

National Pingtung University of Science and Technology Regulations for the Appointment and Promotion Review of Full-Time Teachers

**December 18, 2023 Amendments to Articles 15, 19, 19-1, and 25, as well as Notes 2 and 3 of the scoring rubrics
passed at the 74th University Council meeting**

Chapter I. General Provisions

Article 1

National Pingtung University of Science and Technology (hereinafter referred to as “the University”), for the purpose of conducting appointment and promotion reviews for quota-based full-time teachers, hereby formulates the National Pingtung University of Science and Technology Regulations for the Appointment and Promotion Review of Full-Time Teachers (hereinafter referred to as “these Regulations”) in accordance with the Teachers’ Act, the Act Governing the Appointment of Educators, the Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education, the University’s Regulations for the Establishment of Teacher Evaluation Committees, and other relevant provisions.

Article 2

Unless otherwise provided by laws or regulations, the appointment and promotion reviews of full-time teachers at the University shall be conducted in accordance with these Regulations.

Article 3

The appointment and promotion of full-time teachers at the University shall be carried out within the teacher quota prescribed in the University’s budget.

Article 4

For the purposes of these Regulations, the term “department” refers to departments, graduate institutes, degree programs, special programs, the Center for General Education, the Center for Teacher Education, the Language Center, and the Office of Physical Education.

Article 4-1

The professional achievements submitted by teachers for review, such as specialized works, creative works, proofs of achievements, technical reports, or teaching reports,

shall be handled in accordance with the Ministry of Education's Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education and related provisions.

The review of the professional achievements mentioned in the preceding paragraph shall be conducted by scholars and experts in relevant fields outside the University, commissioned by the University. The directives for such reviews shall be formulated separately.

Chapter II. Appointment

Article 5

Each department shall appoint full-time teachers based on vacancies, development direction, faculty needs, and instructional requirements. The academic expertise of the appointed full-time teachers shall align with the courses offered by the University.

Article 6

Teachers at the University are classified into four ranks: professor, associate professor, assistant professor, and instructor. Newly appointed teachers shall have their teacher qualifications reviewed in accordance with the Act Governing the Appointment of Educators and related regulations.

Article 6-1

Newly appointed full-time teachers shall be reviewed by Teacher Evaluation Committees at each level. The review procedure is as follows:

I. Preliminary review:

The Departmental Teacher Evaluation Committee shall conduct a preliminary review of the teaching, research, expertise, moral conduct, and courses to be taught of prospective full-time teachers. For those who pass the preliminary review, the department shall forward their works, certificates, and other relevant materials, along with the list of applicants and the meeting minutes of the Departmental Teacher Evaluation Committee, to the College Teacher Evaluation Committee for the secondary review.

If an applicant is currently (or was previously) employed by the University as a project teacher and has been evaluated as excellent for two consecutive academic years by the same appointing unit, and is applying for a full-time

teacher vacancy in that same appointing unit, they shall be directly included among the preliminary review candidates recommended by the Departmental Teacher Evaluation Committee, and may be ranked or listed jointly. All such applicants shall be forwarded together to the college for the secondary review.

II. Secondary review: Professional achievements

Before the secondary review by the College Teacher Evaluation Committee, the dean shall handle the external review of professional achievements. For submissions consisting of specialized works, technical reports, artistic works, proofs of achievements, teaching reports, or proofs of athletic achievements, five reviewers shall be commissioned at one time. Only those who receive a score of 70 or above from at least four reviewers may proceed to the secondary review. However, teachers who already hold a teacher qualification certificate for the intended rank of appointment are exempt from the external review requirement.

The College Teacher Evaluation Committee shall conduct a secondary review of the prospective full-time teacher's materials. For those who pass the secondary review, the college shall forward their works, certificates, external review results, and other relevant materials, along with the list of applicants and the meeting minutes of the College Teacher Evaluation Committee, to the University Teacher Evaluation Committee for the final review.

III. Final review:

Before the final review by the University Teacher Evaluation Committee, the President may form a selection group for newly appointed full-time teachers to conduct interviews with the prospective full-time teachers.

The University Teacher Evaluation Committee shall conduct the final review of the prospective full-time teacher's materials. Those who pass the final review shall be submitted to the President for approval of appointment. The President may approve the appointment based on the results of the final review or, stating the reasons, return the case for reconsideration.

