

National Taiwan Normal University Regulations for Faculty Evaluation

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- Article 1 National Taiwan Normal University (NTNU) has formulated the Regulations to promote the quality of teaching, research, and service and consultation provided by faculty members, and to facilitate their professional development in accordance with Article 21 of the University Act.
- Article 2 The Regulations apply to the evaluation of the university's full-time faculty members (including technical specialists).
- Article 3 The evaluation items under these Regulations include teaching, research, service, and consulting. Evaluation methods may include departmental (institutional) or college evaluations, self-evaluation by faculty, peer evaluations, student evaluations, and other forms of assessment. Each aspect—teaching, research, service and consulting—must be individually passed in order to pass the overall evaluation.

Article 3-1 Full-time faculty members at all ranks must complete at least three hours of academic ethics and integrity courses before evaluation and provide proof of completing such courses.

Article 4 Evaluation items and standards for Faculty Evaluation are as follows:

- I. Teaching: During the evaluation period, faculty must achieve an average score of 3.5 or above on the Student Opinion of Instruction surveys, meet the required teaching hours, and have no other adverse teaching incidents (if none, an exemption applies; if necessary, the evaluated faculty member may be asked to provide relevant written explanations).
- II. Research: All academic performance and research projects shall meet the following requirements:
 - (I) Academic performance (including journal articles, publications, exhibitions, and related materials) shall be original in nature and comply with one of the following regulations:
 1. Monographs or book chapter: Lecturers and assistant professors shall publish within three years, and associate professors and professors shall publish within five years, one monograph (maximum co-authorship of two individuals) or three book chapters that meet the review requirements of NTNU.
 2. Journal articles: Lecturers and assistant professors are required to have at least two journal articles published within three years, while associate professors and professors are required to have at least three journal articles published within five years. The aforementioned articles must be published in journals indexed by SCI, SCIE, SSCI, A&HCI, EI, EconLit, TSSCI, the 2016 revised THCI (formerly THCI Core), SCOPUS, or other listed journals recognized by each college. For journals ranked in the top 20% of SCI IF or the top 50% of SSCI IF, one article is sufficient for lecturers and assistant professors to meet the standard, and two articles are sufficient for

associate professors and professors. Three conference papers indexed by SCOPUS may be substituted for one of the required journal articles, provided the researcher is the first author or corresponding author.

3. Patents: Lecturers and assistant professors shall obtain at least two patents that have undergone substantive examination within three years, while associate professors and professors must obtain at least three such patents within five years. The aforementioned patents must list NTNU as the patent holder.
4. Exhibition or competition awards: Lecturers (in person) and assistant professors (in person) are required to hold one exhibition or win one competition award within three years; associate professors (in person) and professors (in person) are required to hold two exhibitions or receive two competition awards within five years. Competition awards must be an honorable mention in a national competition or nominee in an international competition or above; exhibitions must be at the special municipality level (organizer or venue) or higher, or at other listed venues recognized by the college (the aforementioned venues must be reviewed and approved by the university-level review committee). 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, Subparagraphs 1 and 2 of the Regulations. The aforementioned exhibitions and competitions must comply with the organizers, venues and titles of exhibitions and competitions clearly formulated by various colleges and departments.

5. Other equivalent academic achievements not listed: An academic performance approved in a review conducted by the Faculty Evaluation Committees at all levels as being equivalent to the above. For book chapters or journal articles published by faculty, lecturers and assistant professors must be the first author or corresponding author for at least one publication, while associate professors and professors must be the first author or corresponding author for at least two publications.

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

(II) Research projects: Lecturers shall be the principal or co-principal investigator of at least one research project outside NTNU every three years; assistant professors shall be the principal investigator of (co-principal investigator excluded) at least one research project outside NTNU every three years; associate professors and professors shall be the principal investigator of (co-principal investigator excluded) at least one research project outside NTNU every five years. Research projects outside NTNU shall be undertaken in the name of NTNU (including industry-academia collaboration projects). Serving as a principal investigator for a sub-project of a collaborative research project of **the National Science and Technology Council (NSTC) (formerly known as the Ministry of Science and Technology (MOST))** shall be regarded as hosting a research project.

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

Article 4-1 Academic performances mentioned in Article 4 may be calculated cumulatively: One book published by over three individuals (inclusive), one book chapter, or one patent may be regarded as a journal paper; an award in an exhibition or competition may be regarded as two journal articles.

The standards of the mutual substitution of journal articles and research projects are as follows. The mutual substitution is restricted to once in an evaluation and only chooses one to substitute.

