

英文譯本僅供參考，文義如與中文版有歧異，概以中文版為準。

The English version is provided for reference only. The Chinese version shall prevail in case of any discrepancies between the English and Chinese versions.

[Promulgated on January 05, 2026]

NATIONAL TAIWAN UNIVERSITY Faculty Evaluation Guidelines

October 15, 2022	Passed by the University Council at its 1st meeting, fall semester, Academic Year 2022–23
October 25, 2022	Promulgation of amended Articles 1 through 6, 8 through 15, 17, and 18 via NTU official letter Hsiao Chiao Tzu No. 1110083362
December 20, 2025	Passed by the University Council at its 2nd meeting, fall semester, Academic Year 2025–26
January 05, 2026	Promulgation of amended Articles 3 through 6, 8 through 12, 14, 15, and 17 via NTU official letter Hsiao Chiao Tzu No. 1140131293

(Full amendment history at the end of this document)

Article 1 National Taiwan University (NTU or “the University”) formulates the NTU *Faculty Evaluation Guidelines* (“the Guidelines”) in accordance with Articles 19 through 21 of the *University Act* and Article 16 of the *Teachers’ Act* in order to evaluate faculty performance in teaching, research, and services.

Article 2 All paid full-time NTU faculty members shall be evaluated with respect to teaching, research, and services. Whether unpaid full-time NTU faculty members are evaluated is to be determined by their respective colleges.

Colleges referred to herein shall include all NTU colleges and the NTU Center for General Education.

Article 3 Evaluation schedules for faculty members of all ranks are as follows:

1. Instructors: those appointed by January 9, 1998 (inclusive) shall be evaluated by their college every five years (or less); those appointed after January 10, 1998 (inclusive) shall be subject to a first-time evaluation by their college within their third to fifth year of service. Instructors who pass the first-time evaluation shall subsequently be evaluated by their college every three years (or less).
2. Assistant professors: those appointed before January 9, 1998 (inclusive) shall be evaluated by their college every five years (or less); those appointed between January 10, 1998 and July 31, 2016 (inclusive) shall be subject to a

英文譯本僅供參考，文義如與中文版有歧異，概以中文版為準。

The English version is provided for reference only. The Chinese version shall prevail in case of any discrepancies between the English and Chinese versions.

[Promulgated on January 05, 2026]

first-time evaluation by their college within their third to fifth year of service, and shall subsequently be evaluated by their college every three years (or less) upon passing the first-time evaluation; those appointed after August 1, 2016 (inclusive) shall be evaluated in accordance with Article 6 herein.

3. Associate and full professors shall be evaluated by their respective colleges every five years (or less).

In the event that a faculty member has been transferred from another academic program in the University to the current one, their current evaluation time frame shall take into consideration the time that they served in their previous academic program.

In the event that a faculty member at or below the rank of associate professor becomes eligible for promotion after taking into consideration the time they served in an external institution, said faculty member may undergo evaluation in advance upon the approval of their current academic program.

In the event that a faculty member's promotion has been approved, their next evaluation time frame shall start from the same semester in which their promotion is approved.

Should respective colleges have stricter regulations governing the matters prescribed in Paragraphs 1 through 4 of this Article, said collegiate regulations shall prevail.

Article 4 Faculty members may only put forth their request for promotion after passing the evaluation. However, assistant professors appointed after August 1, 2016 (inclusive) shall be evaluated in accordance with the provisions stipulated in Article 6.

Assistant professors appointed before July 31, 2016 (inclusive) who fail to receive an academic promotion after eight or more years of service shall be

英文譯本僅供參考，文義如與中文版有歧異，概以中文版為準。

The English version is provided for reference only. The Chinese version shall prevail in case of any discrepancies between the English and Chinese versions.

[Promulgated on January 05, 2026]

deemed to have failed the re-evaluation, and shall be subject to the relevant regulations stipulated by their respective colleges.

Assistant professors' time frame for promotion shall exclude the time during which they have been granted a deferred evaluation or unpaid leave.

