

# 國立中興大學組織工程與再生醫學博士學位學程教師聘任、升等暨延長服務評審辦法

## Regulations of Faculty Appointment, Promotion, and Service Extension for Doctoral Program in Tissue Engineering and Regenerative Medicine, National Chung Hsing University

112 年 6 月 27 日執行委員會議訂定

Established by the Executive Committee on June 27, 2023

### 第一章 總則

#### Chapter 1: General Provisions

第一條 本辦法依據本校各系(所)教師評審委員會組織章程及相關法令規定訂定之。

#### Article 1

These regulations are formulated based on the organizational guidelines of the faculty evaluation committees in various departments of the university (National Chung Hsing University) and relevant legal provisions.

第二條 本學程專任、專案及兼任教師之聘任、升等暨延長服務，必須符合本校教師聘任暨升等辦法、本校教師升等評審標準暨聘任升等著作送審準則、院級教師聘任暨升等評審辦法與本辦法之規定。

#### Article 2

The appointment, promotion, and service extension of full-time, project-based, and adjunct faculty members in this program must comply with the university's faculty appointment and promotion regulations, faculty promotion evaluation standards, submission guidelines for works, faculty appointment and promotion review procedures at the college level, and these regulations.

第三條 專案計畫教學人員(以下簡稱專案教師)及研究人員(以下簡稱專案研究人員)之聘任，由本學程依據本校進用專案計畫教學人員及研究人員聘任辦法審查，但專案研究人員一律以不佔員額聘任。專業技術人員之聘任，由本會依據本校聘任專業技術人員擔任教學要點審查之。

#### Article 3

The appointment of project-based instructional staff (hereinafter referred to as "project-based faculty") and research staff (hereinafter referred to as "project researchers") will be reviewed by this program in accordance with the university's regulations for appointing such personnel. However, project researchers are always appointed without counting toward personnel quotas. The appointment of professional technical personnel will be reviewed by this committee based on the university's guidelines for appointing professional technical staff for teaching.

第四條 本學程設教師評審委員會(以下簡稱本會)審議教師之聘任、聘期、提敘、升等、改聘、延長服務、停聘、解聘、不續聘等與教師權益相關之事項。

#### Article 4

This program establishes a Faculty Evaluation Committee (hereinafter referred to as "the Committee") to deliberate on matters related to faculty rights, including appointment, tenure, promotion, reappointment, service extension, suspension, dismissal, and non-renewal of contracts.

第五條 本會委員組成、聘任、任期及與會注意事項，依本校組織工程與再生醫學博士學位學程教師評審委員會設置要點辦理。

#### Article 5

The composition, appointment, tenure, and attendance requirements for committee members shall comply with the guidelines for establishing the Faculty Evaluation Committee for the PhD Program in Tissue Engineering and Regenerative Medicine at the university.

### 第二章 新聘

#### Chapter 2: New Appointments

第六條 本學程教師之新聘在分配教師員額內為之。

本學程員額之新聘教師除本校法令另有規定外，應經由公開甄選程序，先經所屬單位教師二分之一以上(含)同意或院級新聘教師甄選委員會(以下簡稱甄委會)同意，始得送本會審查。

#### Article 6

The appointment of new faculty members in this program shall be within the allocated

faculty quotas.

Except as otherwise stipulated by university regulations, the appointment of new faculty members within the allocated quotas must go through an open selection process, with approval from more than half of the faculty in the relevant unit or the College-Level Faculty Recruitment Committee (hereinafter referred to as "Recruitment Committee") before submission to the Committee for review.

第七條 本學程新聘各級教師應分別符合下列規定之學經歷之一，且最近五年內發表於專長領域 SCI 期刊論文及其影響係數(以下簡稱 IF，IF 值可採計最新一年或五年平均值)或排名百分比。

一、講師之聘任，應具有條件：

(一)下列學經歷之一：

1. 碩士學位或其同等學歷以上證書後，成績優良者。
2. 大學或獨立學院畢業，曾任助教擔任協助教學或研究工作四年以上，成績優良，並有專門著作者。
3. 大學或獨立學院畢業，曾從事與所習學科有關之研究工作、專門職業或職務六年以上，成績優良，並有專門著作者。

(二)最近五年內第 1 作者之原著論文，至少 1 篇為單獨第 1 作者或通訊作者，須符合以下條件之一：

1. 1 篇最近一年或發表年 SCI/SSCI 排名前百分之四十(含)或  $IF \geq 3$ 。
2. 2 篇 SCI/SSCI 排名 50%以內，學位論文可折抵 1 篇。

二、助理教授之聘任，應具有條件：

(一)下列學經歷之一：

1. 博士學位或其同等學歷證書後，成績優良，並有專門著作者。
2. 碩士學位或其同等學歷證書，曾從事與所習學科有關之研究工作、專門職業或職務四年以上，成績優良，並有專門著作者。
3. 大學或獨立學院醫學系、中醫學系、牙醫學系畢業，擔任臨

