National Changhua University of Education Faculty Appointment and Promotion Review Criteria

1. In accordance with the provisions of Article 3 of the University Faculty Review Committee Implementation Regulations, these are the criteria for faculty appointment and promotion review at National Changhua University of Education, hereinafter referred to as "these criteria."

2. The appointment and promotion of full-time faculty members (referred to as "faculty") at the University shall be conducted in accordance with these criteria, in addition to compliance with relevant laws and regulations in the field of education and other applicable provisions.

3. The promotion categories for faculty members at our university are divided into three types: academic and research-oriented promotion, teaching and research-oriented promotion, and technical and applied research-oriented promotion.

4. Each college shall establish clear and specific standards for the evaluation and assessment of teaching, research, service, and mentoring, while departments (or equivalent units) shall establish criteria for teaching, service, and mentoring. These criteria will serve as the basis for conducting faculty promotion processes within the respective units. The evaluation criteria should be submitted to the higher-level Faculty Review Committee (hereinafter referred to as "Faculty Review Committee")

After each college and department (or equivalent units) have established the evaluation criteria mentioned above, when handling faculty promotion cases based on academic publications, they should first assess the teaching, service, and mentoring performance of the faculty members applying for promotion in accordance with the established evaluation criteria and the University's faculty promotion application and assessment form (as provided in the appendix). Subsequently, the external review process for academic publications should be carried out.

5. Faculty promotion at our university is carried out in accordance with the relevant qualification requirements of the "Education Personnel Appointment Act." If promotion is based on the years of service as a teacher, it should be calculated from the starting date indicated on the teacher's certificate of appointment and considered up to the end of the current semester when the promotion application is submitted. The years of service are calculated as follows: Lecturers, Assistant Professors, and Associate Professors must have taught for a minimum of three years before they are eligible to apply for promotion. If promotion is based on relevant research work, specialized professional experience, or job-related experience, the experience should be in a full-time position and approved by the department (or equivalent unit) Faculty Review Committee. It should be calculated based on the years specified by regulations before eligibility for promotion can be established.

For the calculation of teacher's years of service mentioned in the previous clause, part-time teaching experience is counted as half. Teachers who are on paid leave for research, study, or teaching duties within the country or abroad, except for cases where they teach half of the required teaching hours for their position while pursuing domestic studies, shall have their entire years of service counted. If they study abroad, half of the years are counted, and no years of service are counted during unpaid leave. For teachers who are on secondment, years of service at their original rank are not counted except in cases where they still teach at the university for half of the required teaching hours for their position.

6. Each department (or equivalent unit) should inform their affiliated faculty members by the end of the first month of each semester to apply for promotion in the following semester according to the established procedures. However, applications that do not align with their expertise or are unrelated to the subjects they teach will generally not be processed.

Faculty members applying for promotion should submit their representative works and reference works that were published within seven years of obtaining the previous rank's teaching qualification and before the submission for review. However, teachers undergoing pregnancy or childbirth during the specified period may apply for a two-year extension of the publication deadline. The calculation of the publication deadline is based on the date when the submission is made to the first-level Faculty Review Committee.

The term "works" as mentioned in the previous clause refers to published books, articles published in domestic or international academic or professional journals, works for which the aforementioned publications provide evidence of regular publication, or works presented at formal review process conferences and subsequently compiled and published for public distribution.

The works submitted by teachers for review should comply with the regulations outlined in the "Regulations for the Qualification Assessment of Teachers in Colleges and Universities and Higher Education Institutions."

7. Teachers applying for academic and research-oriented promotions must meet the following qualification criteria, in addition to passing the most recent faculty evaluation:

(1) To be promoted to Associate Professor, candidates must satisfy both of the following conditions:

(a) For faculty in the fields of science and engineering, they must have published a total of at least 4 papers in the last 7 years in journals listed in A&HCI, SCI(E), SSCI, TSSCI (Level 1 and Level 2), or THCI (Level 1 and Level 2). These papers must be authored as the first author or corresponding author. Contributions as the first author and co-author with equal contributions will not be considered. If the representative work is not the sole first author or the corresponding author with the journal editor, the applicant must provide an explanation of the paper's significance and their personal contributions to the research. After department-level Faculty Review Committee approval, the paper may be submitted for external review if it is deemed an important breakthrough in academic research.

For faculty members in the fields of humanities, arts, sports, education, science education, and business management, they must have published a total of at least 4 papers in the last 7 years in academic or professional journals with a review system, recognized in their respective academic fields, whether nationally or internationally. Among these papers, at least one must have been published in journals listed in SCI(E), SSCI, TSSCI (Level 1 and Level 2), THCI (Level 1 and Level 2), or A&HCI. For faculty members in the arts field, they can substitute one representative paper with a paper published in a journal of Level 3 or higher according to the "Taiwan Arts and Social Science Journal Evaluation and Core Journal Inclusion" by the National Science and Technology Center (abbreviated as NSTC), or with a book or chapter published and publicly distributed, as long as they are the first author or corresponding author. Submissions by authors who are not the sole first author or the corresponding author with relevant information about communication with the journal editor, or submissions by authors with two or more corresponding authors that do not provide relevant information about communication with the journal editor, will not be considered. Faculty members in the field of artistic creation for promotion should follow the guidelines established by the Ministry of Education in "Scope and Standards for Submission of Teachers' Qualifications for Review Based on Artwork and Achievement Proof for Art Teachers."

