Office of Research and Development (ORD)

Aug./2021

Responsibilities of Division of Research Planning and Coordination(DRPC)

Teacher & Research Fellow Evaluation

Flexible Salary & Incentive

Teacher Performance System

Reduction in Teaching Hours Due to Academic Research

Research & Development Substitute Service

Teacher Evaluation

➤Full-time teachers (including professional technical personnel)

Lecturer & Assistant Professor

Every **3** Years

Associate Professor & Professor

Every **5** Years

➤At least 3 hours of academic ethics and integrity courses are required.

➤No promotion application for teachers failing to pass the latest evaluation.
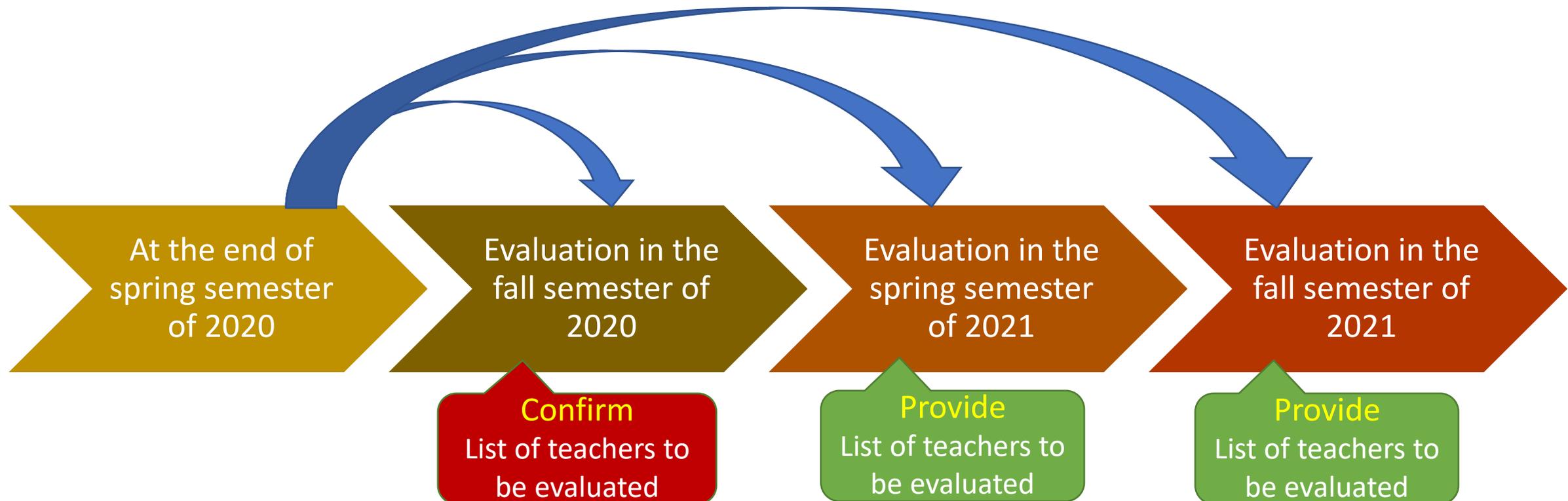
Evaluation Criteria

	Lecturer / Assistant Professor/**Newly-appointed Teachers**
Teaching	1. Average score on student opinion of instruction survey shall be at least 3.5 points 2. Teaching hour requirement shall be fulfilled 3. No evidence of incompetent teaching (Optional)
Research	• **Academic Performance (Alternative)** a. **1** book or **3** articles in books b. **2** journal articles c. **2** patents under substantive review d. **1** exhibition or competition award • **Research Project** **Host 1** off-campus research project (for assistant professor or above, co-hosting is excluded)
Service & Consultation	80 points or above. Evaluation standards shall be established by each college, department, and institute.

The leftmost column is labeled **Criteria**.

Including associate professor & professor

Evaluation **Early Warning Regulation**

- At the end of semester, ORD provides list of teachers to be evaluated to department or institute.

