

Taipei Medical University Faculty Evaluation Regulation

Approved as Faculty Assessment Regulations by the University-level Faculty Evaluation Committee on December 1st, 2006
Amended and approved as Faculty Assessment Regulations at the University Affairs Meeting on December 6th, 2006
Amended and approved as Faculty Assessment Regulations by the University-level Faculty Evaluation Committee on May 20th, 2008
Amended and approved at the University Affairs Meeting on May 21st, 2008
Amended and approved at the University Affairs Meeting on October 28th, 2009
Amended and approved at the University Affairs Meeting on August 26th, 2010
Amended and approved at the University Affairs Meeting on May 24th, 2012
Amended and approved at the University Affairs Meeting on October 24th, 2012
Amended and approved at the University Affairs Meeting on May 22nd, 2013
Amended and approved at the University Affairs Meeting on October 23rd, 2013
Amended and approved at the University Affairs Meeting on May 24th, 2017
Amended and approved at the University Affairs Meeting on March 27th, 2019
Amended and approved at the University Affairs Meeting on October 30th, 2024
Amended per Order Bei-Yi-Xiao-Mi-Zi No. 1131210039 on November 29th, 2024; 11 articles in total

Article I (Objective)

Taipei Medical University Faculty Evaluation Regulations (hereinafter referred to as “Regulations”) are formulated in accordance with *Article 21* of the “University Act”, in order to enhance the University’s competitiveness and the performance of its faculty with respect to teaching, research, industry-academia collaboration, service, and student counseling.

Article II (Frequency of the Evaluation Conducted)

All full-time salaried faculty members of the University are subject to evaluation every academic year in accordance with the Regulations. The evaluation should assess the performance of its faculty with respect to teaching, research, industry-academia collaboration, service, and student counseling.

Article III (Evaluation Documents Needed and the Process)

The evaluation of TMU faculty is a 2-level (i.e., University and College) system, whereas the faculty of the School of Medicine are subject to a 3-level (i.e., University, College, and School) system.

The units involved shall provide all faculty’s data for evaluation, that is, the points earned by the faculty members in the time frame specified by the Office of Human Resources, as scheduled. The Office of Academic Affairs shall provide all full-time faculty's average percentage for each criterion obtained from the Teaching Quantitative Evaluation for the previous two academic years; the Office of Research and Development shall provide all full-time

faculty's average percentage for each criterion obtained from the Research Quantitative Evaluation for the previous five academic years; administrative units concerned shall provide all full-time faculty's average percentage for each criterion obtained from the Service Quantitative Evaluation for the previous two academic years. Once the data has been sorted and consolidated by the Office of Human Resources, the data shall be approved by the University President and then distributed to respective colleges for their reference.

Faculty members shall submit related documents via the faculty evaluation system according to the schedule announced by the Office of Human Resources. Upon completion of the preliminary review by the head of respective school/college or graduate institute, the documents will be submitted to the Faculty Evaluation Committee of all levels for a secondary review.

Article IV (Items of Evaluation)

The items and criteria of the faculty's quantitative evaluation on teaching, research, industry-academia collaboration, service, and student counseling are listed in Appendices 1, 2, and 3 of the Regulations, respectively.

Article V (Selection of Evaluation Categories)

TMU's faculty quantitative evaluation falls into four categories: teaching, research, general, and administrative head. The scoring criteria for each category are shown in Appendix 4.

Faculty members may choose a category (teaching, general, research, or administrative head) for their annual evaluation. Nevertheless, those who choose the teaching or research category shall satisfy the following respective requirements:

- I. Research Category: Only those who have an average of at least one research project subsidized by government agencies, the National Health Research Institutes, or the Academia Sinica every year for the past five years, or who are the first author or corresponding author of at least two publications in the last five years.

- II. Teaching Category: Only those who actually teach an average of at least 8 hours a week (excluding approved reduced credits and bonus credits for a reduced teaching load) in the past two semesters, or those who were or are currently professors in the Teaching Category, or those who were or are currently TMUH teaching physicians or program directors, or those who are winners of the university-level or college-level teaching excellence award.
- III. Administrative Head Category: Only those who currently serve as TMU President, Vice President, first-level administrative heads, college deans, or Director of the Center for General Education, or who served any of the abovementioned positions for two or more years, and stepped down from the post no more than two years ago.