(b) For faculty members in the fields of science and engineering, the total academic research achievement score should be 40 points or above (achievements used in Condition 1 should not be counted again).

For faculty members in the fields of humanities, arts, sports, education, science education, and business management, the total academic research achievement score should be 20 points or above (achievements used in Condition 1 should not be counted again). The calculation of academic research achievement points is based on the attached Table 1.

(c) Faculty members newly hired on or after August 1, 2020, must have led at least one public sector project (with a focus on areas such as technological innovation, research and development, pedagogical research, practical teaching research, or project research) within the last seven years. However, this requirement does not apply to new full-time faculty members in the Department of Sports Science.

(2) To be promoted to the rank of Professor, candidates must satisfy both of the following conditions:

(a) For faculty members in the fields of science and engineering, they must have published a total of at least 5 papers in the last 7 years in journals listed in A&HCI, SCI(E), SSCI, TSSCI (Level 1 and Level 2), or THCI (Level 1 and Level 2). These papers must be authored as the first author or corresponding author. Contributions as the first author and co-author with equal contributions will not be considered. If the representative work is not the sole first author or the corresponding author with the journal editor, the applicant must provide an explanation of the paper's significance and their personal contributions to the research. After department-level Faculty Review Committee approval, the paper may be submitted for external review if it is deemed an important breakthrough in academic research.

For faculty members in the fields of humanities, arts, sports, education, science education, and business management, they must have published a total of at least 4 papers in the last 7 years in recognized academic or professional journals with review systems, both domestic and international. Among these papers, at least 1 paper should be published in representative journals listed in SCI(E), SSCI, TSSCI (Level 1 and Level 2), THCI (Level 1 and Level 2), or A&HCI. For faculty members in the field of arts, they may substitute the representative journal paper with a paper published in a journal rated third tier or higher in the National Science Council's "Evaluation of Taiwan Humanities and Social Science Journals and Core Journal Inclusion" list. These papers must be authored as the first author or corresponding author. Contributions as the first author and co-author with equal contributions will not be considered. If the representative work is not the sole first author or the corresponding author with the journal editor, the applicant must provide an explanation of the paper's significance and their personal contributions to the research. After department-level Faculty Review Committee approval, the paper may be submitted for external review if it is deemed an important breakthrough in academic research. Alternatively, they may provide evidence of achievements through rigorous review or published and publicly available books, chapters, works, etc., in lieu of the representative paper. Promotion of faculty members specializing in art creation should follow the standards and criteria set forth in the Ministry of Education's "Standards and Criteria for Submitting Qualification Review of Art Class Teachers Using Works and Achievement Proof."

(b) For faculty members in the fields of science and engineering, the total academic research achievement score should be 50 points or more. These points should not be double-counted with those used for Condition 1.

For faculty members in the fields of humanities, arts, sports, education, science education, and business management, the total academic research achievement score should be 30 points or more. These points should not be double-counted with those used for Condition 1 and Condition 2. The calculation of academic research achievement points should follow the criteria outlined in the attached table 3.

10. External reviewers for all types of promotions must meet the following criteria:

(1) For Academic Research type: Individuals who have concrete achievements or contributions in academic research.

(2) For Teaching and Research type: Individuals who have concrete achievements or contributions in teaching.

(3) For Technical and Applied Research type: Individuals who have concrete achievements or accomplishments in technical and applied research.

11. Teachers can choose the appropriate promotion type based on their own rank and professional attributes, and they may also switch between different promotion pathways. Each college, department (or equivalent level), may establish stricter basic criteria and external review systems for various types of promotions, subject to approval by the higher-level Teacher Evaluation Committee.

12. The head of each department (or equivalent level) should convene a "Teacher Evaluation Committee Meeting" before March 20th and October 15th each year. They should follow the regulations outlined in Articles 3, 4, and 5 of these guidelines to determine the candidates for promotion in the upcoming academic year, starting from the first day of the first semester of the next academic year (August 1) and the first day of the second semester of the current academic year (February 1), and submit these candidates for review by the college.

13. The Teacher Evaluation Committee meeting is convened by the head of each department (or equivalent level), who serves as the chairman. To conduct a meeting, at least half of the committee members must be present. Resolutions require the agreement of at least half of the attending committee members. However, when reviewing initial appointments, terms of service, extensions, and promotions of teachers, the approval of at least two-thirds of the attending committee members is required for passage. Furthermore, the review of matters related to dismissal, non-renewal, suspension, and termination should follow the procedures outlined in the Teacher Law.

14. Promotion cases for teachers in each college for the first semester must be submitted before May 15th each year. For promotion cases for teachers in the second semester, the submission deadline is December 10th. Each college is responsible for preparing a list of recommended promotions for their respective teachers and ensuring all relevant promotion-related documents, including the results of the most recent teacher evaluation, are included. These submissions should be sent to the Human Resources Office for consolidation and subsequent forwarding to the University Teacher Review Committee for assessment. Late submissions will not be accepted.

15. The University holds the University Teacher Review Committee meetings in late June and mid-January each year to conduct the evaluation of teachers under consideration for promotion from various colleges.

