

慈濟大學教師評鑑施行細則

Tzu Chi University Implementation Rules for Faculty Performance Review

96 年 11 月 13 日行政會議-第 32 次四長暨院長會議審議通過

99 年 9 月 28 日行政會議-第 97 次四長暨院長會議修正通過

99 年 10 月 26 日行政會議-第 99 次四長暨院長會議修正通過

102 年 11 月 15 日第 122 次行政會議修正通過

103 年 4 月 18 日第 125 次行政會議修正通過

105 年 6 月 17 日第 141 次行政會議修正通過

106 年 7 月 11 日第 90 次校務會議審議通過

108 年 5 月 29 日第 100 次校務會議修正通過

108 年 10 月 29 日第 101 次校務會議修正通過

111 年 12 月 23 日第 117 次校務會議修正通過

【自 111 學年第二學期起適用】

第一條 慈濟大學（以下簡稱本校）為落實教師評鑑，特依本校「教師評鑑辦法」訂定本校「教師評鑑施行細則」。

Article 1 To carry out faculty performance review (hereinafter referred to as a review), the University has based it on the Rules for Faculty Performance Review to formulate these Implementation Rules for Faculty Performance Review.

第二條 教師評鑑包含「教學」、「研究」與「輔導及服務」等三項，採最低門檻制，各項目皆制訂通過標準。

Article 2 The review contains three parts, namely teaching, research, and counseling and service. The University has set up minimum standards and faculty members are required to pass them.

第三條 教學：同時符合以下三項規定者為通過：

一、教學時數：教師教學時數需達校定標準之 70%。【由教務處提供】

二、教學滿意度：教師教學滿意度達 3.9（含）以上。【由教務處提供】

三、專業成長：符合本校「協助教師整體發展辦法」第四條教師專業成長規定。

【由教師發展暨教學資源中心提供】

Article 3 Teaching:

Faculty members must pass three requirements listed below:

1. Teaching hours:

The actual hours must be 70% or higher than hours set up by the University, and the data of actual hours is provided by the Office of Academic Affairs.

2. Student satisfaction:

It must reach 3.9 or higher, and the data of student satisfaction will be provided by

the Office of Academic Affairs.

3. Professional development:

Must adhere to Article 4 of the Tzu Chi University's Guidelines for Faculty Development, and relevant data will be provided by the Center for Faculty Development and Instructional Resources.

第四條 符合下列二個項目之一(「一、單一研究項目表現」或「二、研究專業表現總積分」)者為通過：

一、單一研究項目表現(符合下列三個子項目之一者為通過)

(一)研究論文發表：以第一作者或通訊作者發表一篇(含)以上之期刊論文，採計之期刊如下：

- 1.生醫研究領域：採計評鑑當年最新 SCI、EI 或經本校教師評鑑委員會認可之其他具審查制度之期刊。
- 2.人文社會研究領域：採計評鑑當年最新 SSCI、AHCI、TSSCI、THCI 或其他具審查制度之期刊。

(二)國科會、國衛院、中央研究院與慈濟研究合作計畫或慈濟醫療志業跨院校合作研究計畫：

- 1.需以本校名義承接之國科會、國衛院、中央研究院與慈濟研究合作計畫或慈濟醫療志業跨院校合作研究計畫一件(含)以上。臨床教師之研究計畫經費需進本校或慈濟醫院。
- 2.國科會、國衛院僅採計主持人(共同主持人及協同主持人不採計)。
- 3.中央研究院與慈濟研究合作計畫及慈濟醫療志業跨院校合作研究計畫採計主持人及共同主持人。
- 4.非屬研究屬性者不採計。

