

TKU Regulations on Faculty Promotion

Secretariat Regulation No. 1110000047 (12/01/2022)

(英文譯本僅供參考，法規之實施概以中文版為準。)

The English version is provided for reference only. The practice of the regulations shall be based on the Chinese version.)

Article 1

The TKU Regulations on Faculty Promotion (Herein referred to as “These Regulations”) were formulated to govern all matters regarding the handling of faculty promotion applications, recommendations, and review. These Regulations apply to all such matters except situations where there are federal laws governing such issues.

Article 1-1

The system of multiple promotion routes for TKU divides into the academic research model, the teaching practice research model and the technological research and development research model, literary and artistic creation and performance model, and sports competition model.

1. The academic research model: Faculty members with concrete contributions to the research results in their academic research area may submit specialized books for review.
2. The teaching practice research model: If faculty members, in the field of teaching practice research, through course design, teaching materials, teaching methods, teaching aids, use of technology and media, and assessment tools, adopting appropriate research methods for the verification of the effectiveness, receive concrete research (developed) results of innovative, improved or extended application, which make concrete and important contributions to the promotion inside and outside TKU, they may submit specialized books or technical reports for review.
3. The technological research and development research model: If faculty members, in the field of technical research and development, obtain concrete research and development results of innovative, improved or extended application in theory or practice, they may submit technical reports for review.
4. The literary and artistic creation and performance model: If faculty members have unique and continuous works in the field of literary and artistic creation and performance, and make important concrete contributions, they may demonstrate

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with their works and achievements and attach creation or performance reports for review.

5. The sports competition model: If faculty members themselves or athlete under their guidance participate in important domestic and international sporting events and achieve rankings, they may demonstrate with evidence of their achievements and attach competition practice reports for review.

The review criteria for teaching practice research model and technological research and development research model are formulated separately; the review criteria for literary and artistic creation and performance model and sports competition model are dealt with in accordance with *Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education*.

Article 2

Aside from meeting all the requirements set out in the *Act Governing the Appointment of Educators*, full-time faculty applying for promotion shall also fulfill the following criteria:

1. Those applying for a promotion to assistant professors shall have served as full-time lecturers for at least three years. Those applying for associate professors shall have served as assistant professors for at least three years. Those applying for professors shall have already served as associate professors for at least three years. The accumulation of seniority for promotion shall be dealt with in accordance with Article 3 of These Regulations.
2. They shall display excellent conduct throughout the period they are employed in their current position, and demonstrate excellence in teaching, research, and service.
3. Those adopting academic research model, technological research and development research model, literary and artistic creation and performance model, and sports competition model for promotion shall have passing results for the most recent faculty evaluation; moreover, their research portion must be a pass. Those adopting the teaching practice research model for promotion shall have passing results for the most recent faculty evaluation; moreover, their research portion must be a pass. However, this does not apply to assistant professors who have not been promoted within the time limit and have lower than 70 points in the most recent faculty evaluation.
4. Those applying for assistant professor shall have produced published works equivalent to the level of a PhD thesis and must possess the ability to research independently. Those applying for associate professor shall have consistently

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produced published works in their field of expertise and have concrete contributions. Those applying for professor shall have unique and continuous published works and have made important and concrete contributions.

5. Those shall have official teacher qualifications certificates issued by the Ministry of Education (MOE), and are under than 65 years old when submitting applications for promotion for review. However, if at the beginning of the semester when the applications are submitted to MOE for review, faculty members have not yet reached the age of 65 and have an employment relationship during such semester, they will be treated leniently.
6. Current faculty members who had already obtained certification for the position of lecturer or teaching assistant before amendments were made to the *Act Governing the Appointment of Educators* (March 21, 1996), and who continued to teach without interruption, may apply for promotion for educators of higher ranks in accordance with the original (older) *TKU Regulations on Faculty Promotion* (1997, No. 1033). However, the review procedure shall still be carried out in accordance with These Regulations.
7. Faculty members shall have served at TKU for at least one year before applying for promotion. While the review of promotion application is being held, the teacher shall continue teaching classes on campus. If for a certain reason the faculty member takes leave and is away, the application for promotion should be postponed until he /she returns, at which time it shall be deliberated in meeting.