16. Teacher promotion works, which include teaching achievement reports, artistic creations, technical reports, etc., will be reviewed by external experts and scholars appointed by the college-level Teacher Review Committee. This review will be conducted only once.

Each college will conduct external reviews following the guidelines outlined in "Guidelines for Conducting External Reviews of Works at National Changhua University of Education."

Except for the assessment of works presented in art exhibitions, at all levels of the faculty evaluation committee, a meeting should be held before the promotion review to decide the percentage of teaching, service, guidance, and presearch achievements. After determining the basic passing score, the romotion cases of teachers will be reviewed in accordance with relevant laws and regulations.

Each level of the faculty evaluation committee should provide specific reasons for their decisions in the promotion review. When necessary, the college, department (or equivalent unit) faculty evaluation committee may offer the applicant the opportunity to clarify in writing or verbally. If a promotion is not approved, the committee should notify the individual in writing on behalf of the university and explain the available recourse options for the dissatisfied party.

17. Faculty members at our university who have been reviewed and approved by the Teacher Evaluation Committee should, within three months from the effective date of their promotion in the respective semester, proactively prepare the promotion works and teacher qualification submission forms as reviewed by the committee along with the magnetic media. They should then submit these documents directly to the university's Personnel Office for the President's report to the Ministry of Education for verification. After verification by the Ministry of Education, the faculty members will receive their teaching qualification certificates.

In cases where the promotion documents for teaching qualification cannot be submitted to the university's Personnel Office within three months, resulting in damage to the individual's rights and interests, the responsibility shall lie with the promoted faculty member, and no objections shall be entertained.

Upon receipt of the qualification certificate at the university, the university's Personnel Office will request the President to issue the appointment letter and adjust the salary level accordingly.

18. If a teacher at this university resigns due to holding an important external public position, they may be reappointed without the need for review by the Teacher Evaluation Committee if they wish to return to the university. In such cases, the teacher's department head can submit a request, co-signed by two other faculty members, to the President for reappointment.

19. Teachers who obtained a lecturer or teaching assistant certificate before the amendments to the Regulations for the Appointment of Educational Personnel came into effect on March 21, 1997, and who continue their teaching without interruption, may apply for promotion based on the original teacher rank regulations. However, the review process should still follow the procedures outlined in these guidelines.

20. Prior to the March 21, 1997 amendment to the Regulations for the Employment of Educational Personnel, assistant professors who were hired with a master's degree may be promoted to the position of lecturer if their department deems it necessary based on professional program needs. This promotion should be recommended by the department, reviewed and approved by the three-tier faculty evaluation committee, and then submitted to the university president for formal appointment.

Assistant professors who were appointed prior to the March 21, 1997 amendment to the Regulations for the Employment of Educational Personnel, and have pursued doctoral degrees through domestic or overseas programs, returning to the university for service, and have received excellent evaluations for their doctoral dissertations from external experts, can be promoted to the position of assistant professor following the outlined procedure. They should be considered as newly appointed personnel when such promotion occurs.

21. Faculty members who were appointed as lecturers before the amendment of the Regulations Governing the Employment of Educational Personnel on March 21, 1997, and have pursued doctoral degrees both domestically and abroad, can be considered for appointment as assistant professors upon their return to the university if their teaching experience has not been interrupted and their doctoral dissertations receive a favorable review from external experts. This process should be initiated by their respective units, subject to approval by the three-level Faculty Evaluation Committee and subsequent appointment by the university president.

In addition to the above, individuals in the mentioned category can also submit their doctoral dissertations and other works for external review at the associate professor level. If the reviews are favorable, and upon approval by the three-level Faculty Evaluation Committee, they can be appointed as associate professors by the university president.

22. Faculty members at this university who are absent from on-campus teaching due to domestic or international research, further education, lecturing, or secondment will not be eligible to apply for promotion. However, this restriction does not apply to faculty members who are recommended by the university for research work abroad.

23. Faculty members at this university who wish to change their teaching unit must obtain approval from both their current unit's Teaching Evaluation Committee and the Teaching Evaluation Committee of the new unit. Additionally, the change must be reviewed and endorsed by the faculty committee of the respective college (or equivalent organizational unit) to which the new unit belongs.

When a faculty member's period of service at a different unit is completed, and they intend to return to their original unit, the administrative process for the return is initiated without the need for review by the Teaching Evaluation Committee.

24. Newly hired faculty members at our university, who have already obtained teacher qualifications as approved by the Ministry of Education, are generally appointed based on their qualifications. For those with academic degrees exceeding the minimum requirements or for those who have not yet received ministry approval, the appointment process will follow the relevant regulations specified in the "Regulations on the Appointment of Educational Personnel," including Articles 16, 16-1, 17, and 18. The hiring unit will submit these cases to the Teaching Evaluation Committee at the three levels for review and approval before forwarding them to the university president for appointment. Faculty members appointed by colleges do not need department-level Teaching Evaluation Committee review.

For newly appointed teachers who have been hired with a lower teaching qualification level than what has already been approved by the Ministry of Education, they should follow the procedure for re-evaluation of their teaching qualification level, which includes the required number of research papers and the external review process. This process is to be conducted in a manner similar to teachers applying for promotion based on their research papers. There is no restriction based on the years of service. However, their representative work should be published under the name of their employment at our university.