At the end of spring semester of 2020	Evaluation in the fall semester of 2020	Evaluation in the spring semester of 2021	Evaluation in the fall semester of 2021

Confirm
List of teachers to be evaluated

Provide
List of teachers to be evaluated

Provide
List of teachers to be evaluated

Evaluation for Newly-Appointed Teacher

Not promoted within 6 years → Renew employment for 1 year
Still not promoted → No renew employment

Full-time teachers at each level appointed since August 1, 2011

To be evaluated no later than the 7th semester

Pass or Not

Yes

Promotion within 7 Years

No

No

Improvement Plan

Re-evaluated within 2 Years

Pass or Not

Yes

No

No Renew Employment
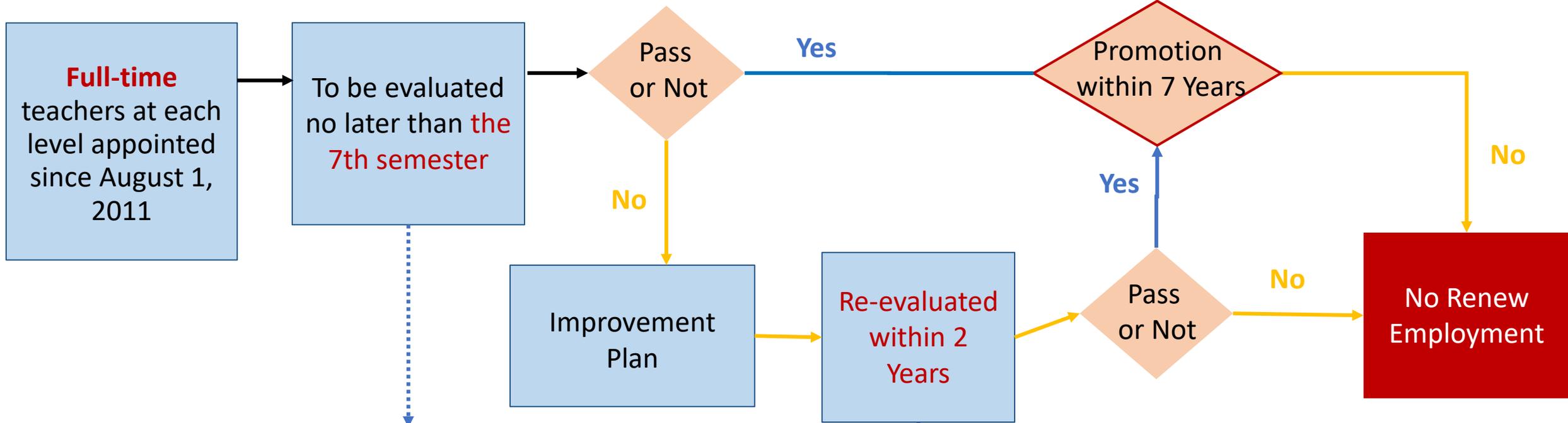
Adoption period for evaluation in advance:
- First time teachers: At least 4 semesters
- Non-first time teachers: At least 2 semesters

Adoption Period
- Lecturer & Assistant Professor: Data in the Past 3 Years
- Associate Professor & Professor: Data in the Past 5 Years

Regulation for Newly-appointed Teachers

Training & Courses to Complete within 1 Year

1. New Teacher Workshop (Hong-Hu Camp)
2. Lesson Observation & Feedback
3. Research Consultation (first-time teachers)
4. Training courses from Environmental Safety Center (departments or institutes with laboratory/internship facilities)

Results of Failing to Pass the Evaluation

Since the following academic year
1. No salary advancement
2. No excess teaching course
3. No concurrently holding positions or teaching inside and outside NTNU**(including in-service program, school of continuing education, summer courses)**