If faculty members fall under any of the following situations, they shall not be eligible to submit for review:

1. Faculty members are full-time studying, researching in Taiwan or abroad, or lecturing abroad, and are not actually teaching at school during the semester when they apply to departmental faculty review committee for review.
2. Faculty members fall under any of the situations described in Paragraph 1 of Article 14, Paragraph 1 of Article 15, or Paragraph 1 of Article 16 of the *Teachers' Act*, and are currently in the process of investigation, dismissal, or non-renewal of employment.
3. Faculty members fall under any of the situations described in Paragraph 1 of Article 18, Article 21, Paragraph 1 or Paragraph 2 of Article 22 of the *Teachers' Act*, and are currently in the process of investigation, suspension handling or suspension.
4. Faculty members fall under any of the situations described in Paragraph 1, Paragraph 2, or Paragraph 3 of Article 27 of the *Teachers' Act*, and are currently in the process of investigation or being laid off with severance pay.

Article 2-1

Part-time faculty members applying for promotion are limited to the academic research model. apart from meeting all the criteria set out in the *Act Governing the Appointment of Educators*, as well as conforming to the paragraphs 4 to 6 of the first item of the preceding article, they shall also fulfill the following provisions:

1. Those applying for a promotion to assistant professor must have already served as a part-time lecturer for at least six years (12 semesters); those applying for associate professor must have served as a part-time assistant professor for at least six years (12 semesters); those applying for the position of professor must have served as a part-time associate professor for at least six years (12 semesters).
2. Those who display excellent conduct and in the period that they are employed in their current position demonstrate excellence in teaching and research.
3. At the time of applying for promotion, the applicant must have taught at TKU for at least two consecutive years, teaching one semester of each academic year considered continuous teaching.

Article 3

Service seniority are accumulated for faculty promotion as follow:

1. Start from the date of initial employment as recorded in the teacher's certificate issued by MOE, until the end date of the next semester of the promotion case being sent by the hiring unit to the Human Resources Office for registration.
2. Leave of absence with pay may be counted as service seniority for promotion.
3. If full-time faculty members had leave without pay for full-time study, research or academic exchange with approval, when applying for promotion, a maximum of one year of their full-time study, research or academic exchange shall be counted as service seniority. For those seconded without pay with approval, a maximum of two years of their secondment shall be counted as service seniority.

Article 4

The published work submitted by faculty members applying for promotion shall conform to the following stipulations:

1. Works submitted for review, including specialized published books, technical reports, creation reports, performance reports, achievement certificates, and competition practice reports, shall possess an element of originality. Edited works that are edited, with items added or deleted, various parts merged, or sections rearranged from the works of others, or other works without research results cannot be submitted for review, and shall be returned to the applicant after the

initial review conducted by the department-level Faculty Review Committee.

2. Specialized books that have already been published and publicly distributed, works that are presented in domestic or overseas academic or specialized journals (including electronic journals that have a formal process of review and are publicly accessible and utilized), works that have been certified by a preceding publication to be regularly published, or that are published and publicly distributed in the form of a compilation (including those published on CD or made publicly available on the internet) after being presented at a domestic or foreign conferences with formal review processes. The translation and annotation of classical works that meet the stipulations of the Guidelines for National Science and Technology Council (NSTC) Subsidizing Translation and Annotation of Classical Works In the Humanities And Social Sciences Research Project, and are reviewed and approved for publication by NSTC, may be listed as reference works.
3. “Representative works” for submission are works or publications produced by the applicant in the five years preceding the date printed on their teacher certificate, which the teacher received after previously passing the MOE’s review for promotion, and after reaching their current level of employment. However, those who were pregnant or gave birth during the above-mentioned time period may apply for an extension of two years to the above-stated time limits. Reference works are works produced by the applicant after obtaining the previous rank of teacher qualification.
4. Up to five works or achievements can be sent for evaluation. Apart from this one representative work, those applying for the position of assistant or associate professor shall also submit two to four reference works. Those applying for the position of professor shall submit four such reference works.
5. There is no restriction on the language used for writing the works. The author of the works written in foreign languages shall attach Chinese abstracts. The author of the works written in foreign languages other than English shall submit English abstracts instead.
6. All personal achievements attained in an academic or professional capacity since reaching their current academic rank and before applying for promotion must be listed in tabular format as reference for review. The submission of information related to such achievements is not required.
7. The works presented in an application for promotion must be submitted in sextuplicate, and do not have to be sealed for confidentiality. If the submitted works is a photocopy of a research paper published in an academic journal, the applicant must provide the name of the journal, the volume number, and its date of

