

國立屏東科技大學專任教師聘任及升等審查辦法

National Pingtung University of Science and Technology Fulltime Faculty Appointment and Promotion Review Regulations

95年3月9日本校第26次校務會議通過
97年8月29日本校97學年度第1學期第1次教評會修正通過
97年10月27日本校第36次校務會議修正通過
98年2月16日本校97學年度第2學期第1次臨時教評會修正通過
98年3月16日本校第38次校務會議修正通過
98年10月19日本校98學年度第1次臨時校務會議通過
98年10月29日本校98學年度第1學期第2次教評會修正通過
99年1月18日本校第41次校務會議修正通過
100年3月14日本校第46次校務會議修正通過
101年6月21日本校第51次校務會議修正通過
102年12月30日本校第54次校務會議修正通過
104年6月15日本校第57次校務會議修正通過
105年6月13日本校第59次校務會議修正通過第6、8、12及17條、評分量表之一、評分量表之二
105年10月24日本校105學年度第1次臨時校務會議修正通過第8條
105年12月26日本校第60次校務會議修正通過第1條、3至5、6條之1、7、9、12、15、19、21、25條及評量表之二並自106年2月1日起施行
108年10月07日本校108學年度第1次臨時校務會議修正通過第2、4、6之1、8、9、15、19之1及25條
109年6月22日本校第67次校務會議修正通過第8條
110年12月27日本校第70校務會議修正通過第6之1及12條、升等評分量表之一
111年6月6日本校第71次校務會議修正通過第19條之1
111年12月26日本校第72次校務會議修正通過第15、17、19、19條之1
112年6月5日本校第73次校務會議修正通過第4、6之1、7、16、21、22條
2000年0月0日本校第0次校務會議修正通過第15、19、19之1、25條及評分量表之一~三
March 9, 2006: Approved in the 26th School Affairs Meeting of the academic year 2006.
August 29, 2008: Amended and approved in the 1st Teaching Evaluation Meeting of the 97th academic year.
October 27, 2008: Amended and approved in the 36th School Affairs Meeting.
February 16, 2009: Amended and approved in the 1st Extraordinary Teaching Evaluation Meeting of the 97th academic year.
March 16, 2009: Amended and approved in the 38th School Affairs Meeting.
October 19, 2009: Approved in the 1st Extraordinary School Affairs Meeting of the 98th academic year.
October 29, 2009: Amended and approved in the 2nd Teaching Evaluation Meeting of the 98th academic year.
January 18, 2010: Amended and approved in the 41st School Affairs Meeting.
March 14, 2011: Amended and approved in the 46th School Affairs Meeting.
June 21, 2012: Amended and approved in the 51st School Affairs Meeting.
December 30, 2013: Amended and approved in the 54th School Affairs Meeting.
June 15, 2015: Amended and approved in the 57th School Affairs Meeting.
June 13, 2016: Amended and approved in the 59th School Affairs Meeting, including articles 6, 8, 12, and 17, as well as evaluation tables one and two.
October 24, 2016: Amended and approved in the 1st Extraordinary School Affairs Meeting of the 105th academic year, including article 8.
December 26, 2016: Amended and approved in the 60th School Affairs Meeting, including articles 1, 3-5, 6-1, 7, 9, 12, 15, 19, 21, 25, and evaluation table two. To be implemented starting from February 1, 2017.
October 7, 2019: Amended and approved in the 1st Extraordinary School Affairs Meeting of the 108th academic year, including articles 2, 4, 6-1, 8, 9, 15, 19-1, and 25.
June 22, 2020: Amended and approved in the 67th School Affairs Meeting, including article 8.
December 27, 2021: Amended and approved in the 70th School Affairs Meeting, including articles 6-1 and 12, as well as the promotion evaluation table one.
June 6, 2022: Amended and approved in the 71st School Affairs Meeting, including article 19-1.
December 26, 2022: Amended and approved in the 72nd School Affairs Meeting, including articles 15, 17, 19, and 19-1.
June 5, 2023: Amended and approved in the 73rd School Affairs Meeting, including articles 4, 6-1, 7, 16, 21, and 22.
[Year and date]: [Meeting number] School Affairs Meeting, amendments were approved in articles 15, 19, 19-1, 25, and evaluation tables one to three.

第一章 總 則

Chapter 1 General Provisions

第一條

國立屏東科技大學（以下簡稱本校）為辦理所屬編制內專任教師聘任及升等審查，特依據「教師法」、「教育人員任用條例」、「專科以上學校教師資格審定辦法」及本校「教師評審委員會設置辦法」暨相關規定，訂定「國立屏東科技大學專任教師聘任及升等審查辦法」（以下簡稱本辦法）。

The National Pingtung University of Science and Technology (hereinafter referred to as "the University") has established the "Regulations for the Appointment and Promotion Review of Full-time Faculty Members" (hereinafter referred to as "these Regulations") in accordance with the "Teachers Act," "Act Governing the Appointment of Educators," "Regulations for the Qualification Examination of Teachers in Junior Colleges and Higher Educational Institutions," and the University's "Regulations on the Establishment of the Faculty Evaluation Committee", as well as related regulations, for the purpose of conducting the appointment and promotion review of full-time faculty members within its organizational framework.

第二條

本校專任教師之聘任及升等之審議，除法令另有規定外，悉依本辦法辦理。

Article 2: The appointment and promotion review of full-time faculty members at the University shall be conducted in accordance with these Regulations, unless otherwise stipulated by laws and regulations.

第三條

本校專任教師之聘任及升等，應在本校預算編制教師員額內為之。

Article 3: The appointment and promotion of full-time faculty members at the University shall be carried out within the allocated faculty positions in the University's budget.

第四條

本辦法所稱「系」係指系、所、學位學程、專班、通識教育中心、師資培育中心、語言中心及體育室。

Article 4: For the purposes of these Regulations, "department" refers to departments, graduate institutes, degree programs, special classes, the General Education Center, the Teacher Education Center, the Language Center, and the Physical Education Office.

第四條之一

教師送審之專門著作、作品、成就證明、技術報告或教學報告等專業成就，應依教育部訂頒「專科以上學校教師資格審定辦法」及相關規定辦理。

前項專業成就之審查作業，由本校送請校外相關領域學者、專家評審，其審查要點另定之。

Article 4- 1: The professional achievements of teachers submitted for review, including specialized works, creations, certificates of achievement, technical reports, or teaching reports, shall be handled in accordance with the regulations promulgated by the Ministry of Education, "Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education", and related provisions.

The review of professional achievements mentioned in the preceding paragraph shall be conducted by external scholars and experts in relevant fields invited by the University, with specific review criteria to be separately determined.

第二章 聘 任

Chapter 2: Appointment

第五條

各系應視專任教師缺額、發展方向、師資需求及課務需要提聘專任教師，所聘專任教師之學術專長應符合本校開設之課程。

Article 5: Each department shall propose the appointment of full-time faculty members based on the vacancies, development direction, faculty needs, and academic requirements of the University. The academic expertise of appointed full-time faculty members should align with the courses offered by the University.

第六條

本校教師分為教授、副教授、助理教授及講師四級，新聘教師應依「教育人員任用條例」暨相關規定審查其教師資格。

Article 6: The faculty members of the University are divided into four ranks: Professor, Associate Professor, Assistant Professor, and Lecturer. Newly appointed faculty members should undergo a qualification review in accordance with the "Act Governing the Appointment of Educators" and related provisions.

第六條之一

新聘專任教師應由各級教師評審委員會（以下簡稱教評會）審查，審查程序如下：

Article 6-1: Newly appointed full-time faculty members shall undergo a review conducted by the relevant Faculty Evaluation Committee (hereinafter referred to as the "Committee"). The review process is as follows:

一、初審：

系教評會應就擬聘專任教師之教學、研究、專長、品德及擬任教課程等事項進行初審。初審通過者，系應將其著作、證件等相關資料及應徵人員名單、系教評會會議紀錄，送所屬學院教評會辦理複審。

應徵者現(曾)任本校專案教師且經同一聘任單位連續二學年評鑑認定優良者，於應徵同一聘任單位專任教師職缺時，應逕與系教師評審委員會完成初審推薦之人選並得排序或共列，一併送請學院辦理複審。

Preliminary Review: The department's Committee shall conduct a preliminary review on matters such as the teaching, research, expertise, character, and proposed courses of the prospective full-time faculty member. Those who pass the preliminary review shall have their relevant documents, including works and certificates, along with the list of candidates and minutes of the department's Committee meeting, submitted to

the College's Committee for further review.

Candidates who are currently (or previously) employed as project teachers at the University and have been consecutively evaluated as excellent by the same hiring unit for two academic years, when applying for a full-time faculty position within the same hiring unit, may directly complete the preliminary review and recommendation by the department's Faculty Evaluation Committee. Their applications may be sorted or listed together for the college's further review.

二、複審：專業成就

院教評會複審前，由院長辦理專業成就外審作業。以專門著作、技術報告、藝術類科作品、成就證明、教學報告或體育成就證明送審者，應一次送五人審查，獲四人以上評審為七十分以上，始得繼續複審之程序。但教師已具擬聘任等級之教師資格證書者得免辦外審作業。

院教評會應就擬聘專任教師資料進行複審。複審通過者，學院應檢送擬聘專任教師之著作、證件、著作外審成績等相關資料及系應徵人員名單、院教評會會議紀錄，送校教評會辦理決審。

Professional Achievement Review: Before the college's Committee conducts the further review, the Dean shall conduct an external review of professional achievements. Candidates who submit specialized works, technical reports, artistic works, certificates of achievement, teaching reports, or sports achievement records should be reviewed by a panel of five reviewers. To proceed with the further review, the candidate must receive a score of seventy or above from at least four reviewers. However, teachers who already possess a teaching qualification certificate for the intended position are exempt from the external review process.

The college's Committee shall conduct a further review of the documents related to the prospective full-time faculty member. Those who pass the further review shall have their works, certificates, and external review scores submitted to the University's Committee, along with the list of candidates and minutes of the college's Committee

meeting, for final approval.

三、決審：

校教評會決審前，校長得組成新聘專任教師遴聘小組就擬聘專任教師進行面試。

Final Review: Before the University's Committee makes a final decision, the University President may form a New Faculty Selection Team to conduct interviews with the prospective full-time faculty members.

校教評會就擬聘專任教師資料進行決審，決審通過者，陳報校長核定聘任之。校長得依決審情形核定聘任，或敘明事由退請再議。

The University's Committee shall conduct a final review of the documents related to the prospective full-time faculty member. Those who pass the final review shall be reported to the University President for official appointment. The University President may approve the appointment based on the final review outcome, or state the reasons for referral for further deliberation.