25. According to these guidelines, candidates with a doctoral degree being appointed as assistant professors or candidates with a master's degree being appointed as lecturers must have their thesis reviewed by external experts with excellent results before they can be officially hired. The number of expert reviewers and the passing standards are determined by each department (or equivalent level) and require approval by the higher-level academic evaluation committee. However, the number of reviewers should not be less than 5 for thesis submissions, 7 for art submissions, and 6 for faculty appointments. To pass the review process, at least two-thirds of the external review committee members must score the thesis or work above the basic score.

26. Members of the various levels of the academic evaluation committee and external expert reviewers should recuse themselves if they have any of the following relationships with the candidate submitting their work for evaluation:

1. Advised on Doctoral or Master's Theses: If they have advised or previously advised the candidate on their doctoral or master's theses.

2. Family Relationships: If they are related to the candidate, their spouse, former spouse, blood relatives within the fourth degree, or in-law relatives within the third degree, or if they have had such relationships in the past.

3. Co-Authors or Collaborators: If they have collaborated with the candidate as co-authors or shared research projects or publications within the past three years.

4. Joint Research Project: If they have jointly conducted a research project with the candidate.

5. Acted as Representative or Assistant: If they are currently or have previously acted as a representative or assistant for the candidate in the specific case being evaluated.

6. Mandated by Other Regulations: If there are any other legal regulations or requirements that necessitate recusal in a particular case.

In cases where an individual should recuse themselves based on the aforementioned criteria but fails to do so voluntarily, or if there is concrete evidence to suggest that a member of the academic evaluation committee may exhibit bias in the evaluation, the chairperson has the authority to request the recusal of that committee member, subject to approval through a committee decision. Additionally, the candidate undergoing evaluation may also request the recusal of a committee member and should provide reasons and supporting facts for their request.

This procedure is in place to maintain the impartiality and integrity of the evaluation process and to address situations where there may be concerns about bias or conflicts of interest.

27. To be promoted from the lecturer rank to the assistant professor rank at our university, teachers must meet the following criteria:

1. Submission of Research Papers: Teachers applying for promotion must submit a minimum of four research papers published in academic journals or presented at conferences.

2. Representative Work: Applicants for promotion can select one paper from the aforementioned research papers as their representative work. Alternatively, they may submit one academic book that has been publicly published and complies with the regulations set by the Ministry of Education as their representative work.

3. Successful Recent Faculty Evaluation: Applicants must have successfully passed the most recent faculty evaluation.

Promotions for art faculty members follow the guidelines and standards specified in the "Guidelines and Criteria for the Qualification Review of Art Teachers Based on Artistic Works and Achievements" issued by the Ministry of Education. These guidelines are used as the basis for evaluating the qualifications of art teachers seeking promotions, ensuring that their artistic works and achievements are in line with the established criteria for advancement in their academic careers.

28. The appointment and promotion of adjunct (part-time) faculty members and technical professionals at our university are conducted in accordance with the guidelines provided in this document.

For adjunct faculty members, they must complete a minimum of 5 academic semesters of actual teaching at our university before being eligible to apply for the qualification certificate for faculty members. If an adjunct faculty member does not teach for two consecutive years (equivalent to 4 academic semesters), they will be subject to the new hiring procedures when reappointed.

These provisions ensure that adjunct faculty members meet certain teaching experience requirements and remain actively engaged in teaching at the university to maintain their appointment.

29. The appointment and promotion procedures for research personnel at our university follow the guidelines established in this document. However, the specific evaluation criteria for research personnel are determined separately and may differ from those outlined in this document.

30. This guideline has been approved by both the University Academic Evaluation Committee and the University Council and, after receiving the final approval from the university president, it will be implemented. Any future amendments or modifications to this guideline will also follow the same approval process.