床工作九年以上，其中至少曾任醫學中心主治醫師四年，成績優良，並有專門著作者。

4. 曾任專任(案)講師滿三年(兼任講師滿六年)，有專門學術著作，成績優良者。

(二)代表論文須以單一第一或通訊作者發表。且最近五年內以第一或通訊作者發表之原著論文，須符合以下條件之一：

1. IF 累計 $\geq 10$ 。
2. 最近一年或發表年 SCI 期刊排名前百分之四十(含)或 IF  $\geq 3$  之研究論文至少 2 篇。

三、副教授之聘任，應具有條件：

(一)下列學經歷之一：

1. 博士學位或其同等學歷證書後，曾從事與所習學科有關之研究工作、專門職業或職務四年以上，並有專門著作者。
2. 曾任專任(案)助理教授滿三年(兼任助理教授滿六年)，有專門學術著作，成績優良者。

(二)代表論文須以單一第一或單一通訊作者發表於該領域 SCI 排名前百分之三十或 IF $\geq 4$ 。且最近五年內以第一或通訊作者發表之原著論文，須符合以下條件之一：

1. IF 累計 $\geq 12$ 。
2. 最近一年或發表年 SCI 期刊排名前百分之四十(含)之研究論文至少 4 篇，其中至少 2 篇前百分之三十。

四、教授之聘任，應具有條件：

(一)下列學經歷之一：

1. 博士學位或其同等學歷證書後，曾從事與所習學科有關之研究工作、專門職業或職務八年以上，有創作或發明，在學術上有重要貢獻或重要專門著作者。
2. 曾任專任(案)副教授滿三年(兼任副教授滿六年)，有專門學術著作，成績優良者。

(二)代表論文須以單一通訊作者發表於該領域 SCI 排名前百分之三十(含)之期刊，或  $IF \geq 5$ 。且最近五年內以第一或通訊作者發表之原著論文，須符合以下條件之一：

1. IF 累計 $\geq 14$ 。

2. 最近一年或發表年 SCI 期刊排名前百分之四十(含)之研究論文 5 篇，其中至少 3 篇前百分之三十。

## Article 7

Newly hired faculty members at all levels of this program must meet one of the following academic and professional qualifications and, within the past five years, must have published research papers in SCI journals relevant to their expertise. The impact factor (hereafter referred to as IF, which can be calculated based on the most recent year or the five-year average) or ranking percentage must meet the specified standards.

### 1. Requirements for Appointment as Lecturer

(a) Candidates must meet one of the following academic and professional qualifications:

1. A master's degree or an equivalent academic credential, with outstanding performance.
2. A bachelor's degree or graduation from an independent college, with at least four years of experience as a teaching or research assistant, with outstanding performance and specialized publications.
3. A bachelor's degree or graduation from an independent college, with at least six years of experience in research, professional work, or duties related to the field of study, with outstanding performance and specialized publications.

(b) Within the past five years, at least one original research paper must have been published as the first author, with the candidate being the sole first author or corresponding author. The paper must meet one of the following criteria:

1. One paper ranked in the top 40% (inclusive) of SCI/SSCI journals in the most recent year or year of publication, or with an  $IF \geq 3$ .
2. Two papers ranked in the top 50% of SCI/SSCI journals; one thesis paper may count toward this requirement.

### 2. Requirements for Appointment as Assistant Professor

(a) Candidates must meet one of the following academic and professional qualifications:

1. A doctoral degree or an equivalent academic credential, with outstanding

performance and specialized publications.

2. A master's degree or an equivalent academic credential, with at least four years of experience in research, professional work, or duties related to the field of study, with outstanding performance and specialized publications.
  3. A bachelor's degree or graduation from a medical, traditional Chinese medicine, or dentistry program at a university or independent college, with at least nine years of clinical work experience, including at least four years as an attending physician at a medical center, with outstanding performance and specialized publications.
  4. At least three years of experience as a full-time lecturer (or six years as a part-time lecturer), with specialized academic publications and outstanding performance.
- (b) Representative papers must be published as the sole first author or corresponding author. Additionally, within the past five years, original research papers published as the first author or corresponding author must meet one of the following criteria:
1. Accumulative  $IF \geq 10$ .
  2. At least two research papers ranked in the top 40% (inclusive) of SCI journals in the most recent year or year of publication, or with an  $IF \geq 3$ .
3. Requirements for Appointment as Associate Professor
- (a) Candidates must meet one of the following academic and professional qualifications:
1. A doctoral degree or an equivalent academic credential, with at least four years of experience in research, professional work, or duties related to the field of study, and specialized publications.
  2. At least three years of experience as a full-time assistant professor (or six years as a part-time assistant professor), with specialized academic publications and outstanding performance.
- (b) Representative papers must be published as the sole first author or corresponding author in SCI journals ranked in the top 30% or with an  $IF \geq 4$ . Furthermore, within the past five years, original research papers published as the first author or corresponding author must meet one of the following criteria:
1. A cumulative  $IF \geq 12$ .
  2. At least four research papers ranked in the top 40% (inclusive) of SCI journals in the most recent year or year of publication, with at least two of these papers

ranked in the top 30%.

