

銘傳大學教師評鑑辦法

民國 96 年 6 月 15 日校務會議通過
民國 97 年 10 月 27 日校務會議修正通過
民國 98 年 11 月 23 日校務會議修正通過
民國 99 年 11 月 22 日校務會議修正通過
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中華民國 108 年 6 月 10 日校務會議修正通過
中華民國 109 年 6 月 8 日校務會議修正通過
中華民國 110 年 11 月 15 日校務會議修正通過
中華民國 111 年 6 月 13 日校務會議修正通過

(第四條條文之修正，適用於 111 學年度起聘之客座教授及延長服務者須接受評鑑)

第一章 總則

- 第一條 為激勵教師專業成長，及增進教學、研究、輔導與服務效能，依大學法第五條、第十九條、第二十條、第二十一條，大學法施行細則第十七條及本校組織規程第四十七條之一訂定本辦法。
- 第二條 本辦法所稱教師係指經本校聘任之專任及專案教師。
本辦法所稱教師評鑑區分為年度評鑑與綜合評鑑兩類。受評鑑教師依研究分流分為：一般型教師、教學型教師及研究型教師三類。
- 第三條 本校各級教師服務滿一年（含）以上者，均應接受評鑑。專案教師如經轉聘為專任教師，其專案年資應併入評鑑期程計算。
拒絕參加評鑑之教師，經提交各級教師評審委員會審議通過後，辦理不續聘或解聘之程序。未依程序提交評鑑資料經系級評鑑委員會通知其說明後，仍未提交相關評鑑資料者，視為拒絕參加評鑑，系級評鑑委員會應將其情事記載於會議紀錄。
教師服務未滿一年者經系（所）同意後，得自願提前接受評鑑。
- 第四條 教師符合下列條件之一者，得免予評鑑：
一、獲選為中央研究院院士者。
二、曾獲頒教育部學術獎或國家講座者。
三、擔任本校專任講座教授者。
四、曾獲頒科技部傑出研究獎者。
五、擔(曾)任本校校長者。
- 第五條 教師因懷孕、產假、育嬰、借調、休假研究、留職留薪進修或遭受重大變故者，得檢具相關證明，經所屬學院及校方核准後，延後辦理評鑑。
延後辦理評鑑實施細則另訂之。
- 第六條 教師評鑑層級分為系（所）評、院評及校評三級，系（所）、院、校應成立教師評鑑委員會，各級評鑑委員會設置辦法另訂之。
學位學程、通識教育中心、師資培育中心、體育室及英語教學中心之教師評鑑，比照系（所）辦理。
各系（所）、院、校教師評鑑委員會得視實際需要，與系（所）、院、校教師評審委員會成員相同。教師人數或職級不足之系（所）、院，得聘系（所）、院外符合專業之教授擔任評鑑委員。其中研究項目必須由相同或以上職級評鑑委員進行審查。
- 第七條 教師評鑑項目分為基本項目及選評項目。
基本項目為校定共同項目，選評項目由各學院參酌評鑑表後，依其屬性訂定採用評鑑項目及計分標準，並得授權教師依個人發展方向選擇其他評鑑項目及計分標準。
評鑑項目及計分標準由校教師評鑑委員會審議通過後，報請校長核定實施，修正時亦同。

第八條 教師評鑑程序如下：

- 一、各級教師評鑑委員會作業期程，由校承辦單位於前一學年度下學期期末公告，教師評鑑(含年度及綜合評鑑)應於每學年度上學期結束前完成。
- 二、受評鑑教師應於規定時程內，完成評鑑表之填寫，並佐以相關證明文件，提報所屬學系教師評鑑委員會進行初評。
- 三、各學系教師評鑑委員會應於規定時程內完成初評，並將評鑑成績及相關佐證資料，提報學院教師評鑑委員會進行複評，於議決教師評鑑結果後，應於十日內以書面通知受評教師。
- 四、學院教師評鑑委員會應於規定時程內完成複評後，應將評鑑結果、評鑑會議紀錄及當年度經審查合於免評鑑條件者，呈報校教師評鑑委員會審定。校教師評鑑委員會於議決教師評鑑結果後，應於二週內以書面通知受評教師。

