

National Taiwan Normal University Regulation for Teacher Evaluation

1999.9.29 Passed during the 75th General Meeting
2002.10.23 Revision passed during the 84th General Meeting
2006.10.25 Revision passed during the 96th General Meeting
2007.6.6 Revision passed during the 98th General Meeting
2011.6.22 Revision passed during the extraordinary session of the 106th General Meeting
2014.6.18 Revision passed during the 112th General Meeting
2015.11.18 Revision passed during the 115th General Meeting
2017.5.24 Revision passed during 118th General Meeting
2018.5.23 Revision passed during 120th General Meeting
2019.5.22 Revision passed during 122th General Meeting

- Article 1 National Taiwan Normal University has established the Regulations to improve the quality of teaching, research, service and consultation of teachers, and to promote their professional growth in accordance with provisions in Article 21 of the University Act.
- Article 2 The targets of evaluation for the Regulations are full-time teachers of NTNU (including professional technical personnel).
- Article 3 The three aspects of evaluation in the Regulations include teaching, research, service and consultation. Evaluation methods may include department (institute) or college evaluations, teachers' self-evaluations, peer evaluations, student evaluations, and other forms of evaluation. Teachers are required to pass all three aspects of evaluation, including teaching, research, service and consultations, in order to pass the evaluation.
- Article 3-1 Full-time teachers at each level are required to take courses of academic ethics and integrity for at least 3 hours before evaluation, and must provide proof of taking such courses.

Article 4 Evaluation items and passing standards for Teacher Evaluations are as follows:

- I. Teaching: The average score on the Student Opinion of Instruction Survey for the evaluated period must be at least 3.5 points and the required teaching hours must be fulfilled.
- II. Research: All academic performance and research projects shall meet the following requirements:

(I) Academic performance (including theses, publications, exhibitions, and related materials) shall be original in nature and comply with one of the following regulations:

1. Monographs or articles: Lecturers and assistant professors shall publish within three years, and associate professors and professors shall publish within five years, one book (maximum co-authorship of two individuals) or three articles in books that meet the review requirements of the NTNU.

2. Journal articles published in journals: Lecturers and assistant professors shall publish at least two theses in journals within three years, and associate professors and professors shall publish at least three articles in journals within five years. The aforementioned theses shall be published on SCI, SSCI, A&HCI, EI, EconLit, TSSCI, and the new THCI level journals (which was changed in 2016; originally THCI Core) **and journal articles of SCOPUS** or other popular journals recognized by each college. Lecturers and assistant professors shall meet requirements with one publication, for journals that rank in the top 20% of SCI IF or journals that rank in the top 50% of SSCI IF, whereas associate professors and professors shall meet requirements with two publications. Articles archived in SCOPUS may be regarded as journal publications at a conversion rate of three publications for one publication in the

preceding journals (recognition granted only if the teacher is the main author or the corresponding author). A research project from the Ministry of Science and Technology (formerly known as the National Science Council) may count as one journal publication (recognition granted only if the teacher is the project host).

3. Patents: Lecturers and assistant professors shall obtain at least two patents with substantial examination within three years, and associate professors and professors shall obtain at least three patents with substantial examination within five years. The owner of preceding patents must be NTNU.
4. Exhibition or competition awards: Lecturers (in person) and assistant professors (in person) are required to participate in one exhibition or receive one award in a competition within three years. Associate professors (in person) and professors (in person) are required to participate in two exhibitions or receive two awards in competitions within five years. Awards must be an honorable mention in a national competition or nominee in an international competition or above. The venue must be at the special municipality level (organizer or venue) or other approved venues listed by the college (the abovementioned venues must be reviewed and approved by a task force formed by NTNU). The works displayed in each exhibition must be works created during the evaluated period, and the same work may not be counted twice. The number of times an exhibition is counted shall be in accordance with Article 12, Paragraph 1, Subparagraph 1 and 2 of the Regulations. The preceding exhibitions and competitions shall meet the requirements for the organizer, venue, and title of exhibitions and competitions clearly established by various colleges and departments.

5. Other equivalent academic achievements not listed above: An academic performance passed in a review conducted by a Level 3 Faculty Evaluation Committee as being equivalent to the above.