#### 4. Requirements for Appointment as Professor

(a) Candidates must meet one of the following academic and professional qualifications:

1. A doctoral degree or an equivalent academic credential, with at least eight years of experience in research, professional work, or duties related to the field of study, with achievements in creative works, inventions, significant academic contributions, or specialized publications.
2. At least three years of experience as a full-time associate professor (or six years as a part-time associate professor), with specialized academic publications and outstanding performance.

(b) Representative papers must be published as the sole corresponding author in SCI journals ranked in the top 30% (inclusive) or with an  $IF \geq 5$ . Additionally, within the past five years, original research papers published as the first author or corresponding author must meet one of the following criteria:

1. A cumulative  $IF \geq 14$ .
2. At least five research papers ranked in the top 40% (inclusive) of SCI journals in the most recent year or year of publication, with at least three of these papers ranked in the top 30%.

第八條 擬新聘教師其最高學歷為本校授予者，應於學位取得後曾任其他公私立機構與所習學科有關之專任教學、研究工作、專門職業或職務兩年以上之經歷。惟具有特殊專長或優異表現者，不在此限，須列舉詳細而具體事證送本會審議。

#### Article 8

For candidates whose highest degree was awarded by this university, they must have at least two years of full-time teaching, research, or professional experience related to their discipline at other public or private institutions after earning their degree. However, those with exceptional expertise or outstanding performance are exempt from this requirement but must provide detailed and concrete evidence for review by the Committee.

### 第三章 升等

## Chapter 3: Promotion

第九條 本學程申請升等之各級教師須符合下列規定：

一、講師擬升助理教授者，須曾任專任(案)講師滿三年(兼任講師滿六年)，有專門學術著作，成績優良者。代表論文須以單一第一或通訊作者發表。且最近五年內以第一或通訊作者發表之原著論文，須符合以下條件之一：

(一)IF 累計 $\geq 10$ 。

(二)最近一年或發表年 SCI 期刊排名前百分之四十(含)或 IF  $\geq 3$  之研究論文至少 2 篇。

二、助理教授擬升副教授者，須曾任專任(案)助理教授滿三年(兼任助理教授滿六年)，有專門學術著作，成績優良者。代表論文須以單一第一或單一通訊作者發表於該領域 SCI 排名前百分之三十或 IF $\geq 4$ 。且最近五年內以第一或通訊作者發表之原著論文，須符合以下條件之一：

(一)IF 累計 $\geq 12$ 。

(二)最近一年或發表年 SCI 期刊排名前百分之四十(含)之研究論文至少 4 篇，其中至少 2 篇前百分之三十。

三、副教授擬升教授者，須曾任專任(案)副教授滿三年(兼任副教授滿六年)，有專門學術著作，成績優良者。代表論文須以單一通訊作者發表於該領域 SCI 排名前百分之三十(含)之期刊，或 IF $\geq 5$ 。且最近五年內以第一或通訊作者發表之原著論文，須符合以下條件之一：

(一)IF 累計 $\geq 14$ 。

(二)最近一年或發表年 SCI 期刊排名前百分之四十(含)之研究論文 5 篇，其中至少 3 篇前百分之三十。

### Article 9

Teachers applying for promotion within this program must meet the following requirements:

1. Lecturers applying for promotion to Assistant Professors must have served as full-

time (or project-based) lecturers for at least three years (or part-time lecturers for six years), possess specialized academic publications, and demonstrate excellent performance. The representative thesis must be published as the sole first author or corresponding author. In addition, within the most recent five years, original research papers published as the first or corresponding author must meet one of the following criteria:

(1) Accumulated IF  $\geq 10$ .

(2) At least two research papers published in SCI journals ranked within the top 40% (inclusive) in the most recent year or publication year, or with an IF  $\geq 3$ .

2. Assistant Professors applying for promotion to Associate Professors must have served as full-time (or project-based) assistant professors for at least three years (or part-time assistant professors for six years), possess specialized academic publications, and demonstrate excellent performance. The representative thesis must be published as the sole first author or sole corresponding author in an SCI journal ranked within the top 30% in the relevant field, or with an IF  $\geq 4$ . Furthermore, within the most recent five years, original research papers published as the first or corresponding author must meet one of the following criteria:

(1) Accumulated IF  $\geq 12$ .

(2) At least four research papers published in SCI journals ranked within the top 40% (inclusive) in the most recent year or publication year, among which at least two must be ranked within the top 30%.

3. Associate Professors applying for promotion to Professors must have served as full-time (or project-based) associate professors for at least three years (or part-time associate professors for six years), possess specialized academic publications, and demonstrate excellent performance. The representative thesis must be published as the sole corresponding author in an SCI journal ranked within the top 30% (inclusive) in the relevant field, or with an IF  $\geq 5$ . Furthermore, within the most recent five years, original research papers published as the first or corresponding author must meet one of the following criteria:

(1) Accumulated IF  $\geq 14$ .

(2) Five research papers published in SCI journals ranked within the top 40%

(inclusive) in the most recent year or publication year, among which at least three must be ranked within the top 30%.

