

# 國立中興大學管理學院教師聘任暨升等評審辦法

## Regulations for Faculty Appointment and Promotion Review of the College of Management, National Chung Hsing University

民國 89 年 4 月 19 日院務會議討論通過

April 19, 2000, Faculty Meeting approved

民國 110 年 11 月 16 日 110 學年度第 1 學期院務會議修訂(第 22、23 條)

November 16, 2021, Faculty Meeting in the 1st semester of the 110th academic year amended Articles 22 and 23

民國 111 年 05 月 04 日 110 學年度第 2 學期院務會議修訂(第 22 條)

May 4, 2022, Faculty Meeting in the 2nd semester of the 110th academic year amended Article 22

111 年 11 月 30 日 111 學年度第 1 學期院務會議修訂通過(第 1、2、3、13、22 條)

November 30, 2022, Faculty Meeting in the 1st semester of the 111th academic year approved amendments to Articles 1, 2, 3, 13, and 22

(完整修正歷程詳條文末)

(Complete amendment history is detailed at the end of the text)

### 第一章 總則 Chapter 1 General Provisions

第一條 依據本院教師評審委員會組織辦法第二條及有關法令規定，訂定「國立中興大學管理學院教師聘任暨升等評審辦法」(以下簡稱本辦法)。

Article 1 According to the regulations in Article 2 of the Teacher Review Committee Organizational Method and related laws, the "National Chung Hsing University College of Management Teacher Appointment and Promotion Review Methods" (hereinafter referred to as the Method) is formulated.

第二條 本院專、兼任教師(含專案教學人員及本院聘任之教師)聘任暨升等，除法令另有規定外，由本院教師評審委員會(以下簡稱院教評會)，依據本校教師聘任暨升等辦法及本辦法評審辦理之。本院聘任之教師(以下簡稱院聘教師)，免經系、所教師評審委員會(以下簡稱系、所教評會)審議。

研究人員(含專案研究人員)之聘任、升等，除另有規定外，亦由院教評會依據本辦法評審辦理之。

專業技術人員之聘任，由院教評會依據本校聘任專業技術人員擔任教學要點及本院聘任專業技術人員擔任教學認定規範審查之。

Article 2 The appointment and promotion of full-time and part-time teachers (including project teaching staff and teachers appointed by this College) shall, unless otherwise stipulated by laws and regulations, be reviewed by the Teacher Review Committee (hereinafter referred to as the College Review Committee), based on the university's Teacher Appointment and Promotion Methods and these Regulations. The appointment and promotion of researchers (including project researchers) shall be reviewed and handled by the Faculty Evaluation Committee in accordance with these regulations, unless otherwise specified.

The appointment of professional technical personnel shall be reviewed by the Faculty Evaluation Committee based on the university's guidelines for appointing professional technical personnel for teaching duties and the criteria for the appointment of professional technical personnel within the faculty.

第三條 本院各系、所、班、學位學程(以下簡稱系、所)新聘教師，應經系、所專任教師二分之一以上同意後，始得送系、所教評會審議。新成立系、所之新聘案不在此限。

院聘專任教師應經新聘教師甄選委員會（以下簡稱甄選會）審議後始得送院教評會審議。院聘教師如為中央研究院院士、或曾獲國家科學及技術委員會（以下簡稱國科會）傑出獎、特約研究人員獎、教育部學術獎、國家講座、傑出人才發展基金會傑出人才講座、吳大猷獎、中央研究院年輕學者研究著作獎、國內外其他公認學術成就卓著獎項等傑出學者，得免經新聘教師甄選委員會審議。

已具教育部核發之擬聘等級教師證書，且符合第二項之傑出學者、新聘本校一級主管且經提聘系（所）務會議過半數同意者得依行政程序逕送本校教師評審委員會（以下簡稱校教評會）審議。另新聘具擬聘等級教師證書之兼任教師或未具擬聘等級教師證書，惟具本辦法第六條第二項免外審規定不送審教師證書之兼任教師，得經系級及院級教評會審議通過後，送校教評會備查。

本院教師新聘、升等、改聘及延長服務等，須先經系、所教評會評審通過，再由院教評會依本辦法評審，經院教評會委員三分之二以上出席及參加表決委員三分之二以上通過後，始得送請校教評會評審。

本院各系、所應依據本校教師聘任暨升等辦法等相關法規，參照本辦法以及本院「教師聘任暨升等評審標準表」，訂定聘任暨升等評審辦法及標準，報院核定後實施。

Article 3 The appointment of new faculty members for each department, institute, class, and degree program (hereinafter referred to as "departments and institutes") within the faculty shall be submitted to the departmental or institute evaluation committee for review only after receiving approval from more than half of the full-time faculty members in the department or institute. The appointment of faculty members in newly established departments or institutes is not subject to this requirement.

Faculty members appointed by the faculty shall be reviewed by the New Faculty Selection Committee (hereinafter referred to as the "Selection Committee") before being submitted to the Faculty Evaluation Committee for review. Faculty members appointed by the faculty who are academicians of the Academia Sinica, or who have previously received awards such as the National Science and Technology Council (NSTC) Outstanding Award, the Special Researcher Award, the Ministry of Education Academic Award, National Chair Professorships, the Outstanding Talent Lecture Series of the Outstanding Talent Development Foundation, the Wu Da-Yu Award, the Academia Sinica Young Scholars Research Achievement Award, or other internationally recognized academic achievement awards, may be exempt from review by the New Faculty Selection Committee.

Faculty members who hold a teacher certification issued by the Ministry of Education at the designated appointment level and meet the criteria for outstanding scholars as mentioned in the second paragraph, or newly appointed university-level administrators who have received the majority approval from the department (institute) affairs meeting, may be submitted directly to the university's Faculty Evaluation Committee for review, following the administrative procedure. Additionally, new part-time faculty members who hold the required teaching certification or those who do not hold such certification but meet the exemption

criteria under Article 6, Paragraph 2 of these regulations may, after passing the review by the departmental and faculty evaluation committees, be submitted to the university's Faculty Evaluation Committee for record.

