Detailed Rules for Faculty Promotion of the College of Management, National Chung Cheng University

Article 1. These Detailed Rules are established pursuant to Article 5 of the College Regulations Governing Faculty Appointment and Promotion Review.

Article 2. Academic Research track. Assistant Professor to Associate Professor: the applicant shall have made important international academic contributions and published multiple peer-reviewed works, excluding the doctoral dissertation. Minimum standard: at least one-third of one SSCI-equivalent article. One SCI article equals one-half SSCI; one TSSCI, ECONLit, EI, FLI, or ABI article equals one-third SSCI; one NSTC-evaluated journal article equals one-quarter SSCI. For two co-authors, a work counts as one-half; for three, one-third; and so forth. Notes, responses, comments, and letters count as one-third article. An assistant professor in the seventh year at the current rank is exempt from these minimum items. Associate Professor to Professor: the applicant shall have substantive and important international academic contributions, multiple rigorously reviewed publications, and sustained research/publication performance. Minimum standard: at least one-half SSCI-equivalent article, with the same conversion and co-authorship rules. These are minimum application thresholds only and do not imply approval.

Article 3. Industry-University Applied Research track. Assistant Professor to Associate Professor: sustained academic, technological, or practical R&D with concrete contributions; at least three rigorously reviewed public works, including journal papers, conference papers, or technical reports, prorated by co-authorship; and qualifying industry-university projects, each at least NT$300,000. The applicant must be principal investigator, and the counted project value within any five academic years after obtaining the preceding rank must total at least NT$3,000,000. Associate Professor to Professor: at least four such works, qualifying projects each at least NT$500,000, and a five-academic-year total of at least NT$5,000,000. Qualifying project combinations are those specified in the original Regulations, including at least one NSTC/government industry-university project plus foundation or other industry-university projects. These standards are minimum application thresholds only.

Article 4. Teaching Practice Research track. Assistant Professor to Associate Professor: sustained teaching-practice publications/development outcomes with concrete contributions; at least three rigorously reviewed public works related to teaching; at least three College Outstanding Teaching Awards, or one University Outstanding Teaching Award, or one MOE National Outstanding General Education Teacher Award; and no course evaluation below 70% of the scale during the counted five academic years. Associate Professor to Professor: innovative and sustained teaching-practice outcomes with important contributions; at least four qualifying works; at least one University Outstanding Teaching Award or one MOE National Outstanding General Education Teacher Award; and the same teaching-evaluation threshold. These are minimum application thresholds only.

Article 5. Research Performance. Research consists of A1 External Review Score for Research/R&D Outcomes and A2 Projects, Awards, and Other Academic Performance. A2 uses the highest scores from five years after obtaining the preceding rank. Impact Factor ranking documentation for the representative work shall be attached when available. Co-authorship proof shall be attached unless exempt. Other academic achievements include service as editor-in-chief, editorial board member, or reviewer for SSCI/SCI/TSSCI journals; participation in NSTC/MOE inter-university large-scale or excellence projects; international/national academic paper awards; and other achievements scored by the College Faculty Evaluation Committee. Commissioned projects are counted by project number, prorated by months when shorter than one year.

Journal	Editor-in-Chief / year	Editorial Board / year	Reviewer / review
SSCI	6 points	4 points	1 point
SCI	5 points	3 points	0.7 point
TSSCI	4 points	2 points	0.5 point

Article 6. Teaching Performance. College-level teaching scores use the applicant’s highest scores from five years after obtaining the preceding rank. Teaching hours: meeting the average annual basic teaching-hour requirement earns 60 points; deficiencies are prorated, while qualifying excess hours add points. Graduate-student supervision may add 5 or 7 points depending on number, with proportional rules for co-supervision and changes of advisor. Periods of overseas teaching, research, advanced study, secondment, or joint appointment are excluded. Teaching evaluation is based on course evaluation

results, with 70% of the scale as the reference level. Special achievements may add points for MOE education awards, University teaching awards, MOE teaching-improvement projects, EMI courses, course-material production, MOOCs, MOE digital-learning accreditation, and faculty-development activities. Total is capped at 100. Department-level and College-level teaching scores each account for 50%.

Article 7. Service and Counseling Performance. Scores use the highest results from five years after obtaining the preceding rank. Units shall establish concrete standards. College-level items include administrative leadership, academic advising, and committee service. Total is capped at 100. The review weights are 70% department/graduate institute/degree program, 20% College, and 10% University. The University Faculty Evaluation Committee makes the final review based on lower-level scores.

Article 8. If a faculty member applies for promotion after fewer than five years in the current position, research, teaching, service, and counseling shall be counted from the date of obtaining the preceding rank. Documented performance at another university may be counted at one-half for teaching, service, and counseling.

Article 9. Applicants shall submit the College scoring forms for research, teaching, service/counseling, and the summary score sheet, together with supporting review materials. The department, graduate institute, or degree program shall conduct detailed preliminary review; approved cases go to the College Committee for secondary review.

Article 10. Matters not provided for herein shall follow the University Regulations Governing Faculty Appointment and Promotion Review, the College Regulations Governing Faculty Appointment and Promotion Review, and other applicable provisions.

Article 11. These Detailed Rules shall take effect after approval by the College Faculty Evaluation Committee and College Affairs Meeting. The same procedure applies to amendments.