第十條 專任教師升等年資同第一項第一至三款且符合下列各款情形之一者，得以技術報告為代表作提出升等：

一、近五年內有發明專利且該專利技轉金實收入總額，助理教授擬升等副教授達七十萬元以上、副教授擬升等教授達一百一十萬元以上者。

二、近五年內建教合作計畫管理費(扣除對外服務收入及教育部計畫之管理費)，助理教授擬升等副教授，累計達一百二十五萬元以上、副教授擬升等教授，累計達二百一十萬元以上者。

教育人員任用條例修正公布(八十六年三月十九日)施行前已取得講師、助教證書之現職人員，如繼續任教而未中斷，得逕依原升等辦法送審。

#### Article 10

Full-time faculty members who meet the requirements outlined in the first to third items of Section 1 and satisfy one of the following conditions may submit a technical report as their representative work for promotion:

1. In the past five years, having obtained an invention patent with actual revenue from technology transfers totaling at least NT\$700,000 for promotion from assistant professor to associate professor, or at least NT\$1,100,000 for promotion from associate professor to professor.
2. In the past five years, having accumulated at least NT\$1,250,000 in management fees from cooperative education projects (excluding revenue from external services and management fees from Ministry of Education projects) for promotion from assistant professor to associate professor, or at least NT\$2,100,000 for promotion from associate professor to professor.

Current faculty members who obtained lecturer or assistant certificates before the March 19, 1997, amendment of the Teacher Employment Act and have continued uninterrupted teaching may submit for review under the original promotion regulations.

第十一條 各級兼任教師之升等資格，除任教年資折半計算外，其餘均參照專任教師辦理。

## Article 11

The promotion qualifications for adjunct faculty at all levels are subject to the same standards as full-time faculty, except that their teaching tenure is calculated at half the value.

第十二條 教師升等年資，以在本校任教者為原則，在他校任教年資，經本會通過者，得酌予採計。留職留薪或留職停薪或經核准借調仍繼續在校授課者，於升等時，其留職留薪或留職停薪期間年資折半計算，最多採計一年。其借調期間年資最多採計二年，未授課者不予計算。

於他校專任年資，以二分之一採計為原則，他校兼任年資，以四分之一採計為原則；他校任教年資最多採計二年升等年資。他校年資須以聘書及授課證明為佐證資料。

## Article 12

Teaching tenure for promotion is based on service at this university. Tenure at other institutions may be counted upon approval by the Committee. Periods of leave with pay or without pay, or secondment with approval while continuing teaching at the university, are calculated at half tenure, with a maximum of one year. Secondment tenure is counted up to two years, and tenure during non-teaching periods is not counted.

Full-time teaching tenure at other institutions is counted at half value, adjunct tenure is counted at one-fourth value, and tenure at other institutions is counted up to a maximum of two years for promotion purposes. Tenure at other institutions must be supported by appointment letters and teaching certificates.

第十三條 申請升等之副教授、教授須於本會會議中，依送審類別公開宣讀代表著作論文或技術報告，且須有本會委員人數三分之二(含)以上出席，著作論文、技術報告宣讀時間十五分鐘，委員問答五分鐘為原則。

評審過程、本會委員對擬升等與改聘教師所提出之問題、與教師之說明應詳實紀錄，並陳送院級教師評審委員會(以下簡稱院教評會)參考。

宣讀時無故不到場者不予審查，因故請假應經所屬主管提請本會主席同意後始得補辦。

## Article 13

Associate professors and professors applying for promotion must publicly present their representative research papers or technical reports in a Committee meeting, with at least two-thirds of the Committee members present. Presentations of research papers or technical reports should last 15 minutes, followed by a 5-minute Q&A session.

The review process, questions raised by the Committee members, and the responses of the faculty applicant should be thoroughly recorded and submitted to the College-Level Faculty Evaluation Committee for reference.

Applicants who fail to present without valid reasons will not be reviewed. Those absent due to valid reasons may reschedule with the approval of their respective supervisor and the Committee Chair.

第十四條 本會根據教學、研究、服務與合作三項予以評審，其評分比重如下：

- 一、擬升等教授者：教學百分之三十、研究百分之五十、服務與合作百分之二十。
- 二、擬升等副教授者：教學百分之三十、研究百分之五十、服務與合作百分之二十。
- 三、擬升等助理教授者：教學百分之三十、研究百分之四十、服務與合作百分之三十。
- 四、前項評審滿分為 100 分，若委員之各項評分高於(或低於)本辦法規定之最高(或最低)分時，該項分數以規定之最高(或最低)分計算。未評分者，該項分數以其他參加評分委員之平均分數計算，如有小數點則四捨五入至整數。評分總計 70 分(含)以上為及格，經參加評分委員三分之二(含)以上評定及格者為通過。
- 五、教學、服務與合作之計分以取得現職後最近三年內為準，研究之計分以取得現職後為準，各項分數之計算，請依據本學程教師升等標準評分，分數四捨五入採計至小數點第二位，且各項實得分數之總和，不得超過 100 分。實際列舉之項目以現職內為主，各項得分由本會評定，提升等者應檢附各項佐證資料，並依序標示排序清楚。
  - (一)教學：依基本及加分評量兩項評估，總分最高上限為 100 分。
    1. 基本評量項目採計最高上限為 100 分，項目包括：

