

NTUB Evaluation Criteria for Assessing Faculty Teachers' Performance

Approved at the 2nd University Affairs Meeting of the 1st Semester of Academic Year 2013 on December 12, 2013
 Approved the change of the university name at the 2nd University Affairs Meeting of the 2nd Semester of Academic Year 2013 on June 5, 2014
 Approved at the 1st University Affairs Meeting of the 2nd Semester of Academic Year 2014 on March 26, 2015
 Approved at the 1st University Affairs Meeting of the 1st Semester of Academic Year 2018 on December 13, 2018, effective August 1, 2019
 Approved at the 1st University Affairs Meeting of the 2nd Semester of Academic Year 2018 on June 13, 2019

Teacher's Name: _____ Affiliation/Department: _____ Rank: _____
 Evaluation Period: (ROC) Year _____ Month _____ Day _____ – (ROC) Year _____ Month _____ Day _____
 Years of Service at this University: _____ years (from (ROC) Year _____ Month _____ to (ROC) Year _____ Month _____)
 Total Evaluation Score: _____ Points

Item	Detailed Items and Descriptions	Subtotal Score	Section Score	Total Score
Teaching (20%~50%)	I. Basic Items (maximum 70 points)			
	1. Within the evaluation period, if the number of teaching hours per academic year meets or exceeds the required teaching load, full points are awarded; if it falls short, 5 points are deducted. (Note: The required teaching load includes any reductions or additions to teaching hours calculated under the University's Guidelines for Calculating Teaching Hours.)			
	2. Within the evaluation period, for each semester in which submitted grades are changed, 2 points are deducted; for each semester in which grades are not submitted on time, 2 points are deducted.			
	3. Within the evaluation period, for each semester in which Chinese and English syllabi are not provided as required, 5 points are deducted.			
	4. Within the evaluation period, the annual average of teaching evaluations is scored as follows (for each semester, first delete the course with the lowest evaluation score, then compute the average): a. Average below 3.5: deduct 3 points. b. Average below 3.0: deduct 5 points. c. Average below 2.5: deduct 8 points.			
	5. Within the evaluation period, participate in two teaching-skills training sessions per semester on average (on campus or off campus); if not met, deduct 2 points.			
	II. Bonus Items (maximum 30 points). Credit may be awarded for the following items where there are concrete results or strong performance:			
	1. During the evaluation period, the overall average of teaching evaluations for each academic year is scored by the following bands (first exclude the lowest-scoring course in each semester, then compute the average): a. 3.5 to 3.99: 5 points. b. 4.0 to 4.49: 10 points. c. 4.5 and above: 15 points.			

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	<p>2. Teaching Content and Preparation:</p> <ul style="list-style-type: none"> a. Online instruction: design a digital teaching platform (with course materials posted online) and obtain approval from the relevant university committee; 3 points per course, up to 12 points. b. For non-English courses that are publicly announced and actually taught in English: 3 points per course in the given academic year, up to 9 points. c. Use of a digital learning platform (including e-portfolio) in teaching: the Department Faculty Evaluation Committee will award 1–2 points per course based on the instructor’s documented use, up to 10 points. d. Use of teaching records (e.g., student grades, student feedback, student learning outcomes, and other quantitative or qualitative data) to conduct teaching-improvement research (problem identification, research methods, improvement strategies, and research results) that enhances student learning outcomes. For submissions providing concrete empirical evidence: 2–3 points per case, up to 6 points. 			
	<p>3. Receipt of innovative teaching awards, excellent teaching awards, or other teaching awards from the Ministry of Education or this university, as well as awards conferred by other public or private institutions: 3 points per case, up to 6 points.</p>			
	<p>4. Advising students (including off-campus students) on theses, applied projects, or competitions: 2 points per case, up to 6 points.</p>			
	<p>5. Offering continuing education and extension courses, winter or summer courses, evening courses, foundational-course tutoring classes, embedded service-learning courses, winter or summer training courses for varsity teams, or license-preparation related courses: 2 points per course, up to 6 points.</p>			
	<p>6. Planning and executing teaching-related activities on or off campus: 1 point per case, up to 7 points; for government agency teaching-related projects: 2 points per case, up to 10 points.</p>			
	<p>7. Teaching hours in excess of the basic load (excluding courses not counted toward overload hours). For every additional 1 hour above the basic load after deductions: add 0.5 point, up to 2 points.</p>			
	<p>8. Authoring and publishing textbooks during the evaluation period: 3 points per case, up to 6 points.</p>			
	<p>9. Participation in academic conferences or workshops: 1 point per domestic event, 3 points per overseas event, up to 10 points.</p>			
	<p>10. Providing after-class student tutoring or remedial instruction (documentation issued by the Office of Academic Affairs required): 1 point per hour, up to 10 points.</p>			
	<p>11. For each class, the proportion of students who obtain certifications related to the course: 10%–39.99%: 2 points; 40%–69.99%: 3</p>			