Lecturers and assistant professors require at least one individual article in a book or foreword in a journal publication, and associate professors and professors require at least two articles for which they are the main authors or the corresponding authors. Performance of individual articles in books, journal publications, and patents may be calculated cumulatively: One book published by over three individuals (inclusive), one article in a book, or one patent may be regarded as a journal publication; an award in an exhibition or competition may be regarded as two journal publications.

If the applicant is serving concurrently at two institutes, the name of the institute for the thesis publication must be NTNU in the first position.

(II) Research projects: Lecturers shall host or co-host at least one research project outside NTNU every three years; assistant professors shall host (co-hosting excluded) at least one research project outside NTNU every three years; associate professors and professors shall host (co-hosting excluded) at least one research project outside NTNU every five years. Research programs outside NTNU shall be projects undertaken in the name of NTNU (including industry-academia collaboration projects). Service as a project host for a subsidiary research project of an individually integrated project of the Ministry of Science and Technology (formerly known as the National Science Council) shall be regarded as hosting a research program. Teachers who have made the following special contributions to NTNU within the evaluated period may be exempted from the requirements for

research projects: Two-time formulation and execution in University-level projects (such as Aim for the Top University Project or the Teaching Excellence Project, etc.), service as conductor of various University-level orchestra for two years, service as coach of various varsity teams for two years, two-time service as the head of training program for NTNU athletes in national or international competitions, or two-time instruction of NTNU students in participation of national competitions with results higher than merit awards, or one-time selection in international competitions.

Full-time teachers of various levels may use one (book/article/time) academic achievement to fulfill requirements for one research project outside NTNU, provided that the fulfillment shall only be granted if the teacher is the main author or corresponding author of the book, individual article in a book, or journal publication.

The aforementioned mutual replacement of academic performance, research projects outside NTNU, and special contribution items shall be restricted to once.

III. Service and consultation: Over 80 points. Evaluation standards shall be established by each college, department, and institute.

Article 5 Full-time teachers of NTNU with over twenty-five years of seniority may opt for regulations in Article 4 or accept evaluation in accordance with the following regulations:

- I. Teaching: The average score on the Student Opinion of Instruction Survey for the evaluated period must be at least 3.5 points and the required teaching hours must be fulfilled.
- II. Research: All academic performance and research projects shall meet the following requirements:

(I) Academic performance (including theses, publications, exhibitions, and related materials) shall be original in nature and comply with one of the following regulations:

1. Monographs or articles in monographs: lecturers and assistant professors shall publish within three years, and associate professors and professors shall publish within five years, one book (maximum co-authorship of two individuals) or two articles that meet the review requirements established by the College of NTNU.
2. Articles published in journals: Lecturers and assistant professors shall publish at least one article in a journal within three years, and associate professors and professors shall publish at least two articles in journals within five years. The aforementioned articles shall be published on SCI, SSCI, A&HCI, EI, EconLit, TSSCI, and the new THCI level journals (which was changed in 2016; originally THCI Core) **and journal articles of SCOPUS** or other popular journals recognized by each college. Associate professors and professors shall meet requirements with one publication that rank in the top 20% of SCI IF or rank in the top 50% of SSCI IF. Articles archived in SCOPUS may be regarded as journal publications at a conversion rate of three publications for one publication in the preceding journals (recognition granted only if the teacher is the main author or the corresponding author). A research project from the Ministry of Science and Technology (formerly known as the National Science Council) may count as one journal publication (recognition granted only if the teacher is the project host).
3. Patents: Lecturers and assistant professors shall obtain at least one patent with substantial examination within three years, and associate professors and professors shall obtain at least two patents

with substantial examination within five years. The owner of preceding patents must be NTNU.

4. Exhibition or competition awards: Within three years for lecturers (in person), assistant professors (in person), and within five years for associate professors (in person), and professors (in person), they are required to participate in one exhibition or receive one award in a competition. Awards must be an honorable mention in a national competition or nominee in an international competition or above. The venue must be at the special municipality level (organizer or venue) or other approved venues listed by the college (the abovementioned venues must be reviewed and approved by a task force formed by NTNU). The works displayed in each exhibition must be works created during the evaluated period, and the same work may not be counted twice. The number of times an exhibition is counted shall be in accordance with Article 12, Paragraph 1, Subparagraph 1 and 2 of the Regulations. The preceding exhibitions and competitions shall meet the requirements for the organizer, venue, and title of exhibitions and competitions clearly established by various colleges and departments.