Deferred Evaluation

Two Years → Giving Birth Miscarriage

Level 2 (deputy) director or above

Sabbatical Leave

Study Overseas

Teach Overseas

Temporary Job Transfer

Parental Leave

Attending to Relatives

Major Accident

Deferred Evaluation

- The deferred time is in accordance with the **period of leave** or **service period**.
- The application shall be **approved by the President**.
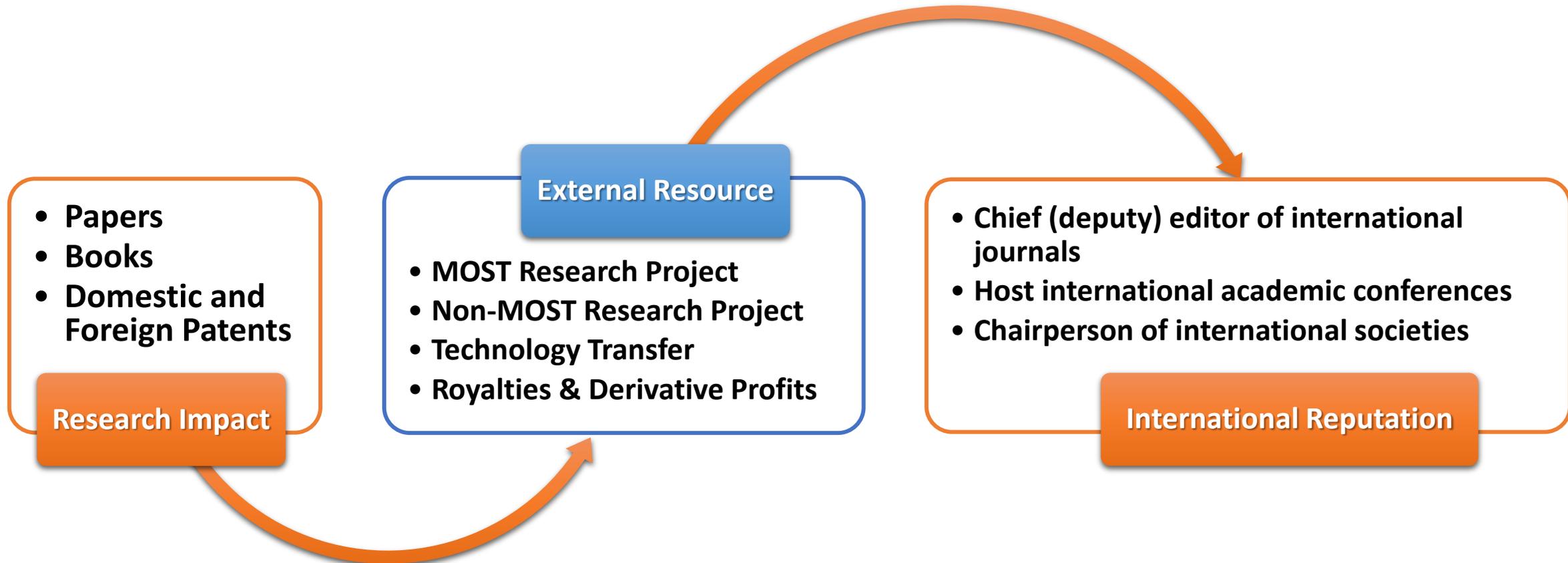- Data of the deferred evaluation shall be calculated from **the semester of the previous evaluation**.

MOST Research Grants

In accordance with "**National Taiwan Normal University Distinguished Talent Incentive Policy.**"
Time: Apply online in May every year
The grants vary from **NT6,800 to NT50,000** every month for each individual and last for a year.

External Resource

Research Impact
- Papers
- Books
- Domestic and Foreign Patents

- MOST Research Project
- Non-MOST Research Project
- Technology Transfer
- Royalties & Derivative Profits

International Reputation
- Chief (deputy) editor of international journals
- Host international academic conferences
- Chairperson of international societies

NTNU Chair Professor, Research Chair Professor, Distinguished Professor & Outstanding Professor

In accordance with "National Taiwan Normal University Teachers of Academic Excellence Incentive Policy"

Time: Apply online in October every year

Amount of Grants and Duration

NT$60,000 ~ NT$400,000 per month **Until retirement or resignation**	NT$40,000 ~ NT$50,000 per month 3 Years	NT$20,000 ~ NT$30,000 per month 3 Years	NT$10,000 ~ NT$20,000 per month 3 Years
NTNU Chair Professor	**Research Chair Professor**	**Distinguished Professor**	**Outstanding Professor**