本校基於校務發展需要，延攬學術研究傑出或特殊領域教師(研究人員)，得免經各系初審、逕由院教評會辦理審查，並送校教評會審議(決審)通過後聘任，有關學術研究傑出及特殊領域之延攬規定另訂之。

The University may, based on the needs of academic development, directly recruit outstanding researchers or teachers in special fields (researchers), exempting them from the departmental preliminary review. Their appointment shall be subject to the review and approval of the college's Committee and the University's Committee (final review). Specific regulations regarding the recruitment of outstanding researchers and teachers in special fields shall be separately formulated.

第七條

本校研究人員、專業技術人員、專案教師及兼任教師聘審，其辦法另定之。

Article 7: The procedures for the appointment and review of researchers, professional

technicians, project teachers, and adjunct teachers at the University shall be separately determined.

第八條

新聘教師應公開甄選，各系教評會就擬聘教師之教學、研究、專長、品德及擬任教課程等事項進行審議，並依評審結果擬聘一名、提送二至三人，且排定優先順序，敘明理由送請院、校教評會逐級審查通過後，報請校長核聘。

Article 8: Newly appointed faculty members shall undergo an open selection process. The department's Committee shall review matters such as the teaching, research, expertise, character, and proposed courses of the prospective faculty member. Based on the review results, the department shall propose one candidate and submit two to three candidates, prioritized and with justifications, for further review by the college and University's Committees. Upon approval at each level, the proposal shall be submitted to the University President for appointment.

前項應徵教師人數未達二人時，應簽請原公告延長，若連同第二次延長公告應徵教師人數仍未達二人時，應經系教評會重新檢視徵才專業領域或擬聘職級公告內容之適切性，並簽奉校長核定後重新公告之。各次徵才公告期間所有應徵教師應合併辦理，合併後應徵教師人數須達二人以上，始得進行初審工作。通過初審人數未達二人，應依前揭程序重新公告，公告期間至少二週為原則，已通過初審資格者應予保留。

In cases where the number of applicants does not reach two, the department shall request an extension of the initial announcement. If, after the second extension, the number of applicants still does not reach two, the department's Committee shall reevaluate the appropriateness of the professional field or the proposed rank in the announcement, and submit it to the University President for approval after the Dean's endorsement. During the announcement period of each recruitment round, all applicants shall be processed collectively. The number of applicants passing the initial review must be two or more to

proceed with the preliminary review. If the number of candidates passing the preliminary review is less than two, the process shall be re-announced following the above procedures. The announcement period should be at least two weeks, as a general principle. Those who meet the qualifications for the preliminary review should be retained.

提聘教師時須敘明擬請其任教之科目及授課時數，任教科目不適當或授課時數不足，均不予聘任。

When appointing faculty members, the proposed subjects and teaching hours should be specified. Appointments will not be made if the subjects are deemed inappropriate or if the teaching hours are insufficient.

提聘教師如任教專業科目或技術科目者，應具備一年以上與任教領域相關之業界實務工作經驗。

For faculty members teaching specialized or technical subjects, they should have at least one year of practical work experience related to the teaching field.

前項所稱業界實務工作經驗係指在國內外取得與所任教領域相關且有助於教學之工作經驗，並得以連續或累計方式採計，其認定標準如下：

The aforementioned practical work experience in the industry refers to work experience obtained domestically or internationally that is relevant to the teaching field and contributes to teaching. It may be recognized in a continuous or cumulative manner. The recognition criteria are as follows:

1、 於政府機關（構）、行政法人、公營事業機構、私立機構、依法設立登記或立案之法人或團體服務，並提出服務證明或投保資料者。

Service in government agencies (organizations), administrative legal persons, public enterprises, private organizations, legally registered or incorporated entities, or groups, along with the submission of service certificates or insurance documents.

2、 於產學合作機關（構）或產業執行產學合作計畫，並提出相關計畫合約或成果證明者。

Execution of industry -academic cooperation projects in industry-academia cooperation institutions (organizations) or industries, along with the submission of relevant project contracts or achievement certificates.

- 3、 不包括於短期補習班或各級學校從事教學工作經驗之其他工作內涵與所任教領域相近之單位服務，並提出服務證明或具體成就證明者。

Service in units with job content similar to the teaching field and recognized achievements, excluding short-term cram schools or teaching positions in various schools, along with the submission of service certificates or specific achievement certificates.

業界實務工作經驗與任教領域相關之證明，應檢附前項各款之證明文件並經本校三級教師評審委員會審議採認，如由國外機關（構）開立之證明文件，應同時由我國公證人翻譯並簽章。

The proof of industry-related practical work experience shall be accompanied by the documents specified in the preceding three items and shall be reviewed and recognized by the University's three-level Faculty Evaluation Committee. If the proof is issued by foreign institutions (organizations), it should be translated and notarized by a public notary in Taiwan.

第九條

提聘專任教師應檢具下列表件：

Article 9: The following documents shall be provided by newly appointed full-time faculty members:

- 1、 最高學位證書。

Highest academic degree certificate.

- 2、 專科以上教師資格證書（尚未取得者免附）。

Teacher qualification certificate for post-secondary education or higher (those who have not obtained it are exempt).

- 3、 成績單（已有專科以上教師資格證書者得免附）。

Transcripts (those who already possess a teacher qualification certificate for post-secondary education or higher are exempt).

- 4、最高學位論文（含作品）及參考著作（含參考資料）一覽表。但本校聘任職級，較擬應聘者所具教師資格證書職級為高者，應檢附其取得送審前一等級教師資格後著作（或作品、成就證明）以供審查（含參考資料）。

List of highest academic degree thesis (including works) and reference works (including reference materials). However, if the proposed position rank is higher than the applicant's current teacher qualification certificate, the applicant should provide works (or works, proof of achievement) obtained after achieving the previous level of teacher qualification for review (including reference materials).

- 5、詳細履歷表。

Detailed curriculum vitae.

- 6、其他足供聘任參考之資料（由提聘之系、院或學校依權責要求檢附）。 Other relevant information for appointment consideration (to be provided as required by the appointing department, college, or school).

提聘專任教師送審之專門著作、作品、成就證明及技術報告，由送審人擇定至多五件，並自行擇一為代表作，其餘列為參考作；其屬系列之相關研究者，得合併為代表作並受至多五件之限制。其列名原則應遵守「政府機關（構）辦理或補助民間團體赴海外出席國際會議或從事國際交流活動有關會籍名稱或參與地位之處理原則」辦理。曾為代表作送審者，不得再作新聘之代表作。

For the specialized works, creations, proof of achievements, and technical reports submitted by the newly appointed faculty members, the applicant may choose up to five pieces, select one as the representative work, and list the rest as reference works. For those who belong to the same department and have relevant research, they may combine them into a

representative work with a maximum limit of five pieces. The naming principle should comply with the "Handling Principles for Membership Names or Participation Status in Overseas International Conferences or Engagement in International Exchange Activities Organized or Subsidized by Government Agencies (Organizations)." Those who have previously submitted representative works may not submit new ones for appointment.

第十條

新聘教師之聘任、著作外審程序及作業期程等規定，依本校「專任教師遴聘作業要點」暨「辦理教師專業成就審查作業要點」辦理，其作業要點另定之。

Article 10: The provisions regarding the appointment, external review process for works, and operational schedule for newly appointed faculty members undergoing promotion review shall be carried out in accordance with the "Operational Guidelines for the Appointment of Full-time Faculty Members" and the "Operational Guidelines for Conducting Professional Achievement Reviews", as specified by the University. Specific operational guidelines shall be separately established.

第十一條

本校專任教師之聘期按學年聘任，初聘為一年，續聘第一次為一年，以後續聘每次均為二年。

Article 11: The appointment period for full-time faculty members at the University is based on an academic year. The initial appointment is for one year, and subsequent reappointments are for two years each time.

第十二條

專任教師於聘約期限屆滿前有下列情形者，應以專任教師評鑑結果作為續聘之依據。

Article 12: For full-time faculty members whose appointment term is nearing expiration, the results of the faculty evaluation shall serve as the basis for reappointment in the following circumstances:

1、第三次續聘（即為第五學年度起）時。

When applying for the third reappointment (starting from the fifth academic year).

2、依本校專任教師評鑑辦法施行細則第五條第二項重新計算評鑑學年度或第六條核准延長評鑑學年度後，辦理續聘案審議前。

Before the reappointment case review is conducted due to the recalculation of the evaluation academic years in accordance with Article 5, Paragraph 2 of the Detailed Rules for the Implementation of the Regulations for the Evaluation of Full-time Faculty Members or the extension of the evaluation academic years approved in accordance with Article 6.

專任教師之續聘須經各系、學院教評會評審，並將評審結果送人事室彙提本校教評會審議，如有不續聘、解聘、停聘、資遣情形時，除依教師法相關規定辦理外，並依行政程序法規定合法送達當事人。

The reappointment of full-time faculty members shall be subject to review by the department, college, and University Faculty Evaluation Committees. In the event of non-renewal, dismissal, suspension, or termination of appointment, in addition to processing in accordance with relevant regulations of the Teachers Act, legal notification shall also be served to the parties concerned in accordance with the Administrative Procedure Act.

專任教師聘任後除有「教師法」、「大學法」第十九條及本校「專任教師不續聘辦法」、「教師倫理守則」等相關規定所訂情節外，不得解聘、停聘、不續聘、資遣。專任教師擬於聘約期限屆滿後，不再應聘或擬於聘約存續期間內辭職時，均應於聘約屆滿二個月前以書面通知學校。經學校同意後，始得離職。

After the appointment of full-time faculty members, except for circumstances specified in Article 19 of the Teachers Act, Article 10 of the University Act, the University's "Regulations for Non-Renewal of Full-time Faculty Members", and the "Teacher Code of Ethics", no

dismissal, suspension, nonrenewal, or termination shall be made. Full-time faculty members who intend to resign after the expiration of their contract period or within the duration of their contract shall provide written notice to the University at least two months in advance. Upon approval by the University, they may leave their position.

第十三條

新聘教師未具教育部核頒之本校擬聘等級教師資格證書者，應於到職三個月內，依規定檢齊證件送校，向教育部請頒教師資格證書。

Article 13: Newly appointed faculty members who have not yet obtained the University's proposed level teacher qualification certificate as certified by the Ministry of Education shall submit the required documents to the University within three months of their appointment and apply to the Ministry of Education for the teacher qualification certificate.

