

# 國立中興大學學士後醫學系教師聘任、升等暨延長服務評審辦法

## National Chung Hsing University Post-Baccalaureate Medicine Teacher Appointment, Promotion, and Extension of Service Evaluation Regulations

111年9月8日 111學年度第1學期第2次系務會議訂定

112年4月13日 111學年度第2學期第3次系務會議修訂

112年7月27日 111學年度第2學期第6次系務會議修訂

113年5月9日 112學年度第2學期第4次系務會議修訂

(本次修正第7、9、12、14、17、18條，並自114年8月1日起實施)

Formulated at the second departmental meeting of the first semester of the 111 academic year on September 8, 2022

Amended at the third departmental meeting of the second semester of the 111 academic year on April 13, 2023

Amended at the sixth departmental meeting of the second semester of the 111 academic year on July 27, 2023

Amended at the fourth departmental meeting of the second semester of the 112 academic year on May 9, 2024

(This amendment, including Articles 7, 9, 12, 14, 17, and 18, will be effective as of August 1, 2025.)

### 第一章 總則

#### Chapter I: General Provisions

第一條 本辦法依據本校各系(所)教師評審委員會組織章程及相關法令規定訂定之。

##### Article 1

These regulations are established in accordance with the organizational charter of teacher evaluation committees in various departments and the relevant laws and regulations of the university.

第二條 本系專任、專案及兼任教師之聘任、升等暨延長服務，必須符合本校教師聘任暨升等辦法、本校教師升等評審標準暨聘任升等著作送審準則、院級教師聘任暨升等評審辦法與本辦法之規定。

##### Article 2

The appointment, promotion, and extension of service for full-time, project, and part-time teachers in the department must comply with the university's teacher appointment and promotion regulations, evaluation standards, guidelines for evaluating promotion-related works, college-level teacher evaluation regulations, and these regulations.

第三條 專案計畫教學人員(以下簡稱專案教師)及研究人員(以下簡稱專案研究人員)之聘任，由本系依據本校進用專案計畫教學人員及研究人員聘任辦法審查，但專案研究人員一律以不佔員額聘任。專業技術人員之聘任，由本會依據本校聘任專業技術人員擔任教學要點審查之。

##### Article 3

The appointment of project-based teaching staff (hereinafter referred to as "project teachers") and researchers (hereinafter referred to as "project researchers") will be conducted in accordance with the university's regulations on the employment of project-based teaching and research staff. Project researchers must be hired without occupying a regular position. The hiring of technical professionals is evaluated by the committee based on the university's guidelines for employing professional technical personnel as teaching staff.

第四條 本系設教師評審委員會(以下簡稱本會)審議教師之聘任、聘期、提敘、升等、改聘、延長服務、停聘、解聘、不續聘等與教師權益相關之事項。

#### Article 4

The department establishes a Teacher Evaluation Committee (hereinafter referred to as "the Committee") to review matters related to teacher appointment, terms of appointment, salary placement, promotion, reappointment, extension of service, suspension, dismissal, and non-renewal, among others, which concern teachers' rights and interests.

第五條 本會委員組成、聘任、任期及與會注意事項，依本校學士後醫學系教師評審委員會設置要點辦理。

#### Article 5

The composition, appointment, term, and meeting protocols of the Committee are handled according to the "Establishment Guidelines for the Teacher Evaluation Committee of the Post-Baccalaureate Medicine."

### 第二章 新聘

#### Chapter II: New Appointments

第六條 本系教師之新聘在分配教師員額內為之。

本系員額之新聘教師除本校法令另有規定外，應經由公開甄選程序，先經所屬單位教師二分之一以上(含)同意或院級新聘教師甄選委員會(以下簡稱甄委會)同意，始得送本會審查。

#### Article 6

The hiring of new teachers within the department is subject to the allocation of teaching positions. For new hires within the department's allocated positions, unless otherwise stipulated by university regulations, an open recruitment process must be conducted. Approval must be obtained from over half of the teaching staff within the department or from the college-level new teacher recruitment committee (hereinafter referred to as the "Recruitment Committee") before the case can be submitted to the Committee for review.