For the needs of institutional development, the University may recruit teachers (research personnel) with outstanding academic research achievements or in specialized fields.

Such recruitment may bypass the departmental preliminary review and be submitted

directly to the College Teacher Evaluation Committee for review, followed by deliberation (final review) and passage by the University Teacher Evaluation Committee before appointment. The regulations governing the recruitment of individuals with outstanding academic research achievements or in specialized fields shall be formulated separately.

Article 7

The regulations for the appointment and review of the University's research personnel, technical experts, project teachers, and part-time teachers shall be formulated separately.

Article 8

Newly appointed teachers shall be recruited through an open selection process. The Departmental Teacher Evaluation Committee shall review the prospective teacher's teaching, research, expertise, moral conduct, and courses to be taught. Based on the review results, the department shall recommend one prospective appointee and nominate two to three candidates, ranked in order of priority with stated reasons, and submit them to the College and University Teacher Evaluation Committees for successive review and passage before submitting the case to the President for appointment.

If fewer than two applicants apply, the original announcement shall be extended. If, after the second extension of the announcement, the number of applicants still does not reach two, the Departmental Teacher Evaluation Committee shall re-examine the appropriateness of the announced professional field or proposed rank of appointment. After obtaining the President's approval, the position shall be re-announced. All applicants who respond during each announcement period shall be reviewed together. Only when the total number of applicants reaches two or more may the preliminary review be conducted. If fewer than two applicants pass the preliminary review, the recruitment shall be re-announced in accordance with the foregoing procedures; the announcement period shall, in principle, be at least two weeks. Applicants who have already passed the preliminary review shall retain their qualifications.

When proposing a teacher for appointment, the subjects to be taught and the teaching hours to be undertaken must be clearly specified. If the subjects to be taught are inappropriate or the teaching hours are insufficient, the appointment shall not be

approved.

A teacher proposed for appointment who is to teach professional or technical subjects shall have at least one year of practical work experience in an industry related to the teaching field.

The term “practical work experience in industry” in the preceding paragraph refers to work experience obtained domestically or abroad that is related to and beneficial for the teaching field. Such experience may be counted on a continuous or cumulative basis. The criteria for recognition are as follows:

- I. Service in government agencies (institutions), administrative legal persons, public enterprises, private institutions, or legally established or registered legal persons or organizations, with the submission of proof of service or insurance records.
- II. Service in industry–academia collaboration agencies (institutions), or execution of industry–academia collaboration projects, with the submission of relevant project contracts or proof of outcomes.
- III. Excluding teaching experience in short-term cram schools or schools at any level, service in units whose work content is similar to the teaching field, with the submission of proof of service or proof of concrete achievements.

Proof that practical work experience in industry is related to the teaching field shall be submitted together with the supporting documents specified in each subparagraph of the preceding paragraph and shall be reviewed and recognized by the University’s three-level Teacher Evaluation Committees. For proof documents issued by foreign agencies (institutions), a translation and signature by a domestic notary shall also be provided.

Article 9

Full-time teachers proposed for appointment shall submit the following documents:

- I. The highest degree certificate.
- II. Teacher qualification certificate for junior college or above (not required if not yet obtained).
- III. Academic transcripts (may be omitted if the applicant already holds a teacher qualification certificate for junior college or above).
- IV. The thesis/dissertation (including creative works) of the highest degree and an

overview of reference works (including reference materials). However, if the University's proposed rank of appointment is higher than the rank indicated on the applicant's teacher qualification certificate, the applicant shall submit works (or creative works, or proofs of achievements) produced after obtaining the teacher qualification certificate for the previous rank for review (including reference materials).

V. A detailed curriculum vitae.

VI. Any other materials required for reference in the appointment process (to be submitted upon request by the department, college, or the University in accordance with their authority).

For full-time teacher appointments, the applicant may select up to five items from among their specialized works, creative works, proofs of achievements, and technical reports for review, and shall designate one of them as the representative work, with the remaining items listed as reference works. For research falling within a series, such works may be combined as the representative work, but the total number of such items shall still not exceed five. The principles for listing authorship shall comply with the Principles Governing the Handling of Membership Titles or Participation Status in International Conferences or International Exchange Activities Attended Abroad by Government Agencies (Institutions) or Subsidized Civil Organizations. Materials previously submitted and reviewed as representative works may not be resubmitted as representative works for a new appointment.