publication. Those who do not provide such information shall instead submit a photocopy of the cover and table of contents of that particular volume of the academic journal.

8. Those applying for promotion to assistant professor, associate professor, and professor shall submit work produced in their current role. Those being assessed based on their master's or PhD degrees shall provide a copy of their master's or PhD dissertations.
9. Representative works produced jointly by several people may be submitted for review by only one of the contributors. The others shall forfeit the right to use the published item as their representative work. The applicant who submits the work shall also provide an attached document of proof explaining their contribution to the work. This document shall be signed personally by each of the other contributors. However, if the applicant is an Academician from Academia Sinica, he/she is not required to obtain or submit contributor signatures. If the applicant is the first author or corresponding author, he / she is not required to obtain the signatures of overseas contributors, but shall still submit a document describing the extent of their contribution. If for certain reason the other author(s) cannot sign a certificate, the applicant should submit in written form a concrete explanation of the amount of their participation and the reason he/she is unable to have the other author(s)' signature, then after receiving the approval of the TKU Teachers Evaluation Committee, he or she can be exempted.
10. Published books should be issued by a publishing house or book publishing company, and contain such related information as author, publisher, issuer, publication date, price, etc.
11. Those applying for promotion using work and achievement certificates, instead of specialized publications shall ensure that their items for submission conform to the MOE's *Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education*.
12. If either the faculty member himself / herself or an athlete under his/her guidance take part in major domestic or international athletic competitions and gain a placing, he / she may submit documented proof of achievement for review; the criteria used to assess the scope of major domestic or international competitions, as well as proof of achievement, shall conform with related MOE regulations.
13. The representative work submitted for review shall correspond to the academic discipline of courses taught by the applicant, which shall be evaluated by the department and college-level Faculty Review Committees.
14. Those who obtain lecturer qualifications using their master's degree, or assistant or associate professor qualifications using their doctoral degree may not submit

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applications for higher teacher qualifications using their degree dissertations or sections of these dissertations.

15. If associate professors who undertake further study and obtain a PhD degree, they may only submit their PhD thesis as a reference work, not a representative work for promotion to professor. However, if the applicant rearranges the original PhD thesis and has it published again, stating clearly his / her personal contribution to the thesis research, and undergoes a professional review confirming that the newly-arranged thesis does indeed comprise a substantial level of innovation, the applicant may submit the thesis as a representative work.

Whether or not the submitted work outlined above is the same published work as the submission in the previously approved application for promotion is to be determined by each department- and college-level Faculty Review Committee after sufficient evaluation. If the two are the same, the applicant's qualifications shall be cancelled. If the published work has undergone plagiarism, fraud, alteration or accounting fraud, the faculty qualification of the party concerned shall not be accepted for review within five years; after the certificate has been issued upon review and approval, if plagiarism, fraud, alteration or accounting fraud is found, the MOE shall be notified to revoke the certificate from that level, and the faculty qualification of the party concerned shall not be accepted for review within five years; those who violate any other laws or regulations must be dealt with in accordance with related laws.

Article 5

Evaluation and the seniority calculation of faculty promotion are as follows:

1. The results of the secondary review by the college-level faculty review committee shall be submitted to the university-level faculty review committee for deliberation. In the case where a representative work has already been accepted by an academic journal and the applicant has proof that his / her research papers are scheduled to be presented regularly in the journal, the evaluation of the promotion case by the university-level Faculty Review Committee will only begin after the works are officially published.
2. After being reviewed and approved by the university-level Faculty Review Committee before the start of the semester, those who are approved by MOE within three months from the start of this semester will have their years of service counted from the month of the start of this semester.
3. Due to special circumstances, if the review is not completed in time and the case is reported to MOE for reference, the years of service will be counted from the month of the start of the semester in which the case is reported to MOE for

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reference.