I. The substitution of journal article:

- (I) A research project from the **NSTC (formerly known as the MOST)** may also be regarded as one journal article (recognition granted only if the faculty member is the principal investigator).
- (II) **External projects undertaken in the name of NTNU (with the faculty member serving as the principal investigator) must have a total execution budget of one million NTD or more, and must pay the administrative management fee as stipulated. One such project may be substituted for one journal article.**

II. The substitution of research project:

- (I) One academic performance may be regarded as one research project outside NTNU, and the substitution is granted only if the faculty member is the first author or corresponding author of the book chapter or journal paper.
- (II) Faculty members who have made the following special contributions to NTNU within the evaluated period may be exempt from one research project outside NTNU.
 - 1. Two-time formulation and execution in university-level projects **(the projects will be calculated once if the execution period lasts for one year; if the execution period exceeds one year, the non-full year portion will not be calculated.)** The university-level projects must have important development impacts on the overall affairs of NTNU and comply with the listed projects approved by the Research and Development Council.

2. Service as conductor of various university-level orchestra for two years.
3. Service as coach of various varsity teams for two years.
4. Two-time service as the head of training program for NTNU athletes in national or international competitions.
5. Two-time instruction NTNU students in participation of national competitions with results higher than merit awards, or one-time selection in international competitions.
6. Musical compositions must be large-scale works lasting at least fifteen minutes and must be performed publicly at least once at the venue approved by the university-level review committee with at least four performers (inclusive).

Article 5 Full-time faculty members of NTNU with over 25 years of seniority may opt for regulations in Article 4 or accept evaluation in accordance with the following regulations:

- I. Teaching: During the evaluation period, faculty must achieve an average score of 3.5 or above on the Student Opinion of Instruction surveys, meet the required teaching hours, and have no other adverse teaching incidents (if none, an exemption applies; if necessary, the evaluated faculty member may be asked to provide relevant written explanations).
- II. Research: All academic performance and research projects shall meet the following requirements:
 - (I) Academic performance (including journal articles, publications, exhibitions, and related materials) shall be original in nature and comply with one of the following regulations:
 1. Monographs or book chapters: 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 book chapters that meet the review requirements established by the College of NTNU.

2. Journal articles: Lecturers and assistant professors are required to have at least one journal article published within three years, while associate professors and professors are required to have at least two journal articles published within five years. The aforementioned articles must be published in journals indexed by SCI, **SCIE**, SSCI, A&HCI, EI, EconLit, TSSCI, the 2016 revised THCI (formerly THCI Core), SCOPUS, or other listed journals recognized by each college. For journals ranked in the top 20% of SCI IF or the top 50% of SSCI IF, one article is sufficient for associate professors and professors. Three conference papers indexed by SCOPUS may be substituted for one of the required journal articles, provided the researcher is the first author or corresponding author.
3. Patents: Lecturers and assistant professors shall obtain at least one patent that have undergone substantive examination within three years, while associate professors and professors must obtain at least two such patents within five years. The aforementioned patents must list NTNU as the patent holder.
4. Exhibition or competition awards: Within three years for lecturers (in person) and assistant professors (in person), and within five years for associate professors (in person) and professors (in person), they are required to hold one exhibition or receive one competition award. 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 the university-level review committee). 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, Subparagraphs 1 and 2 of the Regulations. The aforementioned exhibitions and competitions must comply with the organizers, venues and titles of exhibitions and competitions clearly formulated by various colleges and departments.

5. Other equivalent academic achievements not listed: An academic performance approved in a review conducted by the Faculty Evaluation Committees at all levels as being equivalent to the above. The number of academic performances may be calculated cumulatively, and the standards shall be the same as provisions in Article 4-1.

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

- (II) Research projects: Lecturers and assistant professors shall be the principal or co-principal investigator of at least one research project outside NTNU every three years; associate professors and professors shall be the principal or co-principal investigator of at least one research project outside NTNU every five years. The standards for adoption and substitution of research projects outside NTNU shall be the same as provisions in Article 4 and Article 4-1.

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

Article 6 The evaluation results of lecturers and assistant professors shall be processed as follows:

- I. Lecturers and assistant professors shall undergo evaluation every three years conducted by the department (institute) or college. Those who fail the evaluation will not receive a salary increment starting from the

following academic year. They will also not be allowed to teach excess courses and hold part-time positions or teach both within and outside the university (including in-service programs, the School of Continuing Education, and summer courses). **Additionally, they will not be allowed to take paid leave for overseas research or further studies and are ineligible to serve as secondary-level directors or deputy directors at NTNU.** The employing department (institute) shall assist and provide improvement plans for these individuals. A re-evaluation will be conducted within two years. If the re-evaluation is still not passed, the case shall be submitted to the Faculty Evaluation Committee at all levels for a decision on non-renewal of appointment.

