

## Yuan Ze University Faculty Evaluation and Rewards Regulations

Passed at the 2nd Institute Affairs Meeting of the 80th Academic Year on June 20, 1992,  
Amended and passed at the 1st Institute Affairs Meeting of the 82nd Academic Year on February 2, 1994  
Amended and passed at the 3rd University Council of the 85th Academic Year on June 26, 1997  
Amended and passed at the 3rd University Council of the 86th Academic Year on April 20, 1998  
Amended and passed at the 3rd University Council of the 89th Academic Year on June 29, 2001  
Amended and passed at the 1st University Council of the 94th Academic Year on January 16, 2006  
Amended and passed at the 1st University Council of the 97th Academic Year on December 22, 2008  
Amended and passed at the 1st University Council of the 99th Academic Year on December 20, 2010  
Amended and passed at the 3rd University Council of the 103rd Academic Year on May 6, 2015  
Amended and passed at the 2nd University Council of the 105th Academic Year on May 3, 2017  
Amended and passed at the 1st University Council of the 107th Academic Year on October 31, 2018  
Amended and passed at the 1st University Council of the 111th Academic Year on November 2, 2022  
Amended and passed at the 2nd University Council of the 111th Academic Year on May 10, 2023  
Amended and passed at the 1st University Council of the 112th Academic Year on November 1, 2023

Article 1 Yuan Ze University (hereinafter referred to as “the University”) establishes the “Yuan Ze University Faculty Evaluation and Rewards Regulations” (hereinafter referred to as “these Regulations”) in accordance with Article 21 of the University Act to enhance the quality of teaching, research, consultation, and services.

Article 2 Faculty Evaluation and Rewards items are divided into three categories: teaching, research, consultation, and service. The University establishes the Faculty Evaluation and Reward Review Committee (hereinafter referred to as “the Committee”) to be responsible for the evaluation of faculty evaluation and annual performance rewards, the proposal of annual performance bonuses for different grades of merit, and the review of other matters related to faculty evaluation and annual performance rewards.

The Committee is composed of the Vice President, Dean of Academic Affairs, Dean of Student Affairs, Dean of General Affairs, Dean of Research and Development, Dean of Library and Information Services, Dean of Global Affairs, Chief Secretary, Deans of each college, Director of College of General Studies, Director of the Center for International Language and Culture, Director of the Physical Education Office, Director of the Military Education Office, and the chairpersons of each department (or equivalent units) as members, with the Chief Secretary serving as the executive secretary. The Commissioner of the Committee is appointed by the President. All resolutions of the Committee must be implemented after being approved by the President.

Article 3 These Regulations apply to all full-time (including joint-appointed) faculty at or above the rank of lecturer who have served at the University for more than one year. Faculty with less than one year of service may participate in research evaluation and performance rewards. The Regulations are applicable for the previous academic year. These Regulations apply to the evaluation and rewards of the previous academic year.

The following individuals are exempt from evaluation:

- I. Academicians of the Academia Sinica.
- II. National Chair Professors designated by the Ministry of Education.
- III. Distinguished Special Research Fellows of the National Science and Technology Council.
- IV. Former Presidents of the University.
- V. Individuals with equivalent academic (industrial) honors or achievements confirmed by the University’s Faculty Evaluation Committee.

Faculty who meet one of the following conditions may apply for exemption from research evaluation and are not eligible for research performance rewards:

- I. Full-time faculty aged 60 or older with 25 or more years of service at the University.
- II. Former Academic Chair Professor of the University.
- III. Other honors were approved by the University’s Faculty Evaluation and Reward Review

Committee and the President.

- Article 4 Faculty evaluation and performance rewards are conducted annually to coincide with the annual recruitment process. Faculty who applied for temporary transfer, further studies, sabbatical research, leave without pay, sick leave, maternity leave, or parental leave for legitimate reasons may apply to be exempted from certain evaluation items and are not eligible for performance rewards. However, the faculty who applies for sabbatical research is still required to participate in research evaluation.
- Article 5 Each college (department) and center/office shall establish evaluation criteria and procedures for each item based on its characteristics and needs. These criteria and procedures must be approved by the respective level of meetings before being submitted for approval by the University's Faculty Evaluation and Reward Review Committee. The implementation procedures for annual faculty performance rewards are specified in the "Yuan Ze University Faculty Annual Performance Reward Implementation Rules."
- Article 6 Whether the faculty have met the evaluation criteria based on the "Yuan Ze University Faculty Evaluation Minimum Requirements Standards."
- Article 7 Faculty whom the University's Faculty Evaluation Committee has confirmed as not passing the faculty evaluation may not hold concurrent positions, teach outside the University, receive salary raises, or receive Yuan Ze University subsidies or Rewards for outstanding faculty in the following academic year. Faculty who do not pass the teaching evaluation may not exceed their contract teaching hours. Faculty who do not pass the evaluation shall receive relevant assistance from the conveners of their academic category and their department chairperson. Faculty who do not pass the evaluation for two consecutive years shall not be renewed after the University's Faculty Evaluation Committee passes the resolution at all levels.
- Article 8 These Regulations shall be implemented after being passed by the University Council, and any amendments shall be treated similarly.

**In case of any discrepancy between the Chinese version and the English version, the Chinese version shall prevail.**