New appointments, promotions, reappointments, and extensions of service for faculty members within the faculty must first be reviewed and approved by the departmental or institute evaluation committee. After passing this review, they will be further evaluated by the faculty evaluation committee based on these regulations. The review will proceed only after receiving the approval of more than two-thirds of the committee members in attendance and more than two-thirds of the voting members of the committee. Then, the final decision will be sent to the university's Faculty Evaluation Committee for further evaluation.

Each department or institute within the faculty shall, in accordance with the university's faculty appointment and promotion guidelines and relevant regulations, refer to these regulations and the faculty's "Faculty Appointment and Promotion Evaluation Criteria" to establish their own appointment and promotion review procedures and standards, which will be implemented after being approved by the faculty

第四條 本院甄選會置委員五至七人，以院長為當然委員，其餘委員由院教評會推薦十二名傑出學者或具學術聲望教授，由院長陳請校長遴聘之。委員任期一年，甄選會委員(當然委員除外)不得同時兼任院教評會委員，甄選會委員於任期中出缺時，由院長陳請校長就原推薦名單遴聘遞補之。院長兼甄選會召集人，開會時擔任會議主席，院長無法出席時由委員互推一人擔任主席。會議時並得邀請擬新聘教師系、所主管列席說明，惟審議時應行離席。甄選會委員應親自出席會議，有三分之二以上委員出席始得開會，有出席委員三分之二以上同意始得決議。委員有院教評會組織辦法規定應迴避情況者應自行迴避，未自行迴避者，主席應經會議決議請該等委員迴避。

Article 4 The Faculty Selection Committee shall consist of five to seven members, with the Dean serving as an ex-officio member. The remaining members shall be recommended by the Faculty Evaluation Committee from a pool of twelve outstanding scholars or professors with academic prestige, and the Dean shall propose them to the university president for appointment. The term of the committee members shall be one year. Committee members (except for the ex-officio member) shall not concurrently serve as members of the Faculty Evaluation Committee. If a committee member vacates their position during the term, the Dean shall propose a replacement from the original list of recommendations for the university president's appointment. The Dean shall also serve as the convener of the Selection Committee and chair the meetings. If the Dean is unable to attend, the members shall elect a chairperson among themselves.

During meetings, the committee may invite the department or institute heads of the proposed new faculty members to attend and explain, but they must leave the meeting during deliberations.

Committee members are required to attend meetings in person, and a meeting may only be held if more than two-thirds of the members are present. A decision may only be made if more than two-thirds of the members present agree. If any committee member is subject to a conflict of interest as stipulated by the Faculty Evaluation Committee's organizational guidelines, they must recuse themselves. If they fail to do so, the chairperson may, with the committee's approval, request the member to recuse themselves.

第五條 本辦法所稱之學術著作必須符合本校「教師升等評審標準暨聘任升等著作送審準則」及本院「教師專門著作及學術著作認定標準」之規定。

本院各系、所應訂定學術研究成果指標之最低標準，報院務會議認可，並送院教評會備查。各系、所教評會應先審核各該聘任升等案符合最低標準後，始得申請辦理著作外審及提請院教評會審議。院聘教師由院教評會參照受評審人專長相關系、所訂定之標準審核。

Article5 The academic works referred to in these regulations must comply with the university's "Faculty Promotion Review Standards and Guidelines for Submission of Works for Promotion" and the faculty's "Standards for Recognizing Professional and Academic Works."

Each department or institute within the faculty shall establish a minimum standard for academic research achievements, which shall be approved by the faculty's administrative meeting and reported to the Faculty Evaluation Committee for record. The Faculty Evaluation Committee of each department or institute must first review whether the promotion or appointment case meets the minimum standard before applying for external review of the work and submitting it to the Faculty Evaluation Committee for further deliberation. For faculty appointed by the college, the Faculty Evaluation Committee shall review the case based on the standards set by the relevant department or institute according to the individual's area of expertise.

第六條 本院各等級教師新聘、升等及改聘應經系、所教評會（院聘教師為院教評會）審查其資格符合本校、本院及各該系、所之各種規定後，由本院依據本校「教師升等評審標準暨聘任升等著作送審準則」、本辦法，辦理著作外審（實質審查）及評審有關事宜。惟符合下列資格條件之一者，得免外審：

- 一、符合本辦法第三條第二項之傑出學者、新聘至本校擔任主管職務或兼任教師，已具有教育部頒同等級大學教師證書。
- 二、現任中央研究院特聘研究員、研究員、副研究員擬聘為兼任教師，或聘任語言課程之兼任講師、助理教授，或擬聘以外語授課且具碩士學位之本校博士生為兼任教師者，以上均不送審教師證書者。

新聘具擬聘等級教師證書及二年以上教學經驗之兼任語言教師或新聘以外語授課且具碩士學位之本校博士生為兼任教師，得免送著作。

院聘教師由院教評會將外審名單秘密送請校教評會召集人、轉陳校長遴聘著作評審委員後，由本院辦理外審。本院著作外審委員遴聘作業要點另訂之。教師新聘、升等或改聘案外審總評結果，應符合本校「教師升等評審標準暨聘任升等著作送審準則」第六條之規定，始得提請逐級評審。

提請逐級評審前，由院教評會主席將每份外審結果提供各級教評會作評審參考。

Article 6 For new appointments, promotions, and reappointments of faculty members at various levels within the faculty, the department or institute's Faculty Evaluation Committee (or the Faculty Evaluation Committee for faculty appointed by the college) shall review whether the qualifications comply with the regulations of the university, the faculty, and the respective department or institute. The faculty shall then proceed with the external review (substantive review) of academic works and related evaluations in accordance with the university's "Faculty Promotion Review Standards and Guidelines for Submission of Works for Promotion" and these regulations. However, individuals who meet one of the following conditions may be exempted from external review:

Distinguished scholars as defined in Article 3, Section 2 of these regulations, newly appointed to administrative positions or as adjunct faculty members, who already hold an equivalent university faculty certification issued by the Ministry of Education.