Teachers who are also eligible for MOST grants for outstanding talent may only choose one.
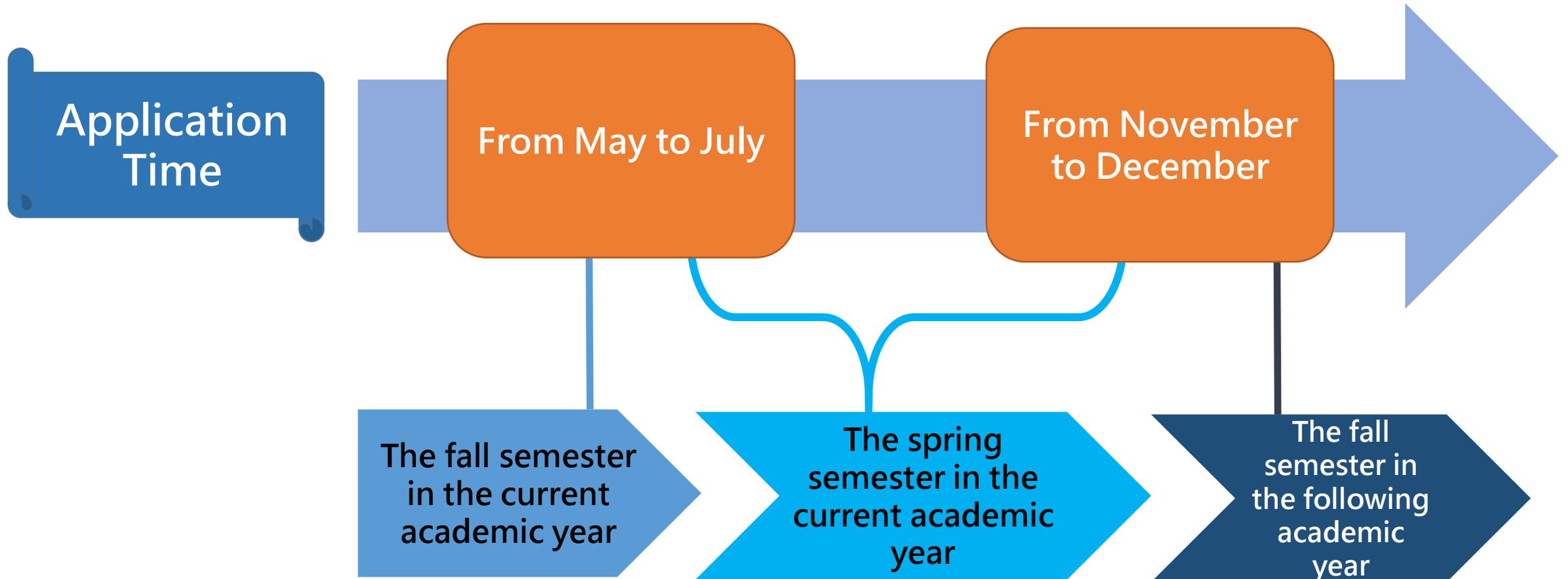
Teaching Hours Reduction due to Academic Research