Article 5 Faculty members who fail the evaluation shall be notified by the college of the specific reasons and provide recommendations for improvement with respect to the faculty member's teaching, research, services, and performance. The college shall coordinate with the department, graduate institute, degree program, Center for Teacher Education, or Athletic Department ("academic program") to provide guidance and assistance. A re-evaluation shall be conducted by the college within two years starting from the semester following the failed evaluation. Faculty members who fail the re-evaluation shall be subject to non-renewal of appointment or severance as resolved by the College Faculty Evaluation Committee (FEC) and University FEC in accordance with the *University Act* and the *Teachers' Act*. However, assistant professors appointed after August 1, 2016 (inclusive) who fail the first evaluation shall be subject to the applicable provisions stipulated in Article 6.

The guidance and assistance described in the preceding paragraph shall be documented by the academic program in guidance records and submitted to the college for reference.

In the event that a faculty member fails to be evaluated within the specified time frame, or if the documents for evaluation are found to be falsified in a way that affects the evaluation results, said faculty member shall be deemed to have failed the evaluation.

Article 6 For assistant professors appointed after August 1, 2016 (inclusive), promotion results shall serve as evaluation results. The procedures are as follows:

英文譯本僅供參考，文義如與中文版有歧異，概以中文版為準。

The English version is provided for reference only. The Chinese version shall prevail in case of any discrepancies between the English and Chinese versions.

[Promulgated on January 05, 2026]

1. To assist assistant professors in completing promotion on schedule, the college shall, in the third year of the assistant professor's service at the University, notify them to submit a written report with respect to their progress in teaching, research, and services to the Academic Program FEC. The Academic Program FEC shall conduct a career assessment based on the assistant professor's statement and provide specific recommendations, which shall be filed for report to the College FEC. In the event that an assistant professor, within 2 years from the commencement of their service at the University, becomes eligible for promotion after taking into consideration the time they served in an external institution and undergoes evaluation in advance in accordance with Subparagraph 3 of this paragraph, said faculty member shall be deemed as having completed the career assessment if their promotion is approved. However, said faculty member shall be deemed as having not completed the career assessment if their promotion is not approved and the result shall not count towards their career assessment records.
2. Assistant professors appointed after August 1, 2026 (inclusive) shall complete the career assessment described in the preceding subparagraph before they may apply for off-campus part-time positions or temporary transfers. The college and academic program may take into consideration the career assessment results when reviewing such applications.
3. Promotion schedules for assistant professors shall be determined by their respective colleges in accordance with one of the following provisions:
 - 1) Faculty members who are approved for academic promotion in their fifth year of service are simultaneously deemed to have passed the faculty evaluation; those who fail to apply or be approved for promotion before the stipulated deadline shall be deemed to have failed the faculty evaluation. Faculty members who apply for promotion during or before their fourth year of service

英文譯本僅供參考，文義如與中文版有歧異，概以中文版為準。

The English version is provided for reference only. The Chinese version shall prevail in case of any discrepancies between the English and Chinese versions.

[Promulgated on January 05, 2026]

and who are granted the promotion shall be subject to the provisions stipulated in Article 3, Paragraph 4 herein. In the event that the promotion is not approved, the promotion application shall not count towards an evaluation.

2) Faculty members who are approved for academic promotion in their sixth year of service are simultaneously deemed to have passed the faculty evaluation; those who fail to apply or be approved for promotion before the stipulated deadline shall be deemed to have failed the faculty evaluation. Faculty members who apply for promotion during or before their fifth year of service and who are granted the promotion shall be subject to the provisions stipulated in Article 3, Paragraph 4 herein. In the event that the promotion is not approved, the promotion application shall not count towards an evaluation.

4. For faculty members who fail the evaluation described in the preceding subparagraph, the FECs at all levels shall notify such faculty members of the specific reasons and provide recommendations for improvement with respect to their teaching, research, services and performance. The college shall coordinate with the academic program to provide guidance and assistance. A re-evaluation shall be conducted in the faculty member's seventh year of service at the University. During the re-evaluation, the faculty member shall concurrently put forth a promotion request, and they shall be deemed to have passed the re-evaluation if the promotion is granted. In the event that the promotion is not approved or if the faculty member fails to apply for promotion within the stipulated time frame, they shall be deemed to have failed the re-evaluation.

The guidance and assistance described in the preceding paragraph shall be documented by the academic program in guidance records and submitted to the college for reference.

英文譯本僅供參考，文義如與中文版有歧異，概以中文版為準。

The English version is provided for reference only. The Chinese version shall prevail in case of any discrepancies between the English and Chinese versions.