- (1) 任教課程：教學時數滿足校訂基本授課時數得 50 分，平均每週授課時數增加 1 小時，增加 5 分【50~60 分】。
- (2) 教學貢獻度：擔任本院課程負責人，每堂課得 2 分【0~10 分】。
- (3) 優良教材、教案或新教具開發【0~10 分】。
- (4) 參與核心課程之講授：講授本院必修基礎醫學與醫學專業課程，依授課時數酌予給分【0~10 分】。
- (5) 教學評量與改進措施(教學歷程與反思)：所授課程之學生滿意度，很滿意者得 10 分，滿意者得 6 分，尚可者得 2 分【0~10 分】。

2. 加分評量項目採計最高上限為 30 分，項目包括：

- (1) 參與或設計特殊教學【0~5 分】。
- (2) 教學獲獎紀錄【0~5 分】。
- (3) 發表醫學教育相關論文、壁報或口頭報告【0~15 分】。
- (4) 系優良教師得 5 分【0~5 分】。

(二)研究：總分最高為 100 分。

1. 學術著作、教學著作或技術報告，須達本辦法規定之各級升等標準，始可提出升等，達標準者得 80 分【80 分】。
2. 提升等者於本會宣達代表著作時之表達及應對【20 分】。

(三)服務與合作：依基本及加分評量兩項評估，總分最高上限為 100 分。

1. 基本評量項目採計最高上限為 100 分，項目包括：

- (1) 對校、院、學程之服務：擔任校內各級委員會委員，或參與本學程業務，每年每項得 5 分【0~30 分】。
- (2) 研究計畫執行成效：主持國家科學及技術委員會、國家衛生研究院、衛生福利部、行政院農業委員會等政府部會計畫，一件得 10 分；主持教學醫院院內計畫或與本校醫學

院合作之計畫，一件得 3 分【0~20 分】。

- (3) 輔導學生：擔任本校碩、博士生的論文指導教授，每篇得 5 分；擔任校內外碩、博士生之論文口試委員，每篇得 1 分；擔任本學程導師，每年得 5 分；輔導學生參與學術競賽或其他課外活動，每項得 10 分【0~30 分】。
- (4) 社會責任實踐成果：協助本院 TMAC 評鑑及執行計畫符合大學社會責任或社會實踐，有具體事蹟者【0~10 分】。
- (5) 其他校外服務事項：擔任政府機構委託評鑑、各類國家考試出題或評審委員、醫學雜誌期刊審查委員(Reviewer)；擔任學術性學會幹部得 1 分，每項每年最高 2 分為限【0~10 分】。

2. 加分評量項目採計最高上限為 30 分，項目包括：

- (1) 參與國際事務【0~10】。
- (2) 專業才能與成果【0~10 分】。
- (3) 其他校外或專業團體服務之表現【0~10 分】。

#### Article 14

This committee evaluates teaching, research, service, and collaboration for promotion, with the following weighting:

- 1. For applicants seeking promotion to Professor: 30% teaching, 50% research, and 20% service and collaboration.
- 2. For applicants seeking promotion to Associate Professor: 30% teaching, 50% research, and 20% service and collaboration.
- 3. For applicants seeking promotion to Assistant Professor: 30% teaching, 40% research, and 30% service and collaboration.
- 4. The maximum score for the above evaluations is 100 points. If a committee member's score exceeds the maximum (or falls below the minimum) specified in these guidelines, the score for that item shall be adjusted to the maximum (or minimum). If no score is provided for a particular item, the score will be calculated as the average score of other participating committee members. Scores are rounded to the nearest

whole number. A total score of 70 or above is considered passing, and at least two-thirds of the participating committee members must deem the applicant to have passed for the promotion to be approved.

5. Scores for teaching and service and collaboration are based on activities within the past three years of obtaining the current position, while scores for research are based on activities since obtaining the current position. The scores for each category are calculated in accordance with the promotion standards of the program, rounded to the second decimal place. The total score for all categories combined must not exceed 100 points. Only items conducted during the current position are considered, and applicants must provide supporting evidence for all listed activities, clearly organized and sequentially labeled.

(a) Teaching: Evaluated based on basic and additional assessments, with a maximum total score of 100 points.

1. Basic assessments: Maximum score of 100 points, including the following:

- (1) Courses taught: Teaching hours that meet the basic required hours set by the institution will earn 50 points. For each additional weekly teaching hour on average, 5 points will be added, up to 60 points.
- (2) Teaching contributions: Serving as the course leader of the department will earn 2 points per course, up to 10 points.
- (3) High-quality teaching materials, lesson plans, or the development of new teaching tools: Up to 10 points.
- (4) Participation in teaching core curriculum: Teaching required courses in basic medical sciences and medical professional education will earn points proportionate to teaching hours, up to 10 points.
- (5) Teaching evaluation and improvement measures (teaching process and reflection): For courses taught, student satisfaction ratings will award 10 points for “very satisfied,” 6 points for “satisfied,” and 2 points for “acceptable,” up to 10 points.

