

國立臺灣師範大學新聘專任教師資格條件暨評鑑作業規定

National Taiwan Normal University

**Regulations Governing the Qualifications and Evaluation of Newly Employed
Full-time Faculty Members**

Amendments to the qualifications and evaluation of faculty members of the College of Music, as stipulated in Paragraph 1, were approved by the 322nd University Faculty Evaluation Committee on November 10, 2021

I. Qualification requirements for newly-employed full-time faculty members of each College of NTNU are listed as follows:

College of Education:

All newly-employed full-time faculty members (novice teachers with a doctorate degree excluded) shall meet one of the following requirements:

1. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SSCI, TSSCI, EI, A&HCI, THCI (formerly THCI Core before 2016), SCOPUS, etc., as the first or corresponding author.
2. Within the last three years, he/she has served as the principal investigator of at least two research projects under the Ministry of Science and Technology (formerly National Science Council).
3. Within the last three years, he/she has at least one monograph published, with reviewer comments and relevant proof confirming approval for publication attached.
4. He/she possesses extensive industry experience, with specific achievements that can be reviewed (this applies to technical specialists).

The aforementioned journal articles and research projects funded by the Ministry of Science and Technology (formerly National Science Council) may offset one another.

College of Liberal Arts:

All newly-employed full-time faculty members (novice teachers with a doctorate degree excluded) shall meet one of the following requirements:

1. Within the last three years, he/she has at least one monograph published, with reviewer comments and relevant proof confirming approval for publication attached.
2. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SSCI, TSSCI, EI, A&HCI, THCI (formerly THCI Core before 2016), SCOPUS, etc., as the first or corresponding author.
3. Within the last three years, he/she has served as the principal investigator of at least two research projects under the Ministry of Science and Technology (formerly National Science Council).

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4. He/she has achieved excellent performance in related fields, with relevant proof attached.

The aforementioned journal articles and research projects funded by the Ministry of Science and Technology (formerly National Science Council) may offset one another.

College of Science:

All newly-employed full-time faculty members (novice teachers with a doctorate degree excluded) shall meet one of the following requirements:

1. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SSCI, TSSCI, EI, A&HCI, SCOPUS, etc., or accepted for publication in the aforementioned journals, as the first or corresponding author (with an acceptance letter attached). Where the newly-employed full-time faculty member, within the last three years, has one innovative research paper as the first or corresponding author published or accepted (its acceptance letter shall be attached) by any academic journal with an Impact Factor higher than 25, such as *Science*, *Nature*, *Cell*, etc., or *Annals of Mathematics*, he/she shall be considered qualified.
2. Within the last three years, he/she has served as the principal investigator of at least two research projects funded by the Ministry of Science and Technology (formerly National Science Council).

The aforementioned journal articles and research projects funded by the Ministry of Science and Technology (formerly National Science Council) may offset one another.

College of Arts:

All newly-employed full-time faculty members (novice teachers with a doctorate degree excluded) shall meet one of the following requirements:

1. Teachers specializing in fine arts: He/she shall have at least two solo exhibitions of new works held within the last five years (at least twenty pieces of two-dimensional works, or ten pieces of three-dimensional works, or five pieces of composite works for each exhibition).
2. Teachers specializing in design: He/she shall have different and representative works or works that have been fielded in public competitions or works with particular research themes and created within the last five years (at least five pieces of environmental-spatial design, or twenty-five pieces of visual communication design, or eight pieces of product design or multimedia design).

Three pieces of environmental-spatial design, or fifteen pieces of visual communication design, or five pieces of product design or multimedia design may be credited to offset one solo exhibition of fine-art works.

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3. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SSCI, TSSCI, EI, A&HCI, THCI (formerly THCI Core before 2016), SCOPUS, etc., or accepted for publication in the aforementioned journals, as the first or corresponding author (with their acceptance letters attached); or, within the last three years, he/she has at least one monograph published, with attached relevant proof confirming that it has been reviewed and approved for publication.
4. Within the last three years, he/she has served as the principal investigator of at least one research project funded by the Ministry of Science and Technology (formerly National Science Council) or any other central government agencies. In addition, he/she shall have any one solo exhibition held as described above or one journal article published.