5. Other equivalent academic achievements not listed above: An academic performance passed in a review conducted by a Level 3 Faculty Evaluation Committee as being equivalent to the above.

Performance of individual articles in books, journal publications, and patents may be calculated cumulatively, and the standards shall be the same as provisions in Article 4.

If the applicant is serving concurrently at two institutes, the name of the institute for the thesis publication must be NTNU in the first position.

(II) Research projects: Lecturers and assistant professors shall host or co-host at least one research project outside NTNU every three years; associate professors and professors shall host or co-host at least one research project outside NTNU every five years. The standards for adoption and conversion of research projects outside NTNU shall be the same as provisions in Article 4.

III. Service and consultation: Over 80 points. Evaluation standards shall be established by each college, department, and institute.

Article 6 Results of evaluation for lecturers and assistant professors shall be processed as follows:

- I. Lecturers and assistant professors shall be evaluated by the department (institute) or college every three years. Individuals who fail to pass the evaluation shall not be granted salary increases, allowed to teach excess courses, or concurrently hold positions or teach courses inside and outside NTNU (including in-service program, school of continuing education, and summer courses) starting from the following academic year. The college shall coordinate with the department (institute) to propose a consultation and improvement plan for re-evaluation **within two years**. If the same individual still fails to pass the re-evaluation, the department (institute) shall submit proposals to terminate or not renew his/her employment to the Faculty Evaluation Committee of the department (institute).
- II. Individuals may not submit applications for promotion if they fail to pass the most recent evaluation.

The adoption of the aforementioned evaluation information shall be based on semesters as a unit and calculated for three years following the semester of the previous evaluation. Various performances during the semester of evaluation shall be included the next evaluation.

If lecturers or assistant professors have been promoted, the evaluation schedule shall be recalculated on the effective date of the promotion.

The evaluation results of lecturers and assistant professors who were appointed prior to September 29, 1999, shall be processed in accordance with provisions in Article 7.

The evaluation results of lecturers and assistant professors who were appointed by the National University Preparatory School for Overseas Chinese Students prior to March 22, 2006, shall be processed in accordance with Article 7.

Article 7 Results of evaluation for associate professors and professors shall be processed as follows:

- I. Associate professors and professors shall be evaluated by the department (institute) or college every five years. Individuals who fail to pass evaluation shall not be granted salary increases, allowed to teach excess courses, concurrently hold positions or teach courses inside and outside NTNU (including in-service program, school of continuing education, and summer courses), allowed to transfer, apply for sabbatical leaves, teach overseas, apply for retention without pay for researching or studying overseas, or allowed to serve as members of the Faculty Evaluation Committee at NTNU or administrative/academic supervisors of NTNU starting from the following academic year. Individuals who have not passed the evaluation shall apply for a re-evaluation **within two years**, and the preceding restrictions shall be removed in the academic year after passing the evaluation.
- II. Individuals may not submit applications for promotion if they fail to pass the most recent evaluation.

The adoption of the aforementioned evaluation information shall be based on semesters as a unit and calculated for five years following the

semester of the previous evaluation. Various performances during the semester of evaluation shall be included the next evaluation.

If associate professors have been promoted, the evaluation schedule shall be recalculated on the effective date of the promotion.

NTNU associate professors and professors who have not passed teacher evaluation shall be provided with consultation and improvement plans by the department which shall be submitted for discussion in the Level 3 Faculty Evaluation Committee. However, the consultation and improvement plans are not required for individuals who do not pass the evaluation if they are to retire in the following semester.

Article 8 Starting on August 1, 2011, newly-appointed full-time teachers of various levels are required to pass their evaluations during the following semester (the seventh semester) **no later than** three years of service, and the evaluation standards shall be the same as standards for lecturers and assistant professors stipulated in Article 4.

Starting on February 1, 2016, newly appointed full-time teachers at each level shall participate in the New Teacher Workshop organized by the Office of Academic Affairs within their first year of service in accordance with the NTNU Guidelines on the Professional Development of Full-Time Teachers. First-time teachers must participate in the “lesson observation and feedback” organized by the Office of Academic Affairs and “research consultation” organized by the Office of Research and Development. If newly appointed teachers fail to participate for any reason, they must complete the courses in the following academic year to pass the evaluation for newly-appointed teachers required in Paragraph 1 of this Article.

