

**國立中山大學理學院新聘教師評鑑實施要點**  
**National Sun Yat-sen University College of Science**  
**Regulation for the Implementation of Evaluation of Newly-hired Faculty**

109 年 4 月 22 日 108 學年度第 2 次院務會議訂定

Established by the 2nd College Affairs Council on April 22, 2020, Academic Year 108

109 年 5 月 19 日 108 學年度第 3 次院務會議修訂

Amended by the 3rd College Affairs Council on May 19, 2020, Academic Year 108

109 年 6 月 11 日 108 學年度第 400 次校教師評審委員會會議通過

Approved by the 400th Faculty Evaluation Committee at University-level on June 11, 2020,  
Academic Year 108

一、國立中山大學理學院(以下簡稱「本院」)為提昇本院新聘教師教學、研究及服務品質，特依本校教師評鑑辦法訂定本院新聘教師評鑑實施要點(以下簡稱「本要點」)。

1. The Regulation for the Implementation of Evaluation of Newly-hired Faculty (hereinafter referred to as “the Regulation”) of the College of Science (hereinafter referred to as “the College”) is formulated in accordance with the Regulations for Faculty Evaluations of National Sun Yat-sen University (hereinafter referred to as “NSYSU”) to improve the quality in terms of teaching, research and service of new faculty members of the College.

二、本要點所稱新聘教師，係指本院 109 學年度起到職之新聘專任助理教授、副教授。

2. New faculty members stated in the Regulation refer to full-time assistant professors and associate professors who are newly appointed and started to work for the College in the academic year 109 (hereinafter referred to as “new faculty members”).

三、本院新聘教師，任職滿五年須依本要點評鑑，通過後，每五年再依本院教師評鑑實施要點評鑑。

3. New faculty members must be evaluated after reaching 5 years of service according to the Regulation. After passing the first evaluation, faculty members are evaluated every five years according to the Regulation for the Implementation of Evaluation of Newly-hired Faculty of the College.

四、本院新聘教師評鑑項目計研究、教學及服務三項，三項評鑑項目均應達七十分，即為通過評鑑，其指標計分表如附件一。

4. New faculty members are evaluated in three categories: research, teaching, and service. A new faculty member is required to score at least 70 points for each category. Please refer to Attachment 1: Scoring Form of Indicators.

五、本院新聘教師到校任教滿三年者，針對本院訂定之教學、研究、服務項目之進展提出書面說明。由院長邀集該教師系所主管以及校內外資深教師等三至五人組成評鑑輔導小組。評鑑輔導小組針對教師所提出書面說明，提供建議或輔導方式並作成紀錄，該紀錄送交系教評會。院長應指定傳授教師(mentor)協助需輔導教師，而其所屬系所確實依評鑑輔導小組建議提供協助及資源。

5. A new faculty member of the College shall report his or her progress on teaching, research, and service specified by the College in a written form after serving for three years. The dean invites executives of the responsible department/institute and internal and external senior faculty members to form an evaluation mentoring team of three to five members. The team provides advice and mentoring based on the written report and sends the documented advice and mentoring to the Department/Institute Faculty Evaluation Committee. The dean shall appoint a mentor to support the new faculty member, and the responsible department/institute shall provide support and resources based on the suggestions given by the team.

六、本院新聘教師評鑑結果為「條件式通過」與「未通過」之教師，應依其評鑑項目表現，接受本院評鑑輔導小組之輔導，其所屬系所應提供相關資源與協助，輔導及協助項目可包含教學或研究經費補助、提供研究合作方案、督促參與教學研習會與申請科技部或建教合作計畫、鼓勵參與校內外服務並參與導師會議等項目。「條件式通過」教師輔導期間至間隔一學年後之一月底止，「未通過」教師輔導期間至次學年一月底止，並將輔導過程作成紀錄，該紀錄送交系教評會及院教評會備查。

6. If the evaluation result is Conditional Pass or Fail, the new faculty member shall take mentoring provided by the evaluation mentoring team of the College based on his or her performance. The responsible department/institute shall provide resources and support, which can include granting teaching or research subsidies, offering collaborative research projects, supervising the new faculty member to attend teaching workshops or apply for projects from the Ministry of Science and Technology or cooperative education projects, encouraging the new faculty member to provide internal or external services, and attending mentoring meetings. Faculty members who received a “Conditional Pass” on their evaluation are required to take mentoring for at least three full semesters starting in the semester following the initial review and ending in January after three semesters. Faculty members who “Failed” their evaluation are required to take mentoring for at least one full semester ending in January of the year following the initial review. At the end of the mentoring period, the evaluated faculty member needs to submit a mentoring report to the Department-level Faculty Evaluation Committee and the College-level Faculty Evaluation Committee.

七、條件式通過」與「未通過」之教師於輔導期間結束後，應提交其改善方案/事項成效報告書至原教師評鑑委員會審議是否通過，再送交教務處彙整後送校教評決議。

7. A conditionally passed or failed faculty member must submit his or her report on improvement or improvement on evaluated items to the Faculty Evaluation Meeting for review. Then the report will be sent to the Office of Academic Affairs and the University-level Faculty Evaluation Committee for the final review.

八、新聘教師評鑑時程與作業流程，依本校教師評鑑辦法、本校教師評鑑作業細則、本院教師評鑑實施要點及本要點規定辦理。

8. All matters related to the schedule and procedure for new faculty member evaluation are handled according to the ‘University Regulations for Faculty

Evaluations’, the ‘University Evaluation Implementation Guidelines’, the ‘Regulation for the Implementation of Evaluation of Newly-hired Faculty’, and these regulations.

九、本要點未盡事宜，悉依相關規定辦理。

9. All matters not stated in the Regulation shall be handled according to relevant regulations.

十、本要點經院務會議訂定後，送校教師評審委員會審議通過後實施，修正時亦同。

10. The Regulation become effective after being formulated at the College Affairs Council and approved by the University Faculty Evaluation Committee. Amendments to the Regulation shall follow the same procedure.

\*英文法規翻譯內容若有疑義，以中文法規為主。

\*Above guidelines were translated from the original Chinese. In the event of any discrepancies between the two versions, the Chinese always takes precedence