4. If those applying for promotion files for relief due to the failure of the review and the original decision is revoked, and being reapproved, their years of service shall be calculated in accordance with the provisions of the second clause.

Article 6

The review of promotion shall be conducted in accordance with the *Faculty Review Feedback Form* and the *Faculty Promotion Evaluation Form* by the department- and college-level Faculty Review Committees, and after being completed, shall be submitted to the university-level Faculty Review Committee

Article 7

During the preliminary and secondary reviews, applicants should be evaluated in depth for their conduct and character, as well as their actual performance in the areas of teaching, research, and service. However, part-time faculty members are exempted from the evaluation in the area of service.

Article 8

Review committees at each level shall verify information submitted in each of the areas reviewed. When necessary, they may request for additional information from related departments to serve as reference material.

Article 9

Evaluation of promotions can be separated into three areas: research, instruction at TKU, and service. The evaluation of instruction and service for faculty promotion are formulated separately in accordance with *TKU Regulations Governing the Assessment of Faculty Members Instruction and Service (and Attached Guidelines)*.

The department- and college-level faculty review committees' evaluation of the instruction and service must reach 80 or higher, and the related publications or artistic productions, and achievement certificates must accord with TKU's external evaluation work and external evaluation results. In the results of the external review, the score by the reviewers for those applying for promotion to assistant professor must be at least 70 points, for those applying for promotion to associate professor must at least 75 points, and for those applying for promotion to professor must at least 80 points. In addition, only when at least two-thirds of the reviewers give a score above the standard, the case will be submitted to the university-level Faculty Review Committee for deliberation.

Article 10

The review procedure for promotion applications are as follows:

1. Promotion cases shall first be sent to the Office of Human Resources for check and registration, and then shall be sent to the relevant department-level Faculty Review Committee for review, and after being passed, the applicant shall be recommended to the college-level Faculty Review Committee. After passing both the preliminary and secondary reviews conducted by the college-level Faculty Review Committee, the applicant shall be recommended to the university-level Faculty Review Committee for review.
2. When the Faculty Review Committee at each level considers a promotion application, at least two-thirds of Committee members must be present.
3. When department- and college-level Faculty Review Committees evaluate promotion applications in accordance with their individual “Regulations for the Review of Faculty Promotion”, they shall conduct substantive reviews of faculty performance in the areas of instruction and service, but format-based reviews of faculty performance in research (involving checking whether the representative work is an excerpt from the applicant’s master’s or PhD thesis, or whether the same publication presented in different languages has been submitted as both a representative and reference work, or checking for any other format that violates academic ethics). For review results to be passed in either the substantive instruction and service reviews, or the format-based research review, it must obtain the approval of at least two-thirds of the attendant committee members.
4. After the promotion application is passed by the college-level Faculty Review Committee in the procedure described above, the external review of the published work for promotion may commence. After the external review is completed, the result should be sent back to the college-level Faculty Review Committee for secondary review.
5. The subsequent research review, carried out by the college-level Faculty Review Committee, shall be handled pursuant to Article 11 of These Regulations. The college-level Faculty Review Committee will then submit the approved promotion applications to the university-level Faculty Review Committee for deliberation.
6. When the university-level Faculty Review Committee gathers to evaluate the teacher’s performance in instruction and service, the results must gain the approval of at least two-thirds of attendant committee members before being passed. The teacher’s performance in the area of research shall be reviewed in accordance with Article 11 of These Regulations.
7. If the department-level Faculty Review Committees conduct separately an external review, they shall do so in accordance with These Regulations.
8. Refer to the attached table for faculty promotion application time and for the

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review procedures of faculty review committees at each level.