第十四條 (刪除)

Article 14 (deleted)

第三章 升 等

Chapter 3: Promotion

第十五條

Article 15:

本校擬申請升等之專任教師，其資格須合於下列之規定：

Full-time faculty members applying for promotion at the University must meet the following criteria:

- 1、 講師升助理教授者，須曾任本校講師(含同職級專案教師)三年以上，服務成績優良，並有專門著作者。

Lecturer to Assistant Professor: Must have served as a Lecturer (including project teachers at the same rank) at the University for three or more years, demonstrated outstanding performance, and have specialized works.

- 2、 助理教授升副教授者，須曾任本校助理教授(含同職級專案教師)三年以上，服務成績優良，並有專門著作者。

Assistant Professor to Associate Professor: Must have served as an Assistant Professor (including project teachers at the same rank) at the University for three or more years, demonstrated outstanding performance, and have specialized works.

- 3、 副教授升教授者，須曾任本校副教授(含同職級專案教師)三年以上，服務成績優良，並有重要專門著作者。

Associate Professor to Professor: Must have served as an Associate Professor (including project teachers at the same rank) at the University for three or more years, demonstrated outstanding performance, and have significant specialized works.

具有較高職級教師之資格者，其服務年資得不受前項規定之限制。

For those who hold a higher-ranked teacher qualification, the years of service are not subject to the limitations of the preceding paragraph.

第一項各款所稱服務成績優良，除服務成績證明外，並得以個人其他學術、專業成就證明文件或資料，替代或補充之，並由各級教師評審委員會審議認定。

專任教師申請升等送審之專門著作、作品、成就證明及技術報告，由送審人擇定至多五件，並自行擇一為代表作，且必須以「國立屏東科技大學」之名義發表，其餘列為參考作；其屬系列之相關研究者，得合併為代表作並受至多五件之限制；前經校外專家學者審定不合格者，重新提出申請時，代表著作須為未經送審之著作。其列名原則應遵守「政府機關（構）辦理或補助民間團體赴海外出席國際會議或從事國際交流活動有關會籍名稱或參與地位之

處理原則」辦理。

Up to five pieces of specialized works, creations, proof of achievements, and technical reports submitted by full-time faculty members applying for promotion shall be selected by the applicant, with one chosen as the representative work. These works must be published in the name of "National Pingtung University of Science and Technology." For those who belong to the same department and have relevant research, they may combine them into a representative work with a maximum limit of five pieces. If a previously submitted representative work is deemed unsatisfactory by an external expert, when resubmitting an application, the representative work must be a piece that has not been previously submitted for review. The naming principle should comply with the "Handling Principles for Membership Names or Participation Status in Overseas International Conferences or Engagement in International Exchange Activities Organized or Subsidized by Government Agencies (Organizations)."

第十六條

教師服務年資之計算，以其原職級證書記載之起算年月至升等生效日前一日止。凡在國內全時進修期間，各學期在校授課時數超過法定時數一半者，年資照計。但至多採計二年；未在本校授課者，則其年資不予採計。

Article 16: The calculation of a teacher's years of service shall be based on the start date recorded on their original rank certificate up until the day before the effective date of the promotion. For those who engage in full-time studies domestically during the school year and teach more than half of the legally required teaching hours per semester, the years of service will be counted. However, a maximum of two years will be considered. Those who have not taught at the University will not have their years of service counted.

經核准借調且繼續在校義務授課者，借調期間年資最多採計二年，未授課者不予採計。

For those who have been approved for temporary reassignment and continue to fulfill teaching duties at the University, the maximum years of service during the period of

temporary reassignment shall be two years. Those who have not taught will not have their years of service counted.

本校專案教師服務年資於轉任編制內專任教師時，依第一項規定合併計算。

The years of service for project teachers at the University will be combined and calculated in accordance with the provisions of the first paragraph when transferring to a regular full-time teaching position.

第十七條

教師申請升等如有下列情形之一者不予受理：

Article 17: Applications for promotion of faculty members will not be accepted under the following circumstances:

1、 現職教師未在本校授課者。

Current faculty members who have not taught at the University.

2、 現職教師因留職停薪或延長病假未在本校授課或服務未滿第十五條之規定年資者。

Current faculty members on unpaid leave of absence or extended sick leave who have not taught or served at the University for the prescribed years of service in Article 15.

3、 未依本辦法第十九條規定程序申請者。

Those who have not applied according to the procedures specified in Article 19 of these regulations.

4、 申請升等時，在國內外大學進修或出國講學、研究未在本校授課者，或授課時數未達法定時數一半者。

When applying for promotion, those who have pursued further studies at domestic or foreign universities, taught abroad, or conducted research without teaching at the University, or whose teaching hours did not meet at least half of the legally required hours.

- 5、 著作曾經審查不合格，未經修正而再度提出者。

Works that have been previously reviewed and deemed unsatisfactory, and are resubmitted without revisions.

- 6、 有教師法第十四條第一項、第十五條第一項或第十六條第一項情形之一，尚在調查、解聘或不續聘處理程序中。但因教師未符學校升等期限規定而有教師法第十六條第一項情形者，不在此限。

If any of the situations specified in Article 14, Paragraph 1, Article 15, Paragraph 1, or Article 16, Paragraph 1 of the Teachers Act apply, and the investigation, dismissal, or non-renewal process is still underway. However, this does not apply if the teacher fails to meet the University's promotion deadline as stipulated in Article 16 of the Teachers Act.

- 7、 有教師法第十八條第一項、第二十一條、第二十二條第一項或第二項情形，尚在調查、停聘處理程序中或停聘期間。

If any of the situations specified in Article 18, Paragraph 1, Article 21, Article 22, Paragraph 1, or Paragraph 2 of the Teachers Act apply, and the investigation or suspension process is still underway or during the period of suspension.

- 8、 有教師法第二十七條第一項第二款或第三款情形，尚在調查、資遣處理程序中。

If any of the situations specified in Article 27, Paragraph 1, Subparagraph 2, or Subparagraph 3 of the Teachers Act apply, and the investigation or termination process is still underway.

- 9、 送審之代表著作、技術報告、教學報告或體育成就證明與任教科目不相關者。

Representative works, technical reports, teaching reports, or athletic achievements submitted for review that are unrelated to the subjects taught.

- 10、 擔任現職期間，教學、研究與服務等成效不彰，經有關單位查證屬實

者。

If during the current term of office, the effectiveness of teaching, research, and service is found to be unsatisfactory after verification by relevant units.

十一、其他依教育部或本校規定應予限制升等之情形（如教師評鑑不通過、違反教師資格審查規定等）。

Other circumstances that, according to regulations of the Ministry of Education or the University, should result in restricted promotion (such as failure to pass teacher evaluations, violation of teacher qualification review regulations, etc.).

第十八條 （刪除）

Article 18 (deleted)

第十九條

專任教師升等應經各級教評會審查，審查程序如下：

Article 19: The promotion of full-time faculty members shall be subject to review by the relevant Faculty Evaluation Committees. The review process is as follows:

1、 初審：

系教評會就申請升等專任教師之研究、教學、輔導與服務資料依系升等規定初審。初審通過者，應檢附會議紀錄、專任教師申請升等著作及相關資料送所屬學院進行複審。

Initial Review: The departmental Faculty Evaluation Committee shall conduct an initial review of the research, teaching, guidance, and service materials of the full-time faculty member applying for promotion, in accordance with the department's promotion regulations. If the initial review is approved, minutes of the meeting, the application for promotion works, and relevant materials shall be submitted to the affiliated college for a secondary review.

2、 複審：

學院教評會複審前，應先將初審通過之升等教師著作送請學術副校長辦理專業成就外審作業。以專門著作、技術報告、藝術類科作品、成就證明、教學報告或體育成就證明送審者，應一次送六人審查，審查分數著作外審成績滿分為一百分，擬升等助理教授、副教授者，須有四人以上委員評審七十分以上為合格；擬升等教授者，須有四人以上委員評審七十五分以上為合格；合格者始得繼續複審之程序。

Secondary Review: Before the college Faculty Evaluation Committee conducts a secondary review, the promotion works that have passed the initial review shall be submitted to the Vice President for Academic Affairs for external professional achievement review. For those submitting specialized works, technical reports, art category works, proof of achievements, teaching reports, or athletic achievements, six reviewers shall be appointed at once. The maximum score for the external review is 100 points. Assistant Professors and Associate Professors seeking promotion must have at least four committee members scoring above 70 points for a pass. Professors seeking promotion must have at least four committee members scoring above 75 points for a pass. Only those who pass the external review may proceed to the secondary review process.

複審通過者，學院應檢附會議紀錄、專任教師申請升等著作及相關資料送本校教評會進行決審。

For those who pass the secondary review, the college shall submit minutes of the meeting, the application for promotion works, and relevant materials to the University Faculty Evaluation Committee for final review.

3、 決審：

本校教評會就專任教師之專業成就、研究、教學、輔導與服務成績評分，評分總成績達七十分者為升等通過。

Final Review: The University Faculty Evaluation Committee shall assess the overall

scores for the professional achievements, research, teaching, guidance, and service performance of the full-time faculty member. A total score of 70 or above will result in a promotion approval.

教評會如對校外學者專家審查結果之可信度與正確性有疑義，應提出具有專業學術依據之具體理由，經決議另送一至二名校外學者專家審查後，再送請原審查人復審。

If the Faculty Evaluation Committee has doubts about the credibility and accuracy of the external expert review results, specific reasons based on professional and academic grounds must be provided. After resolution, one to two external experts shall be re-appointed for review, and the original reviewers shall re-review.

教評會之決定過程，應詳載於會議紀錄中，並妥善保存；教評會之決定應敘明具體理由，並以書面告知送審人；決定結果為不合格者，並教示其對決定不服時之救濟方法。

The decision-making process of the Faculty Evaluation Committee shall be detailed in the meeting minutes and properly preserved. The decision of the Faculty Evaluation Committee shall specify the reasons in writing and inform the applicant. In the case of an unsuccessful decision, the relief measures for appealing the decision shall be provided.

