

# 長榮大學教師教學、服務與輔導成績考核辦法

## Chang Jung Christian University Teacher Teaching, Service and Advising Performance Evaluation Regulations

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108.05.16 107-2-3 次行政會議修正通過  
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108.06.03 107-2 期末校務會議修正通過  
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第1條 依據本校教師升等辦法規定訂定「長榮大學教師教學、服務與輔導成績考核辦法」(以下簡稱本辦法)。

Article I The Chang Jung Christian University Teacher Teaching, Service and Advising Performance Evaluation Regulations (hereinafter referred to as the Regulations) is formulated in accordance with the teacher promotion regulations of CJCU.

第2條 本校教師之升等，其教學、服務與輔導成績之考核悉依本辦法辦理，其成績佔本校各級教評會初審教師資格審查總成績百分之六十。

Article II The evaluation of teacher teaching, service, and advising performance of teachers in CJCU for the promotion shall be handled in accordance with this Regulations. The evaluation score shall account for 60% of the total score of the preliminary teacher evaluation reviews conducted by all levels of teacher evaluation committees of CJCU.

第3條 (刪除)

Article III (Deleted)

第4條 本校教師升等之教學、服務與輔導成績評審以在本校服務期間之事蹟為限，由系、院級教評會進行考核評分，校教評會總評。

Article IV The evaluation of teacher teaching, service, and advising performance of CJCU teachers for promotion shall be limited to their performance during their period of service period at CJCU, and the evaluation and scoring shall be conducted by the department-and -college-level teacher evaluation committees. General evaluations shall be conducted by the university-level teacher evaluation committee.

前項教學、服務與輔導成績，採最近且同職級完成之教師評鑑成績者應併同審酌申請升等前三年之教學、服務與輔導表現，最近且同職級完成之教師評鑑成績調整計算公式如下： $60+(x-60)*(y+z)$  (小數第一位四捨五入為整數)

The teaching, service, and advising performance evaluation score in the preceding paragraph shall adopt a combination of the most recently completed teaching, service, and advising performance result of the applicant at the same position rank and his or her teaching, service, and advising performance results over the last three years. The formula for adjusting the most recently completed teacher evaluation result at the same position rank shall be as

follows:  $60+(x-60)*(y+z)$  (the first decimal place shall be rounded off).

前項 x 為最近且同職級完成之教師評鑑成績；y 為教師評鑑之教學比例；z 為教師評鑑之服務與輔導比例)

The “x” in the preceding paragraph is the most recently completed teacher evaluation result at the same position rank; the “y” is the teaching ratio in the teacher evaluation; the “z” is the service and advising ratio in the teacher evaluation).

若無教師評鑑成績者，其評審標準為教學、服務與輔導各一百分，考核比例由升等教師自行訂定，二項比例分別為百分之二十至百分之四十，評審項目詳如教學、服務與輔導成績考核表。

If there is no teacher evaluation score, the evaluation standard shall be 100 points each for teaching, service, and advising performance. The evaluation ratio shall be set by the teacher applying for promotion. For two-dimension evaluation, the ratio shall be 20% to 40% for each dimension. The items in the dimensions are as detailed in the evaluation form for teaching, service, and advising performance.

教學、服務與輔導成績七十五分（含）以上為及格，未達七十五分者，視為資格審查未通過，不得提交上級教評會討論且不得辦理著作外審。

The passing score for teaching, service, and advising performance shall be 75 points or above. Those who fail to reach a score of 75 points shall be regarded as failing the qualification review. Their applications shall not be submitted to the higher-level teacher evaluation committee for deliberation and external review of their submitted works shall not be conducted.

第5條 本校教師申請升等時，應審查各項教學、服務與輔導、研究之成績，並以書面列出具體考評結果。

Article V When applying for promotion, teachers of CJCUC shall review the results of their various teaching, service, advising, and research performance, and list the specific evaluation results in writing.

以專門著作、作品、成就證明、技術報告、教學實務報告送審者，成績考評以外審四名委員以上評定成績均達七十分為合格，並以評定達七十分以上且為外審成績前四高分之平均分數換算百分之四十，再加上考評之教學、服務與輔導成績換算百分之六十，總計七十分（含）以上為及格。

**For those submitting academic publications, works, achievement certificates, technical reports, and teaching practice reports for review, four or more members of the external review committee must give a score of at least 70 points for the submitted materials to qualify, and the review score shall be 70 points or more to pass the review. In addition, the evaluation result shall be based on 40% of the average of the four highest scores given by the external review added to the 60% of the teaching, service, and advising performance score. The total score shall be 70 points or more to pass the evaluation.**

第6條 新聘教師送審教師資格審查時，其教學、服務與輔導成績不列為送審考核項目，但若為升等之申請，其教學、服務與輔導成績之評比標準適用本辦法，惟其到任前教學年資與經驗，兼任行政職務與導師情形，得提具體書面事證予以採計酌予給分，其餘各項依任內表現，斟酌加減分

Article VI For the qualification review of new teachers, their teaching, service, and advising performance shall not be included in the evaluation items. However, if they are applying for a promotion, the evaluation standards for their teaching, service, and advising performance shall be included in this Regulations. However, their number of years and experience in teaching, concurrent administrative duties and advising prior to their current appointment may be specified in writing for discretionary points. Other remaining items may be scored on a discretionary basis according to their performance during their appointment

第7條 兼任教師申請升等除年資折半採計外，其評比標準以教學、服務與輔導成績佔審查總成績百分之六十、研究佔百分之四十。其教學、服務與輔導成績考核總分以一百分計算，未達八十分者，視為審查未通過，不得提交上級教評會討論且不得辦理著作外審。

Article VII In addition to halving the seniority of part-time teachers applying for promotion, the evaluation criteria shall be based on their teaching, service, and advising performance, which shall account for 60% of the total evaluation score. Research shall account for 40% of the total evaluation score.

The total teaching, service, and advising performance score shall be 100 points. Those who fail to reach a score of 80 points shall be regarded as failing the qualification review. Their applications shall not be submitted to the higher-level teacher evaluation committee for deliberation and external review shall not be conducted.

第八條 本辦法經行政會議、校務會議通過，報請校長核定後公布實施，修正時亦同。

Article VIII This Regulations are announced and implemented upon approval by the Administrative Meeting, the University Affairs Meeting, and the University President; likewise, any amendments.