New full-time teachers of various levels appointed after February 1, 2016 who serve in NTNU departments or institutes with laboratory (internship) facilities, and those who have been assigned by the departments/institutes to accept training courses from the NTNU

Environmental Safety Center, are required to complete training courses in accordance with related regulations of the aforementioned Center within the first year of service before they can pass the evaluation for newly-appointed teachers required in Paragraph 1 of this Article.

Individuals who fail to pass evaluation shall not be granted salary increases, allowed to teach excess courses, or concurrently hold positions or teach courses both **inside and outside** NTNU (**including in-service program, school of continuing education and summer courses**) starting from the following academic year. The college shall coordinate with the department (institute) to propose a consultation and improvement plan for re-evaluation within two years. If the same individual still fails the re-evaluation, the department (institute) shall submit a proposal to not renew his/her employment to the Level 3 Faculty Evaluation Committee.

New full-time teachers of various levels appointed after August 1, 2011 who meet evaluation exemption requirements as stipulated in Article 9 to Article 14 may apply for exemption from evaluations in accordance with the regulations without the need to accept the evaluation for newly-appointed teachers required in Paragraph 1 of this Article.

Full-time teachers of various levels appointed after August 1, 2011 who have passed the evaluation for newly-appointed teachers under this Article shall be evaluated in accordance with provisions in Article 6 and Article 7 in future evaluations. If they fail the re-evaluation, their dismissal shall be determined in a resolution by the Level 3 Faculty Evaluation Committee.

Dismissals shall be determined by consensus from more than two-thirds of the Faculty Evaluation Committee (with more than two-thirds of the entire committee present). The Faculty Evaluation Committee shall submit the decision to competent educational authorities.

Article 8-1 For individuals who did not pass their evaluations, the adoption period for the re-evaluation of their performance in teaching, research, service and

consultation shall be advanced by three years (for lecturers and assistant professors), or five years (for associate professors and professors) after providing consultation or assistance. The adoption of performance may not begin on the first evaluation year.

Article 9 In the three years before NTNU lecturers and assistant professors are evaluated, or within five years before associate professors and professors are evaluated, individuals who meet one of the following conditions may apply to be exempt from the current performance evaluation:

- I. Served as an NTNU Research Chair Professor.
- II. Received the NTNU Exceptional (Outstanding) Teaching Award.
- III. Received the NTNU Exceptional Service Award.
- IV. To retire in the following semester after the semester to be evaluated.
- V. Received the Excellent Teacher Award from the Ministry of Education.

Article 10 Associate professors and above whose research performance qualifies for one of the following conditions may apply to be exempt from all performance evaluations:

- I. Elected as a member of Academia Sinica.
- II. Received the Ministry of Education Academic Award, National Chair Professorship, National Award for Arts, or the Executive Yuan National Cultural Awards.
- III. Served as an NTNU Chair Professor.
- IV. Served as a lecturer for a renowned university domestically or abroad recognized by NTNU.
- V. Awarded research organization grants (hereinafter referred to as research project organization grants) from the research program (including industry-academia collaboration projects) of the Ministry of Science and Technology (formerly known as the National Science

Council) for more than fifteen times. (A Class-A Research Award from MOST (formerly known as NSC) may be regarded as an organization grant for research projects; one Outstanding Research Award may count as three organization grants for research projects). The project's execution period should be at least one year, and a maximum of one grant may be included in the calculation per year.

The standards for research project organization grants in the preceding Paragraph shall be adjusted to increase by one grant every two years from 10 grants starting in 2015, and adjustments shall be made as follows:

- I. Applications filed for 2016 and 2017: 11 times.
- II. Applications filed for 2018 and 2019: 12 times.
- III. Applications filed for 2020 and 2021: 13 times.
- IV. Applications filed for 2022 and 2023: 14 times.
- V. Applications filed for 2024 and after: 15 times.

One NTNU Teaching Excellence Award may be counted as one research program organization grant (a Teaching Exceptional Award may be counted as three research program organization grants). However, Teaching Excellence Awards and research program organization grants received within the same year as the award may not be counted repeatedly. Teaching Exceptional Awards and research program organization grants received within three years following the year of the award may not be counted repeatedly.

Article 11 Associate professors and above whose teaching performance qualifies for one of the following conditions may apply to be exempt from all performance evaluations:

Awarded the NTNU Teaching Excellence Award for over fifteen times (one Teaching Exceptional Award may count as three Teaching Excellence Awards).