第十九條之一

Article 19- 1:

本校教師升等作業參考日程如下：

The reference schedule for the promotion of teachers at our school is as follows:

1、 生效日期為八月一日：

1. Effective Date: August 1st

次序 Sequenc e	一 1	二 2	三 3	四 4
日期 Date	當年 2 月 1 日前 (教師) Before February 1st of the same year (Teachers)	當年 3 月 1 日前 (系) Before March 1st of the same year (Departments)	當年 6 月 1 日前 (學院) Before June 1st of the same year (Colleges)	當年 7 月 15 日前 (本校) Before July 15th of the same year (University)

<p>項目 Task</p>	<p>各級教師向所屬之系提出升等申請。 Teachers at all levels submit promotion applications to their respective departments.</p>	<p>召開系教評會初審。 Departments convene the initial review of the Department Teaching Evaluation Committee.</p>	<p>(1) 依據校級外審送回成績審查是否符合院升等門檻規定。 (1) Review whether the results returned by the college-level external review comply with the college's promotion criteria. (2) 召開院教評會評定成績。 (2) Convene the evaluation of the College Teaching Evaluation Committee</p>	<p>召開校教評會決審。 Convene the final review of the University Teaching Evaluation Committee.</p>
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2、 生效日期為二月一日：

2. Effective Date: February 1st

次序 Sequence	一 1	二 2	三 3	四 4
日期 Date	前年 8 月 1 日 前(教師) Before August 1st of the previous year (Teachers)	前年 9 月 1 日 前(系) Before September 1st of the previous year (Departments)	前年 12 月 1 日 前 (學院) Before December 1st of the previous year (Colleges)	當年 1 月 15 日 前(本校) Before January 15th of the same year (University)
項目 Task	各級教師向 所屬之系提 出升等申 請。 Teachers at all levels submit promotion applications to their respective departments.	召開系教評會 初審。 Departments convene the initial review of the Department Teaching Evaluation Committee.	(1) 依據校級外審 送回成績審查 是否符合院升 等門檻規定。 (1) Review whether the results returned by the college - level external review comply with the college's promotion criteria. (2) 召開院教評會 評定成績。 (2) Convene the evaluation of the College Teaching Evaluation Committee	召開校教評會 決審。 Convene the final review of the University Teaching Evaluation Committee.

第二十條

教師升等評分項目包括專業成就、研究、教學、輔導與服務等四項，其中專業成就成績占總成績百分之五十五，教師得擇定以下情形之一辦理研究、教學、輔導與服務等項目成績之核算，四項成績合計總分達七十分者為通過：

Article 20:

The evaluation criteria for teacher promotion include four categories: professional

achievements, research, teaching, guidance and service. Among them, professional achievement accounts for 55% of the total score. Teachers may choose one of the following options for the evaluation of research, teaching, guidance and service. An overall score of at least 70 points out of 100 is considered a passing grade:

1、 研究成績占總成績百分之十五、教學成績百分之二十、輔導與服務成績占百分之十。

Research accounts for 15% of the total score, teaching accounts for 20%, and guidance and service each account for 10%.

2、 研究成績占總成績百分之十、教學成績百分之二十、輔導與服務成績占百分之十五。

Research accounts for 10% of the total score, teaching accounts for 20%, and guidance and service each account for 15%.

研究之評量標準得由各學院於校定評量項目架構下，視其學院特性自訂，經學院教評會審查，並送本校教評會審議通過後施行。

The assessment criteria for research can be determined by each college based on the framework of evaluation items established by the University, taking into account the characteristics of the college. The criteria must be reviewed by the college Teaching Evaluation Committee and approved by the University Teaching Evaluation Committee before implementation.

教學成績需達第一項總成績配分之百分之七十以上，始得申請升等。輔導與服務之各分項成績需達配分成績百分之七十以上，始得申請升等。

Teaching performance must achieve a score of at least 70% of the total allocated points in the first option. For the categories of guidance and service, each sub-score must achieve at least 70% in order to be eligible for promotion.

第二項、第三項有關研究、教學、輔導與服務成績考核之規定另定之，本校

教師升等評分量表如附件。

Specific regulations for the evaluation of research, teaching, guidance, and service in the second and third options are provided separately. The scoring table for teacher promotion at the university is attached as an appendix.

第二十條之一

教師以學位論文取代專門著作申請升等者，其升等評分項目得包含專業成就、教學、輔導與服務等三項，並擇定以下情形之一辦理成績之核算，三項成績合計總分達七十分者為通過：

Article 20-1:

Teachers who apply for a promotion by substituting a thesis for specialized works may include three categories in the evaluation criteria: professional achievements, teaching, guidance and service. They may choose one of the following options for the evaluation of these categories. A total score of at least 70 points out of 100 is considered a passing grade:

- 1、專業成就成績占總成績百分之七十、教學成績百分之二十、輔導與服務成績占百分之十。

Professional achievements account for 70% of the total score, teaching accounts for 20%, and guidance and service each account for 10%.

- 2、專業成就成績占總成績百分之六十五、教學成績百分之二十、輔導與服務成績占百分之十五。

Professional achievements account for 65% of the total score, teaching accounts for 20%, and guidance and service each account for 15%.

第二十條之二

申請升等教師如不服各級教評會審議結果，除得依本校「教師申訴評議委員會組織及評議要點」之規定向本校教師申訴評議委員會提起申訴外，亦得依

下列程序先行提出申復：

Article 20-2:

If a teacher applying for promotion is dissatisfied with the decision of the Teaching Evaluation Committee at any level, in addition to filing an appeal with the Teacher Appeals and Evaluation Committee of the university in accordance with the "Organization and Evaluation Guidelines for Teacher Appeals and Reviews at the University," they may also follow the procedures below to initiate a review:

- 1、申請升等教師不服初審之決議，得於收到決議通知書之次日起三十日內，以書面敘明理由向學院教評會提出申復。學院教評會審議後，應將審議結果敘明理由以書面通知申請升等教師；如認為申復有理由，應送回系教評會再審議。

If a teacher applying for promotion is dissatisfied with the resolution of the initial review, they may, within thirty days from the day following the receipt of the resolution notice, submit a written request for review to the college Teaching Evaluation Committee, specifying the reasons. After reviewing, the college Teaching Evaluation Committee shall provide written notification of the review results, including the reasons, to the teacher applying for promotion. If the review is deemed to have merit, it shall be sent back to the department Teaching Evaluation Committee for re-evaluation.

- 2、申請升等教師如不服複審之決議，得於收到決議通知書之次日起三十日內以書面敘明理由向本校教評會提出申復。本校教評會審議後，應將審議結果敘明理由以書面通知申請升等教師；如認為申復有理由，應送回院教評會再審議。

If a teacher applying for promotion is dissatisfied with the resolution of the final review, they may, within thirty days from the day following the receipt of the

resolution notice, submit a written request for review to the university Teaching Evaluation Committee, specifying the reasons. After reviewing, the university Teaching Evaluation Committee shall provide written notification of the review results, including the reasons, to the teacher applying for promotion. If the review is deemed to have merit, it shall be sent back to the college Teaching Evaluation Committee for re-evaluation.

學院教評會、本校教評會應於收到申復申請書之次日起三十日內完成審議，必要時得延長三十日，並通知申請升等教師。逾期未提出審議結果，視同申復成立。

The college Teaching Evaluation Committee and the university Teaching Evaluation Committee should complete the review within thirty days from the day following the receipt of the review application. If necessary, an extension of thirty days may be granted, with notification to the teacher applying for promotion. Failure to submit the review results within the specified period will be treated as the acceptance of the review.

申請升等教師以同一事由向本校教師申訴評議委員會提出申訴者，不得再提申復，已進行之申復亦應即停止審議。

A teacher applying for promotion who files a complaint with the Teacher Appeals and Evaluation Committee of the university for the same reason may not submit a review. Any ongoing reviews initiated for the same reason should be immediately suspended.

第二十一條

專任教師申請升等案提送本校教評會審議通過後，升等教師應於二週內主動備齊教師資格送審相關表證，逕送人事室彙整報請教育部核發教師資格證書。

Article 21:

After the promotion case of a full-time teacher has been submitted for approval by the university Teaching Evaluation Committee, the promoted teacher should proactively prepare the relevant certification for teacher qualifications within two weeks, and submit it

to the Personnel Office for compilation and application to the Ministry of Education for the issuance of the teacher qualification certificate.

前項應限期申報之升等教師資格送審相關表證，如可歸責教師個人事由，致不能於規定期限內送本校報部導致本身權益受損時，概由教師自行負責。

For promoted teachers who are required to submit the relevant certification within a limited period according to the preceding paragraph, if they are unable to do so within the specified period due to reasons attributable to the individual, resulting in damage to their own rights and interests, they shall be individually responsible.

本校專任教師辦理升等，於學期開始三個月內報教育部請頒教師資格證書者，以學期開始之年月起計。

Full-time teachers of the university applying for promotion, who report to the Ministry of Education for the issuance of teacher qualification certificates within three months from the beginning of the semester, shall have their qualifications calculated from the beginning of the academic semester.

本校專任教師辦理升等時，因審查未通過提起救濟致原處分撤銷，並經重新審定結果通過者，其年資得依前項規定起算。

When a full-time teacher of the university applies for promotion, if the review is not passed and an appeal is made leading to the withdrawal of the original decision and a re-evaluation with a passing result, their years of service shall be counted from the provisions of the preceding paragraph.

第二十二條

本校各級教師評審委員會委員進行教師聘任及升等議案審議時，有下列各款情形之一者，應自行迴避：

Article 22:

When members of the relevant Teaching Evaluation Committee review the appointment and promotion cases of teachers, they shall recuse themselves if they meet any of the

following conditions:

- 1、 本人或其配偶、前配偶、四親等內之血親或三親等內之姻親或曾有此關係者為事件之當事人時。

The person themselves, their spouse, former spouse, blood relative within the fourth degree, or relative by marriage within the third degree is a party to the matter.

- 2、 本人或其配偶、前配偶，就該事件與當事人有共同權利人或共同義務人之關係者。

The person themselves, their spouse, former spouse, have a common interest or obligation with the party in the matter.

- 3、 現為或曾為該事件當事人之代理人、輔佐人者。

The person is currently or has previously served as the legal representative or assistant of the party in the matter.

- 4、 於該事件，曾為證人、鑑定人者。

The person has served as a witness or expert witness in the matter.

- 5、 現有或曾有指導博士、碩士學位論文之師生關係者。

The person has or has had a supervisor-student relationship in guiding doctoral or master's theses.

- 6、 近三年發表論文或研究成果之共同參與研究者或共同著作人。

The person has jointly participated in research or co-authored publications within the last three years.

- 7、 審查該案件時共同執行研究計畫者。

The person has jointly executed a research project in the matter.

- 8、 其他依法規應予迴避者。

Other circumstances where recusal is required by law.

有下列各款情形之一者，當事人得申請迴避：

A party involved may apply for recusal if there are specific facts sufficient to indicate a potential bias in performing their duties.

1、 有前項所定之情形而不自行迴避者。

If one meets the conditions specified in the preceding clause but does not voluntarily recuse oneself.

2、 有具體事實，足認其執行職務有偏頗之虞者。

If there are concrete facts that are sufficient to indicate a potential bias in the execution of their duties.

