

國立中山大學文學院進用外籍教學人員考核要點

Guidelines on the Assessment of International Faculty in the College of Liberal Arts

107.4.18 106 學年度第8次院主管會議通過

107.4.19 106 學年度第6次院教評會通過

107.5.3 本校第387次校教評會通過

109.3.5 108學年度第5次院教評會通過

109.3.19 本校第398次校教評會通過

111.12.8 111學年度第3次院教評會修正通過

111.12.29 本校第420次校教評會通過

Approved by the 420th University Faculty Evaluation Committee Meeting on December. 29th, 2022

一、 依據本校進用外籍教學人員聘任制度實施方案(以下簡稱本方案)辦理。

I. These guidelines are formulated in accordance with the University's *Implementation of the Appointment of International Faculty*.

二、 本方案進用人員聘期以二年為原則，惟服務每屆滿一年前，應依本校法規規定並配合本學院教評會(以下簡稱教評會)召開時間，提供符合本要點第三點之擬續聘者資料，送本學院教評會進行考核。

II. The appointment term for the faculty appointed through the University's *Implementation of the Appointment of International Faculty* shall be two years, in principle. Nevertheless, relevant materials specified in Article 3 herein shall be submitted to the College Faculty Evaluation Committee (CFEC) for assessment one year prior to the end of each term in accordance with the University's regulations and the CFEC's meeting schedule.

三、 續聘(晉薪)考核項目及標準：

III. Assessment items and criteria for appointment renewal (salary increment)

(一) 每週授課時數達契約約定時數及最近一學期教學意見調查結果滿意度平均達5.5分以上(七分量表)。

(1) fulfilling the stipulated weekly teaching hours specified in their contract and receiving an average satisfactory score of 5.5 or above (on a seven-point scale) in the teaching survey in the previous semester

(二) 主持國科會、政府部會、法人機構之計畫或發表學術論文。

(2) serving as the principal investigator of research projects granted by National Science and Technology Council, governmental agencies or non-governmental agencies, or publishing academic papers

到職第一年或因課程特殊需求者考核標準，應符合第1款。

The international faculty in their first year of appointment or those appointed for teaching specific courses shall fulfill the requirement of Subparagraph 1 of Paragraph 1.

到職第二年(含以上)者考核標準，除符合第1款外，並應符合第2款之其中一項。

Those with two years of service or above shall fulfill not only the requirement of Subparagraph 1 but also at least one requirement in Subparagraph 2 of Paragraph 1.

考核結果經聘用單位之教評會審議通過，且經本學院教評會審核通過後，始得送本校教評會進行續聘審議，審議為通過後，始得續聘。

Assessment results shall be approved by the faculty evaluation committee of the employing unit and the CFEC, and then submitted to the University Faculty Evaluation Committee (UFEC) for further review and approval. Appointment renewal shall take effect only after approval by the UFEC.

四、 本方案進用人員每年聘用第一個學期之教學意見調查結果應送次一學期之聘用單位教評會審議，未符合本要點規定或經本學院教評會審核未通過者，給予次一個學期之改善期，若次二個學期評核仍未通過，不予續聘。

IV. The result of teaching survey from international faculty's first semester shall be reviewed by the faculty evaluation committee of the employing unit in the following semester each year. Those failing to meet the requirements stipulated in these guidelines or to pass the assessment approved by the CFEC may be granted one semester for improvement. Failure to pass again in the next assessment shall result in non-renewal of appointment.

五、 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。

V. Matters not covered herein shall be handled in accordance with the University's *Implementation of the Appointment of International Faculty*.

六、 本要點經本學院教評會及本校教評會通過，陳請校長核定後實施，修正時亦同。

VI. These guidelines are approved by the CFEC and the UFEC, and submitted to the President for approval before implementation. Amendments to these guidelines shall follow the same procedure.