

# 國立中央大學管理學院教師評鑑施行細則

(95年~107年略)

108.2.26 校教評會修正通過  
108.10.15 院教評會修正通過  
108.11.26 院務會議修正通過  
109.3.24 校教評會修正通過  
111.6.14 院教評會修正通過  
111.10.18 院教評會修正通過  
111.11.8 院務會議修正通過

- 一、本細則依據「國立中央大學教師評鑑準則」(以下簡稱本校教師評鑑準則)第三條訂定之。
- 二、本院專任(案)教師須依據本校教師評鑑準則第二條規定時程接受評鑑，但教師因生產、留職停薪、休假研究、借調他機關學校服務或其他重大事由，得於評鑑前檢具相關證明文件，提三級教師評審委員會核准延後辦理評鑑。
- 三、各系所備齊所屬當年須被評鑑教師之自評報告書，經系所主管核章後，並依本校三級教評會分工一覽表規定，於九月二十日前送本院教師評審委員會審議。教師自評報告書格式由院訂定之。
- 四、教師評鑑內容含教學、研究、輔導與服務及其他具體事蹟等四大類，並同時符合以下規定，始為通過：
  - (一)研究類至少需達十點，合計點數需達六十點。
  - (二)符合 AACSB 要求之教師標準 SA 或 PA (SA 定義及 PA 定義詳如附件)。

計點方式如下：

(一)教學類：

1. 從事教學工作每學年得八點，未達授課時數，每鐘點減一點。除博士班必修課外，未達校規定最低授課人數，其授課鐘點不計；扣除後如未達應授課時數，該學年的教學得分為：

$$8 \text{ 點} * \frac{\text{實得鐘點}}{\text{應授課鐘點}}$$

2. 大學部必修必選課程教學評量成績達 4.2 分且填答率超過 50%，每學分加計一點；研究所必修必選課程教學評量成績達 4.5 分且填答率超過 50%，每學分加計一點。
3. 指導碩士班學生(不含在職專班)畢業每名得零點五點，指導博士班學生畢業每名得一點，四年至多得十點。
4. 獲本院教學優良獎得三點，獲校教學優良教師獎再得三點，獲校教學傑出教師獎再得十點。

(二)研究類：

1. 主持科技部計畫或三十萬元以上之公民營機構委託計畫(以向研發處立案者為限)每件每年得四點。若為計畫共同主持人得二點，四年至多得八點。
2. 著作之計點準則如下：
  - (1)著作發表於管院傑出類期刊者，每篇十八點。

- (2) 著作發表在 SSCI 之學術期刊者，每篇十五點。
- (3) 著作發表在 SCI 之學術期刊者，每篇十二點。
- (4) 著作發表在 TSSCI 核心期刊第一級及第二級、CSSCI 正式名單之學術期刊者，每篇十點。
- (5) 著作發表在其他國內、國外具審查制度之學術期刊者，每篇五點(受評鑑教師應提供具審查制度佐證資料)。
- (6) 著作以非中文發表在有匿名審查制度的國際研討會者，每篇二點，四年至多得八點(受評鑑教師應提供匿名審查制度佐證資料)。
- (7) 同一著作之作者人數多於一人時，點數按下列公式計算：

$$\text{點數} = \frac{2}{\text{作者人數} + 1} * (\text{作者僅一人之點數})$$

3. 獲科技部傑出研究獎者每次得二十點，獲吳大猷學術獎者每次得十點。

(三) 輔導與服務類：

1. 評鑑期間內曾擔任國際期刊編輯委員、國際學會理監事或秘書長者得十點；曾擔任國內 TSSCI 期刊編輯委員、國內學會理監事或秘書長者得五點。
2. 擔任導師每年得三點；校內各級委員會委員每年得二點；獲系推薦為優良導師每次得六點，獲本院推薦為優良導師再得六點，獲校優良導師獎再得十點。
3. 獲本院公共服務獎得六點，獲校級以上之服務獎再得十點。
4. 擔任系級以上單位主管或院級以上中心主任，每年得六點，系級以上單位副主管或行政單位二級主管，每年得三點。
5. 主持校內經費分配之研究計畫(例如邁頂計畫、高教深耕計畫等)，每年得四點；惟計畫共同主持人不計入得點。