The aforementioned solo exhibitions of fine arts, or works of design, or journal articles, or research projects funded by the Ministry of Science and Technology (formerly National Science Council) or any other central government agencies, may offset one another.

Where a full-time faculty member is newly hired in accordance with Sub-paragraph 1 or 2 of Paragraph 1, and he/she intends to submit a compilation of works as his/her representative work for the Collegiate external review, said works shall be created within the last three years, and a report explaining its creation shall be attached.

Where a full-time faculty member is newly hired in accordance with Sub-paragraph 4 of Paragraph 1, his/her representative work shall meet one of the newly employment threshold requirements stipulated in the other Sub-paragraphs of the same Paragraph. Newly-employed foreign teachers may submit papers published in academic or professional journals other than those stipulated in Sub-paragraph 3 of Paragraph 1 for review, provided that said journals adopt a peer-review system.

College of Technology and Engineering:

All newly-employed full-time faculty members (novice teachers with a doctorate degree excluded) shall meet one of the following requirements:

1. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SSCI, TSSCI, EI, A&HCI, THCI (formerly THCI Core before 2016), SCOPUS, etc., as the first or corresponding author.
2. Within the last three years, he/she has served as the principal investigator (rather than as a Co-PI) of at least two research projects funded by the Ministry of Science and Technology (formerly National Science Council).
3. On average, he/she has earned one invention patent in Taiwan or abroad, or won one international competition prize, every year in the last three years.

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4. Within the last three years, he/she has served as the principal investigator (rather than as a Co-PI) of at least one technology development program for academia, industrial technology development project, or industry-academia collaboration project, with concrete results achieved for review.
5. He/she possesses extensive industry experience, with specific achievements for review (this applies to technical specialists).

The aforementioned journal articles and research projects funded by the Ministry of Science and Technology (formerly National Science Council) may offset one another.

College of Sports and Recreation:

1. Newly-employed full-time lecturers shall excel in athletics skills (at a level tantamount to athletes of national teams) and shall be competent of teaching athletics skills as an instructor.
2. A doctoral degree is required for his/her appointment as an disciplinary faculty member.
3. All newly-employed full-time faculty members (novice teachers with a doctorate degree excluded) shall meet one of the following requirements:
 - (1) Within the last three years, he/she has at least one monograph published, with reviewer comments and relevant proof that confirms its approved publication attached.
 - (2) Within the last three years, he/she has two academic papers published in journals indexed in SCI, SSCI, TSSCI, EI, A&HCI, THCI (formerly THCI Core before 2016), SCOPUS, etc., as the first or corresponding author.
 - (3) Within the last three years, he/she has served as the principal investigator of at least two research projects funded by the Ministry of Science and Technology (formerly National Science Council).
 - (4) Technical specialists: They shall enjoy high reputation in the fields of physical education, sports, or recreation, and have extensive industry experience with outstanding performance and specific achievements.

The aforementioned journal articles and research projects funded by the Ministry of Science and Technology (formerly National Science Council) may offset one another.

College of Music:

All newly-employed full-time faculty members (novice teachers with a doctorate degree excluded) shall meet one of the following requirements:

1. Within the last three years, he/she has at least two pieces of musical works published or exhibited on a nationwide scale, one of which shall be a personal work or solo

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performance. For those who specialize in the field of collaborative piano, he/she shall have at least two collaborative piano concerts held on a nationwide scale within the last three years. For those who specialize in the fields of theater and dance, he/she shall as a have served as director, choreographer, playwright, or leading actor/actress.

2. He/she was the recipient of an international-competition prize.
3. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SSCI, TSSCI, EI, A&HCI, THCI (formerly THCI Core before 2016), SCOPUS, etc., or accepted for publication in the aforementioned journals (with the acceptance letter attached) as the first or corresponding author, or, within the last three years, he/she has at least one monograph published, with reviewer comments and relevant proof that confirms its approved publication attached.
4. Within the last three years, he/she has served as the principal investigator of at least one research project funded by the Ministry of Science and Technology (formerly National Science Council) or any other central government agencies, and has a piece of work published or exhibited on a nationwide scale as stipulated in Sub-paragraph 1 of Paragraph 1, or has a journal article published as stipulated in Sub-paragraph 3. The aforementioned journal articles and research projects funded by the Ministry of Science and Technology (formerly National Science Council) or any other central government agencies may offset one another.