Article 10

The regulations governing the appointment of newly appointed teachers, the external review procedures for works, and the timelines for such reviews shall be handled in accordance with the University's Directives for the Selection and Appointment of Full-Time Teachers and the Directives for the Review of Teachers' Professional Achievements. The operational directives shall be formulated separately.

Article 11

Full-time teachers at the University shall be appointed on an academic-year basis. The initial appointment shall be for one year; the first reappointment shall also be for one year; each subsequent reappointment shall be for two years.

Article 12

If a full-time teacher encounters any of the following circumstances before the expiration of the appointment term, the result of the full-time teacher evaluation shall serve as the basis for reappointment.

- I. At the time of the third reappointment (i.e., beginning from the fifth academic year).
- II. Before conducting the review of a reappointment case after the evaluation academic year has been recalculated in accordance with Paragraph 2, Article 5, of the University's Enforcement Rules for the Regulations for the Evaluation of Full-Time Teachers, or after an extension of the evaluation academic year has been approved in accordance with Article 6.

The reappointment of full-time teachers must be reviewed by the Departmental and College Teacher Evaluation Committees, and the review results shall be forwarded to the Personnel Office to be consolidated and submitted to the University Teacher Evaluation Committee for review. In cases involving non-renewal of appointment, dismissal, suspension, or severance with pay, in addition to complying with the relevant provisions of the Teachers' Act, the decision shall also be lawfully served to the party concerned in accordance with the Administrative Procedure Act.

After appointment, full-time teachers shall not be dismissed, suspended, not renewed, or severed with pay except under circumstances stipulated in the Teachers' Act, Article 19 of the University Act, the University's Regulations for Non-Renewal of Appointment of Full-Time Teachers, the Code of Teacher Ethics, and other relevant provisions. If a full-time teacher intends not to accept reappointment upon expiration of the appointment contract, or intends to resign during the term of the appointment contract, they shall notify the University in writing two months prior to the contract's appointment expiration. The teacher may resign only after obtaining the University's approval.

Article 13

A newly appointed teacher who does not yet possess a teacher qualification certificate, issued by the Ministry of Education, for the academic rank to which the University intends to appoint them shall, within three months of assuming the position, prepare and submit the required documents to the University in accordance

with regulations, for forwarding to the Ministry of Education to request issuance of the teacher qualification certificate.

Article 14 (Revoked)

Chapter III. Promotion

Article 15

Full-time teachers of the University who intend to apply for promotion must meet the following requirements:

- I. An instructor applying for promotion to assistant professor must have served as an instructor at **the University (including project teachers of equivalent rank)** for at least three years, have demonstrated excellent service performance, and possess specialized works.
- II. An assistant professor applying for promotion to associate professor must have served as an assistant professor at **the University (including project teachers of equivalent rank)** for at least three years, have demonstrated excellent service performance, and possess specialized works.
- III. An associate professor applying for promotion to professor must have served as an associate professor at **the University (including project teachers of equivalent rank)** for at least three years, have demonstrated excellent service performance, and possess important specialized works.

Teachers who already possess the qualifications for a higher rank may have their required years of service exempted from the restrictions in the preceding paragraph. The term “excellent service performance” as used in the subparagraphs of Paragraph 1 may, in addition to service performance certificates, be demonstrated through other documents or materials evidencing the individual’s academic or professional achievements, which may serve as substitutes or supplements. Such evidence shall be reviewed and recognized by the Teacher Evaluation Committees at each level.

For promotion applications by full-time teachers, the applicant may select up to five items from among their specialized works, creative works, proofs of achievements, and technical reports for review, and shall designate one of them as the representative work, which must have been published under the name “National Pingtung University of Science and Technology,” with the remaining items listed as reference

works. For research falling within a series, such works may be combined as the representative work, but the total number of such items shall still not exceed five. If the applicant was previously evaluated as not qualified by external scholars or experts, then when submitting a new application, the representative work must be a work that has not been previously submitted for review. The principles for listing authorship shall comply with the Principles Governing the Handling of Membership Titles or Participation Status in International Conferences or International Exchange Activities Attended Abroad by Government Agencies (Institutions) or Subsidized Civil Organizations.