第七條 本系新聘各級教師應分別符合下列規定之學經歷之一，且最近五年內發表於專長領域 SCI 期刊論文及其影響係數(以下簡稱 IF，IF 值可採計最新一年或五年平均值)或排名百分比。

一、講師之聘任，應具有條件：

(一) 下列學經歷之一：

1. 碩士學位或其同等學歷以上證書後，成績優良者。
2. 大學或獨立學院畢業，曾任助教擔任協助教學或研究工作四年以上，成績優良，並有專門著作者。
3. 大學或獨立學院畢業，曾從事與所習學科有關之研究工作、專門職業或職務六年以上，成績優良，並有專門著作者。

(二) 最近五年內第一作者之原著論文，至少 1 篇為單一第一作者或單一通訊作者，須符合以下條件之一：

1. 1 篇最近一年或發表年 SCI/SSCI 排名前百分之四十(含)或  $IF \geq 3$ 。
2. 2 篇 SCI/SSCI 排名百分之五十(含)以內，學位論文可折抵 1 篇。

二、 助理教授之聘任，應具有條件：

(一) 下列學經歷之一：

1. 博士學位或其同等學歷證書後，成績優良，並有專門著作者。
2. 碩士學位或其同等學歷證書，曾從事與所習學科有關之研究工作、專門職業或職務四年以上，成績優良，並有專門著作者。
3. 大學或獨立學院醫學系、中醫學系、牙醫學系畢業，擔任臨床工作九年以上，其中至少曾任醫學中心主治醫師四年，成績優良，並有專門著作者。
4. 曾任專任(案)講師滿三年(兼任講師滿六年)，有專門學術著作，成績優良者。

(二) 代表論文須以單一第一或單一通訊作者發表。且最近五年內以第一或通訊作者發表之原著論文，須符合以下條件之一：

1.  $IF$  累計  $\geq 10$ 。
2. 最近一年或發表年 SCI 期刊排名前百分之四十(含)或  $IF \geq 3$  之研究論文至少 2 篇。

三、 副教授之聘任，應具有條件：

(一) 下列學經歷之一：

1. 博士學位或其同等學歷證書後，曾從事與所習學科有關之研究工作、專門職業或職務四年以上，並有專門著作者。
2. 曾任專任(案)助理教授滿三年(兼任助理教授滿六年)，有專門學術著作，成績優良者。

(二) 代表論文須以單一第一或單一通訊作者發表於該領域 SCI 排名前百分之三十或  $IF \geq 4$ 。且最近五年內以第一或通訊作者發表之原著論文，須符合以下條件之一：

1.  $IF$  累計  $\geq 12$ 。
2. 最近一年或發表年 SCI 期刊排名前百分之四十(含)之研究論文至少 4 篇，其中至少 2 篇前百分之三十。

四、 教授之聘任，應具有條件：

(一) 下列學經歷之一：

1. 博士學位或其同等學歷證書後，曾從事與所習學科有關之研究工作、專門職業或職務八年以上，有創作或發明，在學術上有重要貢獻或重要專門著作者。
2. 曾任專任(案)副教授滿三年(兼任副教授滿六年)，有專門學術著作，成績優良者。

(二) 代表論文須以單一通訊作者發表於該領域 SCI 排名前百分之三十(含)之期刊，或  $IF \geq 5$ 。且最近五年內以第一或通訊作者發表之原著論文，須符合以下條件之一：

1.  $IF$  累計  $\geq 14$ 。
2. 最近一年或發表年 SCI 期刊排名前百分之四十(含)之研究論文 5 篇，其中至少 3 篇前百分之三十。
3. 代表著作如為大數據分析， $IF$  須  $\geq 6$ ，或於該領域期刊前百分之二十五；代表著作及參考著作則最多只能用 3 篇大數據分析之資料。公共衛生、生物統計、流行病學等專長領域，則不受此限制。

#### Article 7

Newly hired teachers of various ranks in the department must meet one of the following educational and professional requirements, along with the publication of research papers in their specialty field in SCI journals within the past five years, including the associated Impact Factor (IF) or percentile ranking.