第二章 年度評鑑

第九條 年度評鑑以受評教師前一學年之教學、輔導與服務表現，為其評鑑成績。

本校各級教師每學年實施年度評鑑乙次，其中教學權重占百分之七十，輔導與服務權重占百分之三十，二項評鑑項目之加權平均達七十分(含)以上者，視為通過；加權平均未達七十分者，視為未通過。

第十條 年度評鑑與綜合評鑑同年舉行時，以綜合評鑑結果作為當學年度之年度評鑑。

第十一條 年度評鑑成績未通過者，次一學年不予晉薪，處理方式比照第十六條第二款綜合評鑑單項未通過時教學、輔導與服務項目之處理。

第三章 綜合評鑑

第十二條 綜合評鑑以受評教師前三學年之教學、研究、輔導與服務表現，為其評鑑成績。

第十三條 受評教師每隔三年實施綜合評鑑乙次，其所檢視之受評資料，以學年度為起訖時間。

第十四條 本校教師依教師職級實施綜合評鑑，各評鑑項目及權重為：

- 一、未兼行政職務之一般型教師，教學權重為百分之三十至四十；研究權重為百分之三十至四十；輔導與服務權重為百分之二十至三十。
- 二、兼任行政職務之一般型教師，教學權重為百分之二十至四十；研究權重為百分之二十至四十；輔導與服務權重為百分之二十至四十。
- 三、教學型教師，每學年由符合資格之教師提出申請，經三級三審通過後，提高基本教學時數四小時，可免評研究項目。教學權重為百分之七十、輔導與服務權重為百分之三十。
- 四、研究型教師，由符合資格之教師提出申請，經三級三審通過後，可減少基本教學時數三小時，綜合評鑑權重採教學占百分之三十、研究占百分之五十、輔導與服務占百分之二十。
- 五、兼任行政單位主管職務之一般型教師或為本校教師聘任及服務規則第 33 條所規定之一般型教師兼行政工作者，其受評期間之研究項目得申請予以免評，其教學權重為百分之四十至百分之六十；服務輔導權重為百分之四十至百分之六十。曾任行政單位主管職務之一般型教師或為本校教師聘任及服務規則第 33 條所規定之一般型教師兼行政工作者，於兼任行政職務期間之研究項目得申請予以免評，其教學權重為百分之四十至百分之六十；服務輔導權重為百分之四十至百分之六十。前述之申請均須經校教師評鑑委員會審查通過。

前項第一、二、五款，各評鑑項目之權重得以百分之五為級距自行進行調整，惟教學、研究、輔導與服務權重合計必須為百分之百。

教學型教師及研究型教師申請及檢核實施要點另訂之。

第十五條 綜合評鑑加權平均達七十分(含)以上者，視為通過；未達七十分者，視為未通過。

教學、研究、輔導與服務單項原始分數以一百分為上限。

綜合評鑑項目全部通過且成績優異之教師，得受推薦為教學特優教師候選人並擔任輔導教師。

第十六條 綜合評鑑結果，依下列規定辦理：

一、最近一次綜合評鑑未通過之教師之處理方式：

- (一) 不得提請升等、研究成果獎勵、留職留薪進修及休假研究。
- (二) 自次學年起不予晉薪、不得在外兼職或兼課。
- (三) 不得申請延長服務或擔任校內各級委員會委員或行政主管。
- (四) 綜合評鑑未通過，應由學院協助其所屬系（所）予以輔導二年，但經系（所）、院認可後可提前一年實施再評鑑，且每學期應進行輔導追蹤。自通過再評鑑之次學年起，恢復前日權益。

二、綜合評鑑通過，但單項未通過教師(成績未達七十分者)之處理方式：

(一) 教學項目：

1. 開授基本鐘點課程，不得超鐘點授課。
2. 暫停校外兼課、兼職。
3. 暫停申請升等，經輔導並通過綜合評鑑之教學評鑑後始能提出升等申請。
4. 接受輔導與再評鑑。

(二) 研究項目：

1. 開授基本鐘點課程，不得超鐘點授課。
2. 暫停兼任校內各級教評會委員。
3. 暫停申請留職留薪進修及休假研究。
4. 暫停校外兼課、兼職。
5. 暫停申請升等，經輔導並通過綜合評鑑之研究評鑑後始能提出升等申請。
6. 接受輔導與再評鑑。