(四) 其他具體事蹟：

受評當事人若有未列入上述項目之特殊服務事項，得要求提送系所院教評會比照前述項目所列之相當貢獻程度計點認定。

五、教師符合本校教師評鑑準則第四條第一項第一款至第七款，得免辦評鑑。

教師符合本校教師評鑑準則第四條第一項第八款「年滿六十歲且通過本校最近一次評鑑」，得選擇以下列方式之一通過評鑑：

(一) 依本施行細則第四條以計點方式評鑑。

(二) 符合 AACSB 所定 SA、PA、SP、IP(定義詳如附件)之任一類教師標準。

其後每四年評鑑一次。

前項規定自 115 學年度適用施行。

六、被評鑑教師未滿足上述條件者，評鑑不通過，其後續辦理程序悉依「國立中央大學教師評鑑準則」辦理。

七、本細則若有未盡事宜，悉依「國立中央大學教師評鑑準則」辦理。

八、本細則由本院教師評審委員會訂定，經本院院務會議及本校教師評審委員會通過後實施，除第四條第一項第二款自中華民國 111 年開始施行及第五條第二項自 115 學年度適用施行外，修訂時亦同。

## 老師 - SA signed: \_\_\_\_\_

(一般指具有博士學位且積極投入學術研究，並能維持其專業知識者)

(Scholarly Academics 可依一般標準或 ABD 標準分別認定，但必須同時具備各該認定標準之條件一與二)

## 一般教師標準

## ■條件一、具有下列其中一項學位條件：

(Satisfying one of the following initial academic preparation criteria:)

1. 博士學位，且授課領域與學位主修專業相關  
(A doctoral degree in the area in which the individual teaches.)
2. 商管領域博士學位，但主要教學領域與學術研究成果不相結合  
(A doctoral degree in a business field, but primary teaching responsibility in a business field that is not the area of academic preparation.)
3. 非商管領域博士學位，但主要教學領域與學術研究成果相結合  
(A doctoral degree outside of business, but primary teaching responsibilities that incorporate the area of academic preparation.)
4. 非商管領域博士學位，且主要教學領域不易發展學術成果(但教師積極參與教材編撰、專業會議或是其他相關活動)  
(A doctoral degree outside of business and primary teaching responsibilities that do not incorporate the area of academic preparation.)
5. 具稅務專業(或同時具法律與會計專業)碩士學位，且授課領域與其專業相關  
(A specialized graduate degree in taxation. (Be qualified to teach taxation.))

## ■條件二、具下列任一項條件：

(Completing one of the following activities:)

1. 近五年內具有二篇(含以上)本院認可之期刊論文<sup>(註一)</sup>  
(Publishing two peer-reviewed journals in databases<sup>1</sup> recognized by the SOM within the last five years.)
2. 取得條件一任一學位條件未滿五年者  
(Obtaining one of the abovementioned degrees within the last five years.)

## ABD 教師標準

條件一、具有下列學位條件：

(Satisfying the following initial academic preparation criterion:)

具博士候選人資格(將於二年內畢業並取得商管領域博士學位)並已完成博士學位論文以外的所有修業規定(all but dissertation, ABD)，且授課領域與其專業相關

(Substantial specialized coursework in the field of primary teaching responsibilities with "ABD" status (will graduate within two years).)

條件二、具下列條件：

(Completing the following activity:)

近五年內具有一篇(含以上)本院認可之期刊論文<sup>(註一)</sup>

(Publishing one peer-reviewed journal in databases<sup>1</sup> recognized by the SOM within the last five years')

註一：本院認可之期刊論文包括(1) SSCI、(2) SCI、(3) TSSCI、(4) EconLit、(5)國科會認可之期刊

(Note1: The SOM recognizes the following databases (1) SSCI, (2) SCI, (3) TSSCI, (4) EconLit, and (5) Databases recognized by the National Science Council.)