2. Additional assessments: Maximum score of 30 points, including the following:

- (1) Participation in or design of special teaching activities: Up to 5 points.

(2) Teaching awards: Up to 5 points.

(3) Publications, posters, or oral presentations related to medical education:  
Up to 15 points.

(4) Department-level outstanding teacher award: 5 points.

(b) Research: Maximum score of 100 points.

1. Academic publications, teaching materials, or technical reports must meet the promotion standards specified in these guidelines. Only those meeting the standards may apply for promotion, and such items will be awarded 80 points.

2. Presentation and response regarding representative publications during the committee's evaluation process: 20 points.

(c) Service and Collaboration: Evaluated based on basic and additional assessments, with a maximum total score of 100 points.

1. Basic assessments: Maximum score of 100 points, including the following:

(1) Service to the school, college, or program: Serving on internal committees or participating in program-related tasks earns 5 points per activity per year, up to 30 points.

(2) Research project performance: Leading government-funded projects (e.g., National Science and Technology Council, National Health Research Institutes, Ministry of Health and Welfare, Council of Agriculture) earns 10 points per project. Leading projects within teaching hospitals or in collaboration with the college of medicine earns 3 points per project, up to 20 points.

(3) Student mentorship: Serving as a thesis advisor for master's or doctoral students earns 5 points per thesis. Serving as a thesis defense committee member earns 1 point per thesis. Serving as a program advisor earns 5 points per year. Guiding students in academic competitions or extracurricular activities earns 10 points per activity, up to 30 points.

(4) Social responsibility contributions: Assisting with TMAC evaluations or executing projects aligned with university social responsibility or social

practice, with specific accomplishments, earns up to 10 points.

- (5) Other external service activities: Serving as an evaluator for government assessments, contributor to national examination question banks, reviewer for academic journals, or officer of academic societies earns 1 point per activity, with a maximum of 2 points per year, up to 10 points.

2. Additional assessments: Maximum score of 30 points, including the following:

- (1) Participation in international affairs: Up to 10 points.  
(2) Professional skills and achievements: Up to 10 points.  
(3) Other external or professional organization services: Up to 10 points.

#### 第四章 改聘

#### Chapter 4: Reappointment

第十五條 申請改聘之教師資格須符合本校之規定，評審標準、評分表及程序均比照升等辦理。

#### Article 15

Faculty members applying for reappointment must meet the university's regulations. The evaluation standards, scoring criteria, and procedures shall follow those for promotion.

#### 第五章 延長服務

#### Chapter 5: Service Extension

第十六條 專任教授、副教授年滿六十五歲前一學期，經學程評估其體格健康仍適合繼續從事教學工作者，其延長服務應依本校校長教授副教授延長服務要點規定辦理。

延長服務教師之著作如依規定應送學程辦理著作外審者，經送兩位外審委員均評定為及格後，始得送本會評審。

本會以同意票決議通過後，再送院教評會審查。但符合本校校長教授副教授延長服務要點第3點第1項第2款第1目至第5目特殊資格條件者，得經本會通過後，逕提校教師評審委員會審查。

## Article 16

For full-time professors and associate professors reaching 65 years of age in the semester prior, the program shall assess their physical health and suitability to continue teaching. Service extension shall follow the university's guidelines for the extension of professors' and associate professors' services.

For faculty members applying for service extension whose works require external review, the works must be reviewed and deemed qualified by two external reviewers before submission to the Committee.

Approval by the Committee via a majority vote is required before forwarding the case to the College-Level Faculty Evaluation Committee for review. Faculty members who meet the special qualifications outlined in Point 3, Section 1, Subsection 2, Items 1-5 of the university's service extension guidelines for professors and associate professors may have their cases directly submitted to the University-Level Faculty Evaluation Committee after Committee approval.

## 第六章 附則

### Chapter 6: Supplementary Provisions

第十七條 自 112 學年度起之專任、專案教師，如服務未達二年，不得申請長期出國進修(大於三個月)。

該教師如服務未達二年因故辦理離職，自離職日起三年內不得申請醫學院及本學程教職，若責任歸屬於教學醫院，則該醫院二年內不得增補該教師缺額。

## Article 17

Starting from the 2023 academic year, full-time and project-based faculty members with less than two years of service are not allowed to apply for long-term overseas training (exceeding three months).

Faculty members who leave the position before completing two years of service are not allowed to reapply for positions in the College of Medicine or this program within three years from the date of resignation. If the reason for resignation lies with the teaching hospital, that hospital is prohibited from filling the vacancy within two years.

第十八條 本學程教師著作送審，須符合本校教師升等評審標準暨聘任升等著作送審準則相關規定。

擬升等或改聘教師之代表及參考著作以本校任職期間發表為限。

#### Article 18

Faculty members' works submitted for review must comply with the university's faculty promotion evaluation standards and guidelines for submission of works.

Representative and supplementary works for faculty applying for promotion or reappointment must have been published during their tenure at this university.

