

中國醫藥大學教師分流升等實施辦法

China Medical University Regulations on Multi-Track Faculty Promotion

原職級	升等職級	分流升等條件	類型	升等論文條件（第一或通訊作者）
副教授	教授	3 年內曾獲校級教學優良教師。	教學型	主論文須達 9 篇（專書或教案經審查後可認列）。其中 5 篇論文（專書或教案經審查後可認列）須為送審前 5 年內且取得前一等級教師資格後。
		前 3 年度教學評估原始成績排名前 1/3 者，且符合下列各項規定： 1. 授課時數(含認列)每週為該職級規定之授課時數 1.2 倍，且大學部授課達 1/2(含)者。 2. 3 年內曾擔任過班級導師。		
		支領國科會彈性薪資或屬校院互聘非醫事類教師者。(醫研部人員)		
副教授	教授	前 3 年度研究評估原始成績排名前 1/3 者，且符合下列各項規定： 1. 實際授課時數(不含認列)每週至少 2 小時。 2. 3 年內曾指導學生參加國科會大專學生專題研究計畫。	研究型	主論文須達 15 篇，且為送審前 5 年內且取得前一等級教師 1. 資格後。 2. 5 年內 h index \geq 10，RPI >100。
		上述以外之教師。	並重型	1. 主論文須達 9 篇。其中 5 篇論文須為送審前 5 年內且取得前一等級教師資格後。 2. 5 年內 h index \geq 6 或引用數擇一符合規定，RPI \geq 75。
助理教授	副教授	未實施分流升等		前一等級後 5 年內主論文達 6 篇。

特殊個案簽請同意後，不受此限。

升等職級	升等類型	符合規定
副教授	未實施分流	教師完成升等副教授後，每 4 年須發表 3 篇對本校具有貢獻度之論文，論文須符合「本校暨附設醫院學術論文發表獎勵辦法」或「本校暨附設醫院跨校合作學術論文發表獎勵辦法」之規定。
教授	1.教學型	1. 持續擔任導師之工作。 2. 授課時數(含認列)每週為該職級規定之 1.2 倍。 3. 每 3 年應至少發表 2 篇論文(須以第一作者或通訊作者發表在 SCI、SSCI、AHCI、TSSCI、ACI、THCI core、EI 等相關領域之期刊，專書或教案經審查後可認列)。
	2.研究型	1. 持續帶領大專生專題研究。 2. 實際授課時數(不含認列)每週至少 2 小時。 3. 每 3 年應至少發表 2 篇論文(須以第一作者或通訊作者發表在 SCI、SSCI、AHCI、TSSCI、ACI、THCI core、EI 等相關領域之期刊)。
	3.並重型	除授課時數須符合該職級之規定外，每 3 年應至少發表 2 篇論文(須以第一作者或通訊作者發表在 SCI、SSCI、AHCI、TSSCI、ACI、THCI core、EI 等相關領域之期刊)。
<p>備註：</p> <p>1. 適用對象：本校專任教授及副教授。</p> <p>2. 專勤服務於本校北港校區且兼任行政工作之教師不在此限。</p> <p>3. 一級行政單位主管（副校長、教務處、學務處、總務處、研發處、產學合作處、國際事務處、圖書館、主任秘書、人力資源室、財務室、推廣教育中心、資訊中心、教師發展中心、語文教學中心、生物統計中心、藝術中心、立夫中醫藥展示館、中草藥農林實驗場）可減免一篇(即教授每 3 年須發表 1 篇，副教授每 4 年須發表 2 篇，減免以 1 篇為限)。</p> <p>4. 經審查核可後，教授三年、副教授四年中任一年以個人名義實質取得校外計畫經費 1000 萬以上得折抵論文 1 篇、3000 萬以上折抵 2 篇、5000 萬以上折抵 3 篇、1 億以上則不受篇數限制；五年內以個人名義實質取得校外計畫經費累計 3000 萬以上折抵 1 篇、5000 萬以上折抵 2 篇、1 億 5 千萬以上則不受篇數限制。</p>		