Individuals currently serving as Distinguished Research Fellows, Research Fellows, or Associate Research Fellows at the Academia Sinica, who are appointed as adjunct faculty members, or adjunct instructors or assistant professors in language courses, or doctoral students at this university who teach in a foreign language and hold a Master's degree, all of whom are exempt from submitting teaching certificates for review.

Newly appointed adjunct language instructors or doctoral students who teach in a foreign language and hold a Master's degree, with more than two years of teaching experience and an intended appointment at the university, are also exempt from submitting works for review.

For faculty appointed by the college, the Faculty Evaluation Committee shall confidentially submit the list of external reviewers to the Chairperson of the University Faculty Evaluation Committee, who will then forward it to the university president for the selection of the reviewers. The faculty will handle the external review process. The guidelines for selecting external reviewers for academic works will be separately established by the faculty.

The final evaluation results of the external review for new appointments, promotions, or reappointments must meet the requirements set out in Article 6 of the university's "Faculty Promotion Review Standards and Guidelines for Submission of Works for Promotion" before they can be submitted for successive levels of review.

Before submitting for successive level reviews, the Chairperson of the Faculty Evaluation Committee shall provide each external review result to the corresponding level evaluation committees for reference.

## 第二章 新聘 Chapter 2: New Appointments

- 第七條 講師之聘任需具有碩士學位、且曾擔任教學或研究工作兩年以上成績優秀者，或取得博士學位者。
- Article 7 The appointment of lecturers requires a Master's degree and at least two years of outstanding teaching or research experience, or a Ph.D. degree.
- 第八條 助理教授之聘任以具有博士學位者為原則。
- Article 8 The appointment of assistant professors is based on the principle of holding a Ph.D. degree.
- 第九條 副教授之聘任以取得博士學位後曾擔任助理教授三年以上或相當職位之研究工作四年以上，在該學術領域有貢獻或創見者為原則。
- Article 9 The appointment of associate professors is based on the principle of having held the position of assistant professor for more than three years or having worked in a research position of equivalent status for more than four years after obtaining a Ph.D., and having made contributions or innovations in the academic field.
- 第十條 教授之聘任以取得博士學位後曾擔任副教授三年以上，在該學術領域有貢獻或創見者為原則。
- Article 10 The appointment of professors is based on the principle of having held the position of associate professor for more than three years after obtaining a Ph.D., and having made contributions or innovations in the academic field.
- 第十一條 具有教育部頒發教師證書者，得依其教學與研究著作聘任為本院講師、助理教授、副教授、教授等各等級教師。
- Article 11 Those who hold a teaching certificate issued by the Ministry of Education may be appointed as lecturers, assistant professors, associate professors, or professors in the institute, based on their teaching and research work.
- 第十二條 本院各系、所擬新聘教師應於傳播媒體或學術刊物刊載徵聘資訊，所定之應徵期間至少兩週以上。至本校擔任主管職務或依本辦法第五條第一項聘任之本校博士生，可免公開徵求程序。
- Article 12 Each department or institute of the college planning to hire new teachers must publish recruitment information in media or academic journals, with the application period set for at least two weeks. Ph.D. students hired to serve in supervisory positions or those appointed according to Article 5, Paragraph 1 of this regulation are exempt from the open recruitment process.
- 擬新聘編制內專任教師之最高學歷為本校授予者，應於學位取得後曾任其他公私立機構與所習學科有關之專任教學研究工作、專門職業或職務兩年以上之經歷。惟具有特殊專長或優異表現、且經系所教評會審議通過者，得送請院教評會審議。各系、所審議其特殊專長與優異表現，應明確訂定評審與認定標準，送請院教評會備查，提送此類案件交院教評會評審時亦應詳細而具體敘明其事證，由院教評會據以審議。
- 新聘教師人選經系所教評會評審通過後，應檢具其經歷、學位證書（國外學歷並須完成查證認定程序）、部頒教師證書（未獲頒者免附）、學術著作

(含代表著作及參考著作，以學位應聘為講師及助理教授者，得以其學位論文為代表著作)、修業證明及評審結果等，送請院教評會評審。

For candidates with the highest degree conferred by this university, they must have at least two years of experience in full-time teaching or research work, specialized professions, or positions related to their field of study, either in public or private institutions, after obtaining their degree. However, those with special expertise or exceptional performance, and who have been approved by the department or institute's teaching evaluation committee, may be submitted for review by the college's teaching evaluation committee. Each department or institute should clearly establish evaluation and recognition standards for special expertise and exceptional performance, which should be submitted to the college's teaching evaluation committee for record. When submitting such cases for review, detailed and specific evidence should be provided for the committee's consideration.

After the selection of new faculty members is approved by the department or institute's teaching evaluation committee, the candidate should provide documentation of their experience, degree certificate (foreign degrees must undergo verification), teacher certification issued by the Ministry of Education (if not issued, this is not required), academic works (including representative and reference works; for appointments as lecturer or assistant professor, the thesis may be considered the representative work), academic records, and review results for submission to the college's teaching evaluation committee.

### 第三章 升等 Chapter 3: Promotion

第十三條 本院各級教師升等須符合下列之規定：

Article 13 The promotion of teachers at all levels in this institute must comply with the following regulations:

- 一、 講師擬升助理教授者，須曾任講師三年以上，成績優良，有相當博士論文水準之專門著作。

A lecturer wishing to be promoted to assistant professor must have served as a lecturer for more than three years, with excellent performance, and possess specialized works that are of a level equivalent to a doctoral thesis.

- 二、 助理教授擬升副教授者，須曾任助理教授三年以上，成績優良，並有專門著作。

An assistant professor intending to be promoted to associate professor must have served as an assistant professor for at least three years, achieved excellent performance, and have specialized publications.

- 三、 副教授擬升教授者，須曾任副教授三年以上，成績優良，並有專門著作。前項所定成績優良，除成績證明外，並得繳交其他學術或專業成就證明文件資料，以為成績優良之證明。

Associate Professors seeking promotion to Full Professor must have served as Associate Professor for three or more years, demonstrated excellent performance, and produced specialized publications. In addition to performance evaluations, excellent performance as specified in the preceding paragraph may be demonstrated through submission of other documents and materials proving academic or professional achievements.