- 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 in the next evaluation. **If the individual is promoted after passing the evaluation, the regulated evaluation term is recalculated beginning from the semester when his or her promotion becomes effective.**

In the event that the lecturers' or assistant professors' promotion has been approved, their next evaluation time frame shall start from the same semester in which their promotion becomes effective.

The evaluation results of lecturers and assistant professors appointed before September 29, 1999, shall be processed per Article 7.

The evaluation results of lecturers and assistant professors appointed by the National University Preparatory School for Overseas Chinese Students before March 22, 2006, shall be processed per Article 7.

Article 7 The evaluation results of associate professors and professors shall be processed as follows:

- I. Associate professors and professors shall undergo evaluation every five years conducted by the department (institute) or college. Those who fail the evaluation will not receive a salary increment starting from the following academic year. They will also not be allowed to teach excess courses and hold part-time positions or teach both within and outside the university (including in-service programs, the School of Continuing Education, and summer courses). Additionally, they will not be allowed to be seconded, apply for sabbatical, go abroad for lecturing, and take paid leave for overseas research or further studies and are ineligible to serve on NTNU Faculty Evaluation Committees at any level, or as the administrative or academic executives at the university. 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 re-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 in the next evaluation. **If an individual is promoted after passing the evaluation, a five-year regulated evaluation term is recalculated beginning from the semester when his or her promotion becomes effective.**

In the event that the associate professors' promotion has been approved, their next evaluation time frame shall start from the same semester in which their promotion becomes effective.

For associate professors and professors at NTNU who fail the evaluation, their employing department (institute) shall assist and provide improvement plans,

which will be submitted to the Faculty Evaluation Committee at all levels for discussion. However, improvement plans are not required for individuals who fail the evaluation if they are to retire in the following two semesters.

Article 8 Starting on August 1, 2011, newly-appointed full-time faculty members at all ranks are required to pass their evaluations at 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. The evaluation period of first-time faculty members shall include at least **four semesters** of the Student Opinion of Instruction Survey. The evaluated period of non-first-time faculty members (appointed in other schools or served as NTNU project teachers) shall include at least **two semesters** of the Student Opinion of Instruction Survey. Starting on February 1, 2016, newly appointed full-time faculty members at all ranks shall participate in the New Faculty Workshop organized by the Office of Academic Affairs within their first year of service in accordance with **the NTNU Regulation for the Professional Development of Faculty Instruction**. First-time faculty members must participate in the **“Instructional Consultation”** organized by the Office of Academic Affairs and “research consultation” organized by the Office of Research and Development. If newly-appointed faculty members fail to participate for any reason, they must complete the courses in the following academic year to pass the evaluation for newly-appointed faculty members required in Paragraph 1 of this Article.

New full-time faculty members at all ranks appointed on or 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 faculty members required in Paragraph 1 of this Article.

Those who fail the evaluation will not receive a salary increment starting from the following academic year. They will also not be allowed to teach excess courses and hold part-time positions or teach both within and outside the university (including in-service programs, the School of Continuing Education, and summer courses). **Additionally, they will not be allowed to be seconded, apply for sabbatical, go abroad for lecturing, and take paid leave for overseas research or further studies and are ineligible to serve on NTNU Faculty Evaluation Committees at any level, or as the administrative or academic executives at the university.** The employing department (institute) shall assist and provide improvement plans for these individuals. A re-evaluation will be conducted within two years. If the re-evaluation is still not passed, the case shall be submitted to the Faculty Evaluation Committee at all levels for a decision on non-renewal of appointment.

New full-time faculty members of all ranks appointed on or after August 1, 2011, who meet evaluation exemption requirements as stipulated in Article 9 to Article 14 may apply for exemption from evaluations **according to** the regulations without the need to accept the evaluation for newly-appointed faculty members required in Paragraph 1 of this Article.

Full-time faculty members at all ranks appointed on or after August 1, 2011, who pass the evaluation for newly-appointed faculty members stipulated in this Article, will subsequently be evaluated according to the provisions of Article 6 and Article 7. If they fail the re-evaluation, the case shall be submitted to the Faculty Evaluation Committee at all levels for a decision on non-renewal of appointment.

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 resolution to competent educational authorities.

Article 8-1 For individuals who failed their evaluations, after providing consultation or assistance, the review period for the re-evaluation of their performance in teaching, research, and service and consultation shall be counted back three years (for lecturers and assistant professors), or five years (for associate professors and professors) from the year of re-evaluation. The adoption of performance may not begin in 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 for exemption from the current evaluation:

- I. Have assumed **the position of Chair Professor at NTNU**.
- II. Have received a NTNU Outstanding Teaching Award.
- III. Have received a NTNU Outstanding Service Award.
- IV. Due to retire within the next two semesters of being evaluated.
- V. Have received a National Excellent Teacher Award by Ministry of Education.