1. Lecturer:

(1) Holds one of the following qualifications:

- A. Master's degree or equivalent, with excellent performance.
- B. Bachelor's degree with at least four years of assistant teaching or research experience, with excellent performance and specialized publications.
- C. Bachelor's degree with at least six years of research, professional work, or related job experience, with excellent performance and specialized publications.

(2) At least one original article as the first author or corresponding author, published in the past five years, meeting one of the following criteria:

- A. Ranked within the top 40% of SCI/SSCI journals or  $IF \geq 3$ .
- B. Two papers ranked within the top 50% of SCI/SSCI journals (degree thesis may count as one).

2. Assistant Professor:

(1) Holds one of the following qualifications:

- A. Doctoral degree or equivalent, with excellent performance and specialized publications.
- B. Master's degree or equivalent with at least four years of related research, professional work, or job experience, with excellent performance and specialized publications.
- C. Bachelor's degree in medicine, Chinese medicine, or dentistry, with at least nine years of clinical work, including four years as an attending physician in a medical center, with excellent performance and specialized publications.

- D. Three years of full-time or project lecturer experience (or six years of part-time lecturer experience), with excellent academic publications.
- (2) At least one original article as the first or corresponding author, published in the past five years, meeting one of the following criteria:
- A. Cumulative IF  $\geq 10$ .
  - B. At least two papers ranked within the top 40% of SCI journals or IF  $\geq 3$ .
3. Associate Professor:
- (1) Must meet one of the following qualifications:
- A. A doctoral degree or equivalent, with at least four years of related research, professional work, or job experience, and specialized publications.
  - B. At least three years of full-time or project assistant professor experience (or six years of part-time assistant professor experience), with excellent academic publications.
- (2) Representative papers must be published as the first or corresponding author in SCI journals ranked within the top 30% of the field or with an IF  $\geq 4$ . Additionally, in the past five years, original articles published as the first or corresponding author must meet one of the following criteria:
- A. Cumulative IF  $\geq 12$ .
  - B. At least four papers ranked within the top 40% of SCI journals, with at least two ranked within the top 30%.
4. Professor:
- (1) Must meet one of the following qualifications:
- A. A doctoral degree or equivalent, with at least eight years of related research, professional work, or job experience, including significant academic contributions or specialized publications.
  - B. At least three years of full-time or project associate professor experience (or six years of part-time associate professor experience), with excellent academic publications.
- (2) Representative papers must be published as the corresponding author in SCI journals ranked within the top 30% of the field or with an IF  $\geq 5$ . Additionally, in the past five years, original articles published as the first or corresponding author must meet one of the following criteria:
- A. Cumulative IF  $\geq 14$ .
  - B. At least five papers ranked within the top 40% of SCI journals, with at least three ranked within the top 30%.
- (3) If the representative work involves big data analysis, it must have an IF  $\geq 6$  or be in the top 25% of the field. A maximum of three big data studies may be included as representative and reference works. Fields such as public health, biostatistics, and epidemiology are exempt from these restrictions.

第八條 擬新聘教師其最高學歷為本校授予者，應於學位取得後曾任其他公私立機構與所習學科有關之專任教學、研究工作、專門職業或職務兩年以上之經歷。惟具有特殊專長或優異表現者，不在此限，須列舉詳細而具體事證送本會審議。

#### Article 8

For new hires whose highest degree is awarded by the university, they must have at least two years of teaching, research, or related professional experience at other institutions before applying. Exceptions may be made for candidates with outstanding expertise or exceptional achievements, provided detailed evidence is submitted for Committee review.