Article 16

The calculation of a teacher's years of service shall be based on the year and month of commencement stated on the teacher's certificate for the current rank and shall run until the day before the effective date of the promotion.

For teachers engaged in full-time advanced study domestically, if the number of teaching hours undertaken at the University in any semester exceeds one-half of the statutory teaching hours, the period shall be counted toward years of service, but no more than two years may be counted. If the teacher does not teach at the University during such period, the years of service shall not be counted.

For teachers who have been approved for secondment and continue to undertake required teaching at the University, no more than two years of service during the secondment period may be counted; if no teaching is undertaken, the years of service shall not be counted.

When a project teacher of the University is transferred to a quota-based full-time teacher position, the years of service as a project teacher shall be combined and calculated in accordance with the provisions of Paragraph 1.

Article 17

A teacher's application for promotion shall not be accepted if any of the following circumstances apply:

- I. The teacher currently does not teach at the University.
- II. The teacher is on leave without pay or extended sick leave and therefore does not teach at the University, or has not met the required years of service stipulated in Article 15.

- III. The teacher did not apply in accordance with the procedures set forth in Article 19 of these Regulations.
- IV. At the time of application for promotion, the teacher is studying at a domestic or foreign university, or is abroad for lecturing or research, and is not teaching at the University, or the number of teaching hours undertaken does not reach one-half of the statutory hours.
- V. A work that was previously reviewed and found unqualified is resubmitted without revision.
- VI. The teacher is under investigation or undergoing dismissal or non-renewal of appointment procedures due to any of the circumstances specified in Paragraph 1 of Article 14, Paragraph 1 of Article 15, or Paragraph 1 of Article 16 of the Teachers' Act. However, cases involving Paragraph 1 of Article 16 of the Teachers' Act because the teacher did not meet the University's promotion deadline requirements are not subject to this restriction.
- VII. The teacher is under investigation or suspension procedures, or is currently in a suspension period, due to any of the circumstances specified in Paragraph 1 of Article 18, Article 21, or Paragraphs 1 or 2 of Article 22 of the Teachers' Act.
- VIII. The teacher is under investigation or severance with pay procedures due to any of the circumstances specified in Subparagraphs 2 or 3, Paragraph 1, Article 27 of the Teachers' Act.
- IX. The representative work, technical report, teaching report, or proof of athletic achievements submitted for review is unrelated to the subjects to be taught.
- X. During the period of current appointment, the teacher's performance in teaching, research, or service is unsatisfactory, and such has been verified by the relevant units.
- XI. Any other circumstances under which promotion shall be restricted in accordance with Ministry of Education regulations or University regulations (e.g., failure of teacher evaluation, violation of teacher qualification review requirements, etc.).

Article 18 (Revoked)

Article 19

Promotion of full-time teachers shall be reviewed by the Teacher Evaluation

Committees at each level. The review procedures are as follows:

I. Preliminary review:

The Departmental Teacher Evaluation Committee shall conduct a preliminary review of the research, teaching, counseling, and service materials of the full-time teacher applying for promotion, in accordance with the department's promotion regulations. For those who pass the preliminary review, the department shall submit the meeting minutes, the full-time teacher's promotion application works, and related materials to the college for the secondary review.

II. Secondary review:

Before the secondary review by the College Teacher Evaluation Committee, the promotion application works of teachers who passed the preliminary review shall be forwarded to the Vice President for Academic Affairs to conduct the external review of professional achievements. For submissions consisting of specialized works, technical reports, artistic works, proofs of achievements, teaching reports, or proofs of athletic achievements, six reviewers shall be commissioned at one time. The full score for the review **is 100 points. For promotion to assistant professor or associate professor, at least four reviewers must give a score of 70 points or above for the submission to be deemed qualified; for promotion to professor, at least four reviewers must give a score of 75 points or above for the submission to be deemed qualified. Only those who meet the qualification requirements** may proceed to the secondary review.