(三) 輔導與服務項目：

1. 開授基本鐘點課程，不得超鐘點授課。
2. 暫停校外兼課、兼職。
3. 接受輔導與再評鑑。

(四) 綜合評鑑通過，但單項未通過之輔導方式：

1. 綜合評鑑通過但教學項目成績未達七十分者，由教學暨學習資源中心及所屬系（所）、院就該等分項，進行輔導。
2. 研究分項成績未達七十分者，由所屬系（所）、院就該等分項，進行輔導。
3. 輔導與服務分項成績未達七十分者，由所屬系(所)、院就該等分項，進行輔導。
4. 綜合評鑑單項未通過，應予以輔導二年，但經系（所）、院認可後可提前一年實施單項再評鑑，且每學期應進行輔導追蹤。自通過再評鑑之次學年起，恢復權益。

(五) 研究型教師如研究檢核未通過，須依比例繳回減授時數之鐘點費，所繳比例依申請及檢核要點辦理。

(六) 教學型教師之教學、輔導與服務檢核未通過者，次學年度起逕行轉換為一般型教師，且須完成並通過一般型教師三學年為一週期之綜合評鑑後，方得提出教學型教師之申請。

前款評鑑未通過之輔導方式，依各學院訂定之教師評鑑輔導要點辦理。

第十七條 再評鑑規定如下：

一、再評鑑之程序依第八條第二至四款規定之程序辦理。

二、綜合評鑑未通過，經輔導後進行再評鑑者，再評鑑之評鑑成績計算期程，比照綜合評鑑相關規定辦理。

三、再評鑑未通過之處理方式：

(一) 綜合評鑑未通過，經輔導後進行再評鑑仍未通過者，依本校教師聘約暨教師聘任及服務規則相關規定辦理。

(二) 綜合評鑑通過，但單項未通過，經輔導後進行單項再評鑑，如未通過者，由校教師

評鑑委員會決議再輔導後於次學年實施單項第二次再評鑑，如仍未通過者，依本校教師聘約暨教師聘任及服務規則相關規定辦理。

第四章 附則

- 第十八條 教師對院評鑑委員會之審查結果有異議時，得於接獲通知十日內，檢具相關資料，向該院教師評鑑委員會提出申覆，申覆以一次為限。
各院評鑑委員會於收受申覆案後，應即成立申覆評議委員會審理之。
本校學院教師評鑑申覆評議委員會設置章程準則另訂之。
- 第十九條 教師對校評鑑委員會之審查結果有異議者，得於接獲書面通知後三十日內，以書面檢附相關申訴資料及具體證明，向教師申訴評議委員會提出申訴，申訴以一次為限。
- 第二十條 系（所）、院應依校定評鑑辦法訂定系（所）、院評鑑準則，規定教師受評項目、標準及程序等事項，並報校核備。
- 第二十一條 本辦法經校務會議通過，校長核定後實施，修正時亦同。

Ming Chuan University Procedures for Faculty Member Evaluations

Passed at the University Affairs Committee Meeting on June 15, 2007
Revised and passed at the University Affairs Committee Meeting on October 27, 2008
Revised and passed at the University Affairs Committee Meeting on November 23, 2009
Revised and passed at the University Affairs Committee Meeting on November 22, 2010
Revised and passed at the University Affairs Committee Meeting on November 14, 2011
Revised and passed at the University Affairs Committee Meeting on May 28, 2012
Revised and passed at the University Affairs Committee Meeting on May 26, 2014
Revised and passed at the University Affairs Committee Meeting on June 11, 2018
Revised and passed at the University Affairs Committee Meeting on June 10, 2019
Revised and passed at the University Affairs Committee Meeting on June 8, 2020
Revised and passed at the University Affairs Committee Meeting on November 15, 2021
Revised and passed at the University Affairs Committee Meeting on June 13, 2022

(Revised Article 4 applies to Visiting Professors and faculty members with extension of service appointed from 2022-23 AY on; they must accept this evaluation.)