Article 11

When a Faculty Review Committee at each level review and evaluate an applicant's professional and academic ability in a promotion case, the committee members who conduct the review cannot be of a lower professional rank or standing than that of the applicant (the rank that the applicant will attain if successfully promoted). Moreover, there shall be a minimum of five such committee members taking part in this aspect of the review process.

For the above-mentioned process of review, after considering the total number of committee members who are of a higher professional rank than the rank the applicant will attain if promoted, at least two-thirds of these eligible members should be present when conducting the process of review.

Faculty Review committees at each level shall respect the result reached by external reviewers in their review of research, and may not come to a resolution in its sole discretion by way of voting.

If the Faculty Review Committee, during the faculty qualification review process, finds any doubts in the opinions or results of external review, they shall be handled according to the following regulations:

1. If scores or comments have obvious errors in spelling, calculation or other similar errors, they shall be sent to the original reviewer for clarification, and then the Faculty Review Committee shall make the determination.
2. If there are contradictions in the scores and comments, involving research methods and research content or if there are other doubts that can shake the credibility and accuracy of the profession review, a profession review team shall be formed to review the matter. The results shall be sent to the original reviewer for clarification, and then the profession review team and the Faculty Review Committee shall make the determination.

The profession review team in the second paragraph of the aforementioned item shall be composed of scholars and experts who have sufficient professional expertise in the professional field of the submitted work.

If the external review opinion or result under the fourth item meets the following regulations, the Faculty Review Committee shall exclude it with clear and specific

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reasons listed and add an adequate number of scholar experts for review based on the number of exclusions.:

1. As specified in the first subclause of the fourth clause, if it is determined by the Faculty Review Committee that there are obvious errors in the scores or comments, such as incorrect writing, calculation, or other errors
2. As specified in the second subclause of the fourth clause, if it is determined by the Faculty Review Committee, with specific reasons with professional academic basis, that there are situations that undermine the credibility and accuracy of the professional review.

The Faculty Review Committee may only exclude external review opinions or results in the same faculty qualification review case once, according to the provisions in the second paragraph of the previous article.

Article 12

When necessary, Faculty Review Committees at each level may invite related persons to attend committee meetings and deliver a report or provide required explanations. If, after calculation, the number of committee members does not amount to “one person”, it shall be counted as “one person”. When each first- and second-level hiring unit sets the point or score system for various research achievements, it must be clearly determined and there should be no room for ambiguity.

Article 13

The evaluation of research achievements should reflect a balanced emphasis on quality and quantity, and establish a rigorous external review system to ensure professionalism, fairness and confidentiality. External review of research achievements is limited to one time and is handled by the college-level Faculty Review Committee.

To maintain the rigor and fairness of the external review, college-level Faculty Review Committees shall establish and regularly update a database of external review committee members for each field. After the preliminary review of the research results by the college-level Teacher Review Committee, a nomination committee of three or more for external review committee members should be established to review, add, and delete names from the previous database list. Five scholars from outside the school who are professional in the relevant field should be randomly invited to review the research results using codes, and they may not review the case of applicant of a higher professional rank or standing than them (the rank that the applicant will attain

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if successfully promoted).

Article 14

Applicants who do not pass in any area of the review – research, instruction, or service – may re-apply for promotion six months from the date on which the faculty review committee made the determination in the meeting. If the applicant does not pass either the instruction or service component but pass the research component, he / she may be exempt from undergoing the review of published work again upon reapplying. However, this exemption is only valid for one year.

In the case of an unsuccessful application for promotion, the Faculty Review Committee at each level shall inform the applicant within ten days of the committee meeting in writing, stating clearly the reason(s) for not passing the review, as well as options for recourse, time constraints for seeking recourse, and the unit that offers such recourse.

Article 15

If the applicant has doubts about the result of the review, he/ she may submit a written appeal to the higher-level Faculty Review Committee within 20 days of receiving written notification from the initial Faculty Review Committee. However, the objections to the result of the external review of publications will not be accepted.

In the former situation, a maximum of one appeal is permitted.

