Notice and Explanation Regarding the Operation of the 2023 Academic Year Teacher Evaluation System

by Office of Human Resources

March 2024

Outline

1. Notice on Evaluation

2. System Operation Procedure

3. Units in Charge for Inquiries

1. Notice on Evaluation

> **Timeline for Teacher Evaluation and Appointment Renewal Process for the Academic Year 2023 (1/2)**

Work items	Due date	Units in Charge	Note
1. **Teachers maintain entries for awarding extra points and verify essential entries.** 2. **Administration office examines entries for awarding extra points.** 3. **Teachers verify scores computed and submit them online.**	**March 13 to April 8**	**Full-time teachers/ Main unit with responsibility for each extra points-awarding entry**	**3/13~4/8/2024** Teachers maintain evaluation materials **Teachers upload resume →Website: http://rdsys.tmu.edu.tw/publication/** **3/13~4/8/2024** Teachers verify scores computed and submit evaluation materials online. **Teacher evaluation system →Website: http://hr2sys.tmu.edu.tw/TMUTchEval** 【Note】 (1) Maintain data of projects and off-campus(college) services assigned by university(college): log on teacher's resume system to fill in and confirm data of projects and off-campus (college) services assigned by university (college), which, after being approved by your division supervisor, will be transferred to the teacher evaluation system. (2) Maintain entries of all categories for awarding extra points: log on teacher's resume system and enter entries for awarding extra points, which, after being approved by (administrator and supervisor of) the unit with responsibility for such entries, will be transferred to the teacher evaluation system. (3) Maintain teacher evaluation work reports: in accordance with rule No. 5 of Teacher Evaluation Regulations, **regular full-time teachers and project-based teachers** can choose teaching, general or research category by your own condition; full-time teachers in medical service-related departments will be calculated by the ratios of affiliated hospital, cooperative education hospital, and administration office. **Make sure you select the categories on the teacher evaluation system, and confirm the evaluation data of related units, so that the HR office will be able to calculate and accept the total scores of evaluation; otherwise, you will get "0" for your evaluation score.**

1. Notice on Evaluation

> **Timeline for Teacher Evaluation and Appointment Renewal Process for the Academic Year 2023 (2/2)**

Work items	Due date	Units in Charge	Note
Online review by department director (Department supervisor by April 12)	April 9 to April 15	Department supervisor/ Department Director	
Delivery of teacher evaluation reports	by April 30	Office of Human Resources	1. Generate teacher evaluation reports. 2. Generate a consolidated table for department's full-time teachers' performance and name lists of full-time and part-time teachers.
School-level teacher evaluation committee review (School of Medicine only)/ College-level teacher evaluation committee review	by May 25	School of Medicine/ All Colleges	
Materials compilation	by May 31	Office of Human Resources	
University-level teacher evaluation committee review	by June 17		
Appointment issuance	by June 30		

1. Notice on Evaluation

■ Object of Evaluation

- ✦ All full-time teachers and project-based teachers
- ✦ Criteria for exemption – **teachers of any level who meets the following may apply for exemption**
  1) Elected as an academian of Academia Sinica.
  2) Received the Presidential Science Prize.
  3) Received an Academic Award of Ministry of Education or is a national chair professor.
  4) Received the Executive Yuan Award for Outstanding Science and Technology Contribution.
  5) Received the Ministry of Science and Technology Outstanding Research Award (within the past 3 years).
  6) Within 3 years of the retirement age. (must apply)
- ✦ **Criteria for applying to defer the evaluation**
  1) Childbirth or Maternity Leave. (Must apply)
  2) Secondment.
  3) Position Retained without Pay for training.
  4) Who recently encountered an accident or a facility disaster

■ Evaluation Platform:

- • Teacher Evaluation System **http://hr2sys.tmu.edu.tw/TMUTchEval**
- • Teacher Teaching Career Resume Registration **http://rdsys.tmu.edu.tw/publication/**

> **Log into platform using TMU e-mail username and password.**

1. Notice on Evaluation

■ **Evaluation categories**

Teaching

Research and industry-University Cooperation

Service and Counseling

1. Notice on Evaluation

- **Evaluation categories – using the 2023 academic year as an example**

  - **Teaching – previous 2 academic years (2021-2022) for basic categories; previous academic year (2022) for bonus score categories**