The scoring system of the quantitative evaluation for the faculty members of medical-related departments is shown in Appendix 5, and that of the quantitative evaluation of the jointly appointed faculty members serving as administrators concurrently is shown in Appendix 6. The requirements set forth in the preceding two paragraphs do not apply to the aforementioned faculty members.

Article VI (Criteria of Evaluation)

After being reviewed by respective levels of Faculty Evaluation Committees, new faculty members who have worked in TMU for three or more years may be considered failing the evaluation, if they have one of the following conditions:

- I. Where full-time faculty members score below 300 points, while faculty members of the medical-related departments or jointly-appointed faculty members who serve as administrators concurrently score below 225 points, and they are ranked among the lowest 5% in the quantitative evaluation for full-time faculty or faculty members of the medical-related departments/jointly appointed faculty members.
- II. Where faculty members have not published any SCIE, SSCI, A&HCI, and EI-indexed paper as the first or corresponding author, or have not published any peer-reviewed academic books/monographs over the last three years. The aforementioned publications and academic books/monographs can be

substituted by serving as the Principal Investigator of industry-academia collaboration projects in the last three years which have cumulatively attracted NT\$1 million of signing bonus, or by serving as a proposer and receiving a net amount of at least NT\$200,000 (or holding the equivalent value of equity shares) from projects of technology transfer; For faculty members from the College of Humanities and Social Sciences and the Center for General Education, the aforementioned papers can be substituted by THCI or TSSCI-indexed papers, two peer-reviewed academic books/monographs or two chapters from a peer-reviewed academic book/monograph, two papers published in peer-reviewed journals, or two conference papers published after the full text has been expert-reviewed, or an exhibition or performance on a national level.

Faculty members who have been employed for less than 3 years are exempted from the aforementioned ranking and evaluation procedures regarding academic papers or academic books/monographs. For those who have been approved to defer the evaluation in accordance with Article 8, Paragraph 1, in the following year, the period for the scoring of the academic papers and academic books/monographs set forth in Paragraph 1, Subparagraph 2, may be extended as approved by the University; the period may be extended up to 5 years.

Article VII (Failure to Pass the Evaluation and Meet the Criteria)

Faculty members who fail their annual evaluation are prohibited from applying for sabbaticals, will not receive a salary increase starting from that academic year, and are not allowed to hold any part-time faculty or staff positions at other institutions starting from the current academic year. Furthermore, they cannot serve as members of the Faculty Evaluation Committee at any level, nor can they be administrative heads. If they pass the re-evaluation in the following academic year, the aforementioned rights will be reinstated in the same year. Nonetheless, if they fail the re-evaluation, they will not be re-appointed by the University upon approval by all levels of the Faculty Evaluation Committee.

If faculty members pass their annual evaluation but fall under the conditions set forth in Subparagraph 2, Paragraph 1 of the preceding Article, they are not allowed to hold any part-time faculty or staff positions off-campus starting from the following academic year. Their rights will be reinstated when they pass the re-evaluation in the following academic year.

In the event of disagreeing with the evaluation results, faculty members may file an appeal in accordance with the “Structure and Guidelines of Taipei Medical University Faculty Member Grievances Committee.”

Article VIII (Application for Deferral of the Evaluation)

Faculty members are allowed to apply for promotions once they pass the evaluation. In the event of childbirth, care for the newborn, temporary transfer to another institution/organization, pursuit of an advanced degree while on leave without pay, or major life changes, with supporting documents, faculty members can apply for deferral of the annual evaluation and extend the timeframe for promotion upon the approval of the dean of their college and the University President.

Article IX (Exemption from the Evaluation)

Faculty members who fall under any of the following conditions may be re-appointed without undergoing the faculty evaluation:

- I. Have been appointed as an academian at Academia Sinica in Taiwan.
- II. Have been awarded the Presidential Science Prize of Taiwan.
- III. Have been awarded the Ministry of Education Academic Award or the national chair professorship
- IV. Winner of the Executive Yuan Award for Outstanding Science and Technology Contribution
- V. Winner of the National Science and Technology Council (NSTC) Outstanding Research Award, which was garnered within three years

Faculty members who will be eligible for retirement within three years may be exempted from the evaluation and be re-appointed upon the approval of the head

of their school, college dean, and the University President, given that they file an application of exemption with the university-level Faculty Evaluation Committee in the preceding academic year. Nevertheless, those who are allowed to extend their service in accordance with *Item 9 to Item 10, Subparagraph 2, Article 3* of the “Regulation on Service Extension for Professors at Taipei Medical University”, are still subject to annual faculty evaluation in accordance with the Regulations.