(三)技術移轉：需以本校名義簽署研究成果技術移轉，其單件合約金額達 100 萬元(含)以上。

二、研究專業表現總積分：採計內容及標準如下：

(一)研究論文：各領域採計上一項所條列之期刊。

(二)專書論文、專書以及專業展覽或演出(含紀錄片)：

專書論文以及專業展覽或演出(含紀錄片)每件 5-10 分；專書、大型專業展覽或演出：單件最高 50 分，由教師評鑑委員會審議。【專書論文、專書須為初版且有 ISBN、作者欄內需印有本校校名之書籍始得認列(翻譯著作不列計)】

(三)專利、技術移轉及產學合作研究計畫：

- 1.專利(「專利權人」須為本校)，每件 10 分(若申請多國專利，每件新增一國，加 5 分)。
- 2.技術移轉(以本校名義簽署研究成果技術移轉)，金額 100 萬元以下，每件核予 30 分。
- 3.產學合作研究計畫(需以本校名義承接且透過本校研發處簽約)：
 - (1).金額達 100 萬元(含)以上，每件主持人 50 分，共同主持人 30 分，

協同主持人不採計。

(2).金額達 50 萬元(含)以上未達 100 萬元，每件主持人 30 分，共同主持人 18 分，協同主持人不採計。

(3).金額 50 萬元以下，每件主持人 15 分，共同主持人 9 分，協同主持人不採計。

(四)研究計畫：

1.採計以本校名義承接之研究計畫及教學實踐研究計畫【每年採計】，每件主持人 5 分，共同主持人 3 分，協同主持人不採計。

2.本校個人型計畫【僅採計一年】，每件 3 分。

3.臨床教師之研究計畫經費需進本校或慈濟醫院。

(五)通過標準：研究專業表現總積分 \geq 50 分

Article 4 Research:

Faculty members must meet one of the two criteria listed below (carrying out a single research project or research endeavor):

1. The performance of a single research project

Faculty members must meet one of the three listed below:

(1) Publication of a research paper:

Faculty members must publish at least one research paper as first authors or corresponding authors in one of the journals listed below:

- I. Field of biomedical research: The journal must be on the list of SCI or EI in the year of taking the review, or the journal with a peer review process recognized by the Faculty Performance Review Committee.
- II. Field of humanities and social sciences research: The journal must be on the list of SSCI, AHCI, TSSCI, or THCI in the year of taking the review, or journals with a peer review process.

(2) Collaboration with the National Science and Technology Council, National Health Research Institutes, Academia Sinica, or Tzu Chi Medical Foundation to conduct the research:

- I. Faculty members must conduct at least one research project collaborating with the National Science and Technology Council, National Health Research Institutes, Academia Sinica, or Tzu Chi Medical Foundation in the name of the University. Clinical faculty members must deposit their research grant to Tzu Chi University's or Tzu Chi Hospital's bank accounts.
- II. While conducting the research project with the National Science and Technology Council or National Health Research Institutes, the faculty members must be the project hosts.
- III. In terms of conducting the research project with the Academia Sinica or Tzu Chi Medical Foundation, faculty members must be the project hosts or co-hosts.

IV. In terms of conducting a project which does not have research attributes, the faculty member's endeavor is not counted.

(3) Technology transfer: Faculty members need to sign the technology transfer agreement in the name of the University, and the amount is NT\$1,000,000 or more.

2. Research endeavor:

(1) Research paper: The journal must be one listed above.

(2) Book article, book, or professional exhibition/performance (including documentary film):

I. Each book article or professional exhibition/performance (including documentary film): 5 to 10 points.

II. Each book or large-scale professional exhibition/performance: The maximum is 50 points for each, and is subject to the Faculty Performance Review Committee's decision.

III. The book article or book must be the first edition and have an ISBN, and the University name must be printed in the author column. Translated works are not included.

(3) Patent, technology transfer, or University-industry collaboration research project:

I. Each patent: 10 points. If faculty members file the application in multiple countries, it is five points for each additional country. Moreover, the patent owner must be the University.

II. Each technology transfer: 30 points. Faculty members must sign the technology transfer agreement in the name of the University, and the amount is less than NT\$1,000,000.