  - **Research and Industry-University Collaborations - previous 5 years (2019-2023) for basic categories; previous year (2023) for bonus score categories**

  - **Service and Counseling - previous 3 academic years (2020-2022) for basic categories; previous academic year (2022) for bonus score categories**

1. Notice on Evaluation

■ Evaluation Categories

Quantitative Evaluation Category	Teaching T proportion	Research and industry-University Cooperation R proportion	Service and Counseling S proportion
Teaching	60%	20%	20%
General	30%	50%	20%
Research	20%	60%	20%

General Full-Time

Medical-related Departments

Units	Teaching (T) proportion	Research and industry-University Cooperation (R) proportion	Service and Counseling (S) proportion
Affiliate hospitals / Cooperative education hospitals	30%	30%	40%
Administrative Units	40%	20%	40%

1. Notice on Evaluation

※**Criteria for selecting the Category of Teacher Evaluation:**

Evaluation Category	Special Restrictions
Teaching	1) An average of at least 8 (inclusive) course credits (does not include **exemption of teaching hours**) offered in the previous two semesters 2) Faculty members who qualified for teachers under the teaching category 3) Faculty members who qualified for teaching attending physician or program director in the affiliated hospitals 4) Faculty members who has received university-level or college-level award for teaching excellence
General	None
Research	1) At least one (inclusive) or more research plan subsidized by agencies related to the Executive Yuan per year. 2) At least two (inclusive) or more articles as first author or corresponding author in the past 5 years.

1. Notice on Evaluation–Teaching Evaluation Categories

> **Basic categories and points** (previous 2 academic years, 2021/08/01-2023/07/31)

Category	No.	Item	To be improved	Normal	Fair	Good	Excellent	Points explanation
Basic Points	1	Weekly course credits of actual classes (weighted calculation of course credit is based on number of students)	30 pts	70 pts	170 pts	270 pts	340 pts	1. Calculated based on the mean value of all full-time teachers at the University for the previous 2 academic years. Individual scores for the teachers: Mean value <bottom 5% = **need improvement** Bottom 5%≦mean value<bottom 10% = **normal** Bottom 10%≦mean value<bottom 30% = **fair** Bottom 30%≦mean value<total mean value = **good** ≦total mean value = **excellent** 2. The method of calculation is accordance with the method of calculation for class hours for Taipei Medical University teachers, based on the multiplying power of the number of students.

1. Notice on Evaluation– Teaching Evaluation Categories

> **Basic categories and points** (previous 2 academic years, 2021/08/01-2023/07/31)

Category	No.	Item	To be improved	Normal	Fair	Good	Excellent	Points explanation
Basic Points	2	Teaching Evaluation Result	10 pts	20 pts	40 pts	50 pts	80 pts	1. The mean value is taken from the scores of the courses taught by the teacher in the previous 2 academic years. 2. The specifications of the evaluation is in accordance with the implementation guidelines for teaching and course evaluation. 3. A university-wide ranking for the teacher is calculated based on the integrated scores: Score<bottom 5% = **need improvement** Bottom 5%≦score <bottom 20% = **normal** Bottom 20%≦score <total mean score = **good** Total mean score≦score <top 30% = **good** Top 30%≦score = **excellent**

1. Notice on Evaluation– Teaching Evaluation Categories

> **Basic categories and points** (previous 2 academic years, 2021/08/01-2023/07/31)

Category	No.	Item	To be improved	Normal	Fair	Good	Excellent	Points explanation
Basic Points	3	Hours of faculty continuous education (CFD)	0 pts	40 pts	40 pts	80 pts	80 pts	Mean value of teachers' hours of continuous education in the previous 2 academic years ≧basic hours required for various levels = **good-excellent** < basic hours required for various levels = **normal-good** 0 = **need improvement**
Basic Points Total			40 pts	130 pts	250 pts	400 pts	500 pts	