專任教師升等年資同第一項第二至三款且符合下列各款情形之一者，得以技術報告為代表作提出升等：

Full-time faculty members who meet the years of service requirements specified in Subparagraphs 2 to 3 of Paragraph 1 and fulfill any of the following conditions may submit a technical report as their representative work for promotion:

一、近五年內有發明專利且該專利技轉金實收入總額，助理教授擬升等副教授達七十萬元以上、副教授擬升等教授達一百一十萬元以上者。

Within the past five years, having invention patents with total actual technology transfer income of: at least NT\$700,000 for Assistant Professors seeking promotion to Associate Professor; at least NT\$1,100,000 for Associate Professors seeking promotion to Professor.

二、近五年內建教合作計畫管理費(扣除對外服務收入及教育部計畫之管理費)，助理教授擬升等副教授，累計達一百二十五萬元以上、副教授擬升等教授，累計達二百一十萬元以上者。

Within the past five years, accumulated industry-academia collaboration project management fees (excluding external service income and Ministry of Education project management fees) of: at least NT\$1,250,000 for Assistant Professors seeking promotion to Associate Professor; at least NT\$2,100,000 for Associate Professors seeking promotion to Professor.

專任教師近五年曾獲本校校級教學特優教師獎項且具有優秀之教學實務或創新成果、或在課程、教材、教法、教具、科技媒體運用、評量工具，具有創新、改進或延伸應用之具體研發成果，並能有效提升學生學習成效或於校內外推廣具有重要具體貢獻者，亦得以教學著作或技術報告為代表作提出升等。

Full-time faculty members who, within the past five years, have received university-level outstanding teaching awards and demonstrated excellent teaching practices or innovative achievements, or have concrete research and development results in innovation, improvement, or extended applications in curriculum, teaching materials, teaching methods, teaching aids, technology media utilization, or assessment tools, and have effectively enhanced student learning outcomes or made significant concrete contributions to promotion within or outside the university, may also submit teaching publications or technical reports as their representative works for promotion. 本院各級教師升等除須合於前項規定外，並應符合各系、所訂定之學術研究成果指標之最低標準，方得提出申請。任職現等級最近五年曾主持三年以上國科會研究計畫(教師如自校外其他單位轉入，其校外國科會研究計畫可併入計算)，視同符合學術研究成果指標之最低標準。

In addition to meeting the above requirements, faculty members at all levels seeking promotion in this college must also meet the minimum standards of academic research output indicators set by their respective departments and institutes before submitting an application. Having served as the principal investigator of Ministry of Science and Technology research projects for three or more years within the past five years at their current rank (including projects from other institutions for transferred faculty members) is considered equivalent to meeting the minimum standards of academic research output indicators.

教育人員任用條例修正公佈(八十六年三月十九日)施行前已取得講師、助教證書之現職人員，如繼續任教而未中斷，得逕依原升等辦法送審。

Current faculty members who obtained their Lecturer or Teaching Assistant certificates before the implementation of the amended Education Personnel Employment Act (March 19, 1997) and have continued teaching without interruption may apply for promotion according to the original promotion regulations.

第十四條 院教評會按擬升等教師之教學、研究、服務與合作等三項予以評審。

Article 14 The College Faculty Evaluation Committee shall evaluate faculty members seeking promotion based on three criteria: teaching, research, and service and cooperation.

一、教學(佔百分之三十)：依任教課程、教學績效、教材教案、參與院校核心課程及推廣教育、教學評量與反思等項目評分。

Teaching (30%): Evaluation based on courses taught, teaching performance, teaching materials and lesson plans, participation in college and university core courses and continuing education, teaching evaluation and reflection.

二、研究(教授佔百分之五十、副教授及助理教授佔百分之四十)：研究送審專門著作分為代表著作與參考著作，教師得以學術著作、教學著作或技術報告作為代表作送審。 2. Research (50% for Professor, 40% for Associate Professor and Assistant Professor): Research submissions for review include representative works and reference works. Faculty members may submit academic publications, teaching publications, or technical reports as their representative works.

(一)學術著作：學術期刊論文或學術論著(含專書論文)。

(1) Academic publications: Academic journal papers or scholarly works (including book chapters)

(二)教學著作：教學實務研發成果。

(2) Teaching publications: Research and development results in teaching practices

(三)技術報告：發明專利及其技術移轉與產學合作報告。

(3) Technical reports: Invention patents and their technology transfer and industry-academia collaboration reports

三、服務與合作(教授佔百分之二十、副教授及助理教授佔百分之三十)：依其年資、參與服務、輔導學生、產學合作與研究計畫、社會責任實踐成果及其他服務事項等項目評分。

3. Service and Cooperation (20% for Professor, 30% for Associate Professor and Assistant Professor): Evaluation based on years of service, participation in service activities, student mentoring, industry-academia cooperation and research projects, social responsibility implementation results, and other service activities.

前項各細項評分，以本院「教師升等暨改聘評審標準表」另訂之，經院務會議討論通過並報請校長核備後實施。 The detailed scoring criteria for the above items shall be separately specified in the College's "Faculty Promotion and Appointment Review Standards Table," which shall be implemented after discussion and approval by the College Affairs Meeting and approval by the President.

#### 第四章 改聘

##### Chapter 4: Appointment Change

第十五條 本院講師改聘須提出學術著作（含代表著作、參考著作）辦理外審（實質審查），經系所教評會評審通過，再由院教評會依其教學、研究、服務與合作等三項予以評審。

Article 15: Lecturers in this college seeking appointment change must submit academic publications (including representative works and reference works) for external review (substantive review). After approval by the Department Faculty Evaluation Committee, the College Faculty Evaluation Committee shall evaluate based on teaching, research, and service and cooperation.

第十六條 本院講師取得博士學位者，得提出博士論文申請改聘為助理教授。如原以博士學位聘為講師者，不得再以該學位論文或相同著作申請改聘。

Article 16: Lecturers in this college who obtain a doctoral degree may apply for appointment change to Assistant Professor by submitting their doctoral dissertation. However, those who were originally appointed as lecturers with a doctoral degree may not apply for appointment change using the same degree dissertation or identical publications.