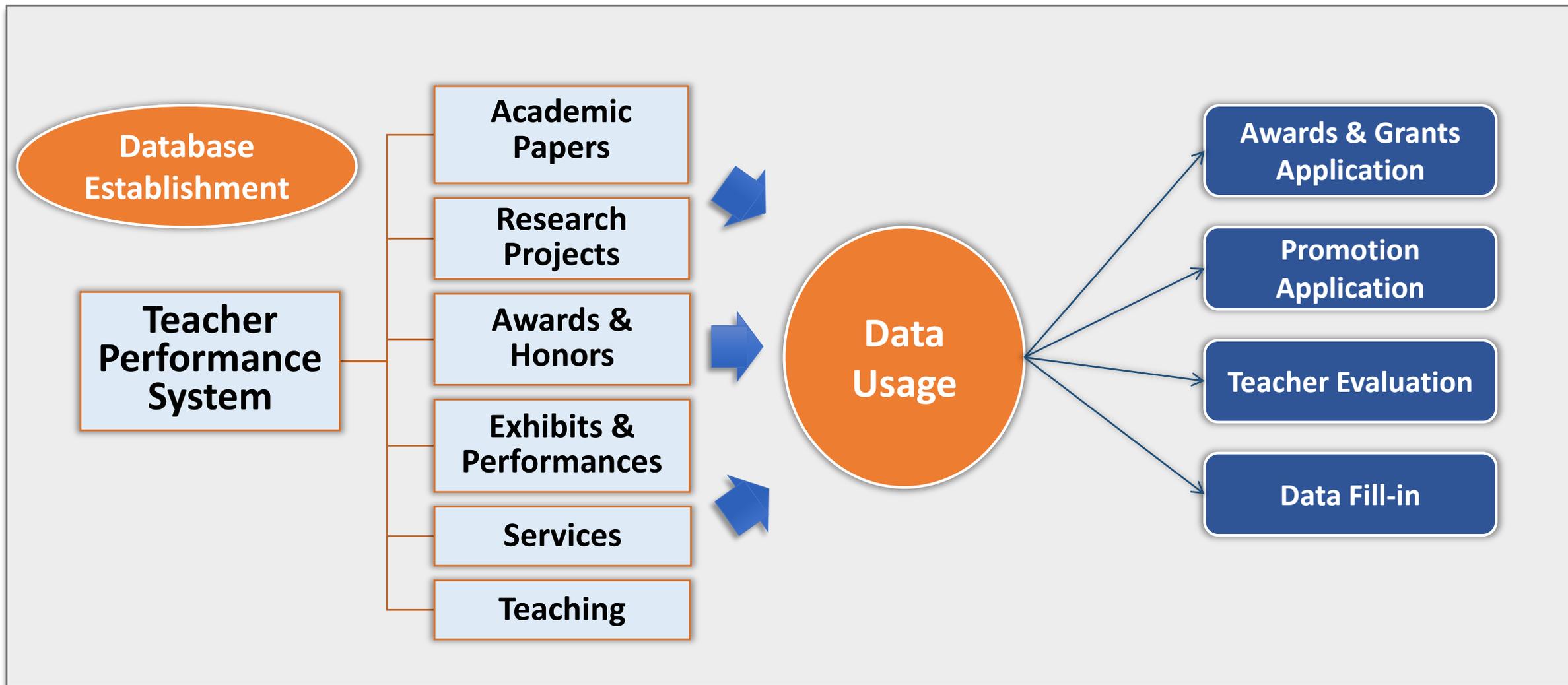
In accordance with National Taiwan Normal University Teaching Hours Guidelines (Article 6) and 2015.06.18 NTNU Official Letter No.1041013286