第一項應自行迴避情形，應由各級教評會就相關事由逐案審查。第二項申請迴避情形，應由當事人舉其原因及事實，向各級教評會為之，並應為適當之釋明；被申請迴避之教評會委員，對於該申請得提出意見書。

The first circumstance requiring self-recusal shall be examined on a case-by-case basis by the respective levels of the Faculty Evaluation Committees based on relevant reasons. For the second circumstance, the individual involved should provide the reasons and facts to the relevant Faculty Evaluation Committees, and should also provide appropriate clarification. The committee member who is requested to recuse themselves may submit an opinion on the application.

當事人不服系級、院級教師評審委員會駁回決定者，得於五日內提請上級教評會覆決，上級教評會除有正當理由外，應於十日內為適當之處置。

If the party involved disagrees with the decision of the department-level or college-level Faculty Evaluation Committee, they may request a review from the higher-level Faculty Evaluation Committee within five days. The higher-level Faculty Evaluation Committee shall make an appropriate disposition within ten days, unless there are legitimate reasons.

被申請迴避之教評會委員在其所屬教評會就該申請事件為准許或駁回之決定前，應停止行政程序。但有急迫情形，仍應為必要處置。

The committee member requested to recuse themselves from making a decision to approve

or reject the application in the relevant Faculty Evaluation Committee shall suspend administrative procedures until a decision is made. However, in urgent situations, necessary actions shall still be taken.

各級教評會委員有第一項及第二項所定情形不自行迴避，且未經當事人申請迴避者，應由該教評會依職權命其迴避。

If committee members at various levels do not recuse themselves based on the circumstances defined in the first and second paragraphs, and have not been requested to recuse themselves by the party involved, the respective Faculty Evaluation Committee shall instruct them to recuse themselves in accordance with their authority.

第四章 附 則

Chapter IV Supplementary Provisions

第二十三條

八十六年三月廿一日教育人員任用條例修正生效前，已取得講師、助教證書之現職教師，如繼續擔任教職未中斷且服務成績優良，得依教育人員任用條例第三十條之一規定，逕依原升等辦法送審教師資格。

Article 23 Before the amendment of the Act Governing the Appointment of Educators takes effect on March 21, 1997, incumbent teachers who have obtained lecturer or assistant professor certificates and continue to serve without interruption, and have excellent service records, may, in accordance with Article 30-1 of the Act Governing the Appointment of Educators, apply for teacher qualification directly according to the original promotion and evaluation procedure.

第二十四條

本辦法未盡事項，悉依「教師法」、「教育人員任用條例」、「專科以上學校教師資格審定辦法」等及本校相關規定辦理。

Article 24 Matters not covered in this set of regulations shall be handled in accordance with

the Teacher's Act, the Act Governing the Appointment of Educators, Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education, and other relevant regulations of the University.

第二十五條

本辦法經本校教評會、行政會議、校務會議審議通過後施行，修正時亦同。

Article 25 These regulations shall be implemented after being reviewed and approved by the University Faculty Evaluation Committee, the Executive Council, and the University Council. The same shall apply to any future amendments.

本辦法除第十九條、第十九條之一自一百一十三年八月一日施行外，其餘條文自通過後施行。

With the exception of Articles 19 and 19- 1, these regulations, as amended, shall take effect on August 1, 2024. The remaining articles shall take effect immediately upon passage."

國立屏東科技大學專任教師聘任及升等審查辦法第 12 條參考附件：

教師法(108 年 6 月 5 日修正，109 年 6 月 30 日施行)(摘錄)

Regulations for the Appointment and Promotion Review of FullTime Faculty at the National
Pingtung University of Science and Technology

Article 12, reference to the appendix:

第四章 解聘、不續聘、停聘及資遣

Education Act (Revised on June 5, 20 19, and implemented on June 30, 20 20) (excerpt)

Chapter 4: Dismissal, Non-Renewal, Suspension, and Discharge of Teachers

第十四條 教師有下列各款情形之一者，應予解聘，且終身不得聘任為教師：

Article 14: Teachers who fall under any of the following circumstances shall be dismissed, and shall never be rehired as a teacher:

- 1、 動員戡亂時期終止後，犯內亂、外患罪，經有罪判決確定。
Sentenced with a final and unappealable judgment for crimes such as rebellion or foreign aggression during the mobilization period.
- 2、 服公務，因貪污行為經有罪判決確定。
Sentenced with a final and unappealable judgment for corruption during public service.
- 3、 犯性侵害犯罪防治法第二條第一項所定之罪，經有罪判決確定。
They commit an offense as defined in Article 2, Paragraph 1 of the Sexual Assault Crime Prevention Act, and are convicted by a final judgment.
- 4、 經學校性別平等教育委員會或依法組成之相關委員會調查確認有性侵害行為屬實。
They are found to have committed sexual misconduct after an investigation by the University's Gender Equity Education Committee or a relevant committee formed by law.
- 5、 經學校性別平等教育委員會或依法組成之相關委員會調查確認有性騷擾或性霸凌行為，有解聘及終身不得聘任為教師之必要。
They are found to have engaged in sexual harassment or sexual bullying following an investigation by the University's Gender Equity Education Committee or a relevant committee formed by law.
- 6、 受兒童及少年性剝削防制條例規定處罰，或受性騷擾防治法第二十條或第二十五條規定處罰，經學校性別平等教育委員會確認，有解聘及終身不得聘任為教師之必要。
They are penalized according to Article 20 or Article 25 of the Sexual Harassment Prevention Act, as confirmed by the school's Gender Equality Education Committee, and dismissal and a lifelong ban on rehiring as a teacher are deemed necessary.
- 7、 經各級社政主管機關依兒童及少年福利與權益保障法第九十七條規定處罰，並經學校教師評審委員會確認，有解聘及終身不得聘任為教師之必要。
They are penalized according to Article 97 of the Child and Youth Welfare and Rights Protection Act by the competent social and political authority at various levels, and as confirmed by the school's teacher evaluation committee, dismissal and a lifelong ban on rehiring as a teacher are deemed necessary.
- 8、 知悉服務學校發生疑似校園性侵害事件，未依性別平等教育法規定

通報，致再度發生校園性侵害事件；或偽造、變造、湮滅或隱匿他人所犯校園性侵害事件之證據，經學校或有關機關查證屬實。

They become aware of suspected campus sexual assault incidents and fail to report in accordance with the Gender Equality Education Act, resulting in a recurrence of campus sexual assault incidents; or they forge, alter, conceal, or hide evidence of sexual assault incidents committed by others, as confirmed by the school or relevant authorities.

- 9、偽造、變造或湮滅他人所犯校園毒品危害事件之證據，經學校或有關機關查證屬實。

They forge, alter, or conceal evidence related to incidents of the harmful use of drugs on campus by others, as confirmed by the University's investigation.

- 10、體罰或霸凌學生，造成其身心嚴重侵害。

They physically punish or bully students, causing severe physical or mental harm to them.

- 十一、行為違反相關法規，經學校或有關機關查證屬實，有解聘及終身不得聘任為教師之必要。

Their behavior violates relevant regulations, as confirmed by the school or relevant authorities, and dismissal and a lifelong ban on rehiring as a teacher are deemed necessary.

教師有前項第一款至第三款規定情形之一者，免經教師評審委員會審議，並免報主管機關核准，予以解聘，不受大學法第二十條第一項及專科學校法第二十七條第一項規定之限制。

For teachers falling under the circumstances in Paragraphs 1 to 3 of the preceding article, they shall be dismissed without review by the teacher evaluation committee and without reporting for approval by the competent authority, and they shall not be subject to the restrictions stipulated in Article 20, Paragraph 1 of the University Act and Article 27, Paragraph 1 of the Junior College Act.

教師有第一項第四款至第六款規定情形之一者，免經教師評審委員會審議，由學校逕報主管機關核准後，予以解聘，不受大學法第二十條第一項及專科學校法第二十七條第一項規定之限制。

For teachers falling under the circumstances in Subparagraphs 4 to 6 of Paragraph 1 of the preceding article, they shall be dismissed without review by the teacher evaluation committee, and after the school directly reports to the competent authority for approval, they shall not be subject to the restrictions stipulated in Article 20, Paragraph 1 of the University Act and Article 27, Paragraph 1 of the Junior College Act.

教師有第一項第七款或第十款規定情形之一者，應經教師評審委員會委員三分之二以上出席及出席委員二分之一以上之審議通過，並報主管機關核准後，予以解聘；有第八款、第九款或第十一款規定情形之一者，應經教師評審委員會委員三分之二以上出席及出席委員三分之二以上之審議通過，並報主管機關核准後，予以解聘。

For teachers falling under the circumstances in Subparagraph 7 or Subparagraph 10 of Paragraph 1 of the preceding article, they shall be subject to dismissal after being reviewed by the teacher evaluation committee, with the attendance of two-thirds or more of the committee members and the approval of half or more of the attending members. After reporting to the competent authority for approval, they shall be subject to dismissal. For teachers falling under the circumstances in Subparagraph 8, Subparagraph 9, or Subparagraph 11 of

Paragraph 1 of the preceding article, they shall be subject to dismissal after being reviewed by the teacher evaluation committee, with the attendance of two-thirds or more of the committee members and the approval of two-thirds or more of the attending members. After reporting to the competent authority for approval, they shall be subject to dismissal.

第十五條 教師有下列各款情形之一者，應予解聘，且應議決一年至四年不得聘任為教師：

Article 15: Teachers falling under any of the following circumstances shall be dismissed and shall be prohibited from reappointment as a teacher for a period of one to four years, and their dismissal shall be resolved through deliberation:

- 1、 經學校性別平等教育委員會或依法組成之相關委員會調查確認有性騷擾或性霸凌行為，有解聘之必要。
Confirmed by the school's Gender Equality Education Committee or a relevant committee established according to the law to have engaged in sexual harassment or sexual bullying, necessitating dismissal.
- 2、 受兒童及少年性剝削防制條例規定處罰，或受性騷擾防治法第二十條或第二十五條規定處罰，經學校性別平等教育委員會確認，有解聘之必要。
Penalized according to the Child and Youth Sexual Exploitation Prevention Act, or penalized according to Article 20 or Article 25 of the Sexual Harassment Prevention Act, as confirmed by the school's Gender Equality Education Committee, necessitating dismissal.
- 3、 體罰或霸凌學生，造成其身心侵害，有解聘之必要。
Engaging in corporal punishment or bullying of students, causing physical and mental harm, necessitating dismissal.
- 4、 經各級社政主管機關依兒童及少年福利與權益保障法第九十七條規定處罰，並經學校教師評審委員會確認，有解聘之必要。
Penalized according to Article 97 of the Child and Youth Welfare and Rights Protection Act by the competent social and political authority at various levels, and as confirmed by the school's teacher evaluation committee, necessitating dismissal.
- 5、 行為違反相關法規，經學校或有關機關查證屬實，有解聘之必要。
Engaging in behavior that violates relevant regulations, as confirmed by the school or relevant authorities, necessitating dismissal.