教育人員任用條例修正公佈（八十六年三月十九日）施行前已取得講師證書之現職人員如繼續任教而未中斷，於取得博士學位後，其論文及其他參考著作經辦理實質審查（包括外審）及格者，得改聘為副教授。

Current faculty members who obtained their Lecturer certificates before the implementation of the amended Education Personnel Employment Act (March 19, 1997) and have continued teaching without interruption may apply for appointment change to Associate Professor after obtaining a doctoral degree, provided their dissertation and other reference works pass the substantive review (including external review).

前項講師申請改聘為副教授審查未通過者，得以原著作重新申請改聘為助理教授。通過改聘為助理教授者，不得再以該學位論文或相同著作申請改聘為副教授。

Lecturers mentioned in the preceding paragraph whose application for appointment change to Associate Professor is not approved may reapply for appointment change to Assistant Professor using the same publications. Those who are approved for appointment change to Assistant Professor may not use the same degree dissertation or identical publications to apply for appointment change to Associate Professor.

第十七條 本院專、兼任教師取得教育部頒發之高一等級教師證書，於最近三年內有專門著作、且代表著作為其於本校任職期間發表出版者，得申請改聘為高一等級教師，其著作可免外審。但一百零三年二月一日起新聘專任教師申請改聘者，仍應辦理著作外審。

Article 17: Full-time and part-time faculty members of this college who obtain a higher-level teaching certificate from the Ministry of Education and have specialized publications within the last three years, with representative works published during their employment at this university, may apply for appointment change to a higher level. Their publications may be exempt from external review. However, full-time faculty

members newly appointed after February 1, 2014, must still undergo external review of their publications when applying for appointment change.

專任教師曾任與前項改聘後同等級之教師年資不得併計為日後升等之年資。改聘前之著作不得再為日後升等使用。

Previous teaching experience at the same level as the new appointment cannot be counted towards future promotion years of service for full-time faculty members. Publications used for the appointment change cannot be used for future promotions.

已取得高一等級教師證書之兼任教師申請改聘時，免採評分方式辦理審查，由委員以同意票決議之。

Part-time faculty members who have already obtained a higher-level teaching certificate may apply for appointment change without undergoing scored evaluation; the committee shall decide by consent votes.

## 第五章 附則

### Chapter 5 | Supplementary Provisions

第十八條 代表著作(或學位論文)須符合本辦法之規定。擬升等或改聘教師須於本院公開宣讀，無故不到場宣讀者不予審查，因重大事故請假經該系、所主管提請院長同意者得補行宣讀一次。

Article 18 The representative work (or dissertation) must comply with these regulations. Teachers seeking promotion or reappointment must give a public presentation at the college. Those who fail to attend the presentation without proper cause will not be reviewed. Those who are absent due to major incidents may make up the presentation once with the approval of their department/institute head and dean.

第十九條 本院教師以學位證書及學位論文送審應聘或改聘任現等級，擬再升等或改聘者，應提原應聘、改聘任現等級之學位論文(含以學位論文發表之著作)以外之學術著作(含代表著作與參考著作)，送院教評會評審。

Article 19 When faculty members are appointed or reappointed to their current rank based on degree certificates and dissertations, those seeking further promotion or reappointment must submit academic works (including representative and reference works) other than the dissertation (including publications based on the dissertation) used for their current appointment/reappointment for review by the College Faculty Evaluation Committee.

第十九之一條 兼任教師已於本校兼任二學期，每學期任教二學分以上，且申請送審該學期仍在本校兼課者，得經系、所教評會審議通過後提交院教評會審議。惟送審講師者，應有學位論文以外之專門著作。各系、所如有較嚴格之規定者，從其規定。

Article 19-1 Part-time faculty members who have taught at this university for two semesters, with at least two credits per semester, and are still teaching in the semester of application, may submit their case to the College Faculty Evaluation Committee after approval by their department/institute committee. However, those applying for lecturer positions must have specialized publications beyond their dissertation. Departments/institutes with stricter regulations shall follow their own regulations.

第二十條 本院教師之升等、新聘、改聘與延長服務一學期辦理一次，各系、所應於本院規定期限內將有關資料送達本院。

教師新聘案如因教學、研究特殊需要，依行政程序簽請校長同意者，得不受本院及本校時程限制。

Article 20 Faculty promotion, new appointment, reappointment, and service extension in this college shall be processed once per semester. Each department/institute shall submit relevant materials to the college within the specified deadline.

New faculty appointments may be exempted from college and university timeline restrictions if special teaching or research needs exist, subject to the president's approval through administrative procedures.

第二十一條 系、所及院教評會評審結果應於七日內以書面通知當事人。

教師對於不予升等或改聘情事，認為有疏失時，得於收到各級教評會審議結果通知後三十日內依本校「教師申訴評議委員會組織及評議要點」規定提起申訴。系、所對教師不予延長服務，認為有疏失時，由系、所會同教師提出申訴，教師本人不得自行要求提出。

申訴人不服本校教師申訴評議委員會之評議者，得向教育部中央教師申訴評議委員會提出再申訴。

Article 21 The department/institute and college evaluation committee results shall be notified to the concerned party in writing within seven days. Faculty members who believe there are oversights in their denied promotion or reappointment may file an appeal within 30 days of receiving the evaluation results, according to the university's "Teacher Appeal Review Committee Organization and Review Guidelines." For denied service extensions, departments/institutes must file appeals together with the faculty member; faculty members cannot file appeals independently. If appellants disagree with the university's Teacher Appeal Review Committee's decision, they may file a secondary appeal with the Ministry of Education's Central Teacher Appeal Review Committee.

第二十二條 本院專任教師之續聘、不續聘、解聘、停聘、轉聘與資遣以及兼任教師之續聘、終止聘約，悉依本校規定辦理。

Article 22 Matters concerning reappointment, non-reappointment, dismissal, suspension, transfer, and severance of full-time faculty, as well as reappointment and contract termination of part-time faculty in this college, shall be handled in accordance with university regulations.