Chapter I General Provisions

- Article 1 These procedures were established in accordance with Article 5, 19, 20, and 21 of the University Act, Article 17 of Enforcement Rules of the University Act, and Article 47-1 of the Ming Chuan University Organizational Code. The purpose of these procedures is to improve teaching effectiveness, to inspire professional growth of faculty members, and to groom high-quality faculty members.
- Article 2 Faculty members in these procedures refer to all Full-time Faculty Members and Special Program Faculty Members appointed by Ming Chuan University, and faculty member evaluations are differentiated as annual evaluations and comprehensive evaluations. Faculty members who are evaluated are divided into three tracks: General Faculty Member, Teaching Track Faculty Member, and Research Track Faculty Member.
- Article 3 Faculty members at all ranks who have served the university for one or more years must be evaluated. For Special Program Faculty Members who are transferred to be full-time faculty members, service years as a Special Program Faculty Member will be calculated into the evaluation schedule.
- Faculty members who refuse to be evaluated will be reported to all levels of Faculty Hiring and Promotion Committee for non-renewal of contract or dismissal.
- Faculty members who do not submit evaluation documents, and after being notified to provide an explanation to the Departmental Faculty Evaluation Committee, still fail to provide relevant evaluation documents will be deemed as refusing to be evaluated. Departmental Faculty Evaluation Committee should record these matters in meeting minutes.
- However, faculty members who have served the university less than one year and who are willing to accept the evaluation may do so with the consent of the department.
- Article 4 Faculty members who possess any of the following qualifications are exempted from the evaluation:
1. Fellow of Academia Sinica.
 2. Have received the Ministry of Education Academic Award or been invited as a lecturer by the government.
 3. **Serves as Full-time Invited Professor of this university.**
 4. Have received the Ministry of Science and Technology Excellent Research Award.

5. Faculty member who serves (has served) as the president of this university.

Article 5 Faculty members may postpone their evaluation with the approval of the school and the university if relevant proof of pregnancy, maternal leave, child rearing, temporary transfer, sabbatical leave, paid leave of absence for further study, or encounter with a serious accident is provided. Enforcement Rules for Postponed Evaluations will be established separately.

Article 6 Faculty member evaluations include the department, school or college, and university-level evaluations. Each department and school or college, and the university should establish their own Faculty Evaluation Committee and the committee's requirements and regulations.

Faculty member evaluations in the Specialized Degree Programs, General Education Center, Teacher Education Center, Physical Education Office and English Language Center should be in line with those of schools or college.

Members of each Department, School (College), and University Faculty Evaluation Committee can be the same as those on the Department, School (College), and University Faculty Hiring and Promotion Committee, depending on needs. The department or school can hire off-campus professors in their discipline(s) to act as committee members if there are not enough faculty members in their departments or schools or not enough faculty members are qualified at the position ranks. However, committee members must have an equivalent or higher position rank to evaluate others in the research category.

Article 7 Faculty members will be evaluated on basic items and elective items.

Basic items are stipulated by the university. Each school or college is to designate its elective items and percentage standards on the evaluation table in accordance with the attributes of the discipline(s) concerned. In addition, the school or college should authorize its department faculty members to choose other evaluation items and percentage standards according to individual development.

Upon being passed at the University Faculty Evaluation Committee Meeting and approved by the president, these evaluation items and percentage standards are implemented. Any revision must follow the same procedure.

Article 8 Faculty member evaluation procedures are as follows:

1. The processing period for all level of Faculty Evaluation Committees will be announced by the responsible unit at the end of second semester in the preceding academic year. Faculty member evaluations, including annual and comprehensive evaluations, should be completed before the end of the first semester in each academic year.
2. Faculty members should complete the evaluation forms in a given period and provide relevant documents for initial review by the Department Faculty Evaluation Committee.
3. Each Department Faculty Evaluation Committee should finish its initial review in a given period and report the evaluation results and relevant documents for the second review of the School (College) Faculty Evaluation Committee. The school or college should inform respective faculty members of the evaluation results through a written notice within ten days of the meeting.
4. The School (College) Faculty Evaluation Committee should complete the second review in a

given period and provide the evaluation results, evaluation meeting record, and faculty members who are exempt from evaluation to the University Faculty Evaluation Committee. The University Faculty Evaluation Committee should inform respective faculty members in writing within two weeks of the evaluation results.

Article 9 Faculty member annual evaluation scores are based on teaching, counseling, and service performance of the previous academic year.

Annual evaluations will be implemented for faculty members at all ranks once each academic year. Faculty will be evaluated on three items with a weighting of 70% for teaching and 30% for counseling and service. If the overall average score on the evaluation is 70 points or more, faculty members will be considered to have passed the evaluation. If faculty members receive less than 70 points, faculty members will be considered to have failed the evaluation.