III. The University-industry collaboration project: The project is conducted in the name of the University and the agreement is signed by the University's Office of Research and Development.

A. The project amount is NT\$1,000,000 or more: 50 points for the project host and 30 points for the co-host. The University will not provide any points to a faculty member who is not a project host or co-host.

B. The project amount is less than NT\$1,000,000 and NT\$500,000 or more: 30 points for the project host and 18 points for the co-host. The University will not provide any points to a faculty member who is not a project host or co-host.

C. The project amount is less than NT\$500,000: 15 points for the project host and 9 points for the co-host. The University will not provide any points to a faculty member who is not a project host or co-host.

(4) Research project

I. The research project or Teaching Practice Research Project (weighs up every

year) in the name of the University: 5 points for the project host and 3 points for the co-host. The University will not provide any points to a faculty member who is not a project host or co-host.

II. The research project funded by the University (only for a year): 3 points

III. Clinical faculty members must deposit the research grant into the Tzu Chi University or Tzu Chi Hospital's bank accounts.

(5) Passing score:

The score of a research endeavor must be 50 or higher.

第五條 輔導及服務：符合下列其中一個項目之規定者為通過：

一、擔任校內委員會委員：兩學年總積分達 20 分(含)以上，採計項目如下：

校院級委員 4 分，系所（科、學程）及中心委員 3 分：含系所（科、學程）務會議（中心會議或諮詢委員會議）、教學暨課程委員會、自我評鑑委員會、教師評審委員會、入學或甄試委員、實習委員會、醫學系學生輔導委員會、醫學系 PBL 委員會【註：各委員會每學年出席率達 50%（含）以上者採計】。

二、擔任導師且導師成效達 60 分；或當選校、院級優良導師。

三、協助所屬單位推動重要服務工作【經單位主管同意後，由教師評鑑委員會議認定】。

四、協助校級重要服務工作【由教師評鑑委員會議認定】。

Article 5 Counseling and service

Faculty members must meet one of four requirements listed below:

1. Serve on a variety of University committees and score 20 or more during two academic years (An annual attendance rate of at least 50% at all committee meetings is required.):

(1) Serve on a University/College committee: 4 points

(2) Serve on a Department/Institute/Program/Center committee: 3 points, which includes a member of

- Meeting of Department/Institute/Program/Center
- Advisors' Meeting of Center
- Teaching and Curriculum Committee
- Self-Evaluation Committee
- Faculty Review Committee
- Admission Committee
- Internship Committee
- Student Advisory Committee, School of Medicine
- PBL Committee, School of Medicine

2. Serve as an academic advisor and score 60 points or more; or awarded as University/College's Excellent Academic Advisor.

3. Assist the department/institute/program/center to carry out a major task:

It must be reviewed by the supervisor first, before sending to the Committee for

approval.

4. Help the University to implement a major task:

This is subject to the Committee's approval.

第六條 本細則之採計事項與內容由「教師評鑑委員會」審議認定，「教師評鑑評分表」及「臨床教師計分表」另訂之；除教師評鑑辦法第七條之規定外，教師評鑑以三個項目皆達標準，評鑑結果方得為通過。
未達上述標準者，其評鑑之最終結果由「教師評鑑委員會」議決。

Article 6 The Committee uses these guidelines to formulate the Score Report of Faculty Performance Review and Score Report of Clinical Faculty Performance Review. After receiving data provided by faculty members, the Committee will review and make its final decision.

Except for circumstances listed in Article 7 of the Rules for Faculty Performance Review, faculty members must pass requirements in teaching, research, and counseling and service. The Committee will make a decision on those who fail to pass the review.

第七條 本細則以兩學年為一期程進行修正，經校務會議通過後，陳請校長核定後生效，生效起兩學年後適用於教師評鑑之分數計算。

Article 7 These implementation rules must be updated once every two years. These rules must be approved by a Meeting of University Administrators and rectified by the University president.

These implementation rules will be applied to the review, which will be carried out two years after its effective date.