### 第三章 升等 Chapter III: Promotion

第九條 本系申請升等之各級教師須符合下列規定：

- 一、 講師擬升助理教授者，須曾任專任(案)講師滿三年(兼任講師滿六年)，有專門學術著作，成績優良者。代表論文須以單一第一或單一通訊作者發表。且最近五年內以第一或通訊作者發表之原著論文，須符合以下條件之一：
- (一) IF 累計 $\geq 10$ 。
- (二) 最近一年或發表年 SCI 期刊排名前百分之四十(含)或  $IF \geq 3$  之研究論文至少 2 篇。
- 二、 助理教授擬升副教授者，須曾任專任(案)助理教授滿三年(兼任助理教授滿六年)，有專門學術著作，成績優良者。代表論文須以單一第一或單一通訊作者發表於該領域 SCI 排名前百分之三十或  $IF \geq 4$ 。且最近五年內以第一或通訊作者發表之原著論文，須符合以下條件之一：
- (一) IF 累計 $\geq 12$ 。
- (二) 最近一年或發表年 SCI 期刊排名前百分之四十(含)之研究論文至少 4 篇，其中至少 2 篇前百分之三十。
- 三、 副教授擬升教授者，須曾任專任(案)副教授滿三年(兼任副教授滿六年)，有專門學術著作，成績優良者。代表論文須以單一通訊作者發表於該領域 SCI 排名前百分之三十(含)之期刊，或  $IF \geq 5$ 。且最近五年內以第一或通訊作者發表之原著論文，須符合以下條件之一：
- (一) IF 累計 $\geq 14$ 。
- (二) 最近一年或發表年 SCI 期刊排名前百分之四十(含)之研究論文 5 篇，其中至少 3 篇前百分之三十。
- (三) 代表著作如為大數據分析，IF 須 $\geq 6$ ，或於該領域期刊前百分之二十五；代表著作及參考著作則最多只能用 3 篇大數據分析之資料。公共衛生、生物統計、流行病學等專長領域，則不受此限制。

#### Article 9

Teachers applying for promotion must meet the following requirements:

##### 1. Lecturer to Assistant Professor:

- (1) At least three years of full-time or project lecturer experience (or six years of part-time lecturer experience), with excellent academic publications.
- (2) Representative papers must be published as the first or corresponding author. Additionally, in the past five years, original articles published as the first or corresponding author must meet one of the following criteria:
  - A. Cumulative  $IF \geq 10$ .
  - B. At least two papers ranked within the top 40% of SCI journals or with  $IF \geq 3$ .

##### 2. Assistant Professor to Associate Professor:

- (1) At least three years of full-time or project assistant professor experience (or six years of part-time assistant professor experience), with excellent academic publications.
  - (2) Representative papers must be published as the first or corresponding author in SCI journals ranked within the top 30% of the field or with an IF  $\geq 4$ . Additionally, in the past five years, original articles published as the first or corresponding author must meet one of the following criteria:
    - A. Cumulative IF  $\geq 12$ .
    - B. At least four papers ranked within the top 40% of SCI journals, with at least two ranked within the top 30%.
3. Associate Professor to Professor:
- (1) At least three years of full-time or project associate professor experience (or six years of part-time associate professor experience), with excellent academic publications.
  - (2) Representative papers must be published as the corresponding author in SCI journals ranked within the top 30% of the field or with an IF  $\geq 5$ . Additionally, in the past five years, original articles published as the first or corresponding author must meet one of the following criteria:
    - A. Cumulative IF  $\geq 14$ .
    - B. At least five papers ranked within the top 40% of SCI journals, with at least three ranked within the top 30%.
    - C. For big data analysis representative works, an IF  $\geq 6$  or ranking within the top 25% of the field is required. A maximum of three big data studies may be included, with exemptions for public health, biostatistics, and epidemiology.

第十條 專任教師升等年資同第一項第一至三款且符合下列各款情形之一者，得以技術報告為代表作提出升等：

- 一、近五年內有發明專利且該專利技轉金實收入總額，助理教授擬升等副教授達七十萬元以上、副教授擬升等教授達一百一十萬元以上者。
- 二、近五年內建教合作計畫管理費(扣除對外服務收入及教育部計畫之管理費)，助理教授擬升等副教授，累計達一百二十五萬元以上、副教授擬升等教授，累計達二百一十萬元以上者。

教育人員任用條例修正公布(八十六年三月十九日)施行前已取得講師、助教證書之現職人員，如繼續任教而未中斷，得逕依原升等辦法送審。

#### Article 10

Teachers meeting specific conditions may use technical reports as representative works for promotion:

1. Patents with licensing revenue exceeding NT\$700,000 for promotion to associate professor or NT\$1.1 million for promotion to professor within the past five years.
2. Industry-academia collaboration projects generating administrative fees of at least NT\$1.25 million for promotion to associate professor or NT\$2.1 million for promotion to professor within the past five years.