[Promulgated on January 05, 2026]

5. Faculty members who apply for promotion in advance while waiting for the re-evaluation and who are granted the promotion shall be subject to the provisions stipulated in Article 3, Paragraph 4 herein. In the event that the promotion is not approved, the promotion application shall not count towards an evaluation.

6. Faculty members who fail the re-evaluation may not apply for promotion again, and shall be subject to non-renewal of appointment or severance in accordance with the resolution by their College FEC and the University FEC, as stipulated in the *University Act* and the *Teachers' Act*.

7. Colleges shall, by the end of September each year, submit to the University for reference the evaluation results (including those who have been approved for early promotion), the list of faculty members who have completed the career assessment, and relevant meeting minutes.

Should respective colleges have stricter regulations governing the matters prescribed in Subparagraphs 1 through 5 of the preceding paragraph, said collegiate regulations shall prevail.

Article 7 All faculty members who have any objection to their evaluation results may file a grievance to the NTU Faculty Member Grievances Committee or file an appeal to the Ministry of Education within 30 days starting from the day after the receipt of their evaluation results.

Article 8 Faculty members who fail their most recent evaluation may not apply for associate professor's or professor's sabbatical, and, starting from the following academic year, shall be ineligible for salary raise, off-campus part-time positions, part-time teaching, and temporary transfers; in addition, they may not extend their service, serve on NTU FECs at any level, or as the head of any administrative or academic unit at the University.

Upon passing the re-evaluation, faculty members shall be allowed to take on a

英文譯本僅供參考，文義如與中文版有歧異，概以中文版為準。

The English version is provided for reference only. The Chinese version shall prevail in case of any discrepancies between the English and Chinese versions.

[Promulgated on January 05, 2026]

part-time position, teach part-time, or be transferred temporarily, and, starting from the following academic year, may be granted a salary raise. The restoration of other rights listed in the preceding paragraph shall be governed by the relevant regulations.

Article 9 The University shall establish the NTU Faculty Evaluation Exemption Eligibility Review Panel (“the Review Panel”) in order to review faculty members’ eligibility for evaluation exemption. The Review Panel shall comprise the Chair of the University FEC, the Vice President for Academic Affairs, the respective deans of the University’s colleges, and the Director of the Center for General Education. The Chair of the University FEC shall serve as the convener of the Review Panel.

Upon completing the necessary reviews, the Review Panel shall refer the results to the Chair of the University FEC for approval.

The *Directives for the Establishment and Operation of the Review Panel* shall be separately formulated by the University, passed by the Administrative Meeting, and then implemented on the date of promulgation.

Article 10 Full professors who meet one of the following criteria and wish to apply for evaluation exemption shall submit relevant supporting documents through their academic program to their collegiate evaluation panel or committee for review, following which the college may recommend such faculty members to the University for evaluation exemption:

1. Those who have been elected as an Academician of Academia Sinica.
2. Those who have been granted a Ministry of Education Academic Award or a National Chair Professorship.
3. Those who have assumed the position of Chair Professor at distinguished universities home or abroad, and whose position has been acknowledged by the University.

英文譯本僅供參考，文義如與中文版有歧異，概以中文版為準。

The English version is provided for reference only. The Chinese version shall prevail in case of any discrepancies between the English and Chinese versions.

[Promulgated on January 05, 2026]

4. Those who have been appointed as a Distinguished Professor of the University.
5. Those who have received the NTU Outstanding Teaching Award 15 times (the receipt of one NTU Distinguished Teaching Award is deemed equivalent to five NTU Outstanding Teaching Awards; the receipt of one MOE National Teacher Award in General Education or a National Excellent Teacher Award is deemed equivalent to 10 NTU Outstanding Teaching Awards).
6. Those who have received the Outstanding Research Award by the National Science and Technology Council or its predecessor agencies, the Ministry of Science and Technology; and the National Science Council (collectively “NSTC”) at least twice, and who have an excellent track record in teaching and service.
7. Those who have won awards granted by or undertaken projects funded by NSTC and other government agencies, with an accumulated score of at least 10 points after conversion, as well as an excellent track record in teaching and service.
8. Those who have an excellent track record in teaching, research, and services, and have received an international award of excellence comparable to those specified in Subparagraphs 1 through 6 above. Said achievements shall be reviewed and approved by the applicant’s collegiate evaluation panel or committee before the request for evaluation exemption is forwarded to the Review Panel for deliberation.