Item	Detailed Items and Descriptions	Subtotal Score	Section Score	Total Score
	<p>points; 70% and above: 4 points. Maximum: 10 points.</p> <p>12. Instructor's industry practice experience: 2 points for each full 5-year period.</p> <p>13. Instructor's relevant teaching certifications: 2 points per certification, up to 6 points.</p> <p>14. Recipient of this university's Excellent Teacher Award: 3 points per instance, up to 6 points.</p> <p>15. Other major items (as approved and recognized by the institute, department, center, or office meeting): 2 points per case, up to 20 points.</p>			
Research (20%~50%)	<p>I. Basic Items (maximum 60 points)</p> <p>1. During the evaluation period, if any two of the following are satisfied, award 50 points:</p> <p>a. Having submitted project proposals to the National Science and Technology Council, the Ministry of Education, or other agencies, or serving as principal investigator for industry-academia collaboration projects, with a cumulative amount reaching NT\$30,000 (co-PI or joint PI not counted).</p> <p>b. Publication of journal articles, conference papers, books/monographs, or performance/exhibition works.</p> <p>2. For each of the above items not achieved, deduct 25 points.</p> <p>3. Completion of at least 6 hours of academic research ethics training by June 14, 2020; newly appointed faculty must complete at least 6 hours within one year. Those who meet this requirement receive 10 points; those who do not meet it have 10 points deducted.</p>			
	<p>II. Bonus Items (Maximum 40 points)</p> <p>1. Awards for research or creative works (including from this university, the National Science and Technology Council, and the Ministry of Education): 15 points per case, up to 15 points.</p>			
	<p>2. Other significant academic research and creative awards: 5 points per case, up to 15 points.</p> <p>3. National Science and Technology Council (NSTC) projects (for multi-year projects, scored once per year), maximum 40 points.</p> <p>a. Principal Investigator: 12 points per case.</p> <p>b. Co-Investigator / Joint PI: 6 points per case.</p> <p>c. Proposal submitted: 3 points per case.</p> <p>For the above projects: NT\$500,000–NT\$1,000,000 → scored at 2×; NT\$1,000,000–NT\$2,000,000 → 3×; above NT\$2,000,000 → 4× per case.</p> <p>4. Academic research projects, special projects, or industry-academia collaboration projects commissioned by this university, other government agencies, foundations, or public/private institutions, maximum 32 points.</p> <p>a. Principal Investigator: 8 points per case.</p>			

Item	Detailed Items and Descriptions	Subtotal Score	Section Score	Total Score
	b. Co-Investigator / Joint PI / Sub-project PI: 4 points per case. For the above projects: NT\$500,000–NT\$1,000,000 → scored at 2×; NT\$1,000,000–NT\$2,000,000 → 3×; above NT\$2,000,000 → 4× per case.			
	5. SCI, SSCI, or AHCI journal articles, or papers published in high-quality international journals designated by the National Science and Technology Council for each discipline: maximum 40 points; for non-SCI/SSCI/AHCI journal articles: maximum 15 points. <ul style="list-style-type: none"> a. Listed as first author or corresponding author (including supervised students): 10 points per paper. b. Listed as second or third author: 7 points per paper. c. Listed as fourth author or later: 5 points per paper. 			
	6. TSSCI journal articles, THCI Core (Taiwan Humanities Citation Index) journals, or high-quality domestic journals designated by the NSTC for each discipline: maximum 32 points. <ul style="list-style-type: none"> a. Listed as first author or corresponding author (including supervised students): 8 points per paper. b. Listed as second or third author: 5 points per paper. c. Listed as fourth author or later: 3 points per paper. 			
	7. Department-approved journal articles: maximum 24 points: <ul style="list-style-type: none"> a. Listed as first author or corresponding author (including supervised students): 6 points per paper. b. Listed as second or third author: 4 points per paper. c. Listed as fourth author or later: 2 points per paper. 			