1. Notice on Evaluation–Teaching Evaluation Categories (The total points cannot exceed 150)

> **Bonus Points Categories (previous academic year, 2022/08/01-2023/07/31)**

Category	No.	Item	Points Explanation
Bonus Points	1	**Received The Ministry of Education or National Education Awards**	**90** points each
	2	**Received Academic Teaching Excellence Awards**	**90** points each
	3	**Received Academic Good Teaching Awards**	University level: **60** points each College level: **30** points each Department level: **15** points each
	4	**Received Best Attending Physician Teaching Awards**	**60** points each
	5	**Received The Ministry of Education's Excellent Course Awards**	**60** points each
	6	**Guide students and win the Ministry of Science's College Student Research Plans, International Awards, or National Awards**	The Ministry of Science's Plans approval: **15** points each The Ministry of Science's Plans approval and awards: **30** points each International Awards: **15** points each National Awards: **10** points each
	7	**Earn a doctoral / master's degree in education or teaching in addition to the professional fields**	Doctoral: 75 points Master: 60 points

1. Notice on Evaluation–Teaching Evaluation Categories (The total points cannot exceed 150)

> **Bonus Point Categories (previous academic year, 2022/08/01-2023/07/31)**

Category	No.	Item	Points Explanation
Bonus Points	8	**Serve as the principle investigator of a government organization's (such as the Ministry of Education) education/teaching research projects**	Principal Investigator (PI): 40 points each Co-Principal Investigator (Co-PI): 30 points each Planner: 40 points each Executor: 30 points each
	9	**Besides the ones listed above, any other item that can be scored according to the teaching practices promotion**	Each will be looked at based on the items and scoring standards listed in TMU's "Guidelines for Calculating Points for Faculty Promotion" teaching practice standards (四)(五)(六)

※Note

1. The approval of the items for extra points has to be reviewed by the Office of Academic Affairs first.

1. Notice on Evaluation– Research and Industry-University Collaboration Evaluation Category

➢ **Basic categories and points (previous 5 years, 2019/01/01-2023/12/31)**

Category	No.	Item	To be improved	Normal	Fair	Good	Excellent	Points explanation
Basic Points	1	project number (with a review system)	10 pts	50 pts	100 pts	150 pts	200 pts	annual average number of cases: ≦**0.2** to be improved; **>0.2 <0.6** normal; ≧**0.6 <0.8** fair; ≧**0.8 <1** good; ≧**1** excellent
	2	total project budget	10 pts	30 pts	50 pts	80 pts	100 pts	based on the statistics of all full-time faculty members' last 5 years average, if it is <last 50%: to be improved ≧last 50%<overall average: normal ≧last overall average< first 50%: fair ≧first 50%<first 30%: good ≧first 30%: excellent

1. Notice on Evaluation– Research and Industry-University Collaboration Evaluation Category

➢ **Basic categories and points (previous 5 years, 2019/01/01-2023/12/31)**

Category	No.	Item	To be improved	Normal	Fair	Good	Excellent	Points explanation
Basic Points	3	research paper points	20 pts	50 pts	100 pts	170 pts	200 pts	1. **Includes number of journal articles, number of monographs (works) and monograph articles, number of patents or technical transfers, and other related performance value. The scores of research articles are calculated based on the Implementation guidelines of promotion score standards for teachers.** 2. Based on the statistics of all full-time faculty members' last 5 years average, if it is \<last 50%: to be improved ≥last 50%\<overall average: normal ≥last overall average\< first 50%: fair ≥first 50%\<first 30%: good ≥first 30%: excellent
Basic Points Total			40	130	250	400	500	

1. Notice on Evaluation– Research and Industry-University Collaboration Evaluation Category
(The total points cannot exceed 150)

➢ **Bonus score categories and points (previous year, 2023/01/01-2023/12/31)**

Category	NO.	Item	Points Explanation
Bonus Points	1	**Comprehensive Project PI**	Within the project execution period I, PI gets 60 points for each project
	2	**Comprehensive Sub-Project PI**	1. Within the sub-project execution period I, PI gets 30 points for each project 2. Within the sub-project execution period I, co-PI gets 10 points for each project
	3	**International Research Collaborations**	30 points for each recognized collaboration that received MOST subsidy for short-term overseas research granted to science and technical personnel

