

# Guidelines of the School of Management at National Central University for the Implementation of Faculty Evaluation

1. The Guidelines are formulated in accordance with Article 3 of the Standards of National Central University for Faculty Evaluation.
2. The full-time (project) faculty members of the School should be subject to the evaluation pursuant to the schedule under Article 2 of this University's Standards for Faculty Evaluation, provided that a faculty member may submit relevant supporting documents before the evaluation to the Third Level Faculty Evaluation Committee for an approval to postpone the evaluation for reasons such as childbirth, leave with pay suspension, research leave, service to another agency or school on secondment or other major causes.
3. Each department or institute will prepare a self-assessment report for the faculty member to be evaluated in the respective year, and then send it to the Faculty Evaluation Committee of the School for evaluation before September 20 according to the Table on Division of Work of the Third-Level Faculty Evaluation Committee after the report is stamped with the seals of the department or institute supervisors. The format of the faculty member's self-assessment report shall be set by the School.
4. The scope of faculty evaluation consists of four major categories, namely, teaching, research, counseling and services and other specific achievements, and the following requirements shall be complied in order to pass:
  - (1) At least 10 points shall be achieved for the research category and at least 60 points in aggregate shall be achieved.
  - (2) The faculty standard SA or PA (see the attachment for the definitions of SA and PA) required by AACSB shall be met.

Points are calculated in the following manners:

(1) Teaching:

- a. If teaching activities are engaged, 8 points will be earned each year. If the minimum teaching hours are not reached, 1 point will be deducted for each hour of shortfall. Except for required PhD courses, if the minimum number of students taught required by the University is not reached, the teaching hours will not be counted. If the required number of teaching hours is not reached after the deduction, the teaching score for such academic year shall be:

$$8 \text{ points} * \frac{\text{Actual Teaching Hours}}{\text{Required Teaching Hours}}$$

- b. If the teaching evaluation score for required undergraduate courses reaches 4.2 points and the response rate exceeds 50%, one point will be added for each credit; and if the teaching evaluation score for required graduate courses reaches 4.5 points and the response rate exceeds 50%, one point will be added for each credit.
  - c. For advising a master's program student (not including in-service master's program) until graduation, 0.5 point will be earned for each student, and for advising a PhD program student until graduation, one point will be earned for each student, to the extent of not exceeding 10 points in four years.
  - d. If the Excellence in Teaching Award of the School is received, 3 points will be awarded; if the Excellence in Teaching Award of the University is received, 3 more points will be awarded; and if the Outstanding Teaching Award of the University is received, 10 more points will be awarded.
- (2) Research:
- a. For service as the principal investigator of a project sponsored by the Ministry of Science and Technology or a project valued at over NT\$300,000 and commissioned by a public or private organization (limited to a project registered with the Research and Development Office), 4 points will be earned each year. In case of service as a co-principal investigator of the project, 2 points will be earned. Such points as earned shall not exceed 8 in 4 years.
  - b. The point awarding standards for publications are provided as follows:
    - (i) 18 points for each publication in outstanding management school journals.
    - (ii) 15 points for each publication in the SSCI academic journals.
    - (iii) 12 points for each publication in the SCI academic journals.
    - (iv) 10 points for each publication in Grade 1 and Grade 2 TSSCI core journals or any academic journal on the formal CSSCI list.
    - (v) 5 points for each publication in other domestic or overseas academic journals with a peer review system (the faculty member under evaluation shall provide documentation to support the peer review system).
    - (vi) 2 points for each publication presented not in Mandarin in an international seminar with an anonymous peer review system for up to 8 points in 4 years (the faculty member under evaluation shall provide documentation to support

the anonymous peer review system).

(vii) For a publication authored by more than one individual, the points shall be calculated by the following formula:

$$\text{Points} = \frac{2}{\text{Number of Authors} + 1} * (\text{Points for Sole Author})$$

c. 20 points for each MOST Outstanding Research Award and 10 points for each Ta-You Wu Memorial Award.

(3) Counseling and services:

- a. 10 points for service as an editor of an international journal, a governor, supervisor or secretary general of an international academic society; and 5 points for service as an editor of a domestic TSSCI journal or a governor, supervisor or secretary general of a domestic academic society.
- b. 3 points each year for the service as a student mentor, 2 points for the service as a member of all levels of committees at the University, 6 points for each departmental recommendation for an excellent student mentor, 6 more points for the School's recommendation for an excellent student mentor, and 10 more points for receiving the Excellence in Student Mentoring Award of the University.
- c. 6 points for receiving the Public Service Award of the School, and 10 more points for receiving a service award above university level.
- d. 6 points each year for service as a unit supervisor above the level of department or a center director above the level of school, and 3 points each year for service as a deputy unit supervisor above the level of department or a Level-2 supervisor of an administrative unit.
- e. 4 points each year for the service as a principal investigator of a research project funded by the University (such as the Aim for the Top University Project, Higher Education Sprout Project, etc.), provided that no point will be counted for a co-principal investigator of a project.

(4) Other specific achievements:

If an individual concerned under evaluation has special service achievements not included above, s/he may request the their submission to the departmental or institute faculty evaluation committee for recognition by awarding points commensurate to the degree of contribution reflected in the above items.

**5. If a faculty member meets the criteria outlined in Article 4, Paragraph 1, Subparagraphs 1 to 7 of the university's Faculty Evaluation Guidelines may be exempt from the evaluation process.**

If a faculty member meets the criteria in Article 4, Paragraph 1, Subparagraph 8 of the university's Faculty Evaluation Guidelines (i.e., being 60 years old or older and having passed the university's most recent evaluation), they may choose to pass the evaluation by selecting one of the following methods:

- (1) Evaluation based on points as specified in Article 4 of these Implementation Rules.
- (2) Meeting any one of the faculty standards (SA, PA, SP, IP) established by AACSB (definitions detailed in the attachment). Subsequent evaluations will be conducted every four years.

The provisions outlined above will go into effect in 2026.

6. If a faculty member under evaluation does not meet the above conditions and fails to pass the evaluation, the subsequent handling procedure shall be governed by the Standards of National Central University for Faculty Evaluation.
7. Matters not provided for under the Guidelines shall be handled exclusively in accordance with the Standards of National Central University for Faculty Evaluation.
8. The Guidelines shall be formulated by the Faculty Evaluation Committee of the School and shall become effective after being adopted by the School Affairs Meeting of the School and the Faculty Evaluation Committee of the University, except for Article 4, Paragraph 1, Subparagraph 2, which will go into effect in 2022, and Article 5, Paragraph 2, which will go into effect in 2026, and this shall also apply to amendments thereto.

## 附件

### SA 定義

(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)

## Attachment

### Definition of SA

(This generally refers to an individual who holds a PhD degree and has been actively devoted to academic research and been able to maintain his/her professional knowledge)

(Scholarly Academics can be separately determined according to the General Faculty Standard or the ABD Faculty Standard, provided that Condition 1 and Condition 2 under each standard shall be satisfied at the same time.)

#### ■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.)

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## 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.)

## PA 定義

(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)

## Definition of PA

(This refers to an individual with a PhD degree and has recently actively been devoted to practical activities relating to his/her specialized field)

(Practice Academics shall meet Condition 1 and Condition 2 at the same time)

### □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- 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 NTS\$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.)