Item	Detailed Items and Descriptions	Subtotal Score	Section Score	Total Score
	<p>8. Papers presented at overseas academic conferences: maximum 16 points.</p> <p>a. Listed as first author or corresponding author (including supervised students): 4 points per paper.</p> <p>b. Listed as second or third author: 2 points per paper.</p> <p>c. Listed as fourth author or later: 1 point per paper.</p>			
	<p>9. Papers presented at domestic academic conferences: maximum 8 points.</p> <p>a. Listed as first author or corresponding author (including supervised students): 3 points per paper.</p> <p>b. Listed as second or third author: 2 points per paper.</p> <p>c. Listed as fourth author or later: 1 points per paper.</p>			
	<p>10. Single-author publications or creative works (must be publicly published or exhibited): maximum 40 points.</p> <p>a. Monograph/book: 10 points per work.</p> <p>b. Edited or compiled volume: 8 points per work.</p> <p>c. Translation (book-length): 7 points per work.</p> <p>d. Book chapter: 5 points per chapter.</p> <p>e. Translated chapter: 3 points per chapter.</p> <p>If a review/peer-evaluation certificate is provided for the above works, add 2 points.</p>			
	<p>11. Patents (individual patents related to the faculty member's professional field): 3 points per case, up to 12 points.</p>			
	<p>12. Public solo artistic/cultural performances or participation in national-level (or higher) open competitions: 8 points per individual case; 5 points per collaborative case. Maximum: 32 points.</p>			
	<p>13. Professional certifications: domestic Class B (or equivalent) and above: 4 points per certificate; international certifications: 6 points per certificate; other certificates registered in the technical–vocational database: 2 points per certificate. Maximum: 24 points.</p>			
	<p>14. Practical research conducted through off-campus internships, service learning, end-of-term review meetings, etc., with public presentation of a report (including oral presentations): 2 points per case, up to 8 points.</p>			
	<p>15. Other major items (as approved and recognized by the institute, department, center, or office meeting): 2 points per case, up to 20 points.</p>			

Item	Detailed Items and Descriptions	Subtotal Score	Section Score	Total Score
Advising and Service (30%)	I. Basic Items (maximum 70 points) (Those who proactively cooperate with initiatives of the institute, department, center, or office.)			
	1. Attendance at meetings related to the institute, department, center, or office: full attendance (official leave or absences with prior approved leave are counted as attendance) → full credit for this section.			
	2. Attendance at the above meetings reaching three-fourths (3/4) of all meetings (official leave or absences with prior approved leave are counted as attendance) → 55 points for this section.			
	3. For absences from the above meetings exceeding one-fourth (more than 1/4) of all meetings (excluding official leave or approved absences): for each absence beyond the one-fourth threshold, 2 points are deducted.			
	4. For non-attendance at important university-wide or unit-level events (excluding official leave or absences with prior approved leave): deduct 2 points per instance.			
	5. If absences from meetings related to the institute, department, center, or office or from important events of any unit exceed one-half (more than 1/2) of all such occasions, no points are awarded for this section.			
	II. Bonus Items (Maximum 30 points)			
	1. Ministry of Education service awards: 6 points per case, up to 12 points.			
	2. Serving as a representative on university meetings/committees: 2 points per case per year, up to 10 points.			
	3. Holding a first-tier administrative post at this university: 15 points per full year; prorated if less than one year; maximum 15 points.			
	4. Holding a second-tier administrative post at this university: 10 points per full year; prorated if less than one year; maximum 10 points.			
	5. Serving as leader of a university-level task force for ad hoc assignments: 5 points per full year; prorated if less than one year; maximum 10 points.			
	6. Advising students (documentary proof required): 2 points per case, up to 10 points.			
7. Advising off-campus internship students: 2 points per case, up to 10 points. (exclusive of the Specialized Advanced Internship program)				