教師有前項第一款或第二款規定情形之一者，應經教師評審委員會委員二分之一以上出席及出席委員二分之一以上之審議通過，並報主管機關核准後，予以解聘。

For teachers falling under the circumstances in Subparagraph 1 or Subparagraph 2 of the preceding article, they shall be subject to dismissal after being reviewed by the teacher evaluation committee, with the attendance of half or more of the committee members and the approval of half or more of the attending members. After reporting to the competent authority for approval, they shall be subject to dismissal.

教師有第一項第三款或第四款規定情形之一者，應經教師評審委員會委員三分之二以上出席及出席委員二分之一以上之審議通過，並報主管機關核准後，予以解聘；有第五款規定情形者，應經教師評審委員會委員三分之二以上出席及出席委員三分之二以上之審議通過，並報主管機關核准後，予以解聘。

For teachers falling under the circumstances in Subparagraph 3 or Subparagraph

4 of the preceding article, they shall be subject to dismissal after being reviewed by the teacher evaluation committee, with the attendance of two-thirds or more of the committee members and the approval of half or more of the attending members. After reporting to the competent authority for approval, they shall be subject to dismissal. For teachers falling under the circumstances in Subparagraph 5, they shall be subject to dismissal after being reviewed by the teacher evaluation committee, with the attendance of two-thirds or more of the committee members and the approval of two-thirds or more of the attending members. After reporting to the competent authority for approval, they shall be subject to dismissal.

第十六條 教師聘任後，有下列各款情形之一者，應經教師評審委員會審議通過，並報主管機關核准後，予以解聘或不續聘；其情節以資遣為宜者，應依第二十七條規定辦理：

Article 16: After a teacher is appointed, if they fall under any of the following circumstances, they shall be subject to review by the teacher evaluation committee, and after reporting to the competent authority for approval, they shall be dismissed or not reappointed; in cases where the circumstances warrant dismissal, the provisions of Article 27 shall be followed:

1、 教學不力或不能勝任工作有具體事實。

Ineffective teaching or inability to perform job duties with specific facts to support.

2、 違反聘約情節重大。

Significant violation of the terms of employment.

教師有前項各款規定情形之一者，應經教師評審委員會委員三分之二以上出席及出席委員三分之二以上之審議通過。但高級中等以下學校教師有前項第一款情形，學校向主管機關申請教師專業審查會調查屬實，應經教師評審委員會委員二分之一以上出席及出席委員二分之一以上之審議通過。Teachers falling under any of the circumstances in the preceding paragraph shall be subject to review by the teacher evaluation committee, with the attendance of two-thirds or more of the committee members and the approval of three-fourths or more of the attending members. However, for teachers at senior high schools and below falling under the circumstances in Subparagraph 1 of the preceding paragraph, if the school applies to the competent authority for a professional review of the teacher, and the review confirms the validity of the case, they shall be subject to review by the teacher evaluation committee, with the attendance of half or more of the committee members and the approval of half or more of the attending members.

第十七條 (高級中等以下學校適用，略)

Article 17: (Applicable to senior high schools and below, omitted)

第十八條 教師行為違反相關法規，經學校或有關機關查證屬實，未達解聘之程度，而有停聘之必要者，得審酌案件情節，經教師評審委員會委員三分之二以上出席及出席委員三分之二以上之審議通過，議決停聘六個月至三年，並報主管機關核准後，予以終局停聘。

Article 18: If a teacher's behavior violates relevant regulations and is confirmed by the school or relevant authorities but does not warrant dismissal, and there is a need to suspend their appointment, the case shall be considered based on the circumstances. After being reviewed by the teacher evaluation committee, with the attendance of two-thirds or more of the committee members and the approval of two-thirds or more of the attending members, a resolution to suspend their appointment for a period of six months to three years shall be passed. After

reporting to the competent authority for approval, the final suspension of appointment shall be carried out.

前項停聘期間，不得申請退休、資遣或在學校任教。

During the period of suspension as stipulated in the preceding paragraph, the teacher may not apply for retirement, termination of appointment, or teach at any school.

第十九條 有下列各款情形之一者，不得聘任為教師；已聘任者，應予以解聘：

Article 19: Individuals falling under any of the following circumstances shall not be appointed as teachers, and if already appointed, shall be dismissed:

1、 有第十四條第一項各款情形之一。

Falling under any of the circumstances in Article 14, Paragraph 1.

2、 有第十五條第一項各款情形之一，於該議決一年至四年期間。

Falling under any of the circumstances in Article 15, Paragraph 1, within the period specified in the resolution.

有前條第一項情形者，於該停聘六個月至三年期間，其他學校不得聘任其為教師；已聘任者，應予以解聘。

For individuals falling under the circumstances in the preceding paragraph, within the period of six months to three years suspension, other schools may not appoint them as teachers; if already appointed, they shall be dismissed.

前二項已聘任之教師屬依第二十條第一項規定通報有案者，免經教師評審委員會審議，並免報主管機關核准，予以解聘，不受大學法第二十條第一項及專科學校法第二十七條第一項規定之限制；非屬依第二十條第一項規定通報有案者，應依第十四條或第十五條規定予以解聘。

For teachers who are already appointed and fall under the circumstances specified in Article 20, Paragraph 1, and are reported according to the provisions, they shall be dismissed without undergoing review by the teacher evaluation committee, and without the need for approval from the competent authority. They shall not be subject to the restrictions of Article 20, Paragraph 1 of the University Act and Article 27, Paragraph 1 of the Junior College Act. For those who do not fall under the circumstances specified in Article 20, Paragraph 1, they shall be subject to dismissal in accordance with the provisions of Article 14 or Article 15.

本法中華民國一百零二年六月二十七日修正之條文施行前，因行為不檢有損師道，經有關機關查證屬實而解聘或不續聘之教師，除屬性侵害行為；性騷擾、性霸凌行為、行為違反相關法令且情節重大；體罰或霸凌學生造成其身心嚴重侵害者外，於解聘或不續聘生效日起算逾四年者，得聘任為教師。

For teachers appointed prior to the implementation of the amendments to this law on June 27, 2013, whose behavior violated professional ethics and were confirmed as such by the relevant authorities leading to dismissal or non-reappointment, except for cases involving sexual assault, sexual harassment, bullying, acts in violation of relevant laws with severe circumstances, corporal punishment, or bullying resulting in severe physical or mental harm to students, if more than four years have elapsed since the effective date of the dismissal or non-reappointment, they may be appointed as teachers.

第二十條 教師有第十四條第一項、第十五條第一項、第十八條第一項及前條第一項、第二項規定之情形者，各級主管機關及各級學校應依規定辦理通報、資訊之蒐集及查詢。

Article 20: Teachers who fall under the circumstances specified in Article 14, Paragraph 1,

Article 15, Paragraph 1, Article 18, Paragraph 1, and the preceding article, Paragraphs 1 and 2, shall be reported and information shall be collected and queried by the competent authorities at all levels and schools in accordance with the regulations.

學校聘任教師前，應查詢其有無前條第一項及第二項規定之情形；已聘任者，應定期查詢。

Before a school appoints a teacher, it shall inquire whether the individual falls under the circumstances specified in the preceding two paragraphs; for those already appointed, periodic inquiries shall be conducted.

各級主管機關協助學校辦理前項查詢，得使用中央社政主管機關建立之依兒童及少年性剝削防制條例、性騷擾防治法第二十條或兒童及少年福利與權益保障法第九十七條規定受行政處罰者之資料庫。

Competent authorities at all levels shall assist schools in conducting the inquiries specified in the preceding paragraph, and may use databases established by the central competent authority for cases subject to administrative penalties according to the Child and Youth Sexual Exploitation Prevention Act, Article 20 of the Sexual Harassment Prevention Act, or Article 97 of the Child and Youth Welfare and Rights Protection Act.

前三項之通報、資訊之蒐集、查詢、處理、利用及其他相關事項之辦法，由中央主管機關定之。

The central competent authority shall establish the methods for reporting, information collection, inquiry, handling, use, and other related matters as stipulated in the preceding three paragraphs.

第二十一條 教師有下列各款情形之一者，當然暫時予以停聘：

Article 21: If a teacher falls under any of the following circumstances, they shall be temporarily suspended:

- 1、依刑事訴訟程序被通緝或羈押。
Being wanted or detained according to criminal procedure.
- 2、依刑事確定判決，受褫奪公權之宣告。
Having received a final criminal sentence resulting in the deprivation of public rights.
- 3、依刑事確定判決，受徒刑之宣告，在監所執行中。
Having received a final criminal sentence of imprisonment and currently serving time in a correctional facility.

第二十二條 教師涉有下列各款情形之一者，服務學校應於知悉之日起一個月內經教師評審委員會審議通過後，免報主管機關核准，暫時予以停聘六個月以下，並靜候調查；必要時，得經教師評審委員會審議通過後，延長停聘期間二次，每次不得逾三個月。經調查屬實者，於報主管機關後，至主管機關核准及學校解聘前，應予停聘，免經教師評審委員會審議：

Article 22: If a teacher is involved in any of the following circumstances, the school where they serve shall, within one month of becoming aware of the situation, have the matter reviewed and approved by the teacher evaluation committee. The school is exempt from reporting to the competent authority. The teacher may be temporarily suspended for a period of up to six months, and the investigation shall proceed quietly. If necessary, the suspension period may be extended twice, each time not exceeding three months. If the investigation confirms the allegations, upon reporting to the competent authority, the teacher shall be suspended until approval is granted by the competent authority and the school for dismissal. This process is exempt from review by the teacher evaluation committee.

- 1、第十四條第一項第四款至第六款情形。

Circumstances falling under Article 14, Paragraph 1, Subparagraphs 4 to 6.