Article 16

After receiving the applicant's written appeal, the Faculty Review Committee at each level shall inform the Committee Chair or Convener to establish a special five-person panel consisting of members from the Review Committee and appoint one of these members to the position of "convener" of the special panel. This panel shall be responsible for the review of the applicant's appeal.

Article 17

The special appeal panel shall give the appellant ample opportunity to state his / her reason(s) for appeal. When necessary, the panel may hire external scholars or experts to assist in the review process. If at least two-thirds of panel members present at the meeting concur with the appellants reason(s) for appeal, the original Faculty Review Committee shall accept the panel's decision and continue to process the application for promotion, otherwise, the appeal case will be returned.

Article 18

If the application is not approved after the review, when submitting the application again, the submitted work should include one or more additional or replaced works. If the representative work to be submitted is similar in name or content to a representative work that has been approved in review before, six copies of a comparison table of the similarities and differences between the approved representative work and the current representative work should be submitted for review; if the name or content has changed, the same applies.

Article 19

The applicant may provide a list of up to three individuals who the applicant believes should not review the work, along with a justification, for reference by TKU Academic Review and Evaluation Committee and college-level Faculty Review Committees when conducting external reviews of the work.

Article 20

Each first- and second-level hiring unit shall formulate regulations governing the review of promotion of its faculty in accordance with These Regulations, which shall be passed by the department (graduate institute, division, center) affairs meeting and college (office) affairs meeting, and implemented after being reviewed and approved by the president.

Article 21

The Office of Physical Education, the Office of Academic Affairs and their respective sections (centers) shall respectively handle applications for promotion in accordance with department- and college-level Faculty Review Committees.

Article 22

The entire process of reviewing promotion applications shall be confidential, and neither the review process nor its contents may be exposed. All members of Faculty Review Committees at each level and the staff in charge shall bear the responsibility of keeping all matters related to the review confidential. During the process of review, the applicant is not allowed to make inquiries with the staff in charge on any matters related to the review. However, after receiving the result of the review, the applicant may submit a request to the Office of Human Resources for a copy of the external review results.

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If the applicant for promotion or someone acting on behalf of the applicant engages in entreaty, lobbying, inducement, intimidation, or other interference with the reviewers or review process, the qualification review process shall be immediately terminated, and the applicant for promotion shall be notified that their application for educator qualification will not be accepted for a period of two years from the date of notification.

Article 23

If, during the review of a promotion case, the representative work has exceeded the five-year limit, the review shall be terminated and the case shall be returned. The applicant faculty member shall submit other representative work that meets the required time limit for review, but is not subject to the restrictions of Paragraph 1 of Article 14, which require a six-month waiting period before resubmission after a failed promotion. After the promotion case has been reviewed and approved by the university-level Faculty Review Committee, the relevant work that meets the required time limit shall be reported to the MOE for approval.

Article 24

For matters not specified in These Regulations, the provisions of the *Act Governing the Appointment of Educators*, the *Teachers' Act*, the *Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education*, and other relevant laws and regulations shall apply.

Article 25

This set of regulations will take effect on the date of its publication after being passed by the university-level Faculty Review Committee and approved by the TKU President. The same applies to any later amendments made.

The Review Criteria of the Teaching Practice Research Model of Promotion

1. The teaching practice research model of promotion refers to the situation where if faculty members in the field of teaching practice research, through course design, teaching materials, teaching methods, teaching aids, use of technology and media, and assessment tools, adopt appropriate research methods for the verification of the effectiveness, whose process receives concrete research (developed) results of innovative, improved or extended application and makes concrete and important contributions to the promotion inside and outside TKU, they may submit specialized books or technical reports for review.
2. The appraisal criteria for reviewing the various job ranks:
 - (1) Those applying for assistant professor should have a certain standard of teaching practices outcomes in an academic discipline they teach, and they should have a concrete contribution.
 - (2) Those applying for associate professor should have continuous teaching practices outcomes, teaching or research and development results of teaching materials, or outcomes reports, with concrete contributions within an academic domain they teach in.
 - (3) Those applying for professor should have continuous teaching innovation or research and development results of teaching materials within an academic domain they teach in and have pioneering concrete contributions.
3. For those applying with the teaching practice research model of promotion, with the exception of assistant professors who have not passed the time-limited promotion and whose final evaluation results are less than 70 points, their most recent teaching evaluation results must be passed, and the teaching part must be passed. In addition, they shall meet one of the following conditions:
 - (1) Propose a teaching self-improvement plan for an academic discipline they teach, and present a report with contributions of wholeness and unique perspective that has been organized analyzed and publicly published.
 - (2) Have teaching innovation or teaching materials research and development, or research on the teaching, learning and assessment related to an academic discipline they teach, the results of which have been publicly published.
 - (3) Compile or translate an overseas academic work or classical literature works for publication and use in the discipline they teach.
 - (4) Publish a journal article related to the teaching, learning and assessment of an academic discipline they teach.