Item	Detailed Items and Descriptions	Subtotal Score	Section Score	Total Score
Advising and Service (30%)	8. Serving as advising teacher, student club advisor, or instructor for service-learning or labor-education courses: 3 points per case per year; prorated if less than one year; maximum 15 points.			
	9. Serving as coach of a university athletic team or as faculty advisor for the annual theatrical production: 5 points per case per year, up to 10 points.			
	10. Serving as instructor, committee member, or judge for on-campus competitions/performances and related activities: 2 points per case; for intercollegiate competitions/performances: 4 points per case; for international competitions/performances: 6 points per case. Maximum: 12 points.			
	11. Serving as editor-in-chief or editor of an academic journal: 5 points per year, up to 15 points.			
	12. Reviewing journal articles: maximum 15 points. a. Equivalent to SCI/SSCI journals: 5 points per review. b. TSSCI journals: 4 points per review. c. English-language journals: 4 points per review. d. Chinese-language journals: 2 points per review.			
	13. On-campus service as invited speaker, oral-exam committee member, selection committee member, conference/session chair, discussant, or event/lecture host: 1 point per case, up to 10 points. Off-campus service as invited speaker, oral-exam committee member, selection committee member, conference/session chair, discussant, or event/lecture host: 2 points per case, up to 10 points.			
	14. Serving as president, board director/supervisor, or other key officer of an external academic/professional association: 2 points per case, up to 10 points.			
	15. Planning and management of language labs, computer labs, multimedia classrooms, student activity centers, or arts and culture centers: 2 points per case, up to 10 points. (Excludes department/unit heads or administrative staff of those facilities)			
	16. Assisting with university endowment fundraising with demonstrable results: 2 points per case, up to 10 points.			
	17. On-campus admissions promotion or work related to examination item-writing (including proctoring, etc.): 2 points per case, up to 10 points. Off-campus service as reviewer, item-writer, grader, or panel discussant: 3 points per case, up to 12 points. National examinations (e.g., civil service exams) as reviewer, item-writer, or grader: 4 points per case, up to 12 points.			
Advising and Service (30%)	18. Planning or hosting off-campus academic activities (including general education and athletics): 4 points per case, up to 12 points. Planning or co-hosting on-campus academic activities (including			

Item	Detailed Items and Descriptions	Subtotal Score	Section Score	Total Score
	general education and athletics): 2 points per case, up to 10 points. Planning and executing government-funded projects related to distinctive university development: 4 points per case, up to 12 points.			
	19. Reviewing publications or patent inventions for projects, conferences, or training programs commissioned by public or private institutions: 3 points per case, up to 12 points. Serving as a review committee member for projects, patents, inventions, or promotion/advancement cases commissioned by public or private institutions: 3 points per case, up to 12 points.			
	20. Undertaking commissioned work from public or private institutions, such as project-based research, technical services, English translation/editing, or materials testing: 3 points per case, up to 12 points.			
	21. Serving as faculty advisor and chaperone for student volunteer teams abroad: 3 points per case; for off-campus domestic student volunteer teams: 2 points per case; maximum 6 points.			
	22. Assisting in obtaining alumni employment and contact information for graduate destination tracking: 2 points per class or per 20 students, up to 6 points.			
	23. Assisting in obtaining employer-satisfaction information: 2 points per case, up to 10 points.			
	24. Serving as a government-agency committee member: 2 points per case, up to 6 points.			
	25. Recipient of this university's Excellent Advisor Award: 3 points per instance.			
	26. Other major items (as approved and recognized by the institute, department, center, or office meeting): 2 points per case, up to 20 points.			

Note:

- I. For items under Teaching, Research, Advising, and Service where the “Details and Explanations” column does not explicitly state “within the evaluation period,” the evaluation period shall apply by default. For the formal evaluation conducted once every four years, achievements within the four-year evaluation period, or items that meet the detailed criteria in each academic year or each semester within those four years, are calculated on a cumulative basis with additions or deductions. Where a maximum is specified, scoring stops upon reaching that maximum. For a trial evaluation conducted once per year, items that meet the detailed criteria in the academic year of evaluation or in each semester of that year are calculated on a cumulative basis with additions or deductions. Where a maximum is specified, scoring stops upon reaching that maximum.
- II. For faculty who teach professional or technical subjects and do not comply with Article 26 of the Technological and Vocational Education Act, which requires at least six months of study or

research related to their professional or technical field upon completion of each six-year teaching period, the teacher evaluation in the next cycle will not be passed. Faculty who are exempt from evaluation but do not meet the foregoing requirement must undergo a teacher evaluation after two years. The calculation period for the foregoing study or research is counted up to August 15 of the academic year in which the faculty member is evaluated.