## National Taiwan Normal University College of Sports and Recreation Regulations for Teacher Evaluations

2004.9.30 Passed during the College General Meeting 2004.10.6 Implemented after approval by the President 2011.5.5 Amendments to Articles 1, 2, 3, 4, 5, and 8 passed during the 3rd College General Meeting, spring semester of Academic Year 2010-2011 2011.6.8 Implemented after approval by the President 2012.5.10 Amendment passed during the 1st College General Meeting, spring semester of Academic Year 2011-2012 2012.9.6 Implemented