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- (5) Win an award from the MOE/ a professional academic organization/ TKU for excellent teaching materials /for an excellent distance education course.
 - (6) Win an award from the MOE/ a professional academic organization/ TKU as an excellent teacher/an outstanding teacher.
4. The representative work for promotion should meet one of the following criteria listed below:
- (1) Results related to teaching materials development.
 - (2) Research results related to the design of teaching and learning activities that have been organized and analyzed.
 - (3) Results or achievements related to teaching improvement and innovation.

The works mentioned in the preceding sections should conform with the review process of a professional work and be issued for publication.

5. The review scope of the representative work and overall achievement is as follows:
- (1) Representative work:
 - a. Teaching research topic: It contains ideas and detailed contents about the teaching practice research topic.
 - b. Teaching research methodology and design: The plan and execution of the teaching research includes the research method, related literature review, data collection, analysis and reasoning.
 - c. Contribution of the results: It includes the practicality, originality or prospective study of the teaching research results and student learning outcomes.
 - (2) Individual teaching report of the overall results or works and academic research that have been done from the time of the previous job rank to the time of the present application for promotion: Overall teaching results refers to receiving excellent teaching awards, excellent teaching materials awards, excellent teaching assessment results, teaching innovation and improvement results, teaching materials and multimedia research and development and applications results, etc., concrete evidence of promoting student learning outcomes or abilities, which has been organized into a report or work and publicly published.
6. The external reviewers should have outstanding subject teaching professional background or professional educational background.

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Each first- and second-level hiring unit shall establish a database of professional reviewers in accord with the previous section.

7. Matters not covered in the review criteria shall be handled in accordance with the *TKU Regulations on Faculty Promotion*.
8. This set of review criteria will take effect on the date of its publication after being passed in a university-level faculty review committee meeting and sent to the TKU President for approval. The same applies to any later amendments made.

The Review Criteria of the Technological Research and Development Research Model of Promotion

1. The technological research and development research model of promotion denotes that if faculty members, in the field of technical research and development, obtain concrete research and development results of innovative, improved or extended application in theory or practice, including patents, technical or management case studies, industry-academia cooperation, technical competition awards, etc., that have made a concrete contribution to practice, they may submit technical reports for review.
2. The appraisal criteria for reviewing the various job ranks:
 - (1) Those applying for assistant professor should be continuously engaged in technical or practical research and development, and their contribution of the research and development results should be good and demonstrate the ability of independent research and development.
 - (2) Those applying for associate professor should be continuously engaged in technical or practical research and development, and should have continuous publications or research and development results in their specialization or industrial domain, with concrete contributions.
 - (3) Those applying for professor should be continuously engaged in technical or practical research and development, and should have original and continuous publications or research and development results in their specialization or industrial domain, with important concrete contributions.
3. Those applying with the technological research and development research model, with the exception of assistant professors who have not passed the time-limited promotion and whose final evaluation results are less than 70 points, their most recent teaching evaluation results must be passed, and the research part must be passed.

During the recognition period for promotion, the applicant-leading NSTC industry-academia projects, general industry-academia projects, and patent technology transfer royalty income should reach the following standards:

- (1) Those applying for assistant professor must attain one of the following basic qualifications:
 - a. Within the last five years (not including the years prior to obtaining a lecturer's position), the management fees for heading projects should add up to NT\$300,000 or more.
 - b. Within the last five years (not including the years prior to obtaining a lecturer's position), the total sum of technology transfer royalties for patents of inventions paid to TKU should reach NT\$150,000 or more.