	4	**Other Research Awards**	Individual receiving the following award gets 60 points each:
			1. Tungyuan Awards
			2. Yongxin Li Tiande Medical Technology Award
			   1) Excellent Medicine Awards
			   2) Medical Technology Award for Youth
			3. Wang Minning Award
			4. Far Eastern Y.Z. Hsu Science Forum
			5. Ta-You Wu Memorial Award
			6. Academia Sinica Young Scholar Research Publication Awards
			7. Taiwan Bio-Development. Foundation Scholarship Forum

	5	**Industry-University Cooperation**	Each NT. 500,000 industry-university cooperation project gets 5 points

1. Notice on Evaluation– Research and Industry-University Collaboration Evaluation Category
(The total points cannot exceed 150)

Category	NO.	Item	Points Explanation
Bonus Points	6	Clinical Trial Execution	PI (not including co-PI or sub-PI) of clinical trial management regulation No. 4, based on Medicine Law (new medical technology, new medicine, new medical equipment), and the third level medical equipment project with clinical trial records are scored as the following: 1. Investigator initiated Trial, gets 60 points each 2. PI new medical technology, new medicine clinical trial (Phase I), 45 points each 3. PI new medical technology、new medicine clinical trial (Phase II), and (Phase III) 30 points each. 4. PI new medical equipment、new medicine clinical trial, 45 points each. 5. PI third level new medical equipment、new medicine clinical trial, 45 points each. PI the above mentioned combined items new medicine clinical trial, points calculated by the highest level standard.

1. Notice on Evaluation– Research and Industry-University Collaboration Evaluation Category
(The total points cannot exceed 150)

Category	No.	Item	Points Explanation
Bonus Points	7	**additive innovation company**	found an additive innovation company, 100 points each
	8	**Innovative Technology Awards**	1. International invention award: 10 points for each award (each invention can only count one time) 2. National innovation award: 60 points for each award 3. Taipei bio-technology award: 60 points for each award

Note:

1. The subsidy organization with review mechanism refers to the subsidy plans from the following: the Ministry of Technology, the Ministry of Economy, the Ministry of Hygiene and Welfare, and its sub-organizations, The National Health Research Institutes, the Ministry of Education, National Health Insurance, Academia Sinica/the Ministry of Science, Atomic Energy Council, the Ministry of Agriculture, Environmental Protection Administration, the Ministry of Labor.

2. Project number and total budget do not include: 1). Excellence Plan 2). Excellent Post Plan 3). Core facilities 4). Valuable equipment plan 5). Cooperative education hospitals and inter-campus cooperation 6). promoting university infra-education plan 7). education reform plan

3. Bonus points items and approval have to be reviewed by the office of research development, career development or clinical trial research offices

1. Notice on Evaluation – Service and Counseling Evaluation Category

> **Basic categories and points** (previous 3 academic years, 2020/08/01-2023/07/31)

Category	No.	Item	To be improved	Normal	Fair	Good	Excellent	Points explanation
Basic Points	1	Administration Chair	10 pts	10 pts	50 pts	100 pts	120 pts	first level chair (including university research center chair or deputy chair) is **excellent**; second level chair(including college research center chair or deputy chair) is **good**; third level chair/ forth level chair/ administrator, is **fair**)
	2	Mentorship	5 pts	35 pts	50 pts	80 pts	100 pts	"mentor counseling record fulfillment" + "mentor cognition seminar participation" average fulfillment proportion : ≦20% **is to be improved**; >20%≦40% **is normal**; >40%≦60% **fair**; >60%≦80% **good**; >80%≦100% **excellent**
	3	University (College) Committees	10 pts	30 pts	45 pts	70 pts	90 pts	Serving in the committee more than 1 time : **normal**; 2 times: **fair**; 3 times: **good**; 5 times and above: **excellent**
	4	Executing University (College) assigned projects (administration cooperation)	5 pts	20 pts	40 pts	50 pts	65 pts	Serving more than 1 time : **normal**; 2 times: **fair**; 3 times: **good**; 5 times and above: **excellent**
	5	Off-Campus Service	5 pts	25 pts	40 pts	50 pts	65 pts	Serving more than 1 time : **normal**; 2 times: **fair**; 3 times: **good**; 5 times and above: **excellent**
	6	Student Club Advisor	5 pts	10 pts	25 pts	50 pts	60 pts	Serving more than 1 time : **normal**; 2 times: **fair**; 3 times: **good**; 5 times and above: **excellent**
Basic Points Total			40	130	250	400	500	