Appendix 1 Academic Research Achievement Points Calculation Table

| Items | Research outcomes | Points | Remarks |
| --- | --- | --- | --- |
| 1. Academic publications  （The maximum points allocated for this category are 40 points） | 1.1 Research articles published in journals listed in SCI(E), SSCI, TSSCI (Level 1 and Level 2), THCI (Level 1 and Level 2), and A&HCI in the last 7 years. | Each paper in the SSCI is worth 30 points, while papers in other journals are worth 15 points each. | Works used in Condition 1 cannot be used to calculate points again. The first author or corresponding author is credited with 100%, the second author with 80%, and the third author (and beyond) with 60% of the points. |
| 1.2 Research papers published in the last 7 years in reputable domestic and international academic or professional journals recognized within their respective academic fields, which have a peer-review system. | 10 points per paper |
| 1.3Technical reports, achievements verified through a rigorous review process within the last 7 years, as well as published and publicly distributed books, chapters, works, etc., that have undergone a rigorous review process and received recognition from members of the academic evaluation committee. Art faculty members are allowed to count research papers that have undergone a rigorous review process and have been recognized by members of the academic evaluation committee. | Points are determined by the Academic Evaluation Committee. |
| 2. Research Project | Execution of projects funded by both the National Science Council and government agencies, including administrative overhead costs, within the last 7 years. | 15 points per item |  |
| 3.Industry-Government-Academia Projects | Industry-Government-Academia Collaborative Projects executed within the last 7 years. | 1 point for every 10,000 in administrative overhead costs |  |
| 4. Invention Patent  （The maximum points allocated for this category are 30 points.） | Domestic and foreign invention patents obtained in the last 7 years. | 20 points for each foreign patent;  10 points for each domestic patent. | The points for inventors are calculated as follows: 100% for the one inventor, 80% for the two inventor, 70% for the three inventor, 60% for the four inventor, and 50% for the five or more inventors. Each patent can only be counted once for points. |
| 5.Technology Transfer and Licensing | Accumulated Technology Licensing Revenues in the Last 7 Years. | 1 point for every 10,000 NT dollars |  |
| 6. Academic Honors  （This project can earn a maximum of 30 points） | 6.1 Achieved International Academic Honors and Awards | Each item is worth  10 points |  |
| 6.2 Received external academic research honors and awards such as the Outstanding Research Award from the National Science Council, Outstanding Industry-Academia Collaboration Award, Outstanding Technology Excellence Award, Outstanding Technology Transfer Contribution Award, Presidential Science Award, and the Sports Academic Group Annual Meeting and Academic Symposium's Sports and Athletics Achievement Award. | Each item is worth  10 points |  |
| 6.3 In the past 7 years, received on-campus academic research honors and awards such as incentives for recruiting and retaining exceptional talents, Outstanding Research Award, and Research Achievement Incentive for research accomplishments. | Each item is worth  5 points |  |
| 6.4 Other academic research-related honors and awards recognized by the members of the Academic Evaluation Committee. | Points to be determined by the Academic Evaluation Committee. |  |
| 7. Creative Works  （This project can earn a maximum of 40 points） | 7.1 Over the past 7 years, conducting individual exhibitions and presentations in domestic and international public exhibition venues, the categories of exhibited works, and the number of works will be evaluated in accordance with the latest regulations released by the Ministry of Education for the Qualification Review of Art Teachers, as specified in the 'Qualification Review Criteria for Art Subject Teachers based on Artwork and Achievement Evidence. | 25 points per session | Creative works that have already been used in Condition 1 shall not be counted for points again. |
| 7.2 Individuals who have participated in group exhibitions or joint public presentations of works at domestic and international exhibition venues in the past 7 years | 5 points per exhibition |
| 7.3 Individuals who have curated international exhibitions at domestic and international exhibition venues on behalf of public institutions in the past 7 years. | 15 points per exhibition |
| 7.4 Individuals who have curated exhibitions at domestic exhibition venues in the past 7 years. | 10 points per exhibition |
| 7.5 Individuals selected to participate in exhibitions, presentations, or publications through open solicitation and selection systems in the past 7 years. | 5 points per exhibition |
| 7.6 Other creative presentations recognized by the members of the Academic Evaluation Committee in the past 7 years. | Points to be determined by the Academic Evaluation Committee |
| 8. Supervising Students  （This project can earn a maximum of 30 points） | 8.1 In the past 7 years, students under your guidance who have received international important achievement awards (including inventions, competitions, works, and achievement evidence). | Each item is worth a maximum of 20 points | The first, second, and third place (or equivalent levels) will be awarded 100%, 80%, and 60% of the points, respectively. |
| 8.2 In the past 7 years, students under your guidance who have received national important achievement awards (including inventions, competitions, works, and achievement evidence) | Each item is worth a maximum of 10 points |
| 9. Other specific research achievements.  （This project can earn a maximum of 30 points） | 9.1 Within the past 7 years, serving as the editor-in-chief, associate editor, or editor for journals listed in SCI(E), SSCI, TSSCI (Tier 1 and Tier 2), THCI (Tier 1 and Tier 2), A&HCI, and index (SCOPUS, ERIC, HI, MLA). | 20 points for each type of journal | Points are awarded at 100%, 80%, and 60% for the roles of editor-in-chief, associate editor, and editor, respectively. |
| 9.2 Served as a committee member for various international sports associations for the past seven years. | 20 points for each item annually |  |
| 9.3 Served as a keynote speaker at academic conferences for the past seven years. | 10 points for each session |  |
| 9.4 In the past seven years, I have conducted case studies related to professional technical or management issues. These studies have been organized and analyzed to provide comprehensive and unique insights, contributing to reports that have been recognized and approved by the education and evaluation committee members. | The points are determined by the Education and Evaluation Committee |  |
| 9.5 Other specific research achievements have been recognized by the members of the Education and Evaluation Committee | The points are determined by the Education and Evaluation Committee |  |
| 10. Integrated plan | Served as the principal investigator for integrated plans over the past seven years, which includes administrative management fees | 20 points for each one | Points cannot be counted if they overlap with research or industry-academia collaboration projects. |
| Note 1：Those already counted in the previous-level promotion achievements may not be included in the calculations for the next-level promotion achievements.  Note 2：Each project must be led by or actually executed by the project leader, but each project can only be counted for one person. | | | |