Application Time

From May to July

From November to December

The fall semester in the current academic year

The spring semester in the current academic year

The fall semester in the following academic year

Teaching Hours Reduction due to Academic Research

- **Administrative Fee**
1. **Exceeds NT$100,000 in a single academic year → 1 hour**
2. **Every additional NT$80,000 → 1 hour**

- Project Period
1. More than 6 months but less than a year → 1 hour
2. More than a year → 2 hours

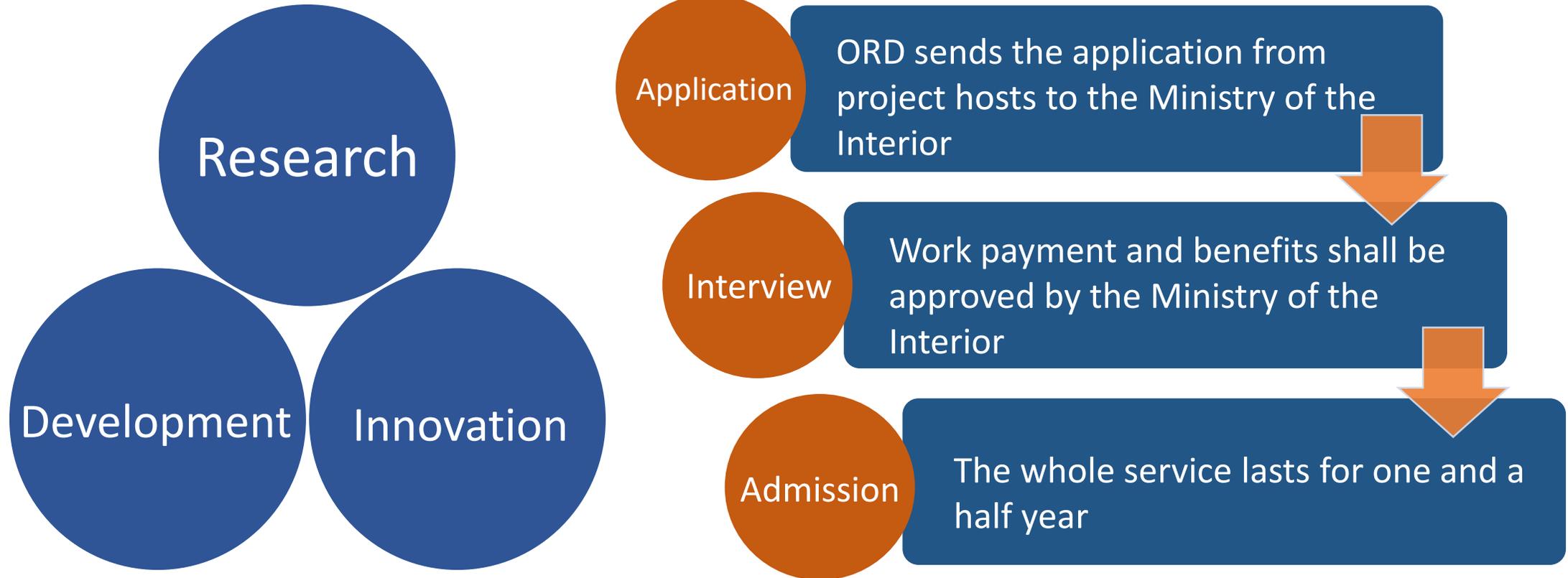**Applicant: NTNU full-time teacher & project host**

Period 2 Hours

Administrative Fee 4 Hours
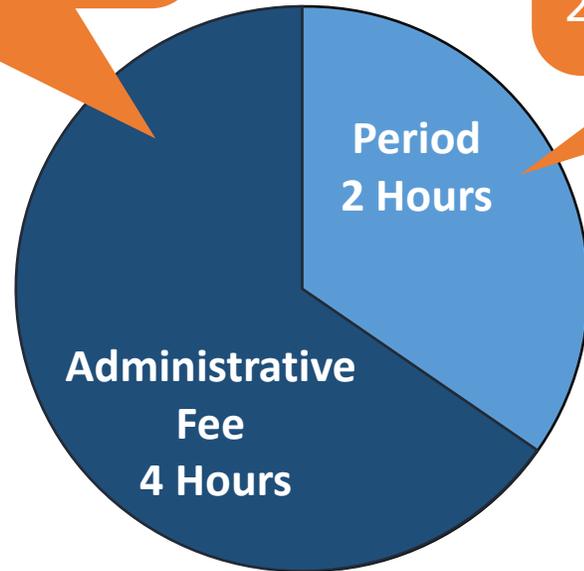
Fall Semester 3 Hours

+

Spring Semester 3 Hours

At most 6 hours per academic year

At most 3 hours per semester

Research & Development Substitute Service

Research

Development

Innovation

Application — ORD sends the application from project hosts to the Ministry of the Interior

Interview — Work payment and benefits shall be approved by the Ministry of the Interior

Admission — The whole service lasts for one and a half year

◎**In accordance with the "Enforcement Statute for Substitute Services," the payment and bevefits of substitute service shall be complying with the "Labor Standards Act."**

Thank you !!