Educators who obtained teaching certificates before March 19, 1997, may apply for promotion under the original guidelines if they have uninterrupted teaching service.

第十一條 各級兼任教師之升等資格，除任教年資折半計算外，其餘均參照專任教師辦理。

#### Article 11

The eligibility criteria for the promotion of part-time teachers are the same as for full-time teachers, except that teaching seniority is calculated at half the rate.

第十二條 教師升等年資，以在本校任教者為原則，在他校任教年資，經本會通過者，得酌予採計。留職留薪或留職停薪或經核准借調仍繼續在校授課者，於升等時，其留職留薪或留職停薪期間年資折半計算，最多採計一年。其借調期間年資最多採計二年，未授課者不予計算。

於他校專任年資，以二分之一採計為原則，他校兼任年資，以四分之一採計為原則；他校任教年資最多採計二年升等年資。他校年資須以服務證明、聘書及授課證明為佐證資料。

#### Article 12

Faculty promotion seniority is primarily calculated based on teaching experience at this institution. Teaching experience at other institutions may be considered on a case-by-case basis upon approval by the committee.

For faculty on leave with pay, leave without pay, or secondment with continued teaching duties at this institution, the seniority during such periods is calculated at half the rate, with a maximum of one year considered. For secondments, a maximum of two years of seniority may be counted, provided teaching duties continue. Periods without teaching duties will not be considered.

For full-time teaching experience at other institutions, seniority is calculated at half the rate, while part-time teaching experience is calculated at one-fourth the rate. A maximum of two years of teaching experience at other institutions may be counted toward promotion seniority. Supporting documentation, including proof of service, appointment letters, and evidence of teaching, is required for recognition of teaching experience at other institutions.

第十三條 申請升等之副教授、教授須於本會會議中，依送審類別公開宣讀代表著作論文或技術報告，且須有本會委員人數三分之二(含)以上出席，著作論文、技術報告宣讀時間十五分鐘，委員問答五分鐘為原則。

評審過程、本會委員對擬升等與改聘教師所提出之問題、與教師之說明應詳實紀錄，並陳送院級教師評審委員會(以下簡稱院教評會)參考。

宣讀時無故不到場者不予審查，因故請假應經所屬主管提請本會主席同意後始得補辦。

#### Article 13

Assistant and full professors applying for promotion must publicly present their representative works or technical reports during a Committee meeting. The meeting must be attended by at least two-thirds of the Committee members, and presentations should adhere to the following guidelines:

- Presentation duration: 15 minutes.
- Q&A session: 5 minutes.

The evaluation process, including questions raised by the Committee and responses from the teacher, must be recorded and submitted to the college-level Teacher Evaluation Committee for reference.



Applicants who fail to attend the presentation without justifiable reasons will not have their applications reviewed. If absent due to valid reasons, a substitute session may be arranged with prior approval from the relevant supervisor and the Committee chair.

第十四條 本會根據教學、研究、服務與合作三項予以評審，其評分比重如下：

- 一、擬升等教授者：教學百分之三十、研究百分之五十、服務與合作百分之二十。
- 二、擬升等副教授者：教學百分之三十、研究百分之五十、服務與合作百分之二十。
- 三、擬升等助理教授者：教學百分之三十、研究百分之四十、服務與合作百分之三十。
- 四、前項評審滿分為 100 分，若委員之各項評分高於(或低於)本辦法規定之最高(或最低)分時，該項分數以規定之最高(或最低)分計算。未評分者，該項分數以其他參加評分委員之平均分數計算，如有小數點則四捨五入至整數。評分總計 70 分(含)以上為及格，經參加評分委員三分之二(含)以上評定及格者為通過。
- 五、教學、服務與合作之計分以取得現職後最近三年內為準，研究之計分以取得現職後為準，各項分數之計算，請依據本系教師升等標準評分。實際列舉之項目以現職內為主，各項得分由本會評定，提升等者應檢附各項佐證資料，並依序標示排序清楚；每項目不得重複認列，如未附佐證資料，則該項目不予給分。

