

# **National Taiwan Ocean University**

## **Regulations Governing Faculty Evaluation of the College of Engineering**

Approved by the Supervisory Meeting on February 24, 2025  
Approved by the College Faculty Evaluation Committee Meeting on March 26, 2025  
Approved by the College Affairs Meeting on May 12, 2025  
Amendments approved by the College Faculty Evaluation Committee Meeting on June 4, 2025  
Amendments approved by the College Affairs Meeting on June 10, 2025  
Approved for record by the University Faculty Evaluation Committee Meeting on June 26, 2025  
Promulgated by Order no. Hai-Gong-Yuan No. 1140017790 on July 23, 2025

Article 1 In order to enhance performance in teaching, research, academic advising and services, and internationalization, the College of Engineering of National Taiwan Ocean University (hereinafter, the “College”) hereby formulates the Regulations Governing Faculty Evaluation of the College of Engineering, National Taiwan Ocean University (hereinafter, these “Regulations”) pursuant to Article 4 of the University’s Regulations Governing Faculty Evaluation.

Article 2 The College shall establish a College-level Faculty Evaluation Panel (hereinafter, the “Panel”) to handle matters relating to faculty evaluation for faculty members under the College.

The Panel shall consist of five (5) to nine (9) members, all of whom shall meet the qualifications for full-time professor within the College. The Dean shall serve as an ex officio member and convener. The remaining members shall be recommended by the College’s department-level teaching units (each department and degree program). In principle, each teaching unit shall recommend one (1) member; where a department and institute are integrated as one unit, two (2) members shall be recommended. The term of office shall be one (1) year.

The list of Panel members shall be submitted to the University Faculty Review Committee for recordation.

Article 3 The Panel shall convene one (1) meeting each year and may convene extraordinary meetings when necessary.

A meeting may be convened only when at least two-thirds (2/3) of the Panel members are in attendance. Resolutions shall be adopted by a majority vote of the members in attendance. The Panel may, as necessary, invite relevant personnel to attend as non-voting participants.

Article 4 All full-time faculty members paid by the College at the rank of Lecturer

or above shall be subject to evaluation.

Newly appointed full-time faculty members shall undergo evaluation in the first semester of their fourth year of service at the University.

Full-time faculty members appointed prior to the promulgation of these Regulations, as well as full-time faculty members who have passed evaluation pursuant to the preceding paragraph, shall undergo evaluation every five (5) years upon completion of each five-year term.

Article 5      A full-time faculty member who satisfies any one of the following conditions may be exempt from undergoing evaluation:

1.    The faculty member has reached the age of sixty (60).
2.    The faculty member has been elected as an Academician of Academia Sinica.
3.    The faculty member has received the Ministry of Education Academic Award or has been appointed as a National Chair Professor.
4.    The faculty member has served as a chaired professor at a renowned university in Taiwan or abroad, as recognized by the University.
5.    During the period of service at the University, the faculty member has received the Outstanding Research Award of the National Science Council (NSC).
6.    The faculty member has been appointed by the University as a Distinguished Professor, Chair Professor, or Distinguished Chair Professor.
7.    During the period of service at the University, the faculty member has received NSC funding (including, without limitation, principal investigator fees under former Ministry of Science and Technology projects or Ministry of Education projects; counted no more than once per year) on a cumulative basis of twelve (12) times or more, and has demonstrated conscientious teaching performance.

8. During the period of service at the University, the faculty member has, within a ten (10)-year period, received an average of not less than NTD 5,000,000 per year in research project funding or industry–academia cooperation funding (including technology licensing royalties and derivative benefit payments arising from R&D), and has produced specific R&D and demonstrated conscientious teaching performance.