Apart from meeting one of the conditions listed in the preceding Paragraph, faculty members applying for evaluation exemption shall be subject to a comprehensive examination of their teaching, research and services by their respective colleges. Colleges shall stipulate the examination criteria and weightage of each examined item in their respective faculty evaluation regulations.

英文譯本僅供參考，文義如與中文版有歧異，概以中文版為準。

The English version is provided for reference only. The Chinese version shall prevail in case of any discrepancies between the English and Chinese versions.

[Promulgated on January 05, 2026]

The eligibility of the awards and projects described in Paragraph 1, Subparagraph 7 herein and their corresponding points after conversion shall be specified separately in the *NTU Directives for the Establishment and Operation of the Faculty Evaluation Exemption Eligibility Review Panel*.

Article 11 In the event that a faculty member who has been granted evaluation exemption violates any obligation stipulated in the *Teachers' Act* or their letter of appointment, their academic program shall submit supporting documents through the collegiate evaluation panel or committee and the Review Panel for deliberation, the result of which shall be reported to the President for approval, following which the faculty member's evaluation exemption eligibility shall be revoked.

Faculty members whose evaluation exemption eligibility has been revoked shall undergo evaluation in the following academic year, and may not apply for evaluation exemption within three years starting from the semester following the revocation of their evaluation exemption eligibility.

Article 12 Should a faculty member be granted unpaid leave, the leave period shall not count towards their stipulated evaluation time frame.

Faculty members undergoing childbirth or childcare for a toddler under the age of three during their stipulated evaluation time frame may apply for a deferral of the evaluation by submitting supporting documents to their college and the University for approval. Upon approval by their college and the University, the evaluation may be deferred for one year starting from the semester in which the evaluation was scheduled to be conducted. However, a deferral on account of childcare for a toddler under the age of three may only be granted once.

Faculty members who encounter dire circumstances during their stipulated evaluation time frame may apply for a deferral of the evaluation by submitting supporting documents to their college and the University for approval. Upon

英文譯本僅供參考，文義如與中文版有歧異，概以中文版為準。

The English version is provided for reference only. The Chinese version shall prevail in case of any discrepancies between the English and Chinese versions.

[Promulgated on January 05, 2026]

approval by their college and the University, the evaluation may be deferred for one year starting from the semester in which the evaluation was scheduled to be conducted. A deferral on account of dire circumstances may be granted no more than twice within the same evaluation time frame.

The college shall coordinate with the academic program to provide guidance and assistance to faculty members who have been granted a deferral of evaluation, and such guidance shall be documented in guidance records and submitted to the college for reference.

Should respective colleges have stricter regulations governing the matters prescribed in Paragraphs 2 and 3 of this Article, said collegiate regulations shall prevail.

Article 13 Colleges shall formulate their respective faculty evaluation regulations in accordance with the Guidelines. The evaluation items, criteria and procedures for faculty members of each academic rank shall be prescribed therein. Said regulations shall be submitted to the University's Administrative Meeting for approval, and implemented on the date of promulgation.

Article 14 Assistant professors appointed from August 1, 2016 (inclusive) shall be evaluated in accordance with the provisions set forth in Article 6, while all other faculty members shall be evaluated within their stipulated evaluation time frames. The evaluation shall be completed by the end of April each year, following which the evaluation results and meeting minutes shall be submitted to the University for reference.

In the event that a college authorizes its academic programs to conduct evaluations independently in accordance with collegiate faculty evaluation regulations, the academic programs shall report the evaluation results to the college for review upon completion of the evaluation, and the college shall notify the evaluated faculty members of the review results.

英文譯本僅供參考，文義如與中文版有歧異，概以中文版為準。

The English version is provided for reference only. The Chinese version shall prevail in case of any discrepancies between the English and Chinese versions.

[Promulgated on January 05, 2026]

Colleges shall notify faculty members who have failed their evaluation of their right to file a grievance or appeal in accordance with the provisions stipulated in Article 7 herein.

Article 15 The University shall separately formulate *Full-time Specialist Evaluation Regulations* for full-time specialists appointed as instructors.

Article 16 The evaluation of research personnel of all ranks in all research centers shall be undertaken by their respective top-level units. The Guidelines shall apply *mutatis mutandis* to such evaluations.

Article 17 Matters not addressed herein shall be subject to the applicable regulations of the University.

Article 18 The Guidelines shall be passed by the University Council, and then implemented on the date of promulgation.