1. Notice on Evaluation– Service and Counseling Evaluation Category (The total points cannot exceed 150)

> ## Bonus score category and points (previous academic year, 2022/08/01-2023/07/31)

Category	No.	Item	Points Explanation
Bonus Points	1	**Elected as University (College) Excellent Mentor**	1. On-campus excellent mentor award: 90 points each. 2. University excellent mentor award: 60 points each. 3. College excellent mentor award: 30 points each.
	2	**Serving the Ministry of Education excellent mentor**	1. The Ministry of Education excellent mentor: 90 points each. 2. Excellent mentor: 120 points each.
	3	**house-visiting service**	20 points each time
	4	**leading teacher for service teams**	10 points each team (accumulative)
	5	**Advisor for service teams**	seed instructor for service teams / profession service instructor who opens courses, 10 points
	6	**foreign or domestic society/ association chair or editor-in-chief**	<table><tr><th>item</th><th>Point</th></tr><tr><td>**SCI**, **SSCI**, **EI** editor-in-chief, international society/association chair</td><td>60</td></tr><tr><td>**SCI**, **SSCI**, **EI** editor-in-chief/**Section Editor**; non **SCI**, **SSCI**, **EI** international or domestic journal editor-in-chief; domestic society/association chair</td><td>30</td></tr><tr><td>non **SCI**, **SSCI**, **EI** international or domestic journal vice editor</td><td>15</td></tr></table>

1. Notice on Evaluation– Service and Counseling Evaluation Category (The total points cannot exceed 150)

Category	No.	Item	Points Explanation
Bonus Points	7	Xinglin Medicine Award	each award gets 50 points
	8	Medicine Devotion Award	each award gets 150 points
	9	Health and Welfare Professional Medal	each first prize gets 150 points, second prize gets 120 points, third prize gets 100 points

Note

1. Student club instructor refers to those who are with appointments certification

2. Academic committee includes: university level (including first level administration committees), college level and all department committees

3. Off-campus service includes:
   1) Governmental institution service: Committee member, Committee Chairman, committee, consultant
   2) Non-governmental organization service: Officer of International Society, Officer of Domestic Society, Consultant, Member of Domestic Board of Directors, Domestic Society Convener
   3) International journals: Editor-in-Chief or Editor, Associate Editor or Deputy Editor, Editorial Board Member, Reviewer or Referee
   4) Domestic journals: Editor-in-Chief or Editor, Associate Editor or Deputy Editor, Editorial Board Member, Reviewer or Referee

4. Mentor counseling record fulfillment ＝ counseling records/ advisee number*2
   1) each advisee should receive 2 counseling each year.
   2) each teacher should participate in 4 seminars each academic year.

5. The approval of bonus points has to be reviewed by the office of student affairs and department chairs.

1. Notice on Evaluation

- Where the total quantitative evaluation point of a full-time faculty is **less than 300**, or **less than 225** for the teachers of Medicine-related Department, **AND the ranking is in the last 5%,** or has not published a SCI, SSCI, A&HCI, EI article as a first author or corresponding author in the past 3 years, or has not published an academic monograph that has to go through a review mechanism, the evaluation of said faculty shall not be approved after review by the teacher evaluation committees at the various levels.

- College of Humanities and Social Science and General Education Center are exempted from the previous statement, and shall utilize THCI (Core); TSSCI articles; 2 academic monographs with review mechanism or 2 monograph chapters; 2 academic articles with review mechanisms; 2 academic conference articles that were published after review; or national-level art performance.