第十九條 本學程新聘、升等及改聘案，須經本會委員三分之二(含)以上出席，且參加表決委員三分之二(含)以上通過後，推薦至院教評會。本會審議結束後，應於七日內以書面通知當事人。

#### Article 19

Proposals for new appointments, promotions, and reappointments in this program require the attendance of at least two-thirds of the Committee members and approval by at least two-thirds of the voting members. Approved cases are then forwarded to the College-Level Faculty Evaluation Committee. After deliberation, the Committee must notify the applicant in writing within seven days.

第二十條 本學程教師之新聘(含合聘)、改聘、升等與延長服務案每學期辦理一次為原則，申請人應於本學程規定期限前將有關資料送達本學程，逾期不予受理。

#### Article 20

Cases involving new appointments (including joint appointments), reappointments, promotions, and service extensions are processed once per semester. Applicants must submit all required documents to the program by the specified deadline; late submissions will not be accepted.

第二十一條 本辦法經執行委員會議通過，送院長核定並送人事室備查後實施，修正時亦同。

#### Article 21

These regulations shall be implemented after approval by the Executive Committee,

endorsement by the Dean, and submission to the Personnel Office for record-keeping. The same procedure applies for amendments.

國立中興大學組織工程與再生醫學博士學位學程教師升等審查自評表

National Chung Hsing University Doctoral Program in Tissue Engineering and  
Regenerative Medicine Self-Evaluation Form for Faculty Promotion

教師姓名：

Name of Faculty Member:

現任職級：專任/專案/兼任\_\_\_\_\_ 現職到職年月：\_\_\_\_\_年\_\_\_\_\_月

Current Position: Full-time / Project-based / Adjunct

Start Date of Current Position: Year\_\_\_\_\_ Month\_\_\_\_\_

累計年資：(1)現職年資\_\_\_\_\_年；(2)欲申請採計年資\_\_\_\_\_年(須附現有教師證  
等級之聘書及授課證明)，合計升等年資\_\_\_\_\_年。

Accumulated Years of Service: (1)Years in Current Position:\_\_\_\_\_ (2)Years for  
Application Consideration:\_\_\_\_\_(Supporting documents such as current faculty  
certification and teaching certificates must be attached) Total Years for  
Promotion Consideration:\_\_\_\_\_

擬升等職級：

Proposed Promotion Rank:

壹、教學

I. Teaching

評 量 項 目 Evaluation Items	自評分數 Self-assessed Score		
	____學年 Academic Year	____學年 Academic Year	____學年 Academic Year
一、基本評量項目			
1. Basic Evaluation Items			
(一)任教課程【50~60 分】 (1) Courses Taught [50~60 points]			
(二)教學貢獻度【0~10 分】 (2) Teaching Contributions [0~10 points]			
(三)優良教材、教案或新教具開發【0~10 分】			

(3) Development of High-Quality Teaching Materials, Lesson Plans, or Innovative Teaching Tools [0~10 points]			
(四)參與核心課程之講授【0~10 分】			
(4) Participation in Teaching Core Courses [0~10 points]			
(五)教學評量與改進措施【0~10 分】			
(5) Teaching Evaluation and Improvement Measures [0~10 points]			
教學基本項目 分數小計（本項最高上限為 100 分） Subtotal for Basic Evaluation Items (Maximum Total: 100 Points)			
教學基本項目 三年平均分數 Three-Year Average Score for Basic Items			
二、加分評量項目			
2. Additional Evaluation Items			
(一)參與或設計特殊教學【0~5 分】 Participation in or Design of Special Teaching Programs [0~5 points]			
(二)教學獲獎紀錄【0~5 分】 Teaching Awards [0~5 points]			
(三)發表醫學教育相關論文、壁報或口頭報告【0~15 分】 Publication of Papers, Posters, or Oral Presentations Related to Medical Education [0~15 points]			
(四)系優良教師【0~5 分】 Departmental Outstanding Teacher Award [0~5 points]			
教學加分項目 分數小計（本項最高上限為 30 分） Subtotal for Additional Evaluation Items (Maximum Total: 30 Points)			
教學加分項目 三年平均分數 Three-Year Average Score for Additional Items			
總 分(三年平均分數)			
Total Score (Three-Year Average)			

## 貳、研究

## II. Research

評 量 項 目 Evaluation Items	自 評 Self-assessed Score
(一)代表論文 (1) Representative Papers	
作者序位 Author's Position	
發表期刊 SCI 排名 SCI Journal Ranking	
IF 值 Impact Factor	
(二)最近五年以第一或通訊作者發表之原著論文 IF 值累計 (2) Total Impact Factor of Original Research Papers Published as First or Corresponding Author in the Past Five Years	
(三)最近一年或發表年 SCI 期刊排名前四十(含)之期刊篇數 (3) Number of Papers Published in SCI Journals Ranked in the Top 40% in the Most Recent or Publication Year	
(四)最近一年或發表年 SCI 期刊排名前三十(含)之期刊篇數 (4) Number of Papers Published in SCI Journals Ranked in the Top 30% in the Most Recent or Publication Year	
(五)代表及參考著作皆為本校任職期間發表 (5) Representative and Reference Works Published During Tenure at This University	

備註：

1. 學術著作、教學著作或技術報告，須達本辦法規定之各級升等標準，始可提出升等，達標準者得 80 分。
2. 通過初審者於學程教評會宣達代表著作時之表達及應對分數為 20 分。
3. 如通過學程教評資格審查，另須辦理著作外審；通過著作外審，始得逐級送審。

Notes:

1. Academic publications, teaching materials, or technical reports must meet the promotion standards specified in these guidelines for each level of promotion. Only

those meeting the standards may apply for promotion, and such items will be awarded 80 points.