(Full amendment history)

January 10, 1998	Passed by the University Council at its 2nd meeting, fall semester, Academic Year 1997–98
October 21, 2000	Passed by the University Council at its 1st meeting, fall semester, Academic Year 2000–01
June 01, 2002	Passed by the University Council at its 2nd meeting, spring semester, Academic Year 2001–02
October 16, 2004	Passed by the University Council at its 1st meeting, fall semester, Academic Year 2004–05
March 18, 2006	Passed by the University Council at its 1st meeting, spring semester, Academic Year 2005–06
June 16, 2007	Passed by the University Council at its 2nd meeting, spring semester, Academic Year 2006–07
January 10, 2009	Passed by the University Council at its 2nd meeting, fall semester, Academic Year 2008–09
February 17, 2009	Promulgated via NTU official letter Hsiao Chiao Tzu No. 0980006041
October 16, 2010	Passed by the University Council at its 1st meeting, fall semester, Academic Year 2010–11
October 29, 2010	Promulgated via NTU official letter Hsiao Chiao Tzu No. 0990046826
October 15, 2011	Passed by the University Council at its 1st meeting, fall semester, Academic Year 2011–12
March 01, 2012	Promulgated via NTU official letter Hsiao Chiao Tzu No. 1010011124
June 16, 2012	Passed by the University Council at its 2nd meeting, spring semester, Academic Year 2011–12
July 18, 2012	Promulgated via NTU official letter Hsiao Chiao Tzu No. 1010053614

英文譯本僅供參考，文義如與中文版有歧異，概以中文版為準。

The English version is provided for reference only. The Chinese version shall prevail in case of any discrepancies between the English and Chinese versions.

[Promulgated on January 05, 2026]

October 13, 2012	Passed by the University Council at its 1st meeting, fall semester, Academic Year 2012–13
October 18, 2012	Promulgated via NTU official letter Hsiao Chiao Tzu No. 1010081632
January 05, 2013	Passed by the University Council at its 2nd meeting, fall semester, Academic Year 2012–13
January 16, 2013	Promulgated via NTU official letter Hsiao Chiao Tzu No. 1020003681
June 20, 2013	Promulgated via NTU official letter Hsiao Chiao Tzu No. 1020045950
June 14, 2014	Passed by the University Council at its 2nd meeting, spring semester, Academic Year 2013–14
June 25, 2014	Promulgated via NTU official letter Hsiao Chiao Tzu No. 1030044295
October 25, 2014	Passed by the University Council at its 1st meeting, fall semester, Academic Year 2014–15
November 03, 2014	Promulgated via NTU official letter Hsiao Chiao Tzu No. 1030082844
January 10, 2015	Passed by the University Council at its 2nd meeting, fall semester, Academic Year 2014–15
January 16, 2015	Promulgated via NTU official letter Hsiao Chiao Tzu No. 1040003473
June 06, 2015	Passed by the University Council at its 2nd meeting, spring semester, Academic Year 2014–15
June 16, 2015	Promulgated via NTU official letter Hsiao Chiao Tzu No. 1040042022
June 18, 2016	Passed by the University Council at its 2nd meeting, spring semester, Academic Year 2015–16
June 24, 2016	Promulgated via NTU official letter Hsiao Chiao Tzu No. 1050048759
January 05, 2019	Passed by the University Council at its 2nd meeting, fall semester, Academic Year 2018–19
January 14, 2019	Promulgated via NTU official letter Hsiao Chiao Tzu No. 1080003032
January 04, 2020	Passed by the University Council at its 2nd meeting, fall semester, Academic Year 2019–20
January 13, 2020	Promulgated via NTU official letter Hsiao Chiao Tzu No. 1090002028
June 13, 2020	Passed by the University Council at its 2nd meeting, spring semester, Academic Year 2019–20
July 21, 2020	Promulgated via NTU official letter Hsiao Chiao Tzu No. 1090059493
October 24, 2020	Passed by the University Council at its 1st meeting, fall semester, Academic Year 2020–21
November 03, 2020	Promulgated via NTU official letter Hsiao Chiao Tzu No. 1090094772
March 20, 2021	Passed by the University Council at its 1st meeting, spring semester, Academic Year 2020–21
March 25, 2021	Promulgated via NTU official letter Hsiao Chiao Tzu No. 1100020230