Reminder of Procedure

Register and get approve for any conflict of interest, or possibility of recusal

Log into Teacher Evaluation System

Off-Campus services and university designated project/bonus score categories

Teacher Evaluation Work Report

Finish

- **Enter the TMU ID and Password on the webpage for the University's HR Management System →**
  http://hrsys.tmu.edu.tw/

■ **Please select "declaration, signing and review of conflict of interest" on the main page → complete and submit to supervisor for approval**

2. System Operation Procedure(3/13)

- **Log into the *teacher teaching career resume system* to carry out maintenance on the off-campus services and university designated projects, plus the bonus categories for teacher evaluation http://rdsys.tmu.edu.tw/publication/**

Registration system for teaching staff career and resume   Language : English / 中文

LOGIN

Account

yijhih
(Log out)

Log in

System explanation

Registration of articles, speciality, service resume (within and without TMU, designated service from TMU), and bonus categories for teaching evaluation for teaching staff

Contact information

System issues, please report it on the IT service platform

This system shall integrate TMU and Google verification logins henceforth. When logging in, please use the complete TMU email account (e.g. xxxx@tmu.edu.tw)

1. **Click "SERVICE RECORD"**

2. **Please select according to your preference: "*Execution of University/ College designated projects (degree of administrative cooperation)*" or "*External (non-university/ college) services*", complete the relevant information, where the start and end dates must be filled in, e.g. 2022-08-01.**

3. **Click "Add"**

4. **Submit after all information has been entered. A message stating "Added Successfully" should appear.**
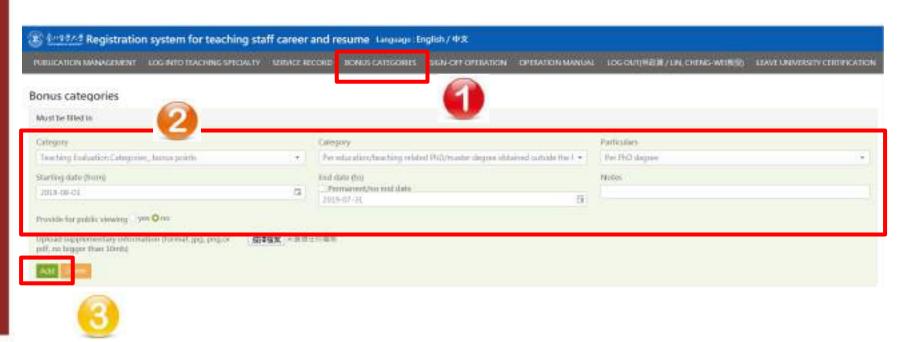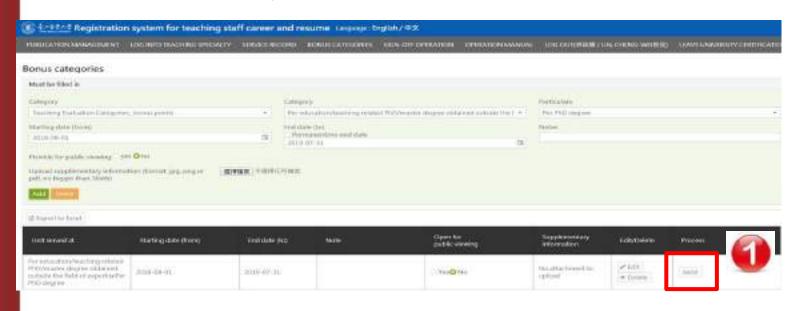
2. System Operation Procedure(5/13)

1. **Click "Send"**
2. **Click "Process" to see the current status of the approval process is at. Once it has been approved, the data will be transferred into the evaluation system for point calculation.**

1. **Click "BONUS CATEGORIES" (Bonus Points Category for Teacher Evaluation)**
2. **Please select the following according to your preference: "*Category*", "*Sub-Category*" or "*Item*", to fill in the relevant information; start and end dates must be filled in completely, e.g. 2022-08-01.**
3. **Click "Add"**

2. System Operation Procedure(7/13)

1. **Click "Send"**

2. **Click "Process" to see the current status of the approval process is at. Once it has been approved, the data will be transferred into the evaluation system for point calculation.**

■Log into the Teacher Evaluation System
http://hr2sys.tmu.edu.tw/TMUTchEval

1. Click **"Fill in evaluation information"**
2. Evaluation information will appear on the screen
3. Click **"Add"**

Fill in evaluation information　Sign off by supervisor　教師評鑑查詢　Related explanations▾　Language : English / 中文

Evaluation information

Year of evaluation	Staff no.	Name	Unit	Record of sign-off		
109				Approved	View	Record of sign-off
110				Approved	View	Record of sign-off
111				Not yet sent	Add	Record of sign-off