For those who pass the secondary review, the college shall submit the meeting minutes, the full-time teacher's promotion application works, and related materials to the University Teacher Evaluation Committee for the final review.

III. Final review:

The University Teacher Evaluation Committee shall evaluate the professional achievements, research, teaching, counseling, and service performance of the full-time teacher. A total evaluation score of 70 points or above shall be deemed as passing the promotion review.

If the Teacher Evaluation Committee has doubts regarding the reliability or accuracy of the review results provided by outside scholars or experts, it shall present specific reasons supported by professional academic grounds. Upon resolution, the case shall

be sent to one or two additional external scholars or experts for review, after which it shall be returned to the original reviewers for re-review.

The decision-making process of the Teacher Evaluation Committee shall be fully recorded in the meeting minutes and properly preserved. The Teacher Evaluation Committee’s decisions shall state specific reasons and be provided in writing to the applicant. If the decision is that the applicant is unqualified, the written notice shall include instructions on the remedies available should they disagree with the determination.

Article 19-1

The reference schedule for the University’s teacher promotion process is as follows:

I. Effective date: August 1

Sequence	I.	II	III	IV
Date	By <u>February 1 of the same year</u> (teacher)	By <u>March 1 of the same year</u> (department)	By <u>June 1 of the same year</u> (college)	By <u>July 15 of the same year</u> (University)
Item	Teachers at all levels submit their promotion applications to their respective departments.	The Departmental Teacher Evaluation Committee conducts the preliminary review.	(I) Based on the University-level external review results, review whether the applicant meets the college-level promotion threshold. (II) The College Teacher Evaluation Committee assigns the evaluation score.	The University Teacher Evaluation Committee conducts the <u>final review.</u>

II. Effective date: February 1

Sequence	I.	II	III	IV
Date	By <u>August 1 of the preceding year</u> (teacher)	By <u>September 1 of the preceding year</u> (department)	By <u>December 1 of the preceding year</u> (college)	By <u>January 15 of the same year</u> (University)
Item	Teachers at all levels submit their promotion applications to their respective departments.	The Departmental Teacher Evaluation Committee conducts the preliminary review.	(I) Based on the University-level external review results, review whether the applicant meets the college-level promotion threshold. (II) The College Teacher Evaluation Committee assigns the evaluation score.	The University Teacher Evaluation Committee conducts the <u>final review.</u>

Article 20

The evaluation items for teacher promotion include four components: professional achievements, research, teaching, and counseling and service. Among these, the score for professional achievements accounts for 55 percent of the total score. Teachers may select one of the following options for calculating the scores of the research, teaching, and counseling and service components. A combined total score of 70 points or above across the four components shall be deemed as passing:

- I. The research score shall account for 15 percent of the total score, the teaching score for 20 percent, and the counseling and service score for 10 percent.
- II. The research score shall account for 10 percent of the total score, the teaching score for 20 percent, and the counseling and service score for 15 percent.

The evaluation criteria for research may be established by each college, in accordance with the evaluation framework set by the University and in consideration of the characteristics of the college. The criteria shall be reviewed by the College Teacher Evaluation Committee and implemented after deliberation and passage by the University Teacher Evaluation Committee.

The teaching score must reach at least 70 percent of the allocated score under the overall distribution specified in Paragraph 1 in order to be eligible to apply for promotion. The scores for each sub-item under counseling and service must reach at least 70 percent of the allocated score in order to be eligible to apply for promotion. The regulations governing the assessment of research, teaching, and counseling and service scores referred to in Paragraphs 2 and 3 shall be formulated separately. The scoring rubric for teacher promotion at the University is attached as an appendix.

Article 20-1

For teachers who apply for promotion by using their degree thesis/dissertation in place of specialized works, the promotion evaluation items may include three components: professional achievements, teaching, and counseling and service. The applicant may select one of the following options for calculating the scores. A combined total score of 70 points or above across the three components shall be deemed as passing:

- I. The professional achievements score shall account for 70 percent of the total

score, the teaching score for 20 percent, and the counseling and service score for 10 percent.

- II. The professional achievements score shall account for 65 percent of the total score, the teaching score for 20 percent, and the counseling and service score for 15 percent.

