and the decisions made by the department (institute, center, or equivalent level) faculty evaluation committee clearly violate legal requirements or show impropriety, the college-level faculty evaluation committee may review and amend the decision in accordance with the regulations. The university-level faculty evaluation committee shall apply the same principles to cases involving college-level faculty evaluation committees if similar circumstances arise.

Article 10: The necessary funds for the operation of the Committee shall be provided from the university's budget.

Article 11: These regulations, once approved by the University Council and endorsed by the President, shall come into effect and may be revised when necessary.