Article X (Unresolved Matters)

The “year” referred to in the Regulations commences on January 1st and ends on December 31st of the same year, whereas the “academic year” refers to the period from August 1st every year to July 31st in the following year.

All matters not covered in the Regulations shall be handled in accordance with the related regulations of the University as well as the applicable laws and regulations of the government.

Article XI (Authorization Procedure)

The Regulations shall be promulgated and enforced upon approval at the University Affairs Meeting, and this procedure shall apply to any amendments thereto.

Appendix 1 Teaching – Basic Scoring Items and Points (average of the last two academic years); Extra-Point Items and Scoring (from previous academic year), capped at 150 points

Type	No.	Item	To be Improved	Average	Fair	Good	Excellent	Explanation of Points Received
Basic	1	Actual weekly teaching hours (weighted on the number of students enrolled)	30	90	170	280	340	<ol style="list-style-type: none"> Compared with the statistical mean of all full-time faculty over the last two academic years, if a faculty member's accumulated points fall in: <ul style="list-style-type: none"> < last 5%: To be improved ≥ last 5% and < last 25%: Average ≥ last 25% and < overall average: Fair ≥ overall average and < basic teaching hours: Good ≥ basic teaching hours: Excellent Calculated in accordance with "Taipei Medical University Regulations Governing Teaching Hours Calculation" and weighted on the number of students enrolled in each class.
	2	Teaching Evaluation Result	10	20	40	60	80	<ol style="list-style-type: none"> Take the average of the scores derived from a faculty member's courses in the last 2 academic years. The evaluation is conducted in accordance with the "Regulations on Teaching and Course Evaluation of Taipei Medical University." Faculty members are ranked based on the points they receive from the evaluation: <ul style="list-style-type: none"> < last 5%: To be improved ≥ last 5% and < last 20%: Average ≥ last 20% and < overall average: Fair ≥ overall average and < top 30%: Good ≥ top 30%: Excellent
	3	CFD	0	20	40	60	80	<ol style="list-style-type: none"> Take faculty members' average of CFD in the last two academic years. After deduction of the minimum points required every academic year, all faculty members are ranked based on their CFD hours: <ul style="list-style-type: none"> < last 5%: To be improved ≥ last 5% and < last 20%: Average ≥ last 20% and < overall average: Fair

*English version is for reference only. If there is any inconsistency or ambiguity between these two versions, the Traditional Chinese version shall prevail.

法規中英文版本義，如有歧異、任何抵觸或不相符之處，概以中文版本為準

Type	No.	Item	To be Improved	Average	Fair	Good	Excellent	Explanation of Points Received
								\geq overall average and $<$ top 30%: Good \geq top 30%: Excellent
Total Points Received			40	130	250	400	500	

Category	No.	Item	Explanation of Points Received
Extra-Point Items	1	An education/teaching award from the Ministry of Education or a national/international education/teaching award	90 points/per award
	2	University-level Teaching Excellence Award	90 points/per award
	3	University-level Outstanding Teaching Award	University-level: 60 points/per award College-level: 30 points/per award School-level: 15 points/per award
	4	Best Attending Physician Teaching Award	60 points/per award
	5	The Ministry of Education's Outstanding Course Award	60 points/per course
	6	Advised students to obtain National Science and Technology Council (NSTC) Research Grant for University Students, international awards, or national awards	Received NSTC Research Grant: 15 points/per project Received NSTC Research Grant and won an award: 30 points/per project International Awards: 15 points/per award National Awards: 10 points/per award
	7	Earned a doctoral/master's degree in education or teaching in addition to one's professional field	Doctoral degree: 75 points/per degree Master's degree: 60 points/per degree
	8	Served as the principal investigator of a government agency's (such as the Ministry of Education) education/teaching research projects	Principal Investigator (PI): 40 points/per project Co-principal Investigator (co-PI): 30 points/per project (Note: Collaborators are excluded)
	9	Served as the writer or the executer of a national or university-level education, teaching, or curriculum-related projects	Writer of the Project: 40 points/per project Executer of the Project: 30 points/per project (Note: The applicants shall provide supporting document(s) authenticated by the head of their school/college; only one person can receive points per project.)