Article 20-2

If a teacher applying for promotion disagrees with the deliberation results of the Teacher Evaluation Committees at any level, the teacher may file an appeal with the University's Teacher Appeal Review Committee in accordance with the University's Organizational and Review Directives for the Teacher Appeal Review Committee. The teacher may also file a petition for reconsideration in advance following the procedures below:

- I. If a teacher applying for promotion disagrees with the preliminary review decision, the teacher may submit a petition for reconsideration to the College Teacher Evaluation Committee within 30 days from the day following receipt of the written decision notice, stating the reasons in writing. After deliberation, the College Teacher Evaluation Committee shall provide the teacher with a written notice stating the reasons for its decision. If the College Teacher Evaluation Committee determines that the petition for reconsideration has merit, the case shall be returned to the Departmental Teacher Evaluation Committee for deliberation.
- II. If a teacher applying for promotion disagrees with the secondary review decision, the teacher may submit a petition for reconsideration to the University Teacher Evaluation Committee within 30 days from the day following receipt of the written decision notice, stating the reasons in writing. After deliberation, the University Teacher Evaluation Committee shall provide the teacher with a written notice stating the reasons for its decision. If the University Teacher Evaluation Committee determines that the petition has merit, the case shall be returned to the College Teacher Evaluation Committee for deliberation.

The College Teacher Evaluation Committee and the University Teacher Evaluation Committee shall complete their deliberation within 30 days from the day following

receipt of the petition for reconsideration. If necessary, the period may be extended for an additional 30 days, and the teacher applying for promotion shall be notified. If no deliberation result is issued within the prescribed period, the petition for reconsideration shall be deemed approved.

A teacher applying for promotion who files an appeal with the University's Teacher Appeal Review Committee based on the same grounds may no longer file a petition for reconsideration; any petition for reconsideration already in process shall also be terminated immediately.

Article 21

After a full-time teacher's promotion application has been deliberated and passed by the University Teacher Evaluation Committee, the promoted teacher shall, within two weeks, proactively prepare all relevant documents related to the teacher qualification review and submit them directly to the Personnel Office for consolidation and forwarding to the Ministry of Education to request issuance of the teacher qualification certificate.

If, for reasons attributable to the teacher, the relevant documents for the teacher qualification review mentioned in the preceding paragraph cannot be submitted to the University within the specified deadline, thereby causing any loss of rights or interests to the teacher when forwarding the case to the Ministry, the teacher shall bear full responsibility.

For full-time teachers of the University applying for promotion, if the application for issuance of the teacher qualification certificate is submitted to the Ministry of Education within three months from the beginning of the semester, the effective date shall be calculated from the year and month in which the semester begins.

When a full-time teacher of the University applies for promotion and, after the original non-passing decision is overturned through a remedy procedure and the case is re-reviewed and approved, the teacher's years of service may be calculated in accordance with the provisions of the preceding paragraph.

Article 22

When members of the University's Teacher Evaluation Committees at any level deliberate on cases concerning teacher appointment or promotion, they shall recuse themselves if any of the following circumstances apply:

- I. The member, the member's spouse or former spouse, a relative by blood within the fourth degree, a relative by marriage within the third degree, or a person who previously had such a relationship is a party to the case.
- II. The member or the member's spouse or former spouse has a relationship of joint rights or joint obligations with a party to the case.
- III. The member currently serves or has previously served as an agent or assistant to a party in the case.
- IV. The member has served as a witness or expert witness in the case.
- V. The member currently has or previously had a doctoral or master's thesis advisor–advisee relationship with a party to the case.
- VI. The member has jointly conducted research or co-authored papers or research outcomes with a party to the case within the past three years.
- VII. The member is currently engaged in the joint execution of a research project with a party to the case at the time of reviewing the case.
- VIII. Any other circumstances under which recusal is required by law or regulation.

If any of the following circumstances apply, the party to the case may request recusal:

- I. The member fails to recuse themselves despite falling under any of the circumstances listed in the preceding paragraph.
- II. There are specific facts sufficient to believe that the member may be biased in performing their duties.

For cases involving the circumstances requiring automatic recusal as stated in Paragraph 1, the Teacher Evaluation Committees at each level shall review the relevant reasons on a case-by-case basis. For recusal requests under Paragraph 2, the party to the case shall state the reasons and facts to the Teacher Evaluation Committee at the corresponding level and provide appropriate explanations; the Teacher Evaluation Committee member who is the subject of the recusal request may provide a written opinion regarding the request.