老師 - PA signed: \_\_\_\_\_

(具有博士學位但近期在專長領域相關的實務活動積極投入者)  
(Practice Academics, 必須同時具備條件一與二)

■條件一、具有下列其中一項學位條件：

(Satisfying one of the following initial academic preparation criteria:)

- 1. 博士學位，且授課領域與學位主修專業相關  
(A doctoral degree in the area in which the individual teaches.)
- 2. 商管領域博士學位，但主要教學領域與學術研究成果不相結合  
(A doctoral degree in a business field, but primary teaching responsibility in a business field that is not the area of academic preparation.)
- 3. 非商管領域博士學位，但主要教學領域與學術研究成果相結合  
(A doctoral degree outside of business, but primary teaching responsibilities that incorporate the area of academic preparation.)
- 4. 非商管領域博士學位，主要教學領域不易發展學術成果，但積極參與商管專業相關的實務活動  
(A doctoral degree outside of business, and primary teaching responsibilities that are not easy to incorporate the area of academic preparation but substantively involved with professional engagement.)
- 5. 具稅務專業(或同時具法律與會計專業)碩士學位，且授課領域與其專業相關  
(A specialized graduate degree in taxation. (Be qualified to teach taxation.))

■條件二、近五年內參與下列三項(含以上)不同學術/實務活動(這些活動須有充分證據且經資格認定委員會認可)：

(Engaging in a minimum of three of the following academic/professional activities within the last five years (with sufficient evidence recognized by the qualification committee).)

- 1. 具有發表於期刊或雜誌的學術論文或專業文章  
(Authoring a paper or an article of academic or professional interest in a journal or magazine.)
- 2. 具有與專長領域相關的產業界/政府機構諮詢委員之經歷  
(Working on significant business consulting activities important to an organization or working in a government consulting committee in the individual's discipline.)
- 3. 具有實務刊物的常設委員或編輯委員之經歷  
(Serving as a regular contributor to, or as an editor of, a professional publication (writing a regular column).)
- 4. 從事能引領其專業領域知識發展趨勢之創新活動  
(Engaging in innovative activities leading the knowledge development trend in professional field.)
- 5. 發表或參與國內外專業研討會等活動  
(Presenting or participating in professional association meetings/conferences (local, regional, national, or international).)
- 6. 具有專業學會/協會等組織之領導相關職務之經歷，如：理事長/副理事長、秘書長/副秘書長等  
(Holding a leadership position in a professional organization.)
- 7. 具有有效的實務領域專業證照  
(Attaining a valid professional certification or license (e.g., CPA, CFA).)
- 8. 著有教科書或商管實務相關的書籍  
(Publishing a textbook or a professional book.)
- 9. 具有(非)營利企業董/監事會成員之經歷  
(Serving as an active member of a board of directors (corporate or non-profit organization).)
- 10. 具有院士或相當程度之經歷  
(Elected to a fellowship, or equivalent, of a professional association.)
- 11. 獲得專利權  
(Obtaining a patent.)