Next Page　1　Previous Page

4. If the conflict of interest was not fill in initially, then it must be completed before starting maintenance on the evaluation information.
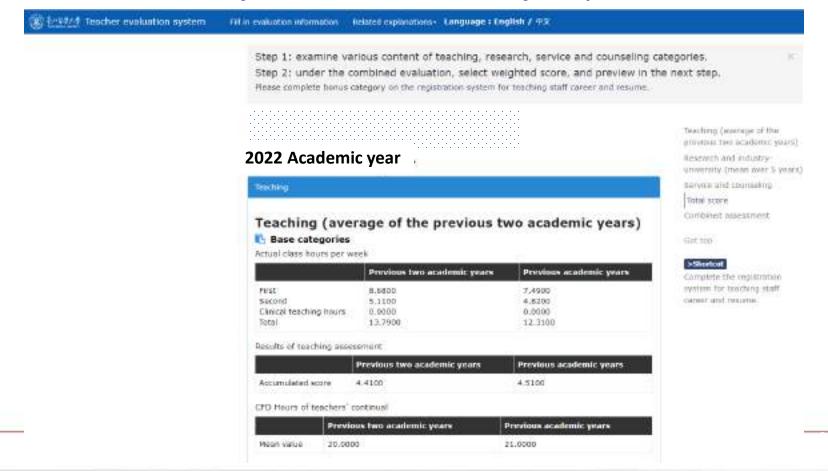

5. After completing the conflict of interest form, please return to Evaluation Information, then select **"Add"** to review the Evaluation Information.

- **Review the Teacher Evaluation Information**
- **Teaching category (*exported from Curriculum Division/Office, Center for Teaching and Learning Development, Teaching Resource Center, Office of Research and Development, and affiliated hospitals*)**

- **Review the Teacher Evaluation Information**
- **Research and Industry-University category** (information exported from *Office of Research and Development, Office of Business Development, and Office of Human Research*)
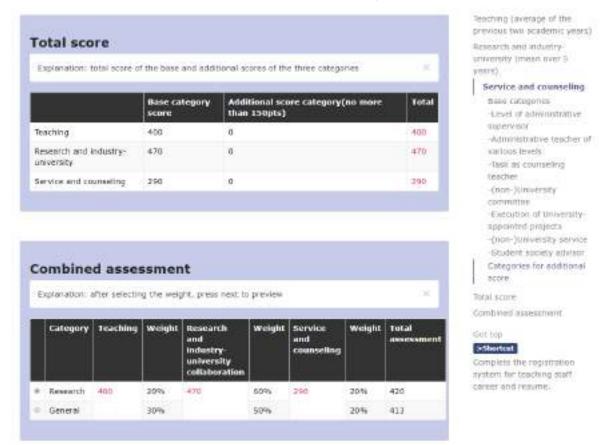
2. System Operation Procedure(12/13)

- **Review the Teacher Evaluation Information**
- **Service and Counseling category (*information exported from the affiliated hospitals, various colleges/schools/institutes, and administrative units*)**

■ **After confirming the Evaluation Category and total point of the evaluation, please press "Next" to submit to the school/institute supervisor for approval. If this is not submitted before the deadline, a score of 0 shall be given.**

Total score

Explanation: total score of the base and additional scores of the three categories   ×

	Base category score	Additional score category(no more than 150pts)	Total
Teaching	400	0	400
Research and industry-university	470	0	470
Service and counseling	290	0	290

Combined assessment

Explanation: after selecting the weight, press next to preview   ×

Category	Teaching	Weight	Research and industry-university collaboration	Weight	Service and counseling	Weight	Total assessment
● Research	400	20%	470	60%	290	20%	420
○ General		30%		50%		20%	413

Teaching (average of the previous two academic years)

Research and industry-university (mean over 5 years)

Service and counseling
  Base categories
    -Level of administrative supervisor
    -Administrative teacher of various levels
    -Task as counseling teacher
    -(non-)University committee
    -Execution of university-appointed projects
    -(non-)University service
    -Student society advisor
  Categories for additional score

Total score
Combined assessment

Got top
  >Shortcut
Complete the registration system for teaching staff career and resume.