2. Applicants who pass the preliminary review will be evaluated on their presentation and responses regarding representative works during the program's teaching evaluation committee meeting, with a score of 20 points.
3. Applicants who pass the program's teaching evaluation qualification review must also undergo an external review of their works. Only after passing the external review can the application proceed for further review at higher levels.

### 參、服務與合作

### III. Service and Collaboration

評 量 項 目 Evaluation Items	自 評 分 數 Self-assessed Score		
	__學年 Academic Year	__學年 Academic Year	__學年 Academic Year
<b>一、基本評量項目</b>			
<b>1. Basic Evaluation Items</b>			
(一)對校、院、學程之服務【0~30 分】 (1) Service to the University, College, and Program [0~30 points]			
(二)研究計畫執行成效【0~20 分】 (2) Performance in Research Project Execution [0~20 points]			
(三)輔導學生【0~30 分】 (3) Student Mentorship [0~30 points]			
(四)社會責任實踐成果【0~10 分】 (4) Achievements in Fulfilling Social Responsibilities [0~10 points]			
(五)其他校外服務事項【0~10 分】 (5) Other External Service Activities [0~10 points]			
服務與合作基本項目 分數小計（本項最高上限為 100 分） Subtotal for Basic Items in Service and Collaboration (Maximum score: 100 points)			

<p>評 量 項 目</p> <p>Evaluation Items</p>	<p>自 評 分 數</p> <p>Self-assessed Score</p>		
	<p>___學年</p> <p>Academic Year</p>	<p>___學年</p> <p>Academic Year</p>	<p>___學年</p> <p>Academic Year</p>
<p>服務與合作基本項目 三年平均分數</p> <p>Three-Year Average Score for Basic Items in Service and Collaboration</p>			
<p>二、加分評量項目</p> <p>2. Additional Evaluation Items</p>			
<p>(一)參與國際事務【0~10 分】</p> <p>Participation in International Affairs [0~10 points]</p>			
<p>(二)專業才能與成果【0~10 分】</p> <p>Professional Skills and Achievements [0~10 points]</p>			
<p>(三)其他校外或專業團體服務之表現【0~10 分】</p> <p>Other External or Professional Group Service Achievements [0~10 points]</p>			
<p>服務與合作加分項目 分數小計（本項最高上限為 30 分）</p> <p>Subtotal for Additional Items in Service and Collaboration (Maximum score: 30 points)</p>			
<p>服務與合作加分項目 三年平均分數</p> <p>Three-Year Average Score for Additional Items in Service and Collaboration</p>			
<p>總 分(三年平均分數)</p> <p>Total Score (Three-Year Average)</p>			

**審查計分權重：**

- ☐ 擬升等教授：教學百分之三十、研究百分之五十、服務與合作百分之二十。
- ☐ 擬升等副教授：教學百分之三十、研究百分之五十、服務與合作百分之二十。
- ☐ 擬升等助理教授：教學百分之三十、研究百分之四十、服務與合作百分之三十。

**Scoring Weight for Evaluation:**

- ☐ For promotion to Professor: 30% teaching, 50% research, and 20% service and collaboration.
- ☐ For promotion to Associate Professor: 30% teaching, 50% research, and 20% service and collaboration.
- ☐ For promotion to Assistant Professor: 30% teaching, 40% research, and 30% service and collaboration.

評 量 項 目 Evaluation Items	權 重 分 數 Weighted Score
壹、教學 I. Teaching	
貳、研究 II. Research	
參、服務與合作 III. Service and Collaboration	
自 評 總 分(最高上限 100 分) Self-Evaluated Total Score (Maximum 100 Points)	

備註：教學、服務與合作之計分以取得現職後最近三年內為準，研究之計分以取得現職後為準，各項分數之計算，請依據本學程教師升等標準評分，分數四捨五入採計至小數點第二位，且各項實得分數之總和，不得超過 100 分。實際列舉之項目以現職內為主，提升等者應檢附各項佐證資料，並依序標示排序清楚。

Notes: The scores for teaching, service, and collaboration are based on performance in the most recent three years of the current position. Research scores are based on achievements since assuming the current position. Scores for each item must be calculated in accordance with the promotion standards of this program, rounded to the second decimal place. The total actual score cannot exceed 100 points. The listed items must primarily reflect achievements within the current position. Applicants for promotion must attach supporting documents for each item, clearly labeled and in the correct order.

自評者簽名：

**Signature of Self-Evaluator:**