(一) 教學：依基本及加分評量兩項評估，基本評量項目分數，須達 70 分，始得提出申請，總分最高上限為 100 分。

1. 基本評量項目包括：

- (1) 任教課程 60 分：教學時數滿足校訂基本授課時數得 60 分。
- (2) 本系教學貢獻度 20 分：擔任本系核心課程負責人，該學期每門課得 10 分；教授本系核心課程每週滿 0.5 小時，該學期得 5 分。送審前 2 學年，每學年教授本系核心課程平均每週須滿 0.5 小時，始得提出升等申請。本系核心課程係指本系開設之必修課程。
- (3) 本系優良教材、教案或新教具開發 10 分：撰寫通過本系審查之教案，每件得 5 分；參與 EMI 全英語授課，每門課得 5 分。
- (4) 本系教學評量與改進措施 10 分：所授本系課程之學生滿意度，很滿意者得 10 分，滿意者得 6 分，尚可者得 2 分。

2. 加分評量項目採計最高上限為 30 分，項目包括：
- (1) 參與或設計本校特殊教學課程 10 分：如 EMI 課程。
  - (2) 本校教學獲獎紀錄 10 分。
  - (3) 發表醫學教學相關論文、壁報或口頭報告 10 分。
- (二) 研究：須達本辦法規定之各級升等標準，始得提出申請，總分最高為 100 分。
1. 學術著作、教學著作或技術報告 90 分：達本辦法規定之各級升等標準者得 70 分，並依影響係數、篇數、高引用次數等酌予給分。
  2. 宣達代表著作時之表達及應對 10 分。
- (三) 服務與合作：依基本及加分評量兩項評估，基本評量項目分數，須達 70 分，始得提出申請，總分最高上限為 100 分。
1. 基本評量項目包括：
    - (1) 對校、院、系之服務 50 分：擔任本校各級委員會委員(含系務、課程、臨床實習、招生試務、教師評審等委員會)，每學年每項得 5 分；撰寫 TMAC 評鑑報告，每學年得 10 分，且送審前 3 學年至少須有 1 學年參與 TMAC 報告撰寫，始得提出申請。
    - (2) 輔導本系學生 20 分：擔任本系學生導師，每學年得 10 分；輔導本系學生參與學術競賽或其他課外活動，每學年每件得 10 分。
    - (3) 研究計畫執行成效 20 分：主持國家科學及技術委員會、國家衛生研究院、衛生福利部、農業部等政府部會計畫，每學年每件得 10 分；主持教學醫院院內計畫或與本校醫學院合作之計畫，每學年每件得 3 分。
    - (4) 社會責任實踐成果 10 分：執行計畫符合大學社會責任或社會實踐，有具體事蹟者。
  2. 加分評量項目採計最高上限為 30 分，項目包括：
    - (1) 代表本系參與國際事務 10 分。
    - (2) 專業才能與成果 10 分：擔任本校碩、博士生的論文指導教授，每篇得 5 分；擔任本校碩、博士生之論文口試委員，每篇得 1 分；發表專利，每件得 5 分。
    - (3) 其他校外或專業團體服務之表現 10 分：擔任政府機構委託評鑑、

各類國家考試出題或評審委員、生物醫學相關雜誌期刊審查委員 (Reviewer)，每年每項得 5 分；擔任學術性學會幹部，每年每項得 2 分。

#### Article 14

This committee evaluates candidates based on teaching, research, service, and collaboration, with the following weighted scoring proportions:

