Regulations Governing Faculty Evaluation of the College of Management, National Chung Cheng University

Article 1. To actively promote College affairs, develop the distinctive characteristics of its departments, graduate institutes, and degree programs, and enhance the quality of faculty teaching, research, and service, the College of Management, National Chung Cheng University (hereinafter, the College) establishes these Regulations pursuant to the University Act and the National Chung Cheng University Regulations Governing Faculty Evaluation.

Article 2. All full-time faculty members within the authorized staffing complement of the College shall undergo evaluation in accordance with these Regulations. Researchers, professional technical personnel, project teaching personnel, and project research personnel shall be evaluated in the same manner as full-time faculty members.

Article 3. The first evaluation shall be conducted after these Regulations take effect. However, a faculty member who has served at the University for less than three years when these Regulations take effect shall undergo the first evaluation after completing three years of service. Lecturers and assistant professors shall undergo a subsequent evaluation after every three years of teaching; associate professors and professors shall undergo a subsequent evaluation after every five years of teaching. A faculty member whose promotion is approved shall be deemed to have passed the evaluation for that academic year, and the period before the next required evaluation shall be recalculated from that point.

Article 4. A full-time faculty member of the College who meets any one of the following conditions may be exempted from evaluation:

1. Has been elected an Academician of Academia Sinica.
2. Has received the Ministry of Education Academic Award or National Chair Professorship; a Distinguished Talent Chair from the Foundation for the Advancement of Outstanding Scholarship; a National Chung Cheng University Chair Professorship; or a chair professorship at a renowned domestic or international university or research institution recognized by the University.
3. Has accumulated at least 12 points from the following awards or achievements: (1) National Science and Technology Council Outstanding Research Award, Ministry of Education Teachers Award, or Ministry of Education National Outstanding General Education Teacher Award: 4 points per award; (2) University Outstanding Teaching Award or Outstanding Academic Advisor Award: 2 points per award; (3) receipt of a National Science and Technology Council principal-investigator allowance: 1 point for each funded year, capped at 2 points per year; (4) serving as principal investigator of a Ministry of Education Teaching Practice Research Program: 1 point per project, plus 1 additional point for a project rated outstanding; (5) serving as principal investigator of a Ministry of Education University Social Responsibility (USR) Project: 1 point per project; serving as co-principal investigator or co-investigator: 0.5 point per project, with the total under this item capped at 1 point per year; (6) receipt of the University Faculty Evaluation Excellence Award under the University Regulations Governing Faculty Evaluation: 1 point per award.
4. Has reached the age of 60 and passed the most recent faculty evaluation.
5. Has received a renowned domestic or international academic award or another teaching, research, or service award, or has demonstrated outstanding concrete achievements, as approved by the three levels of Faculty Evaluation Committees and the President.

Article 5. The College shall establish a Faculty Evaluation Committee. The Dean shall serve as convener. In addition to members of the College Faculty Evaluation Committee, the Dean shall recommend one dean from a related college at another national university, who shall be appointed upon approval by the President.

Article 6. Faculty evaluation shall objectively and prudently assess teaching, research, service and counseling, and contributions to society and industry. Research shall account for 35%-50%; teaching, 30%-50%; service and counseling, 10%-25%; and contributions to society and industry, 0%-10%. Within these ranges, each faculty member shall determine the applicable weights in the self-evaluation, and the four categories shall total 100%. A weighted total score of 70 or above constitutes a passing evaluation. Detailed evaluation standards shall be separately prescribed in the Implementation Rules for Faculty Evaluation of the College of Management and shall take effect after approval by the University Faculty Evaluation Committee.