2、第十五條第一項第一款或第二款情形。

Circumstances falling under Article 15, Paragraph 1, Subparagraph 1 or 2. 教師涉有下列各款情形之一，服務學校認為有先行停聘進行調查之必要者，應經教師評審委員會審議通過，免報主管機關核准，暫時予以停聘三個月以下；必要時得經教師評審委員會審議通過後，延長停聘期間一次，且不得逾三個月。經調查屬實者，於報主管機關後，至主管機關核准及學校解聘前，得經教師評審委員會審議通過後，予以停聘：

If a teacher is involved in any of the following situations and the serving school deems it necessary to suspend the employment for investigation, the teacher shall be subject to review and approval by the Teacher Evaluation Committee without reporting to the competent authority for approval, and shall be temporarily suspended for a period of not more than three months; if necessary, the teacher may be temporarily suspended for a period of less than three months. After deliberation and approval by the Faculty Evaluation Committee, the suspension period shall be extended once and shall not exceed three months. If the investigation is found to be true, after reporting to the competent authority and before approval by the competent authority and dismissal by the school, the employment may be suspended after deliberation and approval by the Faculty Evaluation Committee:

一、第十四條第一項第七款至第十一款情形。

二、第十五條第一項第三款至第五款情形。

前二項情形應經教師評審委員會委員二分之一以上出席及出席委員二分之一以上之審議通過。

1. The situations in paragraphs 7 to 11 of Paragraph 1 of Article 14.

2. The situations in paragraphs 3 to 5 of Paragraph 1 of Article 15.

The first two situations shall be reviewed and approved with the attendance of half or more of the committee members and the approval of half or more of the attending members.

第二十三條 教師停聘期間，服務學校應予保留底缺；終局停聘期間遇有聘約期限屆滿情形者，學校應予續聘。

Article 23: During the period of suspension, the school shall reserve the position. In cases where the contract period expires during the period of suspension, the school shall renew the contract. If the grounds for suspension have been eliminated before the expiration of the suspension period, the teacher may apply for reinstatement.

依第十八條、前條第一項或第二項規定停聘之教師，於停聘期間屆滿後，學校應予復聘，教師應於停聘期間屆滿次日向學校報到復聘。

According to Article 18 and the preceding article, teachers who have been suspended in accordance with the provisions shall be reinstated by the school after the expiration of the suspension period. The teacher shall report to the school for reinstatement on the day following the expiration of the suspension period.

依前條第一項或第二項規定停聘之教師，於停聘期間屆滿前，停聘事由

已消滅者，得申請復聘。

For teachers suspended in accordance with the first or second provisions of the preceding paragraph, if the grounds for suspension have been eliminated before the expiration of the suspension period, they may apply for reinstatement.

依前項規定申請復聘之教師，應經教師評審委員會委員二分之一以上出席及出席委員二分之一以上之審議通過後復聘。

Teachers applying for reinstatement according to the preceding paragraph shall be reinstated after review and approval by at least half of the members of the Teacher Evaluation Committee present and the attendance of at least half of the committee members.

依第二十一條規定停聘之教師，於停聘事由消滅後，除經學校依前條第二項規定予以停聘外，學校應予復聘，教師應於事由消滅後次日向學校報到復聘。

For teachers suspended in accordance with Article 21, after the grounds for suspension have been eliminated, the school shall reinstate them, and the teacher shall report to the school for reinstatement on the day following the elimination of the grounds for suspension.

經依法停聘之教師，未依第二項規定於停聘期間屆滿次日或未依前項規定於事由消滅後次日向學校報到復聘，或未依第三項規定於停聘事由消滅後三個月內申請復聘者，服務學校應負責查催，教師於回復聘任報到前，仍視為停聘；如仍未於接到查催通知之日起三十日內報到復聘者，除有不可歸責於該教師之事由外，視為辭職。

Teachers who have been suspended according to the law and fail to report to the school for reinstatement on the day following the expiration of the suspension period as specified in the second paragraph, or fail to apply for reinstatement within three months after the grounds for suspension have been eliminated as specified in the third paragraph, shall be the responsibility of the school to investigate and urge. If the teacher has not reported for reinstatement within thirty days from the date of receiving the urging notice, unless it is due to reasons beyond the teacher's control, they shall be considered as having resigned.

第二十四條 受解聘、不續聘或停聘之教師，依法提起救濟後，原解聘、不續聘或停聘決定經撤銷或因其他事由失去效力，除得依法另為處理者外，其服務學校應通知其復聘，免經教師評審委員會審議。

Article 24: A teacher who has been dismissed, not reappointed, or suspended and subsequently seeks legal remedy, and whose original dismissal, non-reappointment, or suspension decision is revoked or becomes ineffective for other reasons according to the law, shall be notified by their affiliated school for reappointment, without requiring review by the Teacher Evaluation Committee.

依前項規定復聘之教師，於接獲復聘通知後，應於三十日內報到，其未於期限內報到者，除經核准延長或有不可歸責於該教師之事由外，視為辭職。

Upon receiving the reappointment notice according to the preceding paragraph, the teacher should report to duty within thirty days. Failure to do so, unless approved for an extension or due to reasons beyond the teacher's control, shall be considered a resignation.

依第一項或前條第二項、第三項或第五項規定復聘之教師，服務學校應回復其教師職務。

For teachers reappointed according to the first paragraph or the provisions of the preceding Article (Article 23, second or third paragraphs, and fifth paragraph), the school shall restore them to their teaching position.

第二十五條 依第十八條第一項或第二十一條第二款、第三款停聘之教師，停聘期間不發給待遇。

依第二十一條第一款、第二十二條第一項、第二十三條第六項停聘之教師，於停聘期間不發給待遇；停聘事由消滅後，未受解聘或終局停聘處分，並回復聘任者，補發其停聘期間全數本薪（年功薪）。

依第二十二條第二項停聘之教師，於停聘期間發給半數本薪（年功薪）；調查後未受解聘或終局停聘處分，並回復聘任者，補發其停聘期間另半數本薪（年功薪）。

Article 25: Teachers suspended in accordance with Article 18, Paragraph 1, or Article 21, Paragraph 2 or 3, shall not receive any remuneration during the suspension period. Teachers suspended under Article 21, Paragraph 1, Article 22, Paragraph 1, or Article 23, Paragraph 6, shall not receive any remuneration during the suspension period. After the suspension grounds have been eliminated, teachers who have not been dismissed or subjected to final suspension and are reinstated shall receive full salary (seniority pay) for the entire suspension period.

第二十六條 學校教師評審委員會、性別平等教育委員會或依法組成之相關委員會依第十四條至第十六條規定作成教師解聘或不續聘之決議，或依第十八條規定作成教師終局停聘之決議後，除本法另有規定外，學校應自決議作成之日起十日內報主管機關核准，並同時以書面附理由通知當事人。

Article 26: After the Faculty Evaluation Committee, Gender Equality Education Committee, or relevant committee established according to the law makes a resolution for teacher dismissal, non-renewal, or final suspension according to Article 14 to Article 16, or a resolution for final suspension according to Article 18, the school shall report to the competent authority for approval within ten days from the date of the resolution. At the same time, the school shall notify the parties concerned in writing, attaching the reasons.

高級中等以下學校教師涉有第十四條至第十六條或第十八條規定之情形，學校教師評審委員會未依規定召開、審議或決議，主管機關認有違法之虞時，應敘明理由交回學校審議或復議；屆期未依法審議或復議者，主管機關得敘明理由逕行提交教師專業審查會審議，並得追究學校相關人員責任。

In the case of a teacher in a senior high school or lower who is involved in circumstances specified in Article 14 to Article 16 or Article 18, if the Teacher Evaluation Committee of the school has not convened, reviewed, or resolved according to the regulations, and if the competent authority deems that there is a possibility of illegality, the case shall be returned to the school for review or re-evaluation, with reasons stated. If the school fails to conduct a review or re-evaluation according to the law, the competent authority may submit the case directly to the Faculty Professional Review Committee for review.

前項教師專業審查會之決議，應依該案件性質，以學校教師評審委員會原應經之委員出席比率及表決比率審議通過；其決議視同學校教師評審委員會之決議。

The resolution of the Faculty Professional Review Committee shall be passed by the same attendance rate and voting rate of the committee members that the Faculty Evaluation Committee should have had for the respective case. The resolution shall be deemed as that of the Faculty Evaluation Committee.

專科以上學校教師涉有第十四條至第十六條或第十八條規定之情形，學校教師評審委員會未依規定召開、審議或決議，主管機關認有違法之虞時，應敘明理由交回學校審議或復議；屆期未依法審議或復議者，主管機關得追究學校相關人員責任。

For teachers in colleges and higher institutions involved in circumstances specified in Article 14 to Article 16 or Article 18, if the Faculty Evaluation Committee of the school has not convened, reviewed, or resolved according to the regulations, and if the competent authority deems that there is a possibility of illegality, the case shall be returned to the school for review or re-evaluation, with reasons stated. If the school fails to conduct a review or re-evaluation according to the law, the competent authority may hold relevant school personnel accountable.

教師解聘、不續聘或終局停聘案尚在處理程序中，其聘約期限屆滿者，學校應予暫時繼續聘任。

Teachers undergoing dismissal, non-renewal, or final suspension proceedings, whose contract period has expired, shall be temporarily retained by the school.

第二十七條 教師有下列各款情事之一者，應經教師評審委員會審議通過，並報主管機關核准後，得予以資遣：

Article 27: Teachers who meet any of the following conditions shall be subject to dismissal after review and approval by the Faculty Evaluation Committee and reporting to the competent authority:

1、 因系、所、科、組、課程調整或學校減班、停辦、解散時，現職已無工作又無其他適當工作可以調任。

Due to department, division, section, group, or curriculum adjustments, there is no suitable work available for current position.

2、 現職工作不適任且無其他工作可調任；或經中央衛生主管機關評鑑合格之醫院證明身體衰弱不能勝任工作。

Current position is not suitable, and there is no other suitable work available. Alternatively, a hospital evaluation approved by the central health authority confirms physical weakness preventing the teacher from performing their duties.

3、 受監護宣告或輔助宣告，尚未撤銷。

Placed under guardianship or assistantship and has not been revoked.

符合退休資格之教師有前項各款情形之一，經核准資遣者，得於資遣確定之日起一個月內依規定申請辦理退休，並以原核准資遣生效日為退休生效日。

Teachers who are eligible for retirement and meet any of the conditions in the preceding paragraph, if approved for dismissal, may apply for retirement according to the regulations within one month from the date when the dismissal is finalized. The effective date of retirement shall be the same as the effective date of dismissal as approved.

第二十八條 學校於知悉教師涉有第十四條第一項或第十五條第一項所定情形之日起，不得同意其退休或資遣。

Article 28: Once the school becomes aware that a teacher is involved in the circumstances

specified in Article 14, Paragraph 1, or Article 15, Paragraph 1, it shall not agree to their retirement or dismissal.