1. For promotion to Professor: Teaching 30%, Research 50%, Service and Collaboration 20%.
  2. For promotion to Associate Professor: Teaching 30%, Research 50%, Service and Collaboration 20%.
  3. For promotion to Assistant Professor: Teaching 30%, Research 40%, Service and Collaboration 30%.
  4. The total score for evaluation is 100 points. If any evaluator's score for a specific category exceeds (or falls below) the maximum (or minimum) score defined by these regulations, that score will be adjusted to the defined maximum (or minimum). For categories without a score from an evaluator, the average score of other evaluators will be used, rounded to the nearest whole number. A total score of 70 or above is considered passing, and the application is approved if two-thirds or more of the evaluators deem it qualified.
  5. Scoring for teaching, service, and collaboration is based on the most recent three years of employment, while scoring for research is based on the period of employment. Scores for each category should adhere to the promotion standards for faculty members in the department. Specific achievements must primarily be from the current employment period, and evidence must be provided and clearly organized. Items cannot be counted multiple times, and no points will be awarded for items without supporting documentation.
- (1) Teaching: Teaching is evaluated based on basic and bonus criteria. The basic evaluation score must reach 70 points to qualify for application, with a maximum total score of 100 points.
- A. Basic Evaluation Criteria:
- (A) Teaching Courses (60 points): Meeting the minimum required teaching hours for the institution earns 60 points.
  - (B) Departmental Teaching Contribution (20 points): Serving as a core course coordinator earns 10 points per course per semester; teaching core courses for at least 0.5 hours per week earns 5 points per semester. Over the past two academic years, teaching an average of at least 0.5 hours per week in core courses is required for promotion applications. Core courses are defined as required courses offered by the department.
  - (C) Excellent Teaching Materials, Lesson Plans, or New Teaching Tools Development (10 points): Writing lesson plans approved by the department earns 5 points per item; participating in EMI (English as a Medium of Instruction) courses earns 5 points per course.
  - (D) Teaching Evaluation and Improvement (10 points): Student satisfaction scores for departmental courses are awarded as follows: "Very Satisfied" earns 10 points, "Satisfied" earns 6 points, and "Fair" earns 2 points.
- B. Bonus Evaluation Criteria (maximum of 30 points):
- (A) Participating in or designing special teaching courses at the institution, such as EMI courses, earns 10 points.
  - (B) Receiving teaching awards at the institution earns 10 points.
  - (C) Publishing medical education-related papers, posters, or oral presentations earns 10 points.
- (2) Research: Research must meet the standards for the respective level of promotion to qualify for application, with a maximum total score of 100 points.
- A. Scoring Criteria:

- (A) Academic Works, Teaching Works, or Technical Reports (90 points): Meeting the promotion standards for the respective level earns 70 points, with additional points awarded for factors such as impact factor, number of publications, and high citation counts.
  - (B) Presentation and Response on Representative Works (10 points): Scored during the review of representative works.
- (3) Service and Collaboration: Service and collaboration are evaluated based on basic and bonus criteria. The basic evaluation score must reach 70 points to qualify for application, with a maximum total score of 100 points.
- A. Basic Evaluation Criteria:
- (A) Service to the Institution, College, or Department (50 points): Serving on institutional committees (e.g., departmental, curriculum, clinical internship, admissions, faculty evaluation committees) earns 5 points per item per year. Writing TMAC evaluation reports earns 10 points per year, with at least one year of participation in TMAC report writing required in the three years prior to application.
  - (B) Student Mentorship (20 points): Serving as an academic advisor earns 10 points per year; mentoring students in academic competitions or extracurricular activities earns 10 points per case per year.
  - (C) Research Project Execution (20 points): Leading projects funded by government agencies (e.g., Ministry of Science and Technology, National Health Research Institutes, Ministry of Health and Welfare) earns 10 points per project per year; leading institutional projects or collaborations with the medical school earns 3 points per project per year.
  - (D) Social Responsibility (10 points): Executing projects aligned with university social responsibility or social engagement goals with concrete outcomes earns points.
- B. Bonus Evaluation Criteria (maximum of 30 points):
- (A) Representing the department in international affairs earns 10 points.
  - (B) Demonstrating professional skills and achievements earns 10 points: Serving as a thesis advisor for master's or doctoral students earns 5 points per thesis; serving on thesis defense committees earns 1 point per thesis; publishing patents earns 5 points per patent.
  - (C) Serving in external or professional organizations earns 10 points: Serving as an evaluator for government-commissioned reviews, exam setters or reviewers for national exams, reviewers for biomedical journals, or academic association officers earns points as follows: 5 points per year for evaluations and reviews, 2 points per year for academic association positions.

