Implementation Regulations for the Faculty Evaluation Committee of National Changhua University of Education

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

Article 2: The Faculty Evaluation Committee is structured at three levels: university-level, college-level, and department (institute, center, or equivalent level) level. Apart from the composition of the University-level Faculty Evaluation Committee as established in accordance with the regulations of the Faculty Evaluation Committee of National Changhua University of Education, the composition of Faculty Evaluation Committees at other levels shall be as follows:

1. College-Level Faculty Evaluation Committee:
2. Ex Officio Members: Dean of the college, Department Chair, and Institute Director (or equivalent-level head).
3. Elected Members:
4. For colleges with four or more departments (institutes or equivalent-level units), each department (institute or equivalent-level unit) shall elect two representatives from its full-time faculty.
5. For colleges with three or fewer departments (institutes or equivalent-level units), each department (institute or equivalent-level unit) shall elect three representatives from its full-time faculty.
6. The qualification for the rank of elected members shall be determined by each college.
7. Department (Institute or Equivalent-Level Unit) Faculty Evaluation Committee shall be composed of full-time faculty members at or above the rank of Assistant Professor in that unit.
8. The term of office for committee members, other than ex officio members, is one year, and they may be re-elected for consecutive terms.
9. When handling cases of initial faculty appointments and promotions, if the rank of the committee member is lower than the proposed appointment or promotion rank, they should recuse themselves from reviewing the case. If, as a result of the recusal requirement, the committee has fewer than five members, the committee should appoint individuals with expertise in the relevant field and equivalent rank to serve as additional members. The procedures for their appointment shall be determined by the committee, and the case shall be sent to the higher-level Faculty Evaluation Committee for review.

Article 3: Matters subject to review by the Faculty Evaluation Committee include:

1. Evaluation of teacher appointments, contract periods, promotions, service extensions, sabbatical research, research fellowships, secondments, recommendations, and related matters.
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.

For the evaluation of teacher appointments and promotions, separate criteria for the review of teacher appointments and promotions may be established.

Article 4: Teacher appointments, contract periods, promotions, dismissals, non-renewals, suspensions, terminations, and academic research at our university shall first be decided by the department (institute, center, or equivalent level) Faculty Evaluation Committee. It shall then be reviewed by the college-level Faculty Evaluation Committee before being presented to the University-level Faculty Evaluation Committee for final deliberation.

However, in cases involving faculty members implicated in campus sexual misconduct, the university shall, within one month of becoming aware of the allegations, suspend the faculty member directly after the University-level Faculty Evaluation Committee's approval, and await the results of the investigation. In cases involving faculty members implicated in campus sexual harassment or sexual misconduct, after an investigation by the Gender Equality Education Committee has confirmed the allegations and recommended sanctions, the University-level Faculty Evaluation Committee shall review the case and make a decision within one month.

For full-time (tenure-track) faculty members who have not been submitted for non-renewal by the department (institute, center, or equivalent level) Faculty Evaluation Committee, renewal of their contract shall be approved by the department (institute, center, or equivalent level) and countersigned by the President.

In cases involving teacher dismissals, non-renewals, suspensions, terminations, or other important matters, if 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 directly review and amend the decisions as required. The University-level Faculty Evaluation Committee shall apply the same principles to cases involving college-level Faculty Evaluation Committees if similar circumstances arise.

Article 5: The Faculty Evaluation Committee shall convene as needed, and committee members must attend in person; they may not delegate others to represent them. Committee members who are absent from meetings without valid reasons, as determined by their respective Faculty Evaluation Committee, on two occasions shall be dismissed.

Meetings require the presence of more than half of the committee members to commence, and resolutions shall be deemed passed with the agreement of at least 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.

Further, the review of matters related to dismissals, non-renewals, suspensions, and terminations shall be conducted in accordance with the procedures specified in the Teacher Law. In cases where a vote is required to make a decision, an anonymous voting method shall be used, with only one round of voting permitted. The University-level Faculty Evaluation Committee may invite relevant academic and administrative executives to attend meetings.

Article 6: For faculty members applying for promotion, if they are dissatisfied with the decision of the Faculty Evaluation Committee, they may file an appeal according to the following procedures:

1. If the applicant is dissatisfied with the department (institute, center, or equivalent level) decision, they must submit a written appeal to the college-level Faculty Evaluation Committee, stating the reasons for their appeal, within fifteen days from the date of receiving the decision notification. The college-level Faculty Evaluation Committee shall conduct a review when they deem the appeal valid, following the appropriate procedure.
2. If the applicant is dissatisfied with the college-level Faculty Evaluation Committee's decision, they must submit a written appeal to the University-level Faculty Evaluation Committee, stating the reasons for their appeal, within fifteen days from the date of receiving the decision notification. The University-level Faculty Evaluation Committee shall conduct a review when they deem the appeal valid, following the appropriate procedure.
3. If the applicant is dissatisfied with the University-level Faculty Evaluation Committee's decision, they must submit a written appeal to the university's Faculty Appeals and Review Committee, stating the reasons for their appeal, within thirty days from the date of receiving the decision notification. The Faculty Appeals and Review Committee shall prepare a review report and submit it to the President for approval before forwarding it to the appellant and relevant units.

In the case of an appeal, a faculty member may not submit another appeal to the same level of review that has already rejected their previous appeal.

Article 7: Cases involving teachers violating the qualifications for faculty review and academic ethics shall be processed in accordance with the handling guidelines for cases of teachers violating the qualifications for faculty review and academic ethics at our university.

Article 8: Committee members in the review process who meet one of the following conditions shall recuse themselves:

1. Current or former academic advisor-student relationships for doctoral or master's degree theses.
2. Themselves, their spouse, former spouse, blood relatives up to the fourth degree, or in-law relatives up to the third degree, or having had such relationships.
3. Having been a co-researcher or co-author of published papers or research results within the past three years.
4. Jointly executing research projects when reviewing the case.
5. Currently or formerly acting as the representative or assistant in the case.
6. Recusal as required by other regulations.

In cases where recusal is necessary based on the above conditions, but a committee member does not recuse themselves or there is concrete evidence suggesting bias in the review of a case, the Chair may, upon a decision made by the committee, request the recusal of that member. The parties involved may also apply for the recusal of a committee member, citing the reasons and evidence for their application.

Article 9: The decisions of all levels of the Faculty Evaluation Committees shall be recorded and submitted to the President. If the President finds discrepancies with various relevant legal regulations or resolutions of the University Council in the review process, they may return the decision to the respective Faculty Evaluation Committee for reconsideration. The President may also temporarily suspend the implementation of a decision when they have determined that there are issues of misconduct.

Article 10: Matters not covered by these regulations shall be handled in accordance with relevant legal regulations.

Article 11: These regulations, after being passed by the University Council and approved by the President, shall take effect, and any amendments shall follow the same procedure.