第二十三條 (刪除)

Article 23 (Deleted)

第二十四條 本辦法未盡事宜，悉依照本校教師聘任暨升等辦法及相關人事法規之規定辦理。

Article 24 Any matters not covered by these regulations shall be handled in accordance with the university's faculty appointment and promotion regulations and relevant personnel regulations.

第二十五條 本辦法經院務會議通過、報請校長核定後實施，修正時亦同。

Article 25 These regulations shall be implemented after approval by the College Affairs Meeting and the president's ratification. The same procedure applies to amendments.

## 歷次修正 Revision History

民國 89 年 4 月 19 日院務會議討論通過

April 19, 2000: Approved by College Affairs Meeting

民國 95 年 3 月 3 日院務會議修訂通過

March 3, 2006: Revised and approved by College Affairs Meeting

民國 96 年 1 月 4 日院務會議修訂(第 1、12、14、16、17、21 條)

January 4, 2007: Revised (Articles 1, 12, 14, 16, 17, 21)

民國 96 年 3 月 14 日院務會議修訂(第 12、14、17、21 條)

March 14, 2007: Revised (Articles 12, 14, 17, 21)

民國 96 年 6 月 21 日院務會議修訂(第 3、3 條之 1、5、12 條)

June 21, 2007: Revised (Articles 3, 3-1, 5, 12)

民國 97 年 1 月 3 日院務會議修訂(第 3、5、19 之 1 條)

January 3, 2008: Revised (Articles 3, 5, 19-1)

民國 97 年 4 月 16 日院務會議修訂(第 17、21 條)

April 16, 2008: Revised (Articles 17, 21)

民國 97 年 6 月 24 日院務會議修訂(第 2、4、5、17、21 條)

June 24, 2008: Revised (Articles 2, 4, 5, 17, 21)

民國 98 年 7 月 1 日院務會議修訂(第 17、21 條)

July 1, 2009: Revised (Articles 17, 21)

民國 99 年 7 月 21 日院務會議修訂(第 3、4、13 條)

July 21, 2010: Revised (Articles 3, 4, 13)

民國 100 年 1 月 19 日院務會議修訂(第 17 條)

January 19, 2011: Revised (Article 17)

民國 100 年 9 月 14 日院務會議修訂(條文名稱、第 1、3 之 1、17 條)

September 14, 2011: Revised (Article titles, Articles 1, 3-1, 17)

民國 101 年 2 月 1 日院務會議修訂(第 2.3.4.5 條)

February 1, 2012: Revised (Articles 2, 3, 4, 5)

民國 101 年 6 月 19 日院務會議修訂(第 2.22.23 條)

June 19, 2012: Revised (Articles 2, 22, 23)

民國 102 年 6 月 10 日院務會議修訂(第 3.5 條)

June 10, 2013: Revised (Articles 3, 5)

民國 103 年 1 月 15 日院務會議修訂(第 17、22、23 條)

January 15, 2014: Revised (Articles 17, 22, 23)

民國 103 年 3 月 5 日院務會議修訂(第 21、23 條)

March 5, 2014: Revised (Articles 21, 23)

民國 103 年 12 月 24 日 103 學年度第 2 次院務會議修訂通過(第 3、3 之 1、5、12、13、14、15、17、20 至 24 條)

December 24, 2014: Revised and approved at the 2nd College Affairs Meeting of Academic Year 103 (Articles 3, 3-1, 5, 12, 13, 14, 15, 17, 20-24)

民國 106 年 10 月 18 日 106 學年度第 1 次院務會議修訂通過(第 3 條)

October 18, 2017: Revised and approved at the 1st College Affairs Meeting of Academic Year 106 (Article 3)

民國 107 年 1 月 17 日 106 學年度第 2 次院務會議修訂通過(第 2、3、4、5、6、12、13、14、21 至 25)

January 17, 2018: Revised and approved at the 2nd College Affairs Meeting of Academic Year 106 (Articles 2, 3, 4, 5, 6, 12, 13, 14, 21-25)

民國 107 年 5 月 16 日 106 學年度第 2 次院務會議修訂通過(第 3、4、6、12、22、23) 民國 108 年 1 月 9 日

May 16, 2018: Revised and approved at the 2nd College Affairs Meeting of Academic Year 106 (Articles 3, 4, 6, 12, 22, 23)

107 學年度第 1 學期第 3 次院務會議修訂草案 (第 12 條)

January 9, 2019: Draft revision at the 3rd College Affairs Meeting of 1st semester, Academic Year 107 (Article 12)

民國 110 年 11 月 16 日 110 學年度第 1 學期院務會議修訂草案 (第 22、23 條)

November 16, 2021: Draft revision at the College Affairs Meeting of 1st semester, Academic Year 110 (Articles 22, 23)

民國 111 年 05 月 04 日 110 學年度第 2 學期院務會議修訂 (第 22 條)

May 4, 2022: Revised at the College Affairs Meeting of 2nd semester, Academic Year 110 (Article 22)

國立中興大學管理學院教師聘任暨升等評審辦法 修正條文對照表

Amendment Comparison Table for National Chung Hsing University College of Management Faculty Appointment and Promotion Review Regulations