Appendix 2 Teaching and Research Achievement Points Calculation Table

| Item | Teaching Achievements | Points | Remarks |
| --- | --- | --- | --- |
| 1. Number of awards（This item allows for a maximum of 60 points to be awarded.） | 1.1 Guidance of students who have received national awards in the past seven years | 10 points for each | The first, second, and third place (or equivalent levels) are awarded 100%, 80%, and 60% of the points, respectively. |
| 1.2 Guidance of students who have received international awards in the past seven years | 20 points for each |
| 1.3 The teacher themselves have been honored with the Sports Administration's Coach Award from the Ministry of Education over the past seven years | 20 points for each |  |
| 1.4 Called upon by the nation to serve as the team leader and executive coach for the national team | 15 points for each |  |
| 1.5 The teacher themselves have been honored with teaching awards from the Ministry of Education over the past seven years, including the National Outstanding General Education Teacher Award, Teacher Award, and Wood Award, among others. | 30 points for each |  |
| 1.6 The teacher themselves have received in-house teaching awards over the past seven years, including the Outstanding Teaching Teacher Award, Outstanding General Education Teacher Award, and Teaching Excellence Teacher Flexible Salary Incentive Award. | 20 points for each |  |
| 1.7 The teacher themselves have received in-house teaching awards over the past seven years, including awards for offering distance education courses and excellence in teaching material development. | 10 points for each |  |
| 1.8 The teacher themselves have been honored by the Ministry of Education with certifications for distance education or MOOCs course subsidies over the past seven years. | 20 points for each |  |
| 1.9 Other relevant teaching awards recognized by the members of the Education and Evaluation Committee. | The points are determined by the Education and Evaluation Committee |  |
| 2. Voluntary Teaching Hours (Maximum of 40 points for this item) | Voluntary teaching hours in the past seven years | 1 point is awarded for every 1 hour of voluntary teaching |  |
| 3. Teaching Achievements (Maximum of 60 points for this item) | 3.1 Serving as the principal investigator or actual executor of on-campus or off-campus teaching improvement projects (including sub-projects), such as the Excellent Teacher Training Program, National Science Council projects with a focus on teaching promotion, Teaching Excellence Projects, Higher Education Enhancement Projects, and Ministry of Education's Teaching Practice Research Projects | 10 points for each |  |
| 3. Supervising students' National Science Council undergraduate research projects. | 15 points for each |  |
| 3.3 Organizing campus-level or inter-campus teaching improvement achievement presentations (with relevant supporting documentation). | 5 points for each |  |
| 3.4 Offering courses taught entirely in English in accordance with the overall teaching plan of the school. | 5 points for each course | The same course can only be counted once; there are no restrictions for courses taken by foreign students |
| 3.5 Offering courses for a digital learning program | 10 points for each course | The same course can only be counted once, but there are no restrictions for courses offered in two or more specialized programs. (The submitter should provide their own documentation) |
| 3.6 Developing digital teaching materials and making them available on the school's online teaching platform for student learning | 3 points for each course. | Remarks：The same course can only be counted once, but if more than 50% of the teaching materials have been modified, there are no restrictions. (The submitter should provide their own documentation) |
| 3.7 Participating in the school's teaching professional community and serving as a convener. | 3 points per semester |  |
| 3.8 Serving as a guest speaker for faculty development activities both on and off-campus | 3 points per occasion |  |
| 3.9 Participating in faculty development activities organized by the school. | 1 point per occasion | Maximum of 10 points can be awarded |
| 3.10 Other specific achievements with demonstrable teaching effectiveness, as recognized by the members of the Education and Evaluation Committee. | The points are determined by the Education and Evaluation Committee. |  |
| 4. Sports achievements（This item allows for a maximum of 50 points to be awarded） | 4.1(1)Participation in the Olympics and achieving a top-eight placement in the past seven years.  (2) Participation in the Asian Games and achieving a top-three placement in the past seven years.  (3)Participation in world official championship competitions of Olympic sports and achieving a top-three placement in the past seven years. | 40 points for each | 1. In addition to the top eight in the Olympics, the remaining first, second, and third place (or equivalent level) are awarded 100%, 80%, and 60% of the points, respectively. 2. This item is limited to coaching students for competitions. Coaching athletes refers to those who are officially hired by the school's sports department or a national sports organization as the coach of the team to which the athlete belongs. 3. In the past 5 years, those who have participated in important domestic or international competitions and achieved a top-three placement may be awarded points at the discretion of the department's education and evaluation committee, depending on the circumstances. |
| 4.2(1)Participation in the World Games and achieving a top-three placement in the past seven years.  (2)Participation in the World University Games and achieving a top-three placement in the past seven years.  (3)Participation in world official championship competitions of non-Olympic or non-Asian Games events and achieving a top-three placement in the past seven years.  (4)Participation in official Asian championship competitions of Asian Games events and achieving a top-three placement in the past seven years. | 30 points for each |
| 4.3(1)Participation in international school sports competitions and achieving a top-three placement in the past seven years.  (2)Participation in official Asian championship competitions of non-Asian Games events and achieving a top-three placement in the past seven years.  (3)Participation in official World University Championship competitions and achieving a top-three placement in the past seven years.  (4) Participation in official World Junior Championship competitions and achieving a top-three placement in the past seven years. | 20 points for each |
| 4.4(1)Participation in national sports competitions and achieving a top-three placement in the past seven years.  (2)Participation in the National Intercollegiate Games and achieving a top-three placement in the past seven years.  (3) Participation in the top-level division of the Ministry of Education-approved Intercollegiate Sports Competition for universities and achieving a top-three placement in the past seven years. | 10 points for each |
| 5. Integrated plan | Served as the principal investigator for integrated plans focused on improving teaching and talent development as the main theme for the past seven years, with administrative management fees. | 20 points for each | These points cannot be counted if they overlap with 3.1. |
| Note 1：Those already counted in the previous-level promotion achievements may not be included in the calculations for the next-level promotion achievements.  Note 2：Each project must be led by or actually executed by the project leader, but each project can only be counted for one person.  Note 3：The calculation of teaching assessment results does not include the current semester for promotion. | | | |

