

## 中國醫藥大學教師升等教學服務成績考核辦法

### China Medical University Regulations for Evaluating Teaching and Service Performance for Faculty Promotion

第一條 依據教育部八十七年五月十三日台（八七）審字第八七〇四七七四一號函規定及中國醫藥大學教師聘任及升等評審辦法訂定本辦法。

These regulations are stipulated in accordance with the Ministry of Education's official letter No. 87047741 issued on May 13, 1998, and the "China Medical University Regulation for Faculty Appointment and Promotion."

第二條 本校教師資格審查，應依本辦法辦理教學服務成績考核，審查「教學」、「服務」二項成績。

The faculty qualification review at CMU shall be conducted in accordance with these regulations, assessing performance in both "teaching" and "service."

第三條 教師教學服務成績考核各以一百分計算，其權重依照本校「教師聘任及升等評審辦法」第十一條規定。

Teaching and service performance evaluations are each graded on a 100-point scale, with weightings determined by Article 11 of the "China Medical University Regulation for Faculty Appointment and Promotion."

第四條 教學成績考核之內容包括基本教學能力、教學績優表現、教學行政配合情形與其他優異事項、臨床主管教學成績考核、系(所)主管教學成績考核及學院院長教學成績考核等方面評分。

以教學型教師申請升等者，申請前3年內大學部每週平均純授課時數最少8小時。

The teaching performance evaluation includes assessments of basic teaching competence, outstanding teaching achievements, administrative cooperation, other outstanding contributions, evaluation by the clinical supervisors, evaluation by the Director of Departments (Institutes), and evaluation by the Dean of Colleges. Faculty applying for promotion under the teaching-oriented track must have an average of at least 8 hours of teaching per week in undergraduate courses within the three years prior to application.

第五條 服務成績考核之內容包括輔導、校內服務、行政配合、校外服務、推廣教育中心評核、臨床服務卓越表現、臨床服務總評、系(所)主管考核、學院院長考核及校長室考核等方面評分。

The service performance evaluation includes assessments of student advising, on-campus service, administrative cooperation, off-campus service, evaluation by the Continuing Education Center, outstanding clinical service performance, overall clinical

service evaluation, evaluation by Director of Departments (Institutes), evaluation by Dean of Colleges, and evaluation by the Office of the President.

第六條 本辦法考核項目均以現任職級內之事實為限，各項評分內容均須提具體事實。  
The evaluation items shall be based on the performance within the faculty member's current position, and all scoring content must be supported by concrete evidence.

第七條 教師辦理送審及升等時，由各系、所、中心、學院將教學服務成績考核之相關規定通知送審教師及相關人員進行評核，並將評核結果彙總後交由各級教師評審委員會審議，經審議合格者，由人力資源室依規定行政程序將送審資料報部審查。  
When faculty submits an application for review and promotion, the department, institute, center, and college shall notify the applicant and related personnel of the regulations for the teaching and service performance evaluation. The evaluation results will be compiled and submitted to the Faculty Evaluation Committee at all levels for review. If approved, the Office of Human Resources shall process and submit the documents to the Ministry of Education for review following the prescribed administrative procedures.

第八條 有關兼任教師申請資格審查時適用本辦法。  
These regulations also apply to the qualification review of part-time faculty.

第九條 各系、所、中心辦理教師之初聘，應舉行面試或試教。  
新聘(專、兼任)教師，因尚無教學服務成績，於辦理教師資格送審時，教學服務成績不列入計算。  
When appointing new faculty members, the departments, institutes, and centers must conduct an interview or teaching demonstration.  
For newly appointed full-time or part-time faculty, teaching and service performance scores will not be included in the qualification review due to the lack of prior evaluation records.

第十條 各系、所、中心、學院為方便實際執行考核之需要，對於專、兼任及新聘教師之考核，應參照本校教師升等教學成績考核評分表及教師升等服務成績考核評分表（如附件）。  
To facilitate the implementation of performance evaluations, departments, institutes, centers, and colleges shall refer to the teaching performance evaluation scoring tables and service performance evaluation scoring tables when assessing full-time, part-time, and newly appointed faculty.

第十一條 本辦法經校教師評審委員會通過後，陳請校長公佈實施，修正時亦同。

These regulations shall take effect after approval by the Faculty Evaluation Committee and subsequent promulgation by the President of China Medical University. Amendments follow the same procedure.