

中國醫藥大學導師獎勵實施要點

China Medical University Implementation Guidelines for Mentor Incentives

- 一、 中國醫藥大學（以下簡稱本校）依據導師制度實施辦法及學生事務工作需要，訂定導師獎勵實施要點（以下簡稱本要點），以獎勵輔導績效優良之本校導師。
China Medical University (hereinafter referred to as “the University”) has established the Implementation Guidelines for Mentor Incentives (hereinafter referred to as “these Guidelines”) based on the University’s Guidelines for the Implementation of the Mentorship and the needs of student affairs, in order to reward faculty members with outstanding mentoring performance.
- 二、 輔導績效優良導師之推薦，旨在襄助導師惕勉學生敦品勵學、共彰師道倫理、照拂學生生活，貫徹導師制度，營造完善的輔導機制。受推薦導師須對導師制度之推行或對學生輔導有顯著成效，並積極參加班級活動。
The purpose of recommending mentors with outstanding performance is to encourage them to guide students in developing character and academic achievement, uphold the ethics of teaching, care for students, and implement a well-rounded mentorship system. Recommended mentors must have made significant contributions to the implementation of the mentorship system or to student counseling, and actively participate in class activities.
- 三、 導師輔導績效獎勵方式：每學期辦理一次，分初評與複評兩階段辦理
(一)初評：由系所主管依據「導師輔導績效評核表」(附表一)之結果進行初評，經院級主管評核後，再送交學生事務處核定並彙整初評名冊。
(二)複評：由「高教深耕彈性薪資小組」依學生事務處彙整之導師初評名冊進行評選，獎勵額度依當學年度預算而定。
Mentor performance incentives are awarded once per semester through a two-stage process: preliminary review and final review.
 1. Preliminary review: Conducted by department heads based on the “Mentor Performance Evaluation Form” (see Appendix 1). The results are reviewed by the college-level supervisor and then submitted to the Office of Student Affairs for approval and compilation of the preliminary list.
 2. Final review: Conducted by the "Flexible Salary Committee for Higher Education Sprout Project" based on the preliminary list compiled by the Office of Student Affairs. The reward amount is determined according to the university budget for the year.
- 四、 導師輔導績效獎勵名冊由學生事務處送院、系主任導師、人力資源室，作為導師經驗傳承及教師升等評審重要參考。
The finalized list of mentors receiving incentives will be forwarded by the Office of Student Affairs to the colleges, department mentors, and the Office of Human Resources, and will serve as an important reference for experience sharing and faculty promotion evaluations.

五、 本要點經學生事務會議通過，提請行政會議審議，陳請校長核定後發布實施，修正時亦同。

These guidelines shall be implemented following review by the Student Affairs Committee, approval by the Administrative Affairs Meeting, and promulgation by the President.

Amendments follow the same procedure.