A full-time faculty member who, during the period of service at the University, satisfies any one of the following conditions may be exempt from undergoing evaluation for a period of five (5) years:

1. The faculty member has received the University's Outstanding Teacher Award at least once within the most recent five (5) years.
2. Within the most recent five (5) years, the faculty member has served as principal investigator (excluding co-principal investigators or joint principal investigators) for three (3) or more NSC research projects or Ministry of Education projects (counted no more than twice per year), and has demonstrated conscientious teaching performance.
3. Within a five (5)-year period, the faculty member has served as principal investigator (excluding co-principal investigators or joint principal investigators) for projects with cumulative funding of not less than NTD 15,000,000, and has produced specific result and demonstrated conscientious teaching performance.
4. The faculty member has received other significant awards for teaching, research, or service, or has been publicly commended by the University.
5. Within a five (5)-year period, the faculty member has received, on average, not less than NTD 1,500,000 per year in technology transfer income from R&D and derivative benefit payments, and has produced specific R&D and demonstrated conscientious teaching performance.

Where any department-level unit has adopted more stringent requirements, such requirements shall prevail.

Article 6        The Panel shall evaluate each faculty member under evaluation with respect to performance during the evaluation cycle in the following four (4) major categories: teaching, research, academic advising and service, and internationalization. The faculty review committee of each department-level teaching unit under the College shall, in accordance with the University's and the College's faculty evaluation regulations, prescribe unit-specific evaluation regulations applicable to that unit, including the evaluation items and scoring standards for the four (4) categories set forth in the preceding paragraph. Such unit-specific regulations shall be submitted to the College Faculty Review Committee for recordation; the Panel shall then conduct faculty evaluations for the relevant unit in accordance therewith. The total evaluation score shall be one hundred (100) points. The weighting for each category under the College shall be: 40% for teaching performance, 40% for research performance, 10% for advising and service performance, and 10% for internationalization performance. To pass the evaluation, the faculty member under evaluation shall obtain, in each category, a score of not less than sixty percent (60%) of the points allocated to that category, and shall obtain an overall score of not less than seventy (70) points, and shall also satisfy the following requirements:

1. During the evaluation cycle, the number of academic years in which the faculty member's basic teaching load falls short of the required minimum shall not exceed two (2).
2. During the evaluation cycle, the faculty member shall have submitted, as principal investigator, at least one (1) National Science Council (NSC) project proposal (including new faculty, general, and industry-academia projects).
3. During the evaluation cycle, the sum of: (A) the number of projects of all types led as principal investigator in the capacity of a University faculty member (for multi-year projects, counted on an annual basis); (B) the number of journal articles published in journals indexed in the Web of Science (WoS) database; and (C) the number of granted invention patents (based on the grant date), i.e., (A + B + C), shall not be less than three (3). However, the number of WoS-indexed journal articles published by the full-time faculty member shall not be zero (0).

4. During the evaluation cycle, the faculty member shall have served in administrative duties at the University or as an undergraduate class advisor for a cumulative period of at least two (2) semesters.
5. During the evaluation cycle, the faculty member shall have offered a cumulative total of at least two (2) EMI (English-Medium Instruction) courses (for jointly taught courses, the count shall be calculated pro rata based on the number of instructors).

Where any department-level unit has adopted more stringent requirements, such requirements shall prevail.

Article 7      Upon completion of the evaluation, the College shall submit the evaluation results of each faculty member under evaluation to the faculty review committees at all levels for recordation, and shall review and handle the results in accordance with the following provisions:

1. For full-time faculty members other than newly appointed full-time faculty who have passed the evaluation and whose performance is deemed outstanding, the College may submit a request to the University for appropriate rewards in accordance with relevant regulations.
2. A faculty member who fails to pass the evaluation shall, commencing from the following academic year, be prohibited from undertaking any of the following matters:
  - (1). Salary advancement (step increase).
  - (2). Holding off-campus concurrent employment or teaching off campus.
  - (3). Applying for lecturing, further study, or research abroad pursuant to the University's regulations governing faculty overseas lecturing, research, or advanced study.
  - (4). Applying for sabbatical research leave.
  - (5). Serving as a member of faculty review committees at any level or serving as an administrative head.
  - (6). Submitting an application for promotion in rank (this item

shall not apply to evaluations of newly appointed faculty).