<p>擬修訂條文 Proposed Amendments</p>	<p>現行條文 Current Provisions</p>	<p>說明 Explanation</p>
<p>第一條 依據本院教師評審委員會組織辦法第二條及有關法令規定，訂定「國立中興大學管理學院教師聘任暨升等評審辦法」（以下簡稱本辦法）。</p> <p>Article 1 In accordance with Article 2 of the Organizational Regulations of the College Faculty Evaluation Committee and relevant laws and regulations, the "Regulations for Faculty Appointment and Promotion Review of the College of Management, National Chung Hsing University" (hereinafter referred to as "these Regulations") are established.</p>	<p>第一條 依據本院教師評審委員會組織辦法第二條及有關法令規定，訂定「國立中興大學管理學院教師聘任暨升等評審辦法」（以下簡稱「本辦法」）。</p> <p>Article 1 In accordance with Article 2 of the Organizational Regulations of the College Faculty Evaluation Committee and relevant laws and regulations, the "Regulations for Faculty Appointment and Promotion Review of the College of Management, National Chung Hsing University" (hereinafter referred to as "these Regulations") are established.</p>	<p>依立法體例，文字修正。</p> <p>Text revision according to legislative format.</p>
<p>第二條 本院專、兼任教師（含專案教學人員及本院聘任之教師）聘任暨升等，除法令另有規定外，由本院教師評審委員會（以下簡稱院教評會），依據本校教師聘任暨升等辦法及本辦法評審辦理之。本院聘任之教師（以下簡稱院聘教師），免經系、所教師評審委員會（以下簡稱系、所教評會）審議。</p> <p>Article 2 The appointment and promotion of full-time and part-time faculty members of the College (including project-based teaching staff and faculty members hired by the College) shall be reviewed and processed by the College Faculty Evaluation Committee (hereinafter referred to as "the College Faculty Evaluation Committee"), in accordance with the University's Faculty Appointment and Promotion Regulations and these Regulations, unless otherwise stipulated by law. Faculty members</p>	<p>第二條 本院專、兼任教師（含專案教學人員及本院聘任之教師）聘任暨升等，除法令另有規定外，由本院教師評審委員會（以下簡稱「院教評會」），依據本校教師聘任暨升等辦法及本辦法評審辦理之。本院聘任之教師（以下簡稱「院聘教師」），免經系、所教師評審委員會（以下簡稱「系、所教評會」）審議。</p> <p>Article 2 The appointment and promotion of full-time and part-time faculty members (including project-based teaching staff and faculty members appointed by the institute) shall be reviewed and processed by the Institute Faculty Review Committee (hereinafter referred to as the "Institute Faculty Review Committee") in accordance with the university's faculty appointment and promotion regulations and this</p>	<p>依立法體例，文字修正。</p> <p>Text revision according to legislative format.</p>

<p>hired by the College (hereinafter referred to as "College-appointed faculty") are exempt from review by the Department and Institute Faculty Evaluation Committees (hereinafter referred to as "Department and Institute Faculty Evaluation Committees").</p> <p>.....(其餘未修改，略)  ... (The rest remains unchanged and is omitted.)</p>	<p>regulation, unless otherwise stipulated by law.</p> <p>Faculty members appointed by the institute (hereinafter referred to as "Institute-appointed faculty") are exempt from review by the Department/Institute Faculty Review Committee (hereinafter referred to as the "Department/Institute Faculty Review Committee").</p> <p>.....(其餘未修改，略)  ... (The rest remains unchanged and is omitted.)</p>	
<p>第三條 本院各系、所、班、學位學程（以下簡稱系、所）新聘教師，應經系、所專任教師二分之一以上同意後，始得送系、所教評會審議。新成立系、所之新聘案不在此限。</p> <p>院聘專任教師應經新聘教師甄選委員會（以下簡稱甄選會）審議後始得送院教評會審議。院聘教師如為中央研究院院士、或曾獲<u>國家科學及技術委員會</u>（以下簡稱<u>國科會</u>）傑出獎、特約研究人員獎、教育部學術獎、國家講座、傑出人才發展基金會傑出人才講座、吳大猷獎、中央研究院年輕學者研究著</p> <p>Article 3: Newly appointed faculty members of the institute's departments, programs, and degree programs (hereinafter referred to as "departments/programs") must obtain the approval of more than half of the full-time faculty members of the respective department/program before being submitted to the Department/Program Faculty Review Committee for review. This requirement does not apply to newly established departments/programs. Full-time faculty members appointed by the institute must first be reviewed by the Faculty Recruitment</p>	<p>第三條 本院各系、所、班、學位學程（以下簡稱「系、所」）新聘教師，應經系、所專任教師二分之一以上同意後，始得送系、所教評會審議。新成立系、所之新聘案不在此限。</p> <p>院聘專任教師應經新聘教師甄選委員會（以下簡稱「甄選會」）審議後始得送院教評會審議。院聘教師如為中央研究院院士、或曾獲<u>科技部</u>傑出獎、特約研究人員獎、教育部學術獎、國家講座、傑出人才發展基金會傑出人才講座、吳大猷獎、中央研究院年輕學者研究著作獎、國內外其他公認學術成就</p> <p>Article 3: Newly appointed faculty members of the institute's departments, programs, and degree programs (hereinafter referred to as "departments/programs") must obtain the approval of more than half of the full-time faculty members of the respective department/program before being submitted to the Department/Program Faculty</p>	<p>依立法體例及因應科技部更名，作文字修正。 Text revision due to the renaming of the Ministry of Science and Technology.</p>

<p>Committee (hereinafter referred to as the "Recruitment Committee") before being submitted to the Institute Faculty Review Committee for review.</p> <p>Institute-appointed faculty members who are Academicians of Academia Sinica or recipients of awards such as the National Science and Technology Council (hereinafter referred to as "NSTC") Outstanding Research Award, NSTC Distinguished Researcher Award, Ministry of Education Academic Award, National Chair Professorship, Outstanding Talent Chair Award from the Foundation for the Advancement of Outstanding Talent, Wu Ta-You Memorial Award, or Academia Sinica Young Scholar Research Award...</p>	<p>Review Committee for review. This requirement does not apply to newly established departments/programs. Full-time faculty members appointed by the institute must first be reviewed by the Faculty Recruitment Committee (hereinafter referred to as the "Recruitment Committee") before being submitted to the Institute Faculty Review Committee for review. Institute-appointed faculty members who are Academicians of Academia Sinica or recipients of awards such as the Ministry of Science and Technology (MOST) Outstanding Research Award, MOST Distinguished Researcher Award, Ministry of Education Academic Award, National Chair Professorship, Outstanding Talent Chair Award from the Foundation for the Advancement of Outstanding Talent, Wu Ta-You Memorial Award, Academia Sinica Young Scholar Research Publication Award, or other nationally or internationally recognized academic achievements...</p>	
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作獎、國內外其他公認學術成就卓著獎項等傑出學者，得免經新聘教師甄選委員會審議。

已具教育部核發之擬聘等級教師證書，且符合第二項之傑出學者、新聘本校一級主管且經提聘系

(所)務會議過半數同意者得依行政程序逕送本校教師評審委員會(以下簡稱校教評會)審議。另新聘具擬聘等級教師證書之兼任教師或未具擬聘等級教師證書，惟具本辦法第六條第二項免外審規定不送審教師證書之兼任教師，得經系級及院級教評會審議通過後，送校教評會備查。

Outstanding scholars who have received the Academic Publication Award, other nationally or internationally recognized prestigious academic achievement awards, or similar honors may be exempt from review by the Faculty Recruitment Committee.