Next

3. Units in charge for inquiries(1/5)

- If there are any questions regarding information on the evaluation system, please refer to the charts below and consult the relevant administrative unit.
- If there are any questions regarding the evaluation mechanism, please contact the Office of Human Resources.

Category		Item	The Unit in charge	Note
Teaching	Basic Points	1.Weekly course credits of actual classes (weighted calculation of course is based on number of students)	Curriculum Section Office of Academic Affairs	Calculated based on the mean value of all the University's full-time teaching staff in the previous 2 academic years 2021/08/01-2023/07/31
		2.Teaching Evaluation Result	Teaching Resource Center Office of Academic Affairs	
		3.Hours of faculty continuing education (CFD)	Center for Teaching and Learning Development Office of Academic Affairs	

Category		Item	The Unit in charge	Note
Teaching	Bonus Points	1. Academic Teaching Excellence Awards	Office of Academic Affairs Teaching Resource Center	Primarily based on the information of all the University's full-time teaching staff (2022 academic year) 2022/08/01-2023/07/31
		2. Academic Outstanding Teaching Awards		
		3. Best Attending Physician Teaching Awards	Affiliate hospitals/ cooperative education hospitals	
		4. Advising students to win the Ministry of Science's College Student Research Plans, International Awards, or National Awards	Office of Research and Development Research Promotion Center	
		5. Program director for teaching in the affiliated hospital departments	Affiliate hospitals/ cooperative education hospitals	
		6. Ranking based on normal results of teaching evaluation is in the top 10% of the teacher's school/institute.	Office of Academic Affairs Teaching Resource Center	
		7. Act as teacher for PGY or 7th year medical students, and complete teacher-student forum.	Affiliate hospitals/ cooperative education hospitals	
		8. Awarded teacher of excellence at affiliated hospital		

Category		Item	The Unit in charge	Note
Research and Industry-University Cooperation	Basic Points	1. Project Quantity (with a review system)	Research Promotion CenterOffice of Research and Development	Calculated based on the mean value of all the University's full-time teaching staff in the previous 5 year 2019/01/01-2023/12/31
		2. Total Project Budget		
		3. Research Paper Points		
	Bonus Points	1. Comprehensive Project PI	Research Promotion Center Office of Research and Development	Primarily based on the information of all the University's full-time teaching staff (2023 year) 2023/01/01-2023/12/31
		2. Comprehensive Sub-project PI		
		3. Industry-University Cooperation	Industrial Liaison Center Office of Business and Development	
		4. Clinical Trial Execution	JIRB Administration Section Office for Human Research	
		5. Additive Innovation Company	Industrial Liaison Center Office of Business and Development	

Category	Item			The Unit in charge	Note
Service and Counseling	Basic Points	1. Administration Chair	(University) administrative supervisor	Office of Human Resources	The number of times by all the University's full-time teaching staff in the previous 3 academic year (2020-2022) 2020/08/01- 2023/07/31
			(Hospital) administrative supervisor	Affiliate hospitals/ cooperative education hospitals	
			Administrative teacher of various levels	Curriculum Section Office of Academic Affairs	
		2. Mentorship		Student Counseling Center Office of Student Affairs	
		3. University (college) Committees	University-level committee (committee set up under the organization charter and level 1 administrative unit functional committees	Administrative Units	
			College/school level committees	Academic Units	
			College-level (hospital) committee	Affiliate hospitals/ cooperative education hospitals	
		4. Student Club Instructor		Extracurricular Activities Section Office of Student Affairs	

Category		Item	The Unit in charge	Note
Service and Counseling	Bonus Points	1.Serving university (college) excellent mentor	Student Counseling Center Office of Student Affairs	Primarily based on the information of all the University's full-time teaching staff (2022 academic year) 2022/08/01-2023/07/31
		2.Serving the Ministry of Education excellent mentor	Student Counseling Center Office of Student Affairs	
		3.House-visiting Service	Military Education Office Office of Student Affairs	
		4.Advisor for service teams	Extracurricular Activities Section Office of Student Affairs	
		5.Instructor for service teams	Service Learning Center Office of Student Affairs	