If a party to the case disagrees with the decision of the Departmental or College Teacher Evaluation Committee to reject a recusal request, they may petition the higher-level Teacher Evaluation Committee for a ruling within five days. Unless there are justified reasons, the higher-level Teacher Evaluation Committee shall make an appropriate disposition within 10 days.

Before the Teacher Evaluation Committee to which the member belongs renders a

decision to approve or reject the recusal request, the Teacher Evaluation Committee member who is the subject of the request shall suspend participation in the administrative procedure. However, in urgent circumstances, the member shall still take any necessary actions.

If a member of a Teacher Evaluation Committee at any level does not voluntarily recuse themselves despite falling under the circumstances specified in Paragraphs 1 or 2, and no recusal request has been filed by the party to the case, the Teacher Evaluation Committee shall, on its own authority, order the member to recuse themselves.

Chapter IV. Supplementary Provisions

Article 23

For current teachers who, prior to the amendment of the Act Governing the Appointment of Educators that took effect on March 21, 1997, had already obtained instructor or teaching assistant certificates and have continued to serve in teaching positions without interruption and have demonstrated excellent service performance, their teacher qualifications may be directly submitted for review in accordance with the original promotion regulations pursuant to Article 30-1 of the Act Governing the Appointment of Educators.

Article 24

Matters not covered in these Regulations shall be handled in accordance with the Teachers' Act, the Act Governing the Appointment of Educators, the Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education, and other relevant University provisions.

Article 25

These Regulations and any amendments made hereto shall be implemented upon deliberation and passage by the **University Teacher Evaluation Committee, the Administrative Meeting,** and the University Council.

Except for Articles 19 and 19-1, which shall be implemented on August 1, 2024, the remaining provisions of these Regulations shall be implemented upon passage.

National Pingtung University of Science and Technology Teacher Promotion Scoring Rubric 1

(Applicable to submissions of specialized works, proofs of athletic achievements, technical reports, or teaching reports)

Name of Teacher Applying for Department/Graduate Rank Submitted for Review:
Promotion: Institute:

A. Professional Achievements (External Review)	B. Research	C. Teaching	D. Counseling and Service	A+B+C+D
Sum of the six external review scores ÷ 6	Score assessed in accordance with the University's Directives for the Assessment of Teachers' Research, Teaching, and Counseling and Service Performance; each college may establish its own criteria based on its characteristics within the University's evaluation framework	Score assessed in accordance with the University's Directives for the Assessment of Teachers' Research, Teaching, and Counseling and Service Performance (the total score for this item must reach at least 70 percent of the allocated score to be eligible to apply for promotion)	Score assessed in accordance with the University's Directives for the Assessment of Teachers' Research, Teaching, and Counseling and Service Performance (each sub-item score must reach at least 70 percent of the allocated score to be eligible to apply for promotion)	Total score

Notes:

- When applying for promotion, the teacher shall select one of the scoring distributions listed below. After the University completes the final review, a total score of **70** points or above (calculated to two decimal places, without rounding) shall be deemed as passing the promotion review.

\	A. Professional Achievements	B. Research	C. Teaching	D. Counseling and Service
<input type="checkbox"/>	55%	15 points	20%	10%
<input type="checkbox"/>		10 points		15%

- For teachers whose professional achievements are submitted for review in the form of specialized works, proofs of athletic achievements, technical reports, or teaching reports as the representative work, the external review shall be conducted by at least six reviewers commissioned by the University. **For promotion to assistant professor or associate professor, at least four reviewers must give a score of 70 points or above for the submission to be deemed qualified; for promotion to professor, at least four reviewers must give a score of 75 points or above for the submission to be deemed qualified. Only those who meet the qualification requirements** may proceed to promotion deliberation by the Teacher Evaluation Committees.
- The requirement that each sub-item of the counseling and service score must meet its respective threshold has been implemented since Academic Year 2012; **the external review qualification requirements have been implemented since Academic Year 2024.**
- Please attach the scoring application forms and item certification forms for Research (Item B), Teaching (Item C), and Counseling and Service (Item D).