Article 10 **Professors** whose research performance qualifies for one of the following conditions may apply for lifelong exemption from evaluation:

- I. Have been elected as an academician of Academia Sinica.
- II. Have been granted a Ministry of Education Academic Award, a National Chair Professorship, a National Award for Arts, or an Executive Yuan National Cultural Award.
- III. Have assumed the position of Chair Professor at distinguished universities home or abroad, and whose position has been acknowledged by the University.

IV. Have been awarded research organization grants (hereinafter referred to as research project organization grants) from the research program (including industry-academia collaboration projects) of the NSTC (formerly known as the MOST) for more than fifteen times. (A Class-A Research Award from the NSTC (formerly known as the MOST) may be regarded as one organization grant for research projects; one Outstanding Research Award may be regarded as three organization grants for research projects). The project's execution period shall be at least one year, and a maximum of one grant may be included per year. The receipt of one NTNU Excellence in Teaching Award or one NTNU Outstanding Service Award may be deemed equivalent to one research project organization grant (one Outstanding Teaching Award may be deemed equivalent to three research project organization grants). However, Excellence in Teaching Award, Outstanding Service Award and research project organization grant received within the same year as the award may not be counted repeatedly. Outstanding Teaching Award and research project organization grants received within three years from the year of the award should not be counted repeatedly.

Article 10-1 Faculty members at all ranks who are at least sixty (60) years of age may apply for exemption from evaluation.

Article 11 Professors whose teaching performance qualifies for the following conditions may apply for lifelong exemption from evaluation:

Have received the NTNU Excellence in Teaching Award for fifteen times or over (the receipt of one Outstanding Teaching Award is deemed equivalent to three Excellence in Teaching Awards).

Article 12 Professors whose artistic individual exhibition, exhibition planning, collection, or awards received meet one of the following conditions may apply for lifelong exemption from evaluation. The number of exemptions

from evaluation shall be calculated according to NTNU regulations on **NSTC (formerly known as the MOST)** 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 **Professors** whose musical performances meet one of the following conditions may apply for lifelong exemption from evaluation. The number

of exemptions from evaluation shall be calculated according to NTNU regulations on **NSTC (formerly known as the MOST)** 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 **Professors** whose awards won in sports competitions (including coaching athletes) meet one of the following conditions may apply for lifelong exemption from evaluation. The number of exemptions from evaluation shall be calculated according to NTNU regulations on **NSTC (formerly known as the MOST)** 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 (mandatory 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 refers 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 Faculty members at all ranks who have been approved for paid or unpaid leave for at least six months for reasons such as sabbatical, going abroad for professional development or lecturing, being seconded, taking parental

leave, or taking parent-caring leave may apply for deferred evaluation starting on the semester when the evaluation was due in accordance with the period of leave starting, after they return to work.

Faculty members at all ranks who encounter dire circumstances during their stipulated evaluation time frame may apply for a deferral of the evaluation by submitting supporting documents to the school for approval. Upon approval by NTNU, the evaluation may be deferred starting from the semester in which the evaluation was scheduled to be conducted.

Female faculty at all ranks who are pregnant or have given birth (or experienced a miscarriage) may be granted a two-year grace period to postpone the evaluation, without being subject to the requirement to take unpaid leave.

Faculty members who serve as secondary-level directors, deputy directors, or above at NTNU may apply for deferred evaluation starting on the semester when 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 at the semester of evaluation shall be included in the next evaluation.

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

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

- Article 18 Each college shall formulate regulations for faculty evaluation. The regulations shall be approved with resolutions sought from a College Affairs Meeting and implemented with the approval of the President.
- Each college-level unit may follow its own regulations if it provides stricter regulations.
- Article 19 Each college shall deliver the faculty evaluation results to the University Faculty Evaluation Committee for future reference, and notify the related departments, institutes, and individuals of the evaluation results.
- Article 20 Regulations on the evaluation of researchers, contract-based faculty, and faculty members of the College of Teacher Education and the Division of Preparatory Programs for Overseas Chinese Students shall be formulated separately.
- Article 21 Any matters not addressed in these Regulations shall be governed by other relevant regulations of NTNU.
- Article 22 Starting on August 1, 2014, the evaluation of full-time faculty members at NTNU shall be conducted in accordance with the standards outlined in the Regulations; these Regulations apply to faculty members appointed on or after August 1, 2011.
- Article 23 The Regulations shall take effect after being approved at a University Affairs Meeting. The same shall apply to all subsequent amendments.