Evaluation Procedure

1. Preliminary review by the department, graduate institute, or degree program: the relevant Faculty Evaluation Committee reviews supporting materials and calculates scores. (1) Each unit shall determine the number and names of faculty members subject to evaluation and exempt from evaluation, including lecturers, assistant professors, associate professors, and professors, and submit the list to the College Office for consolidation no later than the deadline prescribed by the Office of Academic Affairs. (2) Faculty members subject to evaluation shall complete the evaluation form and submit supporting documents to their unit no later than February 15 of the academic year in which the evaluation is conducted. (3) The unit Faculty Evaluation Committee shall review supporting documents, evaluation forms, and scores and submit the results to the College Faculty Evaluation Committee no later than March 15 of that academic year.

2. Secondary review: the College Faculty Evaluation Committee shall resolve the list of faculty members who pass evaluation and complete review no later than April 30 of that academic year for submission to the Office of Academic Affairs.

Outstanding performance in any one of teaching, research, service and counseling, or contributions to society and industry shall be recognized and credited. College-wide evaluation is the general rule; however, a department, graduate institute, or degree program with special needs may establish its own evaluation rules. A faculty member in such a unit may choose either the College Regulations or the unit-specific rules. Unit-specific rules must be approved through due procedure by the College Faculty Evaluation Committee and the University Faculty Evaluation Committee.

Article 7. A faculty member who fails evaluation shall have rights suspended in accordance with the National Chung Cheng University Regulations Governing Faculty Evaluation.

Article 8. A faculty member subject to evaluation shall submit relevant materials. Failure to submit materials shall be deemed failure of the evaluation for that academic year. If the faculty member is pregnant or gives birth, suffers a serious illness, takes extended sick leave, takes a professor sabbatical, takes paid or unpaid leave, or is seconded to another institution during the academic year in which evaluation is due, the evaluation shall be conducted after the relevant circumstance ends.

Article 9. The calculation of years before a required evaluation excludes periods of pregnancy and childbirth, serious illness, extended sick leave, paid leave, professor sabbatical, unpaid leave, or secondment to another institution. For a faculty member whose promotion is approved, the period before the next evaluation shall be calculated from that academic year according to the new academic rank.

Article 10. A member of the College Faculty Evaluation Committee shall recuse from deliberation and voting on a case involving the member personally, the member’s spouse, a blood or marital relative within the third degree, or another personal interest. If the member does not voluntarily recuse, the chair may, after a Committee resolution, determine whether recusal is required. If concrete facts indicate a risk of bias, the faculty member under evaluation may state the reasons and request recusal; the Committee shall deliberate and decide. A recused member shall not be counted toward the number of members present.

Article 11. A meeting of the College Faculty Evaluation Committee may be convened only when at least two-thirds of all members are present. A resolution requires the approval of more than one-half of the members present; however, a resolution that an evaluation is not passed requires approval by at least two-thirds of the members present.

Article 12. When the College Faculty Evaluation Committee meets, it may invite, as needed, the Vice President responsible for faculty evaluation, the Dean of Academic Affairs, the Vice President for Research and Development, and the faculty member under evaluation to attend as nonvoting participants.

Article 13. The College Faculty Evaluation Committee shall complete deliberation no later than April 30 of the academic year in which evaluation is conducted and submit the results to the Office of Academic Affairs for consolidation. After approval by the President, the list of faculty members who passed the evaluation shall be announced.

Article 14. A faculty member dissatisfied with an evaluation result may file a written request for reconsideration with the University Faculty Evaluation Committee within 30 days after receiving notice, stating the reasons. If the reconsideration is sustained, the case shall be returned to the College Faculty Evaluation Committee for renewed deliberation. If the reconsideration is denied, the faculty member may file an appeal with the University Faculty Grievance Review Committee within 30 days after receiving the notice of denial. The same case may not be resubmitted for reconsideration after denial.

Article 15. Matters not provided for herein shall be handled in accordance with applicable regulations.

Article 16. These Regulations shall take effect after approval by the College Faculty Evaluation Committee and the College Affairs Meeting and subsequent approval by the University Faculty Evaluation Committee. The same procedure shall apply to amendments.