Faculty members who hold a teacher certificate issued by the Ministry of Education at the proposed rank and meet the criteria for outstanding scholars outlined in the second paragraph, as well as newly appointed senior administrators of the university who have obtained the approval of more than half of the relevant department (or program) affairs meeting, may be directly submitted to the University Faculty Review Committee (hereinafter referred to as the "University Faculty Review Committee") for review according to administrative procedures.

Additionally, newly appointed part-time faculty members who either hold a teacher certificate at the proposed rank or do not hold such a

卓著獎項等傑出學者，得免經新聘教師甄選委員會審議。

已具教育部核發之擬聘等級教師證書，且符合第二項之傑出學者、新聘本校一級主管且經提聘系

(所)務會議過半數同意者得依行政程序逕送本校教師評審委員會(以下簡稱「校教評會」)審議。

另新聘具擬聘等級教師證書之兼任教師或未具擬聘等級教師證書，惟具本辦法第六條第二項免外審規定不送審教師證書之兼任教師，得經系級及院級教評會審議通過後，送校教評會備查。

Outstanding scholars who have received prestigious awards for academic excellence may be exempt from review by the Faculty Recruitment Committee.

Faculty members who hold a teacher certificate issued by the Ministry of Education at the proposed rank and meet the criteria for outstanding scholars outlined in Paragraph 2, as well as newly appointed senior administrators of the university who have obtained the approval of more than half of the relevant department (or program) affairs meeting, may be directly submitted to the University Faculty Review Committee (hereinafter referred to as the "University Faculty Review Committee") for review according to administrative procedures.

Additionally, newly appointed part-time faculty members who either hold a

<p>certificate but qualify under Article 6, Paragraph 2 of this regulation for exemption from external review, may be reviewed and approved by both the Departmental and Institute Faculty Review Committees before being submitted to the University Faculty Review Committee for record-keeping.</p> <p>.....(其餘未修改，略)</p> <p>...(The rest remains unchanged and is omitted.)</p>	<p>teacher certificate at the proposed rank or do not hold such a certificate but qualify under Article 6, Paragraph 2 of this regulation for exemption from external review, may be reviewed and approved by both the Departmental and Institute Faculty Review Committees before being submitted to the University Faculty Review Committee for record-keeping.</p> <p>.....(其餘未修改，略)</p> <p>...(The rest remains unchanged and is omitted.)</p>	
<p>第十三條 (第 5 項)</p> <p>本院各級教師升等除須合於前項規定外，並應符合各系、所訂定之學術研究成果指標之最低標準，方得提出申請。任職現等級最近五年曾主持三年以上<u>國科會</u>研究計畫（教師如自校外其他單位轉入，其校外<u>國科會</u>研究計畫可併入計算），視同符合學術研究成果指標之最低標準。</p> <p>Article 13 (Paragraph 5)</p> <p>Faculty members at all levels in the institute must meet the requirements outlined in the previous paragraph and satisfy the minimum standards for academic research achievement indicators set by their respective departments or programs before applying for promotion.</p> <p>Faculty members who have led a National Science and Technology Council (NSTC) research project for more than three years within the past five years at their current rank (including projects conducted at external institutions before transferring to the institute) shall be deemed to have met the minimum</p>	<p>第十三條 (第 5 項)</p> <p>本院各級教師升等除須合於前項規定外，並應符合各系、所訂定之學術研究成果指標之最低標準，方得提出申請。任職現等級最近五年曾主持三年以上<u>科技部</u>研究計畫（教師如自校外其他單位轉入，其校外<u>科技部</u>研究計畫可併入計算），視同符合學術研究成果指標之最低標準。</p> <p>Article 13 (Paragraph 5)</p> <p>Faculty members at all levels in the institute must meet the requirements outlined in the previous paragraph and satisfy the minimum standards for academic research achievement indicators set by their respective departments or programs before applying for promotion.</p> <p>Faculty members who have led a Ministry of Science and Technology (MOST) research project for more than three years within the past five years at their current rank (including projects conducted at external institutions before transferring to the institute) shall be deemed to have met</p>	<p>因應科技部更名，作文字修正。</p> <p>Text revision due to the renaming of the Ministry of Science and Technology.</p>

<p>standards for academic research achievement indicators.</p> <p>.....(其餘未修改，略)  ... (The rest remains unchanged and is omitted.)</p>	<p>the minimum standards for academic research achievement indicators.</p> <p>.....(其餘未修改，略)  ... (The rest remains unchanged and is omitted.)</p>	
<p>第二十二條 本院專任教師之續聘、不續聘、解聘、停聘、轉聘與資遣以及兼任教師之續聘、終止聘約，悉依本校規定辦理。</p> <p>Article 22</p> <p>The renewal, non-renewal, dismissal, suspension, transfer, and termination of full-time faculty members, as well as the renewal and termination of part-time faculty members' contracts, shall be handled in accordance with the university's regulations.</p>	<p>第二十二條 本院專任教師之續聘、不續聘、解聘、停聘、轉聘與資遣；兼任教師之續聘、終止聘約，悉依本校規定辦理。</p> <p>Article 22</p> <p>The renewal, non-renewal, dismissal, suspension, transfer, and termination of full-time faculty members; as well as the renewal and termination of part-time faculty members' contracts, shall be handled in accordance with the university's regulations.</p>	<p>依人事室意見修正。  Revised according to the HR Office's opinion.</p>