12. 擔任校級、院級或系級主管/副主管，如：校長、副校長、各處室一級或二級主管及副主管、院長、副院長、系所中心主管/副主管  
(Serving as the President/Vice President of the University, Dean/Associate Dean and Director/Associate Director of a university administrative office, Dean/Associate Dean of a school, Chair/Associate Chair of a department/institute/center.)
13. 具有仲裁/專業調解等法律經歷，例如擔任仲裁人或專業調解委員  
(Having law-related professional experiences such as serving as an arbitrator or a mediator in a mediation committee.)
14. 主持三十萬元以上之產學合作案  
(Undertaking an over NT\$300,000 industry-academia project.)
15. 具有政府立案商管專業學會/協會理監事之經歷  
(Serving in directing board of a government-accredited business professional association.)
16. 具有企業/民間組織/政府機關授課至少十五小時(或演講至少五次)之經歷  
(Teaching in an extension program designed for specific corporate/government/civil society for at least fifteen hours or five times.)
17. 具有借調產業界或政府單位至少一學期之經歷  
(Having been temporarily transferred to business or government units for at least one semester.)
18. 具有擔任專業會議或論壇的主持人或與談人至少二次之經歷  
(Serving as a moderator or panelist in professional conferences or panel discussions for at least twice.)
19. 具有撰寫個案且收錄於個案庫之經歷，例如光華管理個案收錄庫、台灣管理個案中心之個案收錄庫、Harvard、Stanford、Ivey 等校的個案收錄庫。  
(Writing a case published in database such as Kung-Hwa Management Cases Collections and Taiwan Management Case Center's collections, case studies collections from Harvard Business School, Stanford Graduate School of Business, Ivey Business School, etc.)
20. 開發對其專業領域有所貢獻之軟體套件  
(Developing a software package devoted to professional field.)
21. 從事推動社會企業發展之專業活動  
(Engaging in professional activities related to social business development.)
22. 其他合適的實務活動  
(Other appropriate professional activities.)

老師 - SP signed: \_\_\_\_\_

(擔任本院教師前有多多年全職的業界相關經驗且近期有相當學術研究成果)  
(Scholarly Practitioners, 必須同時具備條件一、二及三)

■條件一、具有下列其中一項學位條件：

(Satisfying one of the following initial academic preparation criteria:)

- 1. 具有碩士學位(含)以上(與現任教學領域相關)  
(A master degree or higher in the area in which the individual teaches.)
- 2. 經資格認定委員會就其專業成就之質量認可具有至少等同於碩士學位程度  
(SP status may be appropriate for individuals without master's degrees if the depth, duration, sophistication, and complexity of their professional experience at the time of hiring outweigh their lack of master's degree qualifications.)

■條件二、具有與現任教學課程相關之全職專業工作經驗累計達三年(含以上)

(Having at least three years of full-time work experience in the area in which the individual teaches.)

■條件三、具下列任一項條件：

(Completing one of the following activities.)

- 1. 近五年內具有二篇經審查機制通過之期刊論文(須有充分證據)  
(Publishing two peer-reviewed journals within the last five years (with sufficient evidence).)
- 2. 近五年內參與下列二項(含以上)不同學術/專業活動(這些活動須有充分證據且經資格認定委員會認可):  
(Engaging in a minimum of two of the following academic/professional activities within the last five years (with sufficient evidence recognized by the qualification committee).)
  - (a) 發表會議論文  
(Presenting a conference proceedings paper.)
  - (b) 著作專書  
(Authoring a research monograph.)
  - (c) 發表或修改教科書  
(Publishing or revising a textbook.)
  - (d) 發表經審查機制通過之教案  
(Publishing a peer reviewed case study that advance knowledge.)
  - (e) 擔任專業期刊或雜誌之編輯委員  
(Serving in the editorial board for a professional journal or magazine.)
  - (f) 在國內外會議中發表經審查機制通過之文章或論文集  
(Publishing a refereed paper or symposium at an international or national conference.)
  - (g) 獲得三十萬元以上之研究獎助  
(Receiving competitive research grant of NT\$300,000 or greater.)

## 老師 - IP signed: \_\_\_\_\_

(擔任本院教師前具有多年全職業界相關經驗，且近五年亦有與專長領域相關實務活動)  
(Instructional Practitioners，必須同時具備條件一、二及三)

### ■條件一、具有下列其中一項學位條件：

(Satisfying one of the following initial academic preparation criteria:)

- 1. 具有碩士學位(含)以上(與現任教學領域相關)  
(A master degree or higher in the area in which the individual teaches.)
- 2. 經資格認定委員會就其專業成就之質量認可具有至少等同於碩士學位程度  
(IP status may be appropriate for individuals without master's degrees if the depth, duration, sophistication, and complexity of their professional experience at the time of hiring outweigh their lack of master's degree qualifications.)

