Implementation Rules for Faculty Evaluation of the College of Management, National Chung Cheng University

Article 1. These Implementation Rules are established pursuant to the Regulations Governing Faculty Evaluation of the College of Management for the purpose of conducting faculty evaluation.

Article 2. Faculty evaluation shall cover four categories: 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, the faculty member under evaluation shall determine the weights during self-evaluation, and the four categories shall total 100%. A total score of 70 or above constitutes a passing evaluation.

Article 3. Research performance during the evaluation period shall be calculated under either Option A or Option B, selected by the faculty member:

Option A - Publications

1. Publication of one-third of an SSCI-equivalent academic journal article during the evaluation period earns 70 points. One SCI article equals four-fifths of an SSCI article; one TSSCI, ECONLit, EI, FLI, or ABI article equals three-fifths of an SSCI article; one article in another domestic or international journal with a rigorous review mechanism equals two-fifths of an SSCI article. For lecturers and assistant professors, one rigorously reviewed conference paper equals two-fifths of an SSCI article; for associate professors and professors, two rigorously reviewed conference papers equal two-fifths of an SSCI article. Conference papers must be personally presented by the faculty member under evaluation with supporting documentation. If the equivalent is less than one-third, points are prorated; for example, one-quarter of an SSCI article earns 52.5 points. The maximum total is 100 points.

2. For co-authored work, the first author or corresponding author receives credit for seven-tenths of one article. With two authors, the second author receives one-half credit; with three authors, the second and third authors each receive one-third credit; and so forth.

3. An item published as a note, response, comment, or letter counts as one-third of a journal article.

Option B - Projects

1. Receipt of a National Science and Technology Council principal-investigator allowance during the evaluation period earns 35 points each time. The maximum total is 100 points.

2. Each externally funded project applied for through and obtained with recognition by the Office of Research and Development during the evaluation period earns 20 points. The maximum total is 100 points.

3. For jointly led projects, the first principal investigator receives credit for one full project. With two co-principal investigators, the second receives one-half project credit; with three, the second and third each receive one-third project credit; and so forth.

Article 4. Teaching performance during the evaluation period shall be calculated as follows:

1. Teaching hours account for 70% of the teaching score, capped at 70 points. After calculating total teaching hours, a faculty member whose average annual teaching hours meet the basic teaching-hour requirement under the University Guidelines for Calculating Faculty Teaching Hours is assigned a base score of 75; if below the requirement, the score is prorated by [(total required basic teaching hours - deficient hours) / total required basic teaching hours] x 75. For teaching hours exceeding the average basic requirement, if the average teaching survey result reaches at least 70% of the scale, each additional 0.5 hour in average annual teaching load adds 1 point.

2. Supervision of more than 10 graduate students adds 7 points; supervision of 10 or fewer adds 5 points. Actual supervision may be credited without waiting for completion of the thesis. For co-supervision, points are divided proportionally by the number of supervisors; if a student changes advisor, points are apportioned according to the duration of supervision.

3. Periods of overseas teaching, research, advanced study, or secondment are excluded from teaching-hour calculations.

4. Teaching evaluation accounts for 30% of the teaching score, capped at 30 points. Each course with a teaching survey result at or above 70% of the scale receives a base score of 75; results above or below 70% are adjusted proportionally.

5. Special outstanding achievements during the evaluation period: Ministry of Education Outstanding Education Award, +10 points each; University Outstanding Teaching Award, +7 points each; Ministry of Education teaching-improvement project

rated Honorable Mention, +1; Excellent, +2; Outstanding, +3. The overall teaching score is capped at 100.

Article 5. Service and counseling performance during the evaluation period shall be calculated as follows: 1. Serving as a University administrative supervisor: a first-level supervisor, including head of a department, graduate institute, or degree program, receives 2 points per semester; a second-level supervisor receives 1 point per semester; maximum 10 points. 2. A faculty member who serves as an academic advisor every semester during the evaluation period and serves on at least two University-, College-, department-, graduate-institute-, or degree-program-level service committees each year receives a base score of 75. Scores above or below that level are adjusted proportionally to the number of services, provided attendance for each committee is at least 50%. The combined total under the preceding items is capped at 100.

Article 6. Contributions to society and industry during the evaluation period shall be calculated as follows: 1. Secondment to a public-sector institution: 10 points per year. 2. Service as an advisor or committee member for a public or private institution: 5 points per year. 3. Hosting mass-media programs or writing media columns: 5 points per item. 4. Leading a community or local-development program: 10 points per program. 5. Other significant contributions to social development: 10 points per item. 6. If the period of secondment or service as advisor/committee member is less than one year, points are prorated by actual months served. The total is capped at 100.

Article 7. Faculty evaluation forms shall be prescribed separately by the College.

Article 8. Matters not provided for herein shall be handled in accordance with the University Regulations Governing Faculty Evaluation and the College Regulations Governing Faculty Evaluation.

Article 9. These Implementation Rules shall take effect after approval by the College Faculty Evaluation Committee and College Affairs Meeting and subsequent approval by the University Faculty Evaluation Committee. The same procedure shall apply to amendments.