Article 10 When annual evaluations and comprehensive evaluations coincide, the comprehensive evaluation results will be used for the current academic year evaluations. Faculty members whose position ranks changed due to promotion can then adapt to a new comprehensive evaluation cycle.

Article 11 Faculty members who do not pass annual evaluations will remain at the same salary rank for the coming academic year. Such cases are dealt with in accordance with Article 16 Clause 2 below regarding Comprehensive Evaluations, wherein one fails an evaluation item in teaching, or counseling and service.

Chapter III Comprehensive Evaluations

Article 12 Faculty member comprehensive evaluation scores are based on teaching, research, counseling, and service performance of the last three academic years.

Article 13 Comprehensive evaluations are conducted every three years; the data attached for evaluation is divided by academic year.

Article 14 Comprehensive evaluations are implemented for faculty members with the following evaluation items and weightings in accordance with their position ranks:

1. General full-time faculty members who do not have administrative appointments will be evaluated with a weighting of 30-40% for teaching, 30-40% for research, and 20-30% for counseling and service.
2. General full-time faculty members with administrative appointments will be evaluated with a weighting of 20-40% for teaching, 20-40% for research, and 20-40% for counseling and service. The percentage assigned to each evaluated item may be adjusted with five percent increments, to maintain an overall percentage of 100% after the adjustment.
3. Qualified full-time teaching track faculty members may file an application each academic year to increase 4 hours of basic teaching hours to waive the research evaluation after the faculty member's application passes the three-level review. They will be evaluated with a weighting of 70% for teaching and 30% for counseling and service.
4. Qualified full-time research track faculty members may apply to reduce 3 hours of basic teaching hours after the faculty member's application passes the three-level review. They will be evaluated with a weighting of 30% for teaching, 50% for research and 20% for counseling and

service.

5. General full-time faculty members who serve in administrator positions or general full-time faculty members with administrative duty as stated in Ming Chuan University Faculty Employment and Service Regulations Article 33 may apply for research evaluation exemption during the evaluation period with a weighting of 40-60% for teaching and 40-60% for counseling and service. General full-time faculty members who formerly served in administrator positions or general full-time faculty members who had administrative duty stated in MCU Faculty Employment and Service Regulations Article 33 may apply for research evaluation exemption during their part-time administration period with a weighting of 40-60% for teaching and 40-60% for counseling and service. The abovementioned applications should be reviewed and passed at the Faculty Evaluation Committee Meeting.

The percentage assigned to each evaluated item for Clause 1, 2 and 5 above may be adjusted in five percent increments, to maintain an overall percentage of 100% for teaching, research, and counseling and service after the adjustment.

Application and Review Guidelines for Teaching Track and Research Track Faculty Members are to be established separately.

Article 15

If the overall average score on the evaluation is 70 points or more, faculty members will be considered to have passed the evaluation. If faculty members receive less than 70 points, faculty members will be considered to have failed the evaluation.

The total score of each single item including teaching, research, or counseling and service shall not exceed 100 points.

If faculty members do not reach an average score on research item, they should publish at least one article in refereed conference proceedings or academic journal, or hold a public exhibition of creative work to be considered passing.

Faculty members who pass all evaluated items with outstanding scores will be recommended for outstanding teacher candidates and are suitable for to be faculty consultants.

Article 16

Depending on evaluation results, cases will be processed as follows:

1. Cases of faculty members who do not pass the most recent evaluation will be processed according to the following:
 - (1) Not allowed to apply for promotion, research award, paid leave of absence for further study, or sabbatical leave.
 - (2) Salary rank for the coming academic year will remain the same. Not permitted to take any part-time positions at other institutions.
 - (3) Not allowed to extend their service, or to take any position at any level of Faculty Evaluation Committee or in administrative units.
 - (4) The school or college should assist faculty members who do not pass the evaluation with two years of consultation in the department to which they belong. Moreover, the faculty member may apply for re-evaluation a year early with the approval of the department, school or college. Consultation follow-up should be processed every semester. After passing the re-evaluation, faculty members regain their rights in the next academic year.