Category	No.	Item	Explanation of Points Received		
			Item	Explanation	Points
	10	Received a certificate of TMU Biodesign Mentor and Served as a Faculty Fellow	Basic Certificate	Choose one of the two: ✧ Completed the TMU Biodesign basic courses for mentors and served as a mentor of a Biodesign course group upon invitation to advise fellow faculty members or students for more than 16 hours (with a practicum) ✧ Integrated Biodesign with one's expertise and obtained approval for university-level or college-level research grants (research)	20 Points
			Advanced Certificate	Choose one of the three: ✧ Served as a mentor of a TMU Biodesign course group upon invitation and advised fellow faculty members or students for more than 16 hours. ✧ Assisted with courses related to Biodesign in the TMU system and taught for more than 6 hours. ✧ Assisted teams to obtain approval of university-level research projects related to biomedical startups (i.e., PreSPARK, SPARK Project, etc.), and advised the teams for more than 10 hours on the record.	40 Points

Category	No.	Item	Explanation of Points Received		
			Advanced Certificate	Choose one of the three: ✧ Served as a mentor of a TMU Biodesign course group and advised fellow faculty members or students for more than 20 hours. ✧ Assisted with courses related to Biodesign in the TMU system and taught for more than 8 hours. ✧ Assisted teams to obtain approval of university-level research projects related to biomedical startups (i.e., PreSPARK, SPARK Projects, NSTC Germination Projects, NSTC Grant for Applied Research Incubation Projects, School Research Collaboration for Innovative Startup Projects, NSTC Academic Research Results Industrialization and Values Enhancement Projects, etc.), and advised the teams for more than 12 hours on the record.	50 Points
	11	Other than the ones listed above, other items counting into the promotion points for the industry-academic application track.	Each event will be looked at based on the items and scoring criteria listed in the Industry-Academia Application Track Scoring Criteria No. 4, 5, and 6, as specified in the “Guidelines to Taipei Medical University Faculty Promotion Points Standards”		

Notes:

“Actual Weekly Teaching Hours” refers to the average in-class teaching hours every semester for the last 2 academic years, including undergraduate and graduate courses offered, and credits for seminars and clinical teaching, but excluding the approved reduced credits and bonus credits awarded for a reduced teaching load.

The approval and scoring of the items for extra points shall be reviewed by the Office of Academic Affairs or the Office of Business Development.

Appendix 2 Research and Industry-Academic Collaboration - Basic Scoring Items and Points (average of last five years); Extra-Point Items and Scoring (last academic year); capped at 150 points

Category	No.	Item	To be Improved	Average	Fair	Good	Excellent	Explanation of Points Received
Basic	1	Number of Projects (with a review mechanism)	10	50	100	150	200	Annual average number of projects : ≤ 0.2 : To be improved >0.2 and <0.6 : Average ≥ 0.6 and <0.8 : Fair ≥ 0.8 and <1 : Good ≥ 1 : Excellent
	2	Total Project Budget	10	30	50	80	100	Compared with the statistical mean of all TMU full-time faculty members' amount in the last 5 years, if a faculty member falls in: $<$ last 50%: To be improved \geq last 50% and $<$ overall average: Average \geq overall average and $<$ top 50%: Fair \geq top 50% and $<$ top 30%: Good \geq top 30%: Excellent
	3	Accumulated Points of Research Outcomes	20	50	100	170	200	1. Including the number of journal articles, academic books and monographs, patents, and technology transfer projects. Points are calculated based on the "Guidelines to Taipei Medical University Faculty Promotion Points Standards" for the Research Track (excluding the points for the value of shares of spin-off startups due to technology contributed to the capital, if applicable). The calculation of the number of publications also takes the years of research conducted into account. Compared with the statistical mean of all TMU full-time faculty members' amount in the last 5 years, if a faculty member falls in: $<$ last 50%: To be improved \geq last 50% and $<$ overall average: Average \geq overall average and $<$ top 50%: Fair \geq top 50% and $<$ top 30%: Good \geq top 30%: Excellent

*English version is for reference only. If there is any inconsistency or ambiguity between these two versions, the Traditional Chinese version shall prevail.

