

NATIONAL TAIWAN UNIVERSITY

Directives for the Promotion of Full-time Faculty Members

May 12, 2015	Passed by the 2,858th Administrative Meeting
May 14, 2015	Passed by the NTU Faculty Evaluation Committee at its 7th meeting, Academic Year 2014-15
June 6, 2015	Passed by the University Council at its 2nd meeting, spring semester, Academic Year 2014-15
June 15, 2015	Promulgated by NTU via Hsiao Ren No. 1040042067
February 21, 2017	Amended and passed by the 2,939th Administrative Meeting
March 10, 2017	Amended and passed by the NTU Faculty Evaluation Committee at its 6th meeting, Academic Year 2016-17
June 10, 2017	Passed by the University Council at its 2nd meeting, spring semester, Academic Year 2016-17
August 1, 2017	Articles 1 and 4-1 amended and promulgated via NTU official letter Hsiao Jen Tzu No. 1060059314
September 15, 2020	Passed by the 3,077th Administrative Meeting
September 28, 2020	Passed by the NTU Faculty Evaluation Committee at its 1st meeting, Academic Year 2020-21
October 24, 2020	Passed by the University Council at its 1st meeting, fall semester, Academic Year 2020-21
November 3, 2020	Article 5 amended and promulgated via NTU official letter Hsiao Jen Tzu No. 1090078290
March 1, 2022	Passed by the 3,114th Administrative Meeting
April 22, 2022	Passed by the NTU Faculty Evaluation Committee at its 6th meeting, Academic Year 2021-22
May 28, 2022	Passed by the University Council at its 2nd meeting, spring semester, Academic Year 2021-22
June 13, 2022	Articles 1, 2, and 4 amended and promulgated via NTU official letter Hsiao Jen Tzu No. 1110007760

Article 1 In order to pursue academic excellence, encourage students to advance their knowledge, and foster international collaboration, National Taiwan University (NTU or “the University”) establishes the *Directives for the Promotion of Full-time Faculty Members* (“the Directives”) in accordance with the *Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education*.

Article 2 A faculty member applying for promotion shall apply through the department, section, graduate institute, degree program, or center which offers the position. A faculty member under joint appointment with two academic units may apply for promotion through the primary affiliated academic unit, i.e. the primary department, section, graduate institute, degree program, or center and its respective college or center.

Once an application for promotion has passed the three levels of Faculty Evaluation Committee (FEC) review, i.e. departmental level (or the level of the primary affiliated academic unit), collegiate/center level, and University level, the promotion shall be submitted to the Ministry of Education for final approval.

Article 3 Each college/center shall formulate a set of rigorous criteria, methods, and standards as the basis for the review and evaluation of faculty promotion applications, in order to assess the overall performance of the applicant in terms of their research, teaching, and service. To encourage faculty members to devote their academic efforts in pursuit of excellence on a global scale, faculty members with the following distinguished achievements should receive top priority in the reviewer recommendations for promotion:

1. Teaching: Being proactive and able to provide astute, appropriate guidance to students towards improving their learning effectiveness.
2. Research: Achieving benchmarks in research innovation; for promotion to associate professor: conducting groundbreaking work and establishing a leading position domestically; for promotion to full professor, producing research that is influential and recognized internationally, as well as gaining the reputation as a resourceful, accomplished researcher globally.
3. Service: Making knowledge more accessible to local communities and highlighting the University's social responsibility and public value.
4. International collaboration: Strengthening global networking and helping bolster the University's reputation internationally.

The standards for determining what constitute distinguished achievements and the means of assessing the applicants' merits, as well as other relevant regulations and standards, shall be formulated by each college/center.

Article 4 Each college/center shall evaluate faculty members applying for promotion based on their overall teaching, research, and service performance. In conducting the evaluation procedures, the college/center shall establish an academic achievement review committee and a teaching service evaluation committee. The professional evaluation feedback of the external reviewers on the applicant's research results shall be respected and taken into consideration unless specific evidence with

professional academic foundation can be put forward to sway the credibility and accuracy of such review. In addition, the applicant's affiliated college/center may implement a mechanism to allow applicants to deliver a report or public lecture if deemed appropriate.

The members of the evaluation committees referred to in the preceding paragraph shall, either fully or partially, consist of FEC members of the applicant's affiliated college/center; the formation of such committees shall be handled by the affiliated college/center.

Article 4.1 Each college/center, department, section, graduate institute, degree program, or center shall inform the applicant, in writing, of any negative feedback that has been provided in the Publications Review Feedback Form. The applicant shall, in turn, provide a written response and submit the response along with the Publications Review Feedback Form to the University FEC, as part of the supporting documents.

Article 5 Review of faculty's academic works and publications for promotion purposes shall be conducted by non-NTU experts and scholars. An external reviewer with lower academic attainments is not eligible to conduct reviews of an applicant with higher academic attainments. The reviewers shall provide professional evaluation feedback and recommendations to members of the FEC.

The head of the department, section, graduate institute, degree program, center, or its promotion evaluation committee may provide the dean (or director) with a list of recommended reviewers for each applicant under consideration. The selection of the reviewers and the recommended review priorities shall be determined by the college/center FEC or a review meeting consisting of responsible FEC members under the affiliated college/center.

The applicant under consideration may not provide a list of recommended reviewers, but may provide a reference list of external reviewers to be avoided due to interest conflicts.

The University encourages each FEC to invite outstanding international scholars to serve as reviewers.

Article 6 The promotion of full-time researchers and technical specialists as well as the teaching staff and researchers employed with the University Endowment Fund shall

be handled in accordance with the Directives.

Article 7 If individual colleges/centers, departments, sections, graduate institutes, degree programs, or centers have stricter requirements, those requirements shall prevail.

Article 8 Matters not addressed herein shall be subject to the applicable regulations of the University.

Article 9 Each college/center may be exempt from the quota requirements for faculty promotion provided that appropriate support measures have been formulated in accordance with the Directives and those measures have been passed by the Administrative Meeting and the University FEC.

Article 10 The Directives shall be passed by the Administrative Meeting, the University FEC, and the University Council and then implemented on the date of promulgation.