Article 12 Associate professors and above whose artistic individual exhibition, exhibition planning, collection, or awards received meet one of the following conditions may apply for lifetime exemption from evaluation. The number of exemptions from evaluation shall be calculated according to NTNU regulations on research project organization grants, and the required number of exemptions shall be increased by one time every two years starting from 10 times in 2015 until reaching 15 times in 2024:

- I. Individual exhibitions: An individual exhibition held overseas, in the NTNU Art Museum, or in a national-level exhibition hall recognized by NTNU, or a high quality exhibition hall of a domestic public/private institution approved after review by a committee formed by NTNU may be counted as one time (at least 15 graphic works, seven 3D works, and three combined works that have not been exhibited before must be displayed in each individual exhibition). However, individual exhibitions held in a national-level exhibition hall overseas, in the NTNU Art Museum, or one of the five major exhibition halls in Taiwan (National Museum of History, National Dr. Sun Yat-sen Memorial Hall, National Taiwan Museum of Fine Arts, Taipei Fine Arts Museum, and Kaohsiung Museum of Fine Arts) may be counted as three times once approved after review by a committee formed by NTNU.
- II. Exhibition planning: Must be the main exhibition planner and three or more countries must have participated in the exhibition; this is counted as one time.
- III. Collection: The artwork is collected by NTNU Art Museum, a domestic

government agency approved after review by a committee formed by NTNU (National Museum of History, National Dr. Sun Yat-sen Memorial Hall Chung-shan National Art Gallery, National Taiwan Museum of Fine Arts, Taipei Fine Arts Museum, and Kaohsiung Museum of Fine Arts), or high quality public/private institution overseas approved after review by a committee formed by NTNU, and documentary proof of the collection is obtained; counted as one time for each work collected.

IV. Awards received: Awards received from international professional competitions may be counted as one time after being reviewed and approved by a committee formed by NTNU (each award must be for a different work). Winning the Wu San-Lien Award or Dr. Sun Yat-sen Culture and Arts Award is counted as two times. Winning a position in the top three in one of the international professional competitions listed below is counted as three times:

- (I) Visual design: Art Directors Club (ADC), Design and Art Direction (D & AD), International Council of Graphic Design Associations (Icograda / ico-D) approved, The Type Directors Club (TDC).
- (II) Product design: iF International Forum Design, red dot, Good Design Award(G-Mark), International Design Excellence Awards (IDEA).
- (III) Animation: ACM SIGGRAPH Computer Animation Festival, Annecy International Animated Film Festival, Prix Ars Electronica-International Competition for CyberArts, Melbourne International Animation Festival.
- (IV) Art creation: Internationally renowned biennial that is reviewed and approved by a committee formed by NTNU.

The number of individual exhibitions, exhibition planning, collection, or awards received above may be accumulated, but may only be counted as one time a year.

If the top three positions in the competitions above are not presented as first, second, and third place or gold, silver, and bronze, it must be reviewed and approved by a committee formed by NTNU.

Article 13 Associate professors and above whose musical performances meet one of the following conditions may apply for lifetime exemption from evaluation. The number of exemptions from evaluation shall be calculated according to NTNU regulations on research project organization grants, and the required number of exemptions shall be increased by one time every two years starting from 10 times in 2015 until reaching 15 times in 2024:

- I. Recital, vocal recital, solo dance: No other performers except for musical accompaniment, one performance may be counted as one time.
- II. Chamber music: Full participation in chamber music concerts with fewer than ten performers; two performances are counted as one time.
- III. Concerto: Collaboration with a professional band, one performance is counted as one time.
- IV. Orchestra: Required to serve as a principal in the orchestra and participate in the entire performance, four performances may be counted as one time.
- V. Played a lead role in opera, musical, oratorio, drama, or dance: One performance may be counted as one time.
- VI. Composition/Choreography: Composition of 15 minutes or longer pieces: Choreography of 30 minutes or longer dances with at least four performers (inclusive); one performance may be counted as one time.

VII. Conductor: The conductor for an entire performance of a professional band or the performance was subsidized by the National Culture and Arts Foundation; one performance is counted as one time.

VIII. Director: One performance may be counted as one time.

IX. Student receives performing arts award equivalent to an international certification, one award may be counted as one time.

The musical performances above must be organized in a special municipality or above overseas or domestic venue, and must have at least two thirds of different pieces.