Where a full-time faculty member is newly employed in accordance with Sub-paragraphs 1 and 2 of Paragraph 1, and he/she submits a published or exhibited work as his/her representative work for the Collegiate external review, said work shall be created within the last three years, and an interpretative report describing its creation shall be attached.

Where a full-time faculty member is newly employed in accordance with Sub-paragraph 4 of Paragraph 1, his/her representative work shall meet one of the threshold requirements stipulated in the other three Sub-paragraphs of said Paragraph.

Newly-employed foreign teachers may submit papers published in academic or professional journals other than those stipulated in Sub-paragraph 3 of Paragraph 1 for review, provided that said journals adopt a peer-review system.

College of Management:

All newly-employed full-time faculty members (novice teachers with a doctorate degree excluded) shall meet one of the following requirements:

1. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SSCI, TSSCI, SCOPUS, etc., as the first or corresponding author.
2. Within the last three years, he/she has served as the principal investigator of at least

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two research projects funded by the Ministry of Science and Technology (formerly National Science Council).

The aforementioned journal articles and research projects funded by the Ministry of Science and Technology (formerly National Science Council) may offset one another.

College of International Studies and Social Sciences:

All newly-employed full-time faculty members (novice teachers with a doctorate degree excluded) shall meet one of the following requirements:

1. Within the last three years, he/she has at least one monograph published, with reviewer comments and relevant proof that confirms its approved publication attached.
2. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SSCI, TSSCI, EI, A&HCI, THCI (formerly THCI Core before 2016), SCOPUS, etc., as the first or corresponding author.
3. Within the last three years, he/she has served as the principal investigator of at least two research projects funded by the Ministry of Science and Technology (formerly National Science Council).

The aforementioned journal articles and research projects funded by the Ministry of Science and Technology (formerly National Science Council) may offset one another. Newly-employed full-time faculty members who intend to take up the position of Associate Professor or higher, but who have not received a teacher certificate awarded by the Ministry of Education for his/her target position, shall meet the requirements no less than the basic publication threshold for the Collegiate promotion review.

Administrative Units and University-level Centers:

All newly-employed full-time faculty members and research fellows (novice teachers and research fellows with a doctorate degree excluded) shall meet one of the following requirements:

1. Within the last three years, he/she has two academic papers published in journals indexed in SCI, SSCI, TSSCI, EI, A&HCI, THCI (formerly THCI Core before 2016), SCOPUS, etc., as the first or corresponding author.
2. Within the last three years, he/she has served as the principal investigator of at least two research projects funded by the Ministry of Science and Technology (formerly National Science Council).
3. Within the last three years, he/she has at least one monograph published, with reviewer comments and relevant proof that confirms its approved publication attached.

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2. Each Department (Institute, or Degree Program) shall evaluate newly-employed full-time faculty members in strict accordance with the University's Regulations for Faculty Evaluation.

(1) Full-time faculty members at all levels newly employed from August 1, 2011 onwards shall pass the evaluation in the first semester of their fourth service year (their seventh semester in service) after they have served at the University for three years.

(2) The faculty evaluation results shall be further reviewed by the Faculty Evaluation Committee of each Department (Institute, or Degree Program) and the Collegiate Faculty Evaluation Committee, and shall be submitted to the University Faculty Evaluation Committee for future reference.

(3) Those who pass the aforementioned evaluation shall be entitled to be re-appointed; those who fail the evaluation shall be not receive a salary increase from the year that follows, shall be forbidden from teaching extra hours and taking a job or teaching classes on a part-time basis off campus. However, the College may provide them with reasonable assistance in coordination with the Department (Institute, or Degree Program) they belong to, entitling them to be re-evaluated within two years. In the case that they fail the re-evaluation again, shall be submitted to the Department-, College-, and University Faculty Evaluation Committees, for a resolution on not continued employment.

Newly-employed faculty members, after being appointed for one year initially and another year for his/her appointment renewal, shall enjoy a reappointment for two consecutive years from the third year on.

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