#### **第四章 改聘**

#### **Chapter IV: Reappointments**

第十五條 申請改聘之教師資格須符合本校之規定，評審標準、評分表及程序均比照升等辦理。

#### Article 15

The qualifications for reappointment of teachers must comply with the university's regulations. Evaluation standards, scoring methods, and procedures follow the promotion guidelines.

#### **第五章 延長服務**

#### **Chapter V: Extension of Service**

第十六條 專任教授、副教授年滿六十五歲前一學期，經系評估其體格健康仍適合繼續從事教學工作者，其延長服務應依本校校長教授副教授延長服務要點規定辦理。

延長服務教師之著作如依規定應送院辦理著作外審者，經送兩位外審委員均評定為及格後，始得送本會評審。

本會以同意票決議通過後，再送院教評會審查。但符合本校校長教授副教授延長服務要點第3點第1項第2款第1目至第5目特殊資格條件者，得經本會通過後，逕提校教師評審委員會審查。

#### Article 16

Full-time professors and associate professors nearing the age of 65 may apply for an extension of service if they are assessed as physically fit and suitable for teaching. The process follows the university's guidelines for the extension of service.

Representative works submitted during the extension process must pass an external review by two independent reviewers, both of whom must rate the work as satisfactory before being submitted to the Committee for evaluation.

Cases approved by the Committee are forwarded to the college-level Teacher Evaluation Committee for further review. If the applicant meets specific exceptional criteria outlined in the university's guidelines, the case may be directly submitted to the university's Teacher Evaluation Committee for approval.

### 第六章 附則

#### Chapter VI: Supplementary Provisions

第十七條 本系教師如服務未達二年因故辦理離職，自離職日起三年內不得申請醫學院及本系教職，若責任歸屬於教學醫院，則該醫院二年內不得增補該教師缺額。

#### Article 17

Teachers who leave the university within two years of their appointment may not reapply for teaching positions in the College of Medicine or this department within three years. If the resignation is attributed to the teaching hospital, the hospital may not fill the teacher's vacancy for two years.

第十八條 本系教師著作送審，須符合本校教師升等評審標準暨聘任升等著作送審準則相關規定。

擬升等或改聘教師之代表著作及參考著作須為本校任職期間發表，且教師本人須以本系為發表單位為限。

#### Article 18

Submitted works for teacher evaluation must comply with the university's evaluation standards for promotions and appointment-related works.

Representative and reference works must be published during the teacher's tenure at the university, and the teacher must list the department as their affiliation in the works.

第十九條 本系新聘、升等及改聘案，須經本會委員三分之二(含)以上出席，且參加表決委員三分之二(含)以上通過後，推薦至院教評會。本會審議結束後，應於七日內以書面通知當事人。

#### Article 19

Proposals for new appointments, promotions, and reappointments must be approved by at least two-thirds of the Committee members and two-thirds of the voting members present. Approved cases are then submitted to the college-level Teacher Evaluation Committee. Applicants must be notified in writing within seven days after the Committee's decision.

第二十條 本系教師之新聘(含合聘)、改聘、升等與延長服務案每學期辦理一次為原則，申請人應於本系規定期限前將有關資料送達本系，逾期不予受理。

Article 20

Applications for new appointments, reappointments, promotions, or service extensions are generally processed once per semester. Applicants must submit all required documents to the department before the deadline; late submissions will not be accepted.

第二十一條 本辦法經系務會議通過，送院長核定並送人事室備查後實施，修正時亦同。

Article 21

These regulations, along with any amendments, take effect upon approval by the departmental meeting, submission to the Dean for ratification, and filing with the Personnel Office.