Appendix 3 Table for Calculating Points for Technical Applied Research Achievements

| Item | Technical Applied Achievements | Points | Remarks |
| --- | --- | --- | --- |
| 1. Publication Achievements  （This item allows for a maximum of 30 points to be awarded） | 1.1 Published in journals listed in SCI(E), SSCI, TSSCI (First and Second Tiers), THCI (First and Second Tiers), and A&HCI in the past seven years. | Each paper in SSCI is awarded 30 points, while each paper in other categories receives 15 points. | Works that have been used in Condition 1 shall not be counted again for points. Points are allocated as follows: 100% for the first author or corresponding author, 80% for the second author, and 60% for the third author and beyond. |
| 1.2 Papers published in the past 7 years in academic or professional journals recognized in domestic and international fields with a peer-review system. | 10 points for each |
| 1.3 Evidence of achievements in technical reports, rigorously reviewed accomplishments, or publications such as books or chapters, works, etc., published and publicly available within the past 7 years, and recognized by members of the Academic Evaluation Committee | Points are determined by the Academic Evaluation Committee |
| 2. Invention Patent  （The maximum points for this category is 30） | Domestic and foreign patents obtained in the last 7 years | 20 points for each international patent; 10 points for each domestic patent. | Points are allocated as follows for inventors: 100% for the one inventor, 80% for the two inventor, 70% for the three inventor, 60% for the four inventor, and 50% for the five inventor and beyond. Each patent can only be counted once for points |
| 3. Industry-Academia Collaboration Project | Industry-academia collaboration projects implemented in the past 7 years. | one point for every NT10,000 in administrative management fees. | Projects utilized for Condition 2 in industry-academia collaboration shall not be eligible for additional points |
| 4. Technology Transfer Licensing | The cumulative amount of technology transfer licensing fees in the past 7 years. | 1 point for every NT10,000 | Amounts utilized for Condition 2 in technology transfer shall not be eligible for additional points |
| 5. Competition Awards  （The maximum points for this category is 30） | 5.1 Teacher personally or guiding students to win prestigious international invention awards, including but not limited to the Geneva International Invention Exhibition in Switzerland, the Paris International Invention Exhibition in France, the Pittsburgh International Invention Exhibition in the United States, the Nuremberg International Invention Exhibition in Germany, and other equivalent-level invention exhibition awards. | 30 points for each award | The first, second, and third places (or equivalent ranks) are awarded 100%, 80%, and 60% of the points, respectively. Only one set of points can be awarded for the same achievement. |
| 5.2 Teacher personally or guiding students to win prestigious international invention awards, including but not limited to the Archimedes International Invention Exhibition in Russia, the International Invention Exhibition in Ukraine, the ITEX International Invention Exhibition in Malaysia, the Warsaw International Invention Exhibition in Poland, the International Invention Exhibition in Croatia, the Seoul International Invention Fair in South Korea, the Red Dot Design Award, and other equivalent-level invention exhibition awards. | Maximum of 15 points for each item |
| 5.3 Teacher personally or guiding students to win prestigious domestic invention awards, including but not limited to the National Invention Exhibition Awards by the Ministry of Economic Affairs, National Invention and Creation Awards, etc. | Up to 10 points for each award |
| 5.4 Teacher personally or guiding students to win international awards for significant achievements in the past 7 years, including competitions, works, certificates of achievement, etc. | Up to 10 points for each award |
| 5.5 Teacher personally or guiding students to win international awards for significant achievements in the past 7 years, including competitions, works, certificates of achievement, etc. | Up to 10 points for each award |
| 6. Research Plan  （This project has a maximum score of 30 points） | Over the past 7 years, the execution of projects from both the National Science Council (NSC) and non-NSC government agencies is required, with administrative overhead expenses included. | Each project is allocated 15 points |  |
| 7. Academic Honors  (This project has a maximum score of 30 points.) | 7.1 Received international academic honors/awards. | Each session is worth 10 points |  |
| 7.2 Achieving honors and awards in external academic research is a significant accomplishment, such as the Outstanding Research Award from organizations like the National Science Council,the Outstanding Industry-Academia Collaboration Award, the Distinguished Science and Technology Honor Award, and the Outstanding Technology Transfer Contribution Award. Other notable recognitions include the Presidential Science Award and the Athletic Academic Team Award at the Joint Annual Meeting and Academic Symposium on Sports, awarded the Athletic Cultivation Award. | Each session is worth 10 points |  |
| 7.3 In the past seven years, the recipient has earned prestigious academic research awards within the institution. These include awards such as incentives for attracting and retaining exceptional talents, Outstanding Research Awards, and rewards for research achievements. | Each session is worth 5 points |  |
| 7.4 Other academic research-related honors and awards are recognized by the committee of the Academic Evaluation Council. | The points are determined and certified by the Academic Evaluation Council. |  |
| 8. Creative work  （This project has a maximum score of 50 points for evaluation） | 8.1 Within the past 7 years, individual exhibitions and presentations have been held in domestic and international public exhibition venues. The categories and quantities of works exhibited are in accordance with the latest regulations announced by the Ministry of Education for the qualification review of teachers at colleges and above, specifically adhering to the criteria outlined in the 'Standards for Qualification Review of Art Category Teachers Based on Artworks and Achievements' within the Qualification Review Regulations for Teachers in the Art Category. | Each session is worth 25 points | Art works already used for conditions 1 and 2 cannot be counted again for points. |
