

Chung Yuan Christian University College of Business Specific Rules for Faculty Renewal and Evaluation

December 17, 2012, Passed by the 101-1-2nd College Affairs Meeting of the College of Business
January 18, 2013, Passed by the 101-1-5th University Faculty Review Committee Meeting
September 16, 2013, Amended at the 102-1-1st University Faculty Review Committee Meeting
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January 13, 2023, Amended at the 111-1-6th University Faculty Review Committee Meeting
September 8, 2023, Amended at the 112-1-1st University Faculty Review Committee Meeting

- Article 1 The specific rules for faculty evaluation within the College of Business (hereinafter referred to as the College) are established in accordance with Article 4 of the Chung Yuan Christian University Regulations on Faculty Evaluation.
- Article 2 Full-time faculty members of the College shall undergo evaluation in the areas of teaching, research, and service (including advising). This requirement does not apply to visiting or short-term faculty members. Faculty evaluations are divided into two categories: new faculty evaluation and general faculty evaluation. New faculty refers to those who have been with the University for less than three years, while general faculty refers to those who have served for three years or more. New faculty evaluations shall be conducted in accordance with the "Specific Rules for Renewal and Evaluation of New Faculty" separately formulated by the College.
- Article 3 Faculty evaluations in the College are based on three areas: teaching, research, and service (including advising), with a total score of 100 points. To pass the evaluation, a faculty member must achieve a score of at least 70 points. The weighting for each area is as follows:

teaching 30%–55%, research 30%–55%, and service (including advising) 15%–40%. Faculty members may select and report the specific percentages for each category within the specified ranges, provided that the total allocation adds up to 100%. The department compiles the evaluation materials for each faculty member, which are then reviewed by the departmental faculty evaluation committee for confirmation. The materials are then forwarded to the College faculty evaluation committee, which conducts the evaluation and submits the results to the university-level faculty evaluation committee for review. For faculty members primarily engaged in administrative duties, as outlined in Article 15 of the University’s faculty evaluation regulations, the weight distribution for evaluation is adjusted as follows: teaching 10%–30%, research 10%–30%, and service (including advising) 60%–80%, with the total allocation of the three areas still reaching 100%.

- Article 4 Teaching evaluation is divided into two components, with the basic items worth 50 points and developmental items worth 50 points. If a faculty member scores below 40 points on the basic items, no points will be awarded for the developmental items. For detailed scoring methods, please refer to the College of Business Faculty Evaluation Score Sheet.
- Article 5 Research evaluation is divided into two components, with 50 points allocated to basic items and 50 points to developmental items, for a total score of 100 points. For detailed scoring methods, please refer to the College of Business Faculty Evaluation Score Sheet.
- Article 6 The service (including advising) evaluation is divided into two components, with 50 points allocated to basic items and 50 points to developmental items, for a total score of 100 points. For detailed scoring methods, please refer to the College of Business Faculty Evaluation Score Sheet.
- Article 7 Faculty members who score below 75 points in their evaluation shall receive assistance from the College to support their improvement.
- Article 8 Matters not addressed in these Specific Rules shall be handled by resolution of the College Affairs Meeting, in accordance with relevant University regulations.
- Article 9 The Specific Rules shall be implemented after approval by the College Affairs Meeting and submission to the University’s Faculty Review Committee for review and final approval.