National Pingtung University of Science and Technology Teacher Promotion Scoring Rubric 2 (Applicable to submissions of creative works or proofs of artistic achievements)

Name of Teacher Applying for Department/Graduate Rank Submitted for Review:
Promotion: Institute:

A. Professional Achievements (External Review)	B. Research	C. Teaching	D. Counseling and Service	A+B+C+D
Sum of the six external review scores ÷ 6	Score assessed in accordance with the University's Directives for the Assessment of Teachers' Research, Teaching, and Counseling and Service Performance; each college may establish its own criteria based on its characteristics within the University's evaluation framework	Score assessed in accordance with the University's Directives for the Assessment of Teachers' Research, Teaching, and Counseling and Service Performance (the total score for this item must reach at least 70 percent of the allocated score to be eligible to apply for promotion)	Score assessed in accordance with the University's Directives for the Assessment of Teachers' Research, Teaching, and Counseling and Service Performance (each sub-item score must reach at least 70 percent of the allocated score to be eligible to apply for promotion)	Total score

Notes:

- When applying for promotion, the teacher shall select one of the scoring distributions listed below. After the University completes the final review, a total score of **70** points or above (calculated to two decimal places, without rounding) shall be deemed as passing the promotion review.

\	A. Professional Achievements	B. Research	C. Teaching	D. Counseling and Service
<input type="checkbox"/>	55%	15 points	20%	10%
<input type="checkbox"/>		10 points		15%

- For teachers whose professional achievements are submitted for review in the form of creative works or proofs of artistic achievements as the representative work, the external review shall be conducted by at least six reviewers commissioned by the University. **For promotion to assistant professor or associate professor, at least four reviewers must give a score of 70 points or above for the submission to be deemed qualified; for promotion to professor, at least four reviewers must give a score of 75 points or above for the submission to be deemed qualified. Only those who meet the qualification requirements** may proceed to promotion deliberation by the Teacher Evaluation Committees.
- The requirement that each sub-item of the counseling and service score must meet its respective threshold has implemented since Academic Year 2012; **the external review qualification requirements have been implemented since Academic Year 2024.**
- Please attach the scoring application forms and item certification forms for Research (Item B), Teaching (Item C), and Counseling and Service (Item D).

National Pingtung University of Science and Technology Teacher Promotion Scoring Rubric 3 (Applicable to submissions of degree theses/dissertations in place of specialized works)

Name of Teacher Applying for Department/Graduate Rank Submitted for Review:
Promotion: Institute:

A. Professional Achievements (External Review)	C. Teaching	D. Counseling and Service	A+C+D
Sum of the six external review scores ÷ 6	Score assessed in accordance with the University's Directives for the Assessment of Teachers' Research, Teaching, and Counseling and Service Performance (the total score for this item must reach at least 70 percent of the allocated score to be eligible to apply for promotion)	Score assessed in accordance with the University's Directives for the Assessment of Teachers' Research, Teaching, and Counseling and Service Performance (each sub-item score must reach at least 70 percent of the allocated score to be eligible to apply for promotion)	Total score

Notes:

- When applying for promotion, the teacher shall select one of the scoring distributions listed below. After the University completes the final review, a total score of **70** points or above (calculated to two decimal places, without rounding) shall be deemed as passing the promotion review.

\	A. Professional Achievements	C. Teaching	D. Counseling and Service
<input type="checkbox"/>	70%	20%	10%
<input type="checkbox"/>	65%		15%

- For teachers who submit their degree thesis/dissertation in place of specialized works as the representative work for review, the external review shall be conducted by at least six reviewers commissioned by the University. **For promotion to assistant professor or associate professor, at least four reviewers must give a score of 70 points or above for the submission to be deemed qualified; for promotion to professor, at least four reviewers must give a score of 75 points or above for the submission to be deemed qualified. Only those who meet the qualification requirements** may proceed to promotion deliberation by the Teacher Evaluation Committees.
- The requirement that each sub-item of the counseling and service score must meet its respective threshold has implemented since Academic Year 2012; **the external review qualification requirements have been implemented since Academic Year 2024.**
- Please attach the scoring application forms and item certification forms for Teaching (Item C) and Counseling and Service (Item D).