教師離職後，學校始知悉該教師於聘任期間涉有第十四條第一項或第十五條第一項所定之情形者，學校仍應予以解聘，並依第二十條規定辦理通報。

If a school becomes aware, after a teacher has left their position, that the teacher was involved in circumstances specified in Article 14, Paragraph 1, or Article 15, Paragraph 1, during the term of their appointment, the school shall dismiss the teacher, and report to the competent authority in accordance with Article 20.

國立屏東科技大學教師升等評分量表之一

(以專門著作、體育成就證明、技術報告、教學報告送審者適用)

National Pingtung University of Science and Technology Teacher Promotion Evaluation Form
One (Applicable to those submitting specialized works, sports achievements certificates,
technical reports, and teaching reports)

申請升等教師姓名： 任教系所： 送審職級：

A. 專業成就(外審) A. Professional Achievements (External Review)	B. 研究 B. Research	C. 教學 C. Teaching	D. 輔導與服務 D. Counseling and Service	A+B+C+D
六名外審成績總和 ÷ 6 Total of six external review scores ÷ 6	依本校「教師研究、教學、輔導與服務成績考核要點」評定分數，各學院在校定評量項目架構前提下，得視學院特性自訂 Evaluated according to the "Teacher Evaluation Criteria for Research, Teaching, Counseling, and Service" of our university. Each college may customize the evaluation items within the framework of the school's own regulations.	依本校「教師研究、教學、輔導與服務成績考核要點」評定分數(本項成績總分需達百分之七十以上，始得申請升等) Evaluated according to the "Teacher Evaluation Criteria for Research, Teaching, Counseling, and Service" of our university. (The total score for this item must be at least 70% in order to apply for promotion)	依本校「教師研究、教學、輔導與服務成績考核要點」評定分數(本項成績需各分項成績分別達到配分分數百分之七十以上者，始得申請升等) Evaluated according to the "Teacher Evaluation Criteria for Research, Teaching, Counseling, and Service" of our university. (For this item, each sub-score must reach at least 70% of the allocated score in order to apply for promotion)	總分 Total Score

備註：

Note:

- 1、教師應於申請升等時擇定下列評分項目之比例，經本校辦理決審後之總成績總分達 70 分以上(小數點採計二位，不得四捨五入)者為通過升等。

When applying for promotion, teachers should choose the proportion of the following evaluation items. The total score after final review by the university is required to be above 70 points (decimal points will be considered to two decimal places, rounding is not allowed) for the promotion to be approved.

	A. 專業成就 A. Professional Achievements	B. 研究 B. Research	C. 教學 C. Teaching	D. 輔導與服務 D. Guidance and Service
<input type="checkbox"/>	55%	15 分	20%	10%
<input type="checkbox"/>		10 分		15%

- 2、教師之專業成就以專門著作、體育成就證明、技術報告、教學報告為代表著作送審者，其外審成績至少需經本校送六人審查，擬升等助理教授、副教授者，須有四人以上委員評審七十分以上為合格；擬升等教授者，須有四人以上委員評審七十五分以上為合格；

合格者，始得進行教評會審議升等程序。

For teachers submitting representative works such as specialized publications, sports achievements certificates, technical reports, and teaching reports for evaluation of their professional achievements, the external review scores must be assessed by at least six reviewers designated by the university. Those seeking promotion to Assistant Professor or Associate Professor must receive passing scores of at least 70 points from four or more committee members. Those seeking promotion to Professor must receive passing scores of at least 75 points from four or more committee members. Only qualified candidates are eligible to proceed with the promotion evaluation process conducted by the Faculty Evaluation Committee.

- 3、輔導與服務成績需達各分項門檻之規定，自 101 學年度實施；外審合格規定自 113 學年度實施。

Service and guidance performance must meet the specified threshold for each subcategory, effective from the academic year 2012. The requirement for external review qualification will be implemented from the academic year 2024.

- 4、請附研究(B 項)、教學(C 項)、輔導與服務(D 項)之評分申請表及項目認證表。

Please provide the evaluation application forms and item verification forms for research (Category B), teaching (Category C), and guidance and service (Category D).

國立屏東科技大學教師升等評分量表之二 (以作品、藝術成就證明送審者適用)

National Pingtung University of Science and Technology Faculty Promotion Evaluation Form
Category 2 (Applicable for those submitting works and art achievement certificates for
evaluation)

申請升等教師姓名：

任教系所：

送審職級：

A. 專業成就(外審) A. Professional Achievements (External Review)	B. 研究 B. Research	C. 教學 C. Teaching	D. 輔導與服務 D. Counseling and Service	A+B+C+ D
六名外審成績總和 ÷6 Total of six external review scores ÷ 6	依本校「教師研究、教學、輔導與服務成績考核要點」評定分數，各學院在校定評量項目架構前提下，得視學院特性自訂 Evaluated according to the "Teacher Evaluation Criteria for Research, Teaching, Counseling, and Service" of our university. Each college may customize the evaluation items within the framework of the school's own regulations.	依本校「教師研究、教學、輔導與服務成績考核要點」評定分數(本項成績總分需達百分之七十以上，始得申請升等) Evaluated according to the "Teacher Evaluation Criteria for Research, Teaching, Counseling, and Service" of our university. (The total score for this item must be at least 70% in order to apply for promotion)	依本校「教師研究、教學、輔導與服務成績考核要點」評定分數(本項成績需各分項成績分別達到配分分數百分之七十以上者，始得申請升等) Evaluated according to the "Teacher Evaluation Criteria for Research, Teaching, Counseling, and Service" of our university. (For this item, each sub-score must reach at least 70% of the allocated score in order to apply for promotion)	總分 Total Score

備註：

Remarks:

- 1、教師應於申請升等時擇定下列評分項目之比例，經本校辦理決審後之總成績總分達 70 分以上(小數點採計二位，不得四捨五入)者為通過升等。

When applying for promotion, teachers should choose the proportion of the following evaluation items. The total score after final review by the university is required to be above 70 points (decimal points will be considered to two decimal places, rounding is not allowed) for the promotion to be approved.

	A. 專業成就 A. Professional Achievements	B. 研究 B. Research	C. 教學 C. Teaching	D. 輔導與服務 D. Guidance and Service
<input type="checkbox"/>	55%	15 分	20%	10%
<input type="checkbox"/>		10 分		15%

- 2、教師之專業成就以作品、藝術成就證明為代表著作送審者，其外審成績至少需經本校送六人審查，擬升等助理教授、副教授者，須有四人以上委員評審七十分以上為合格；擬升等教授者，須有四人以上委員評審七十五分以上為合格；合格者，始得進行教評會審議升等程序。

For faculty members submitting works and art achievement certificates as representatives of their professional achievements, the external evaluation scores

must be reviewed by at least six reviewers appointed by our university. Those applying for promotion to Assistant Professor or Associate Professor must receive a minimum of seventy points from at least four committee members to be deemed qualified. Those applying for promotion to Professor must receive a minimum of seventy-five points from at least four committee members to be deemed qualified. Only qualified candidates are eligible to proceed with the promotion evaluation process conducted by the Faculty Evaluation Committee.

- 3、輔導與服務成績需各分項門檻之規定，自 101 學年度實施；外審合格規定自 113 學年度實施。

The criteria for counseling and service achievements are to be implemented starting from the academic year 101. The regulations for external evaluation eligibility will be effective from the academic year 113.

- 4、請附研究(B 項)、教學(C 項)、輔導與服務(D 項)之評分申請表及項目認證表。Please attach the evaluation application forms and item certification forms for Research (Category B), Teaching (Category C), and Counseling and Service (Category D).

國立屏東科技大學教師升等評分量表之三 (以學位論文取代專門著作送審者適用)

National Pingtung University of Science and Technology Faculty Promotion Evaluation
Criteria - Category Three (Applicable for those submitting their thesis in place of specialized
works for evaluation)

申請升等教師姓名：

任教系所：

送審職級：

A. 專業成就(外審) A. Professional Achievements (External Review)	C. 教學 C. Teaching	D. 輔導與服務 D. Counseling and Service	A+B+C+ D
六名外審成績總和 ÷6 Total of six external review scores ÷ 6	依本校「教師研究、教學、輔導與服務成績考核要點」評定分數(本項成績總分需達百分之七十以上, 始得申請升等) Evaluated according to the "Teacher Evaluation Criteria for Research, Teaching, Counseling, and Service" of our university. (The total score for this item must be at least 70% in order to apply for promotion)	依本校「教師研究、教學、輔導與服務成績考核要點」評定分數(本項成績需各分項成績分別達到配分分數百分之七十以上者, 始得申請升等) Evaluated according to the "Teacher Evaluation Criteria for Research, Teaching, Counseling, and Service" of our university. (For this item, each sub-score must reach at least 70% of the allocated score in order to apply for promotion)	總分 Total Score

備註：

Remarks:

- 1、教師應於申請升等時擇定下列評分項目之比例，經本校辦理決審後之總成績總分達 70 分以上(小數點採計二位，不得四捨五入)者為通過升等。

When applying for promotion, teachers should choose the proportion of the following evaluation items. The total score after final review by the university is required to be above 70 points (decimal points will be considered to two decimal places, rounding is not allowed) for the promotion to be approved.

	A. 專業成就 A. Professional Achievements	C. 教學 C. Teaching	D. 輔導與服務 D. Guidance and Service
<input type="checkbox"/>	70%	20%	10%
<input type="checkbox"/>	65%		15%

- 2、教師之專業成就以學位論文取代專門著作為代表著作送審者，其外審成績至少需經本校送六人審查，擬升等助理教授、副教授者，須有四人以上委員評審七十分以上為合格；擬升等教授者，須有四人以上委員評審七十五分以上為合格；合格者，始得進行教評會審議升等程序。

For faculty members who submit their thesis as a representative work in lieu of

specialized works, the external evaluation results must be reviewed by at least six assessors appointed by the university. Those who are applying for promotion to Assistant Professor or Associate Professor positions must receive a score of at least 70 from four or more assessors to be considered eligible. For those applying for promotion to the Professor position, a score of at least 75 from four or more assessors is required for eligibility. Only those who meet these criteria can proceed to the Faculty Evaluation Committee for promotion review.

- 3、輔導與服務成績需達各分項門檻之規定，自 101 學年度實施；外審合格規定自 113 學年度實施。

The criteria for counseling and service achievements must be met according to the specified thresholds. The requirement for external assessment eligibility will be implemented from the academic year 2022.

- 4、請附教學(C 項)、輔導與服務(D 項)之評分申請表及項目認證表。

Please include the evaluation application forms and item certification forms for teaching (Category C) and counseling and service (Category D).