3. A faculty member under evaluation who fails to pass the evaluation shall submit an improvement plan and shall undergo re-evaluation within two (2) years. The re-evaluation results shall also be submitted to the faculty review committees at all levels for recordation. A faculty member who passes the re-evaluation shall have the restrictions imposed due to failure of the evaluation lifted in the academic year following the passing result. During the re-evaluation period, a faculty member who meets the exemption conditions under Article 5 may apply for exemption only after passing the re-evaluation conducted for that cycle. A faculty member who fails to pass the re-evaluation shall, in accordance with the Teacher Act and relevant regulations, be submitted to the faculty review committees at all levels for a decision on non-renewal of appointment or severance (termination with severance).
4. Newly appointed full-time faculty members shall additionally be handled in accordance with the University's regulations for promoting promotion in rank for new faculty.

Where any department-level unit has adopted more stringent requirements, such requirements shall prevail.

Article 8      Within ten (10) days after completion of the evaluation, the College shall notify the faculty member under evaluation of the results in writing. If the faculty member has any objection, the faculty member may file a written appeal within two (2) weeks after receiving the written notice. The Panel shall complete the review of the written appeal within one (1) month after receipt thereof.

Article 9      Faculty evaluation in the College shall be conducted once per academic year. The timeline and procedures are as follows:

1. Each department/institute shall, no later than the end of September each year, prepare a roster of faculty members who are required to undergo evaluation in that academic year, submit the roster to the College-level Faculty Evaluation Panel, and notify the faculty members under evaluation to prepare and submit the required evaluation materials.

2. The department/institute evaluation panel shall review the materials submitted by the faculty members under evaluation. Upon completion of such review, the materials shall be submitted to the College-level Evaluation Panel for deliberation no later than the end of November. Submissions made after the deadline shall not be accepted and shall be deemed a failure to pass the evaluation.
3. The College-level Evaluation Panel shall complete the evaluation process no later than the end of December, and the evaluation results shall be provided to the faculty members under evaluation for signature confirmation.
4. The evaluation results of the College shall be submitted, in accordance with the three-tier, three-review procedure, to the faculty review committees at all levels for recordation. The department-level Faculty Review Committee shall complete recordation no later than the end of January of the following year. The College Faculty Review Committee shall complete recordation no later than the end of February of the following year and shall thereafter forward the results to the University-level Faculty Review Committee for recordation, which shall serve as an important basis for faculty promotion in rank, renewal of appointment, suspension of appointment, non-renewal of appointment, and rewards and disciplinary actions.

Article 10      Where a full-time faculty member is unable to undergo evaluation due to pregnancy, childbirth, childcare, or an unexpected material event, the faculty member may, prior to the evaluation, submit relevant supporting documentation and, upon approval by the affiliated unit, the College, and the University, postpone the evaluation; provided, however, that such postponement shall not exceed two (2) years.

Where a full-time faculty member is on sabbatical research leave or is seconded to serve at another government agency or educational institution, the faculty member may, prior to the evaluation, submit relevant supporting documentation and, upon approval by the affiliated unit, the College, and the University, postpone the evaluation; provided, however, that such postponement shall not exceed the approved period of such sabbatical leave or secondment.

Article 11      Matters not covered herein shall be handled in accordance with applicable regulations.

Article 12      These Regulations shall be promulgated and implemented after review by the College Faculty Review Committee, approval by the College Affairs Meeting, and recordation by the University Faculty Review Committee.

With respect to the “internationalization performance” category prescribed in Paragraph 1 of Article 6 (including the requirement set forth in Subparagraph 5 of Paragraph 3 of Article 6), for faculty members employed prior to the implementation of the amendment on January 7, 2025, such category shall apply from August 1, 2027.

For faculty members of the College whose employment date falls within the scope of the preceding paragraph and who are required to undergo evaluation before August 1, 2027, the weighting of the evaluation shall be: 45% for teaching performance, 45% for research performance, and 10% for advising and service performance. All other evaluation-related requirements and procedures shall be handled in accordance with these Regulations.