China Medical University Regulations on Multi-Track Faculty Promotion

Current Rank	Promotion Rank	Multi-Track Promotion Conditions	Type	Required Research Papers (First or Corresponding Author)
		Received university-level excellent teaching award within the past three years.	Teaching Oriented	9 paper published (book chapters or teaching plans can be accepted after review). Among them, 5 papers must be published within five years prior to submission and after obtaining the previous rank.
		Ranked in the top 1/3 of teaching evaluation scores over the past three years, and meet the following: <ol style="list-style-type: none"> Weekly teaching hours (including recognized hours) must be 1.2 times the required hours for this rank, and at least half of the courses should be undergraduate-level. Served as a class mentor within the past three years. 		
Associate Professor	Professor	Faculty members receiving flexible salaries from the National Science and Technology Council (NSTC) or those who are jointly appointed by CMU and CMUH for non-medical disciplines (Medical Research Division personnel).	Research Oriented	<ol style="list-style-type: none"> 15 main papers published within five years prior to submission and after obtaining the previous rank. Within five years, h-index ≥ 10, RPI > 100.
		Ranked in the top 1/3 of research evaluation scores over the past three years, and meet the following: <ol style="list-style-type: none"> Actual teaching hours (excluding recognized hours) must be at least 2 hours per week. Supervised students participating in NSTC undergraduate research projects within the past three years. 		
		Faculty other than those mentioned above.		
			Balanced Oriented	<ol style="list-style-type: none"> 9 main papers, with at least 5 published within five years prior to submission and after obtaining the previous rank. Within five years, h-index ≥ 6 or number of citations meet the criteria, and RPI ≥ 75.
Assistant Professor	Associate Professor	N/A		Must publish 6 main papers within five years after obtaining the previous rank.

Special cases may be exempted upon approval.

Promotion Rank	Type	Requirements
Associate Professor	N/A	After promoted to Associate Professor, faculty must publish 3 papers that contribute to the university every four years. The papers must comply with either the regulations of the “CMU and Healthcare System Academic Paper Publication Incentive Measures” or the “CMU and Healthcare System Cross-university Collaborative Academic Paper Publication Incentive Measures.”
Professor	Teaching Oriented	<ol style="list-style-type: none"> 1. Continue serving as a class mentor. 2. Weekly teaching hours (including recognized hours) must be 1.2 times the required hours for this rank. 3. At least 2 papers should be published every 3 years (must be published as the first author or corresponding author in SCI, SSCI, AHCI, TSSCI, ACI, THCI core, EI journals. Book chapters or teaching plans can be accepted after review).
	Research Oriented	<ol style="list-style-type: none"> 1. Continue supervising undergraduate research projects. 2. Actual teaching hours (excluding recognized hours) must be at least 2 hours per week. 3. At least 2 papers should be published every 3 years (must be published as the first author or corresponding author in SCI, SSCI, AHCI, TSSCI, ACI, THCI core, EI journals).
	Balanced Oriented	Must meet the required teaching hours for the rank and publish at least 2 papers every three years in SCI, SSCI, AHCI, TSSCI, ACI, THCI core, EI journals.

Notes:

1. This regulation is applicable to full-time professors and associate professors at CMU.
2. Faculty serving in Beigang Campus with administrative duties are exempt from these requirements.
3. First-level administrative supervisors (Vice President, Office of Academic Affairs, Student Affairs, General Affairs, Research and Development, Academia-Industry Cooperation, Global Affairs, Library, Chief Secretary, Human Resources, Finance, Continuing Education Center, Library & Information Center, Center for Faculty Development, Bilingual Education Center, Biostatistics Center, Art Center, Lifu Museum of Chinese Medicine, Herbal Farm) may reduce one paper requirement (Professors: 1 paper every 3 years; Associate Professors: 2 papers every 4 years).
4. External research funding exemptions:
 Within three years for professors or four years for associate professors, if an individual obtained external research funding of NT\$10 million or more, 1 paper may be waived; NT\$30 million or more: 2 papers waived; NT\$50 million or more: 3 paper waived; Over NT\$100 million: no paper limit.
 Within five years, if an individual obtained external research funding of NT\$30 million or more, 1 paper may be waived; NT\$50 million or more: 2 papers waived; Over NT\$150 million: no paper limit.