法規中英文版本義，如有歧異、任何抵觸或不相符之處，概以中文版本為準

Total Points Received	40	130	250	400	500	
-----------------------	----	-----	-----	-----	-----	--

Category	No.	Item	Explanation of Points Received
Extra-Point Items	1	NSTC Multi-component Team Research Projects PI	During the execution of a project, 60 points are to be awarded to the PI per project. During the execution of a project, 20 points are to be awarded to the Co-PI(s) per project.
	2	NSTC Sub-project PI	During the execution of a sub-project, 30 points are to be awarded to the PI per project. During the execution of a sub-project, 10 points are to be awarded to the Co-PI(s) per project. During the execution of a team research project, 30 points are to be awarded to the Co-PI(s) per project.
	3	International Research Collaboration	Received NSTC Subsidies for Short-term Research Abroad for Technologists: 30 points/per project Received NSTC International Research Collaboration Grant: 10 points/per project
	4	International/National Academic Research Awards	60 points for each of the following awards obtained: <ul style="list-style-type: none"> ◆ TECO Award ◆ Yungshin Tien Te Lee Biomedical Award ◆ Outstanding Biomedical Award ◆ Early-Career Professional Biomedical Award ◆ Wang Ming-Ning Award ◆ Y. Z. Technology Forum ◆ Ta-You Wu Memorial Award ◆ Academia Sinica Early-Career Investigator Research Achievement Award ◆ Taiwan Bio-development Foundation (TBF) Academic Chair ◆ Other Awards
	5	Top Scientist	Received the honor of Top 2% Scientist (for lifetime or annually): 30 points/per nomination
	6	Employment of Post-doctoral Researchers for Government Projects	Taiwanese post-doctoral researcher: 20 points/per person Foreign post-doctoral researcher: 30 points/per person
	7	Industry-Academia Collaboration	5 points for every NT\$500,000 contributed to an industry-academic project

*English version is for reference only. If there is any inconsistency or ambiguity between these two versions, the Traditional Chinese version shall prevail.

法規中英文版本文義，如有歧異、任何抵觸或不相符之處，概以中文版本為準

Category	No.	Item	Explanation of Points Received
	8	Execution of Human Trials	<p>If the PI meets the requirements of Article 4 in the “Regulations on Human Trials” (excluding co-PIs and collaborators), and has carried out a human trial in accordance with the “Medical Care Act” (with respect to new medical technology, new medicaments, or new medical implements), and the records of participants are in place, each PI is to be awarded according to the definition of the categories and phases provided below:</p> <p>Conducted an investigator-initiated trial approved by the Ministry of Health and Welfare, and uploaded research data on Clinicaltrials.gov: 60 points/per project</p> <p>Served as the PI in a Phase I human trial on new medical technology or new medicaments, or in a Class 3 human trial on a new medical implement: 45 points/per trial</p> <p>Served as the PI in a Phase II human trial on a new medicament, or a Class 2 human trial on a new medical implement: 30 points/per trial.</p> <p>Served as the PI in a Phase III human trial on a new medicament: 15 points/per trial</p> <p>In the event that the PI initiated an investigator-initiated trial (IIT) and sent the comments of the TMU-JIRB to the health-related competent authority for a review, and the aforementioned authority determined that the trial is not a human trial defined in Article 8 of the “Medical Care Act”. With the supporting documents from the authority, 10 points are to be awarded per trial; no more than 3 trials will be considered.</p> <p>Points are to be awarded to the human trial of a higher level, given a faculty member conducted trials listed in Items 2 to 4.</p>
Extra-Point Items	9	Establishment of Spin-off Startup Companies	Established a spin-off startup company: 100 points/per company
	10	Innovation Technology Awards	<p>International invention awards: 10 points/per invention (one invention can only be counted once)</p> <p>National innovation awards (including National Innovation Award, National Innovation & Continuous Improvement Award, National Innovation & Sustainability Award): 60 points/per award</p> <p>Taipei Biotech Award: 60 points/per award</p> <p>National Invention & Creation Award: 60 points/per award</p> <p>Future Tech Award: 60 points/per award</p> <p>If an award is given to a team, the points of each awardee are to be calculated by [total points of the award] x [proportion of contribution]</p>

Notes:

1. The projects with a review mechanism refer to projects subsidized by national and international government agencies (i.e., National Science and Technology Council, the Ministry of Economic Affairs, the Ministry of Health and Welfare and its affiliated organizations, the Ministry of Education, National Health Insurance Administration, Nuclear Safety Commission, the Ministry of Agriculture, the Ministry of Environment, and the Ministry of Labor), National Health Research Institutes, and Academia Sinica.
2. The number of projects and the total budget do not include: (1) The Teaching Excellence Project; (2) The Teaching Excellence Follow-up Project; (3) Core facilities; (4) TMU Instrumentation Project; (5) Sponsored hospitals and inter-university collaboration projects; (6) University Fundamental Education Promotion Project; and (7) Education reforms.
3. Scoring of research outcomes is based on the years of research conducted by faculty members, and the maximum number of publications counted is shown as follows:

Years of Research Conducted	5 or more years	At least 4 years but less than 5 years	At least 3 years but less than 4 years	Less than 3 years
Maximum Number of Publications Counted	7	4	2	1

4. The recognition and scoring of extra-point items are subject to review by the faculty member's College Dean/Director of the Center for General Education, the Office of Research and Development, the Office of Business Development, or the Office of Human Research.
5. The points to be awarded to the PI of a multi-component team research project and the Co-PIs of its sub-projects are to be reviewed and approved by the Office of Research and Development.
6. Faculty members need to submit supporting documents to the Office of Research and Development for review and approval, if they have one of the following conditions:
 - ♦ Served as a co-PI for a single integrated project.
 - ♦ Served as a co-PI for a multi-component team research project or a co-PI for its sub-project.
 - ♦ Served as the PI (including the co-PI) for a sub-project conducted in TMU, if TMU is not in charge of executing the multi-component team research project.
 - ♦ Served as a post-doctoral researcher recruited for a project sponsored by a government agency.
7. Explanation of NSTC international research collaboration projects:
8. Off-site research projects: the category of overseas travel expenses granted by NSTC to be "Execution of International Collaboration and Overseas Research".

Bilateral agreements: the bilateral or multi-lateral research projects called for by NSTC, such as the EU Framework Programme and NSTC-RSF.

NSTC Add-ons: the PI of a NSTC-granted research project can apply for additional budget for international research collaboration; once the application is reviewed and recommended, the additional budget would be considered an add-on for the original project.

Researchers exchange and visit: such as the NSTC-BFT ORCHID and bilateral symposiums.

Appendix 3 Service and Student Counseling - Basic Scoring Items and Points (of last two academic years); Extra-Point Items and Scoring (last academic year); capped at 150 points

Category	No.	Item	To be Improved	Average	Fair	Good	Excellent	Explanation of Points Received
Basic	1	Administrative Head	10	10	50	100	120	Served as a first-level administrative head (including director of university research center and first-level deputy administrative head): Excellent; second-level administrative head (including director of college-level research center or second-level deputy administrative head): Good; third-level or fourth-level administrative head/faculty member concurrently serving as administrator: Fair
	2	Student Mentor	5	35	50	80	100	Faculty members receive points for this item based on their achievement in “Mentor counseling record fulfillment rate” + “Mentor seminar participation rate”: $\leq 20\%$: To be improved $>20\%$ and $\leq 40\%$: Average $>40\%$ and $\leq 60\%$: Fair $>60\%$ and $\leq 80\%$: Good $>80\%$ and $\leq 100\%$: Excellent
	3	University/College Committee Member	10	30	45	70	90	Once: Average Twice: Fair 3 times: Good 5 times and more: Excellent
	4	Execution of Projects Assigned by the University/College (frequency of task coordination)	5	10	30	35	50	Once: Average Twice: Fair 3 times: Good 5 times and more: Excellent
	5	Completing the TMU required training courses (refer to the “Guidelines for Training and Management of TMU Faculty and Staff”)	0	10	10	15	15	Did not complete the training courses & hours required within the academic year: To be improved Completed the training courses & hours as required: Good Completed the training courses & hours in two consecutive academic years: Excellent

*English version is for reference only. If there is any inconsistency or ambiguity between these two versions, the Traditional Chinese version shall prevail.

法規中英文版本文義，如有歧異、任何抵觸或不相符之處，概以中文版本為準

Category	No.	Item	To be Improved	Average	Fair	Good	Excellent	Explanation of Points Received
	6	Off-Campus/College Services	5	25	40	50	65	Once: Average Twice: Fair 3 times: Good 5 times and more: Excellent
	7	Student Club Mentor	5	10	25	50	60	Once: Average Twice: Fair 3 times: Good 5 times and more: Excellent
Total Points Received			40	130	250	400	500	

Note:

1. Please refer to the “Guidelines for Training and Management of TMU Faculty and Staff” for a complete listing of required TMU training courses.