| 8.2 Individuals who have participated in joint exhibitions or collaborative public presentations of works at domestic and international public exhibition venues within the last 7 years. | Each session is worth 5 points |
| 8.3 Individuals who, within the past 7 years, have represented public entities to plan international exhibitions at domestic and international public exhibition venues. | Each session is worth 15 points |
| 8.4 Individuals who, within the past 7 years, have organized exhibitions at public exhibition venues within the country. | Each session is worth 10 points |
| 8.5 Individuals who have been selected for participation, presentation, or publication through public solicitation and selection systems within the past 7 years. | Each session is worth 5 points |
| 8.6 Individuals whose creative works have been acknowledged by the Education and Evaluation Committee members in other published presentations within the past 7 years. | The points are determined by the Education and Evaluation Committee. |
| 9. Sports achievements  （This project has a maximum score of 50 points for evaluation） | 9.1  (1) Participants who achieved a top-eight ranking in the Olympic Games within the past 7 years.  (2) Participants who achieved a top-three ranking in the Asian Games within the past 7 years.  (3) Participants who achieved a top-three ranking in the official World Championships of the Olympic disciplines within the past 7 years. | Each item is worth 40 points | 1. Achievements used for Condition 2 in sports achievements cannot be counted again for points. Except for the top eight in the Olympics, the first, second, and third places (or equivalent ranks) are awarded 100%, 80%, and 60% of the points, respectively. 2. This project is limited to participation either as a participant or a coach guiding students. A guiding athlete refers to an individual formally hired by the school's sports department or a national sports organization as the coach of the represented team for that athlete. 3. Individuals who have achieved a top-three ranking in other significant domestic or international competitions within the past 5 years may be awarded points at the discretion of the departmental education and evaluation committee, depending on the circumstances. |
| 9.2  (1) Participants who achieved a top-three ranking in the World Games within the past 7 years.  (2) Participants who achieved a top-three ranking in the World University Games within the past 7 years.  (3) Participants who achieved a top-three ranking in the official World Championships of non-Olympic or non-Asian Games disciplines within the past 7 years.  (4) Participants who achieved a top-three ranking in the official Asian Championships of the Asian Games disciplines within the past 7 years. | Each item is worth 30 points |
| 9.3  (1) Participants who achieved a top-three ranking in the International School Sports Federation (ISF) World School Games within the past 7 years.  (2)Participants who achieved a top-three ranking in the official Asian Championships of non-Asian Games disciplines within the past 7 years.  (3)Participants who achieved a top-three ranking in the official World University Championships within the past 7 years.  (4)Participants who achieved a top-three ranking in the official World University Championships within the past 7 years. | Each item is worth 20 points |
| 9.4  (1) Participants who achieved a top-three ranking in the National Games within the past 7 years.  (2) Participants who achieved a top-three ranking in the National Intercollegiate Games within the past 7 years.  (3) Participants who achieved a top-three ranking in the highest-level category of the Intercollegiate Athletic Competition organized by the Ministry of Education within the past 7 years. | Each item is worth 10 points |
| 10. Corporate Counseling（This project has a maximum score of 20 points for evaluation） | 10.1 Served as a substantive on-campus corporate counseling consultant for the past 7 years. | 5 points for each year |  |
| 10.2 Served as a virtual on-campus corporate counseling consultant for the past 7 years. | 2 points for each year |  |
| 11. Other Technical Application Achievements  （This project has a maximum score of 30 points for evaluation.） | 11.1 Served as the chief editor, associate editor, or editor for internationally renowned journals in the past 7 years. | 20 points for each type of journal | The chief editor, associate editor, and editor are awarded 100%, 80%, and 60% of the points, respectively. |
| 11.2 Served as a member of various committees within international single-sport associations for the past 7 years. | 20 points for each item per year |  |
| 11.3 Served as a keynote speaker at academic conferences for the past 7 years. | 10 points per session |  |
| 11.4 Case studies related to professional technical or management issues over the past seven years, which have been organized and analyzed to produce comprehensive and unique insights and contributions, and have been recognized by the committee of educational evaluation. | The points are certified by the Educational Evaluation Committee |  |
| 11.5 Other technological application research and development achievements recognized by the committee of educational evaluation. | The points are certified by the Educational Evaluation Committee. |  |
| 12. Integrated Project | In the past seven years, served as the principal investigator for an integrated project (with administrative management fees required). | 20 points per item | Not eligible for duplicate counting with research or industry-academia cooperation projects. |
| Note 1: Those already included in the achievements for the previous promotion level may not be counted in the calculation of achievements for the next promotion level.  Note 2: Each project must be led by or actively executed by the principal investigator, but only one person can be credited for each project. | | | |