### ■條件二、具有與現任教學課程相關之全職專業工作經驗累計達三年(含以上)

(Having at least three years of full-time work experience in the area in which the individual teaches.)

### ■條件三、近五年內參與二項(含以上)下列學術/實務活動(這些活動須有充分證據且經資格認定委員會認可)：

(Engaging in a minimum of two of the following professional/academic activities within the last five years (with sufficient evidence recognized by the qualification committee).)

- 1. 具有發表於期刊或雜誌的學術論文或專業文章  
(Authoring a paper or an article of academic or professional interest in a journal or magazine.)
- 2. 具有與專長領域相關的產業界/政府機構諮詢委員之經歷  
(Working on significant business consulting activities important to an organization or working in a government consulting committee in the individual's discipline.)
- 3. 具有實務刊物的常設委員或編輯委員之經歷  
(Serving as a regular contributor to, or as an editor of, a professional publication (writing a regular column).)
- 4. 從事能引領其專業領域知識發展趨勢之創新活動  
(Engaging in innovative activities leading the knowledge development trend in professional field.)
- 5. 發表或參與國內外專業研討會等活動  
(Presenting or participating in professional association meetings/conferences (local, regional, national, or international).)
- 6. 具有專業學會/協會等組織之領導相關職務之經歷，如：理事長/副理事長、秘書長/副秘書長等  
(Holding a leadership position in a professional organization.)
- 7. 具有有效的實務領域專業證照  
(Attaining a valid professional certification or license (e.g., CPA, CFA).)
- 8. 著有教科書或商管實務相關的書籍  
(Publishing a textbook or a professional book.)
- 9. 具有(非)營利企業董/監事會成員之經歷  
(Serving as an active member of a board of directors (corporate or non-profit organization).)
- 10. 具有院士或相當程度之經歷  
(Elected to a fellowship, or equivalent, of a professional association.)
- 11. 獲得專利權  
(Obtaining a patent.)
- 12. 擔任校級、院級或系級主管/副主管，如：校長、副校長、各處室一級或二級主管及副主管、院長、副院長、系所中心主管/副主管  
(Serving as the President/Vice President of the University, Dean/Associate Dean and Director/Associate Director of a university administrative office, Dean/Associate Dean of a school, Chair/Associate Chair of a department/institute/center.)

- 13. 具有仲裁/專業調解等法律經歷，例如擔任仲裁人或專業調解委員  
(Having law-related professional experiences such as serving as an arbitrator or a mediator in a mediation committee.)
- 14. 主持三十萬元以上之產學合作案  
(Undertaking an over NT\$300,000 industry-academia project.)
- 15. 具有政府立案商管專業學會/協會理監事之經歷  
(Serving in directing board of a government-accredited business professional association.)
- 16. 具有企業/民間組織/政府機關授課至少十五小時(或演講至少五次)之經歷  
(Teaching in an extension program designed for specific corporate/government/civil society for at least fifteen hours or five times.)
- 17. 具有借調產業界或政府單位至少一學期之經歷  
(Having been temporarily transferred to business or government units for at least one semester.)
- 18. 具有擔任專業會議或論壇的主持人或與談人至少二次之經歷  
(Serving as a moderator or panelist in professional conferences or panel discussions for at least twice.)
- 19. 具有撰寫個案且收錄於個案庫之經歷，例如光華管理個案收錄庫、台灣管理個案中心之個案收錄庫、Harvard、Stanford、Ivey 等校的個案收錄庫。  
(Writing a case published in database such as Kung-Hwa Management Cases Collections and Taiwan Management Case Center's collections, case studies collections from Harvard Business School, Stanford Graduate School of Business, Ivey Business School, etc.)
- 20. 開發對其專業領域有所貢獻之軟體套件  
(Developing a software package devoted to professional field.)
- 21. 從事推動社會企業發展之專業活動  
(Engaging in professional activities related to social business development.)
- 22. 其他合適的實務活動  
(Other appropriate professional activities.)