

國立中山大學理學院進用外籍教學人員考核要點

Guidelines for Performance Evaluation for Employment of International Teaching

Faculty at College of Science, National Sun Yat-sen University

107.03.01 本院 106 學年度第 4 次教評會訂定
Established at the 4th meeting of the Faculty Evaluation Committee of the College of the 2018 academic year
107.05.03.本校第 387 次教評會核備
Examined and approved at the 387th meeting of University Faculty Evaluation Committee of NSYSU
of the 2018 academic year
109.05.26 本院 108 學年度第 6 次教評會訂定
Regulated at the 6th meeting of the Faculty Evaluation Committee of the College of the 2019 academic year
109.06.11.本校第 400 次教評會核備
Examined and approved at the 400th meeting of University Faculty Evaluation Committee of NSYSU
of the 2020 academic year
111.12.8 本院 111 學年度第 3 次教評會訂定
Regulated at the 3rd meeting of the Faculty Evaluation Committee of the College of the 2022 academic year
111.12.29.本校第 420 次教評會核備
Examined and approved at the 420th meeting of University Faculty Evaluation Committee of NSYSU
of the 2022 academic year

- 一、為考核本院外籍教學人員，依據本校進用外籍教學人員聘任制度實施方案，訂定本要點以憑辦理。
 - I. To assess the performance of international teaching faculty in the College, the guidelines (hereinafter referred to as the Guidelines) have been established based on the University's Regulation and Implementation Plan for the Employment of International Teaching Faculty, and the guidelines shall serve as the basis for processing related matters.
- 二、本方案進用人員聘期以二年為原則，依第三點考核項目，經系所學程教評會於每年五月底或十一月底前完成審查，並經本院教評會及校教評會審議通過後，陳請校長核定，始得晉薪或續聘。
 - II. The employment term for personnel under the Guidelines shall be two years. In accordance with the assessment items listed in point 3, the Faculty Evaluation Committee of each department/program shall complete the review by the end of May or November each year. Upon approval by the meeting of the Faculty Evaluation Committee of the College and the University Faculty Evaluation Committee, the recommendation shall be submitted to the president for final approval before salary increment or contract renewal.

三、 考核項目及標準

III. Criteria and standards for performance evaluation

1. 教學意見調查結果滿意度平均達5.5分以上（七分量表）。

1. Received an average rating of 5.5 or above on a 7-point scale in the teaching survey for every semester of the contracted period.

2. 二年內需主持國科會、政府部會或法人機構之計畫。

2. Served as the principal investigator or co-investigator in a research project sponsored by the National Science and Technology Council (NSTC), ministerial departments, or projects proposed by legal entities in the recent two years.

3. 二年內發表以中山大學具名之SCI學術論文。

3. Published scholarly research articles affiliated with Sun Yat-sen University in SCI journals in the recent two years.

到職第一年或因課程特殊需求(如全英語學程)者，其考核標準為每週授課時數達契約約定時數，表現符合第1款，且經系所學程及本院教師評審委員會審核通過。

For the first year of employment or for special course requirements (such as EMI programs), the evaluation criteria are based on meeting the contracted teaching hours per week, meeting the requirements of Subsection 1, and being approved by the Faculty Evaluation Committee of the Department/Program and College.

到職第二年以上之考核標準，除符合第1款及每週授課時數達契約約定時數外，並應符合第2款或第3款，且經系所學程及本院教師評審委員會審核通過。

For the second year of employment and onwards, in addition to meeting the requirements of Subsection 1 and the contracted teaching hours per week, personnel must also meet the requirements of either Subsection 2 or Subsection 3, and be approved by the Faculty Evaluation Committee of the

Department/Program and College.

考核未通過者，自次一學年度起將不得晉薪；經教師評審委員會通知限期改善而未改善者，依規定終止聘任關係。

經系院教評會考核通過後，將晉薪或續聘建議送校教評會審議。

Personnel who do not pass the evaluation will not be eligible for salary increment starting from the next academic year; those who fail to improve after being notified by the Faculty Evaluation Committee to do so shall have their employment terminated in accordance with the Guidelines. After approval by the Faculty Evaluation Committee of the Department and College, the recommendation for salary increment or contract renewal shall be submitted to the University Faculty Evaluation Committee.

四、本要點未盡事宜悉依本校進用外籍教學人員聘任制度實施方案辦理。

IV. Matters not covered by the Guidelines shall be handled in accordance with the University's Regulation and Implementation Plan for the Employment of International Teaching Faculty.

五、本要點經院教師評審委員會通過，送校教師評審委員會核備後實施，修正時亦同。

V. The Guidelines, upon approval by the college-level faculty evaluation committee, shall be implemented upon verification by the university-level faculty evaluation committee. Any amendments shall also follow the same process.