

# National Pingtung University of Science and Technology Regulations for the Evaluation of Full-Time Teachers

June 2, 2025 Amendments passed at the 77th University Council meeting

## Article 1

National Pingtung University of Science and Technology (hereinafter referred to as “the University”), in order to enhance the teaching quality of its full-time teachers and improve standards of research and service, has formulated the National Pingtung University of Science and Technology Regulations for the Evaluation of Full-Time Teachers (hereinafter referred to as “these Regulations”) in accordance with Article 21 of the University Act.

## Article 2

Teachers of the University shall, upon the completion of every three academic years from the date of assuming their current positions, undergo evaluations in “teaching,” “counseling and service,” and “research (including industry–academia collaboration),” which shall serve as reference information for the review of matters related to teacher reappointment, promotion, and advanced studies.

**Teachers who are promoted shall be deemed to have passed the teacher evaluation, and the evaluation period shall be recalculated starting from the title held after such promotion.**

## Article 3

The evaluation items and contents must be capable of effectively assessing teachers’ performance in teaching, counseling and service, and research (including industry–academia collaboration). The Enforcement Rules for the Regulations for the Evaluation of Full-Time Teachers and the corresponding Evaluation Criteria Table shall be formulated separately.

## Article 4

Evaluation procedures:

- I. Self-evaluation: Teachers shall complete the Evaluation Criteria Table item by item in accordance with the listed items. The items in each Evaluation Criteria Table shall be determined based on the data recorded in the Ministry of Education’s Base DataBase of Higher Technological and Vocational Education. Where such data are insufficient, the teacher under evaluation shall additionally provide a

list of relevant supporting materials, which shall be appended to the file.

- II. Preliminary evaluation: The Teacher Evaluation Committee of the department, graduate institute, degree program, center, or office (Office of Physical Education) (hereinafter referred to as the “Departmental **Teacher Evaluation Committee**”) shall conduct a preliminary evaluation based on the teacher’s self-evaluation and submitted materials, and shall record its comments.
- III. Secondary evaluation: The College Teacher Evaluation Committee shall conduct a secondary evaluation of the preliminary evaluation results and comments submitted by the Departmental **Teacher Evaluation Committee**, and shall decide whether the teacher passes the evaluation and whether any restrictions on rights are to be imposed.
- IV. Review and recordation: The University Teacher Evaluation Committee shall review and place on record the teacher evaluation results as determined by the College **Teacher Evaluation Committee**.

#### Article 5

Teachers whose evaluation performance fails to meet the qualifying threshold shall be deemed to have failed the evaluation. The Personnel Office shall notify the teacher under evaluation to make improvements within the next evaluation period, during which “certain rights shall be restricted,” and to undergo a re-evaluation. If the teacher again fails the re-evaluation, and upon review and approval by the **Teacher Evaluation Committees** at all levels, the case shall be submitted to the Ministry of Education for approval to deny reappointment upon expiration of the appointment term; alternatively, the teacher may voluntarily resign no later than one month before the end of the re-evaluation academic year period.

#### Article 6

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