2. Cases of faculty members who pass the comprehensive evaluations but fail one evaluation item (less than 70 points) will be processed according to the following:
 - (1) Teaching:
 - a. Only allowed to schedule the required basic teaching hours.
 - b. Not permitted to take any part-time positions at other institutions.
 - c. Not allowed to apply for promotion until consultation and re-evaluation is passed.
 - d. Required to receive consultation and re-evaluation.
 - (2) Research:
 - a. Only allowed to schedule the required basic teaching hours.
 - b. May not serve in any position at any level of Faculty Evaluation Committee.
 - c. Not allowed to apply for paid leave of absence for further study or sabbatical leave.
 - d. Not permitted to take any part-time positions at other institutions.
 - e. Not allowed to apply for promotion before consultation and re-evaluation is passed.
 - f. Required to receive consultation and re-evaluation.
 - (3) Counseling and Service:
 - a. Only allowed to schedule the required basic teaching hours.
 - b. Not permitted to take any part-time positions at other institutions.
 - c. Required to receive consultation and re-evaluation.
 - (4) Faculty members who pass the comprehensive evaluation but fail an evaluation item will receive consultation according to the following:
 - a. Consultation for not passing the teaching item (less than 70 points) will be provided by the Teaching and Learning Resources Center, the department, and the school or college.
 - b. Consultation for not passing the research item (less than 70 points) will be given by the department, the school or college.
 - c. Consultation for not passing a counseling and service item will be provided by the department, the school or college.
 - d. Faculty members who do not pass an evaluation item will receive two years of consultation. Moreover, they may apply for re-evaluation a year early with the approval of the department, school or college. Consultation follow-up should be processed every semester. After passing the re-evaluation, faculty members regain their rights in the next academic year.
 - e. Research track faculty members who do not meet the research standard must return the payment for course reduction hours based on the set ratio. The set ratio is to be handled in accordance with the Application and Review Guidelines.
 - f. Teaching track faculty members who fail in teaching, counseling or service will be transferred to general faculty member from the following academic year and is required to complete and pass one round comprising 3 academic years of comprehensive evaluation for general faculty members before applying again for teaching track.

The consultation method for faculty members who do not pass the evaluation items in the Clause above will be dealt with in accordance with the respective School

Guidelines for Faculty Evaluation Consultation.

- Article 17 Regulations for re-evaluation are as follows:
1. Re-evaluation procedures should be processed in accordance with Clause 2 to 4 of Article 8.
 2. The re-evaluation scoring after consultation of faculty members who do not pass the comprehensive evaluation should be in compliance with the relevant regulations for the comprehensive evaluations.
 3. Cases of faculty members who do not pass the re-evaluation will be processed according to the following:
 - (1) Faculty members who do not pass the comprehensive evaluation and fail the re-evaluation after consultation will be dealt with in accordance with Ming Chuan University Faculty Employment and Service Regulations.
 - (2) Faculty members who do not pass the re-evaluation of an evaluation item after consultation but pass the comprehensive evaluation should receive another year of consultation from the School (College) Faculty Evaluation Committee. After the consultation, the second re-evaluation should proceed in the following academic year. If faculty members fail the second re-evaluation, they will be dealt with in accordance with Ming Chuan University Faculty Employment and Service Regulations.

Chapter IV Supplementary Provisions

- Article 18 Faculty members who object to the School (College) evaluation result may raise an appeal to the School (College) Faculty Evaluation Committee with relevant documents within ten days of receiving the written notice. Faculty members may only appeal once.
The School (College) Faculty Evaluation Committee should form a School (College) Faculty Appeal and Review Committee upon receiving an appeal request.
Procedures for Establishing School (College) Faculty Appeal and Review Committee will be established separately.
- Article 19 Faculty members who object to the University evaluation result may raise an appeal to the Faculty Appeal and Review Committee through a written report supported by concrete evidence within 30 days of receiving the written notice. Faculty members may only appeal once.
- Article 20 Each department and school or college should establish its own evaluation regulations in accordance with the university evaluation procedures regarding evaluation items, standards, and procedures, and report to the university for reference.
- Article 21 Upon being passed at the University Affairs Committee Meeting and approved by the president, these procedures were implemented. Any revision must follow the same procedure.

****In the event of any inconsistency or discrepancy between the Chinese and other language versions of this document, the Chinese version shall prevail.****