- c. Within the last five years (not including the years prior to obtaining a lecturer's position), the applicant should have headed at least two projects with a total sum adding up to NT\$1,000,000 or more.
 - (2) Those applying for associate professor must attain one of the following basic qualifications:
 - a. Within the last five years (not including the years prior to obtaining an assistant professor's position), the management fees for heading projects should add up to NT\$600,000 or more.
 - b. Within the last five years (not including the years prior to obtaining an assistant professor's position), the total sum of technology transfer royalties for patents of inventions paid to TKU should reach NT\$200,000 or more.
 - c. Within the last five years (not including the years prior to obtaining an assistant professor's position), the applicant should have headed at least three projects with a total sum adding up to NT\$1,500,000 or more.
 - (3) Those applying for professor must attain one of the following basic qualifications:
 - a. Within the last five years (not including the years prior to obtaining an associate professor's position), the management fees for heading projects should add up to NT\$900,000 or more.
 - b. Within the last five years (not including the years prior to obtaining an associate professor's position), the total sum of technology transfer royalties for patents of inventions paid to TKU should reach NT\$300,000 or more.
 - c. Within the last five years (not including the years prior to obtaining an associate professor's position), the applicant should have headed at least 4 projects with a total sum adding up to NT\$2,500,000 or more.
4. The representative work for promotion should meet with one of the following contents:
 - (1) Results related to patents or innovation.
 - (2) Case studies related to specialized technology or management, reports organized and analyzed with wholeness and contributions containing unique perspective.
 - (3) Research and development results related to a practical improvement project of industry-academia cooperation that has a special contribution.
 - (4) Achievements in the form of internationally important awards, in the name of the country or TKU.

The representative technology report submitted for review must select one of the performance items listed below for explanation (including the improvement and contribution to the professional or industry technology, or the level of commitment and ability to continue research and development). The submitted works that are approved should be publicly published, but those involving

confidentiality, applying for patents, or legally not allowed to be publicly disclosed, as determined by the TKU Faculty Review Committee, are not to be publicly published or are not to be publicly published for a certain period of time.

- (1) An explanation of the content of the representative patent case and an explanation of a case of its practical application.
- (2) An explanation of the content of the representative technology transfer case and an explanation of a case of its practical application.
- (3) An explanation of the content of the representative industry-academia cooperation project and an explanation of its execution benefits.
- (4) An explanation of the national and international awards received for the representative technological achievement.

5. The review scope of the representative work and overall achievement is as follows:

- (1) Representative work:
 - a. Research and development concept and theoretical base: including originality of the research and development concept and the basic theory it is built on.
 - b. Subject content and methodological technique: including detailed contents, analytical reasoning, technological innovation or breakthrough, experimental methodology and literature citations of the research and development subject.
 - c. Results contribution: including the originality, feasibility, prospective and importance of the research and development results, the value of the practical applications, and the concrete contribution to the field of specialization or industry.
- (2) Individual technical output reports or writings and academic research that have been done from the time of the previous job rank to the time of the present application for promotion: Technical output refers to the standard of the applicant's industry-academia ability, patents obtained and actual applications, technology transfer achievement, awards situation, industry-academia cooperation execution performance, the technology improvement and contribution to the specialization or industry, ability and level of commitment to continue research and development.

6. For research and development results involving confidentiality, the submitters may provide an explanation for the confidential portion and request that the

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review process and reviewers maintain confidentiality.

7. The reviewers should be teachers with practical experience or renowned scholars with teaching qualifications in the related industry-academia fields.

Each first- and second-level hiring unit should establish a database of professional reviewers in accordance with the previous section.

8. Matters not covered in the review criteria shall be handled in accordance with the TKU Regulations for Faculty Promotion.
9. This set of review criteria will take effect on the date of its publication after being passed in a university-level Faculty Review Committee meeting and sent to the TKU President for approval. The same applies to any later amendments made.