Article 14 Associate professors and above whose awards won in sports competitions (including coaching athletes) meet one of the following conditions may apply for lifetime exemption from evaluation. The number of exemptions from evaluation shall be calculated according to NTNU regulations on research project organization grants, and the required number of exemptions shall be increased by one time every two years starting from 10 times in 2015 until reaching 15 times in 2024:

- I. Placed in the top three in the Olympics; counted as four times.
- II. Counted as two times for the following achievements in international competitions:
 - (I) Placed fourth to eighth in the Olympics.
 - (II) Placed in the top three in the Asian Games.
 - (III) Placed in the top three in a world tournament for an official Olympic sport with 200 or more member states held once every four years.
 - (IV) Placed in the top three in a world tournament for an official Olympic sport.
 - (V) Placed first in an official world tournament for an official non-Olympic sport of the Asian Games.

III. Counted as 1.5 times for the following achievements in international competitions:

(I) Placed in the top two in the World Games.

(II) Placed in the top two in the Universiade.

(III) Placed first in the East Asian Games.

(IV) Placed second or third in an official world tournament for an official non-Olympic sport of the Asian Games.

(V) Placed in the top two in an official world tournament for an official non-Olympic, non-Asian Games sport.

(VI) Placed in the top two in an official Asian tournament for an official Asian Games sport.

IV. Counted as one time for the following achievements in international competitions:

(I) Placed third in the World Games

(II) Placed third in the Universiade.

(III) Placed first place in an international sports competition.

(IV) Placed second in the East Asian Games.

(V) Placed third in an official world tournament for an official non-Olympic, non-Asian Games sport.

(VI) Placed in the top two in an official Asian tournament for an official non-Asian Games sport.

(VII) Placed in the top two in an official world youth championship.

(VIII) Placed in the top three in an official world university championship.

(IX) Placed in the top three in an official Asian youth championship.

(X) Placed in the top three in an Asian championship.

V. Counted as 0.5 times for the following achievements in international competitions:

(I) Placed first in the National Games.

(II) Placed first in the National Intercollegiate Athletic Games (sports).

(III) Placed first in the highest-level tournament of a university sports competition approved by the Ministry of Education.

Coaching NTNU athletes in competitions refer to services provided as the coach of the representative team officially appointed by the NTNU Athletic Department or national athletic associations.

Each event may only be counted one time.

Article 15 Teachers who have been approved for work suspension with or without pay for over six months for reasons such as sabbatical leave, studying overseas, teaching overseas, temporary job transfer, taking parental leave, attending to relatives, or due to major incidents shall have their evaluations deferred to after they return to work in accordance with the period of leave starting on the semester when the evaluation was due.

Female teachers who are pregnant, who have given birth (or miscarriage) may be given a two-year grace period for postponing evaluation without the requirement to apply for retention without pay.

Teachers who serve as NTNU Level 2 directors, deputy directors, or above may apply for deferred evaluation starting on the semester where the evaluation was due in accordance with their service period.

Data for the deferred evaluation shall be calculated from the semester of the previous evaluation. Various performances during the semester of evaluation shall be included the next evaluation.

Article 16 In the event that evaluation information provided by a teacher involves plagiarism, falsification, alteration, or other actions in violation of academic ethics or integrity, once verified, the teacher shall be deemed as having failed the evaluation and processed in accordance with relevant NTNU regulations.

Article 17 Teachers that are required to be evaluated must provide data for evaluation. Teachers who fail to provide data shall be deemed to have failed the evaluation.

Article 18 Each college shall establish regulations for teacher evaluation. The regulations shall be passed with resolutions sought from a NTNU General Meeting and implemented with the approval of the President.

Each college may follow their own regulations if they provide stricter regulations.

Article 19 Each college shall deliver the teacher evaluation results to the University Faculty Evaluation Committee and notify the related departments, institutes, and individuals of the evaluation results.

Article 20 Regulations on the evaluation of researchers, contract-based teachers, and teachers of the College of Teacher Education shall be established separately.

Article 21 Any matters that are not addressed in these Regulations shall be governed by relevant regulations of National Taiwan Normal University.

Article 22 Starting on August 1, 2014, evaluation of full-time teachers of NTNU shall be carried out in accordance with the standards set forth in the Regulations; the Regulations are applicable to teachers appointed after August 1, 2011.

Article 23 The Regulations shall take effect after being passed at a General Meeting. The same shall apply to future revisions.