Category	No.	Item	Explanation of Points Received
Extra- Point Items	1	College/University-level Excellent Mentor Award	University-level Excellent Mentor: 90 points/per award University-level Outstanding Mentor: 60 points/per award College-level Outstanding Mentor: 30 points/per award
	2	MOE Award	Received MOE Outstanding Mentor Award: 90 points/per award Received Outstanding Career Counseling Personnel Award from the Youth Development Administration of the MOE for the Teaching category (including departments/schools, colleges, graduate institutes, and degree programs): 60 points/per award
	3	Excellence in Student Counseling	Visited mentees' apartments: 20 points/per visit Completed all mentees' ISP: 20 points Received an award for advising students to participate in career development competitions held by government agencies: 20 points/per award
	4	Instructor of Service Teams	Served as an instructor of a team: 10 points/per team
	5	Instructor of Service Learning	Served as a mentor for service learning or an instructor for professional service learning, and offered courses: 10 points/per course

*English version is for reference only. If there is any inconsistency or ambiguity between these two versions, the Traditional Chinese version shall prevail.

法規中英文版本文義，如有歧異、任何抵觸或不相符之處，概以中文版本為準

Category	No.	Item	Explanation of Points Received	
	6	Foreign or Domestic Society/ Association Chair or Editor-in-Chief (in the current academic year)	Item	Points
			Served as the Editor-in-Chief of SCIE, SSCI, or EI-indexed journals; or the chair in international societies/associations	60 points
			Served as the Associate Editor/Section Editor of SCIE, SSCI, or EI- indexed journals; the Editor-in-Chief of other international or domestic journals; or the chair in domestic societies/associations	30 points
			Served as the Associate Editor of other international or domestic journals	15 points
	7	Xinglin Medicine Award	50 points/per award	
	8	Medicine Devotion Award	150 points/per award	
	9	Health & Welfare Professional Medal	Level 1: 150 points/per medal Level 2: 120 points/per medal Level 3: 100 points/per medal	
	10	Instructor of Continuing Education Courses in TMU	Offered continuing courses for 20 hours and more: 10 points Offered continuing education courses for 50 hours and more: 30 points	

Notes:

1. Student club mentors refer to club instructors who are appointed with a certificate.
2. School committees include: University-level (including first-level administrative functional committees), college-level, and school-level committees.
3. Off-campus services include:
 - ◆ Positions in government agencies: Committee member, Committee Chairman, Regular member, Consultant
 - ◆ Positions in private organizations: Officer of International Society, Officer of Domestic Society, Consultant, Member of Board of Directors, Convener
 - ◆ Positions in international academic journals: Editor-in-Chief or Editor, Associate Editor or Deputy Editor, Editorial Board Member, Reviewer or Referee
 - ◆ Positions in domestic academic journals: Editor-in-Chief or Editor, Associate Editor or Deputy Editor, Editorial Board Member, Reviewer or Referee
4. Mentor counseling record fulfillment rate = Total number of entries on the student counseling record (when the number is ≥ 2 , it would be considered as 2) / (number of advisee * 2)
 - (1) Each advisee shall have 2 counseling sessions on the record every academic year.
 - (2) Each faculty member shall participate in 4 seminars every academic year.
5. The recognition and scoring of extra-point items need to be reviewed by the Office of Student Affairs and the head of the school/college or graduate institute.
6. All matters are to be conducted in accordance with the "Guidelines for Training and Management of TMU Faculty and Staff".

Appendix 4 Total Score of a Full-time Faculty Member's Quantitative Evaluation (T score \times weight+ R score \times weight+ S score \times weight)

Category	Teaching (T weight)	Research & Industry-Academia Collaboration (R weight)	Service & Student Counseling (S weight)
Teaching	60%	20%	20%
General	30%	50%	20%
Research	20%	60%	20%
Administrative Head	20%	20%	60%

Appendix 5 Total Score of a Medical-related Department Faculty Member's Quantitative Evaluation (T score \times weight+ R score \times weight+ S score \times weight)

Category	Teaching (T weight)	Research & Industry-Academia Collaboration (R weight)	Service & Student Counseling (S weight)
TMU Affiliated Hospitals and Hospitals that Offer Cooperative Education with TMU	30%	30%	40%

Appendix 6 Total Score of Quantitative Evaluation for Jointly Appointed Faculty Members Serving as Administrators (T score \times weight+ R score \times weight+ S score \times weight)

Category	Teaching (T weight)	Research & Industry-Academia Collaboration (R weight)	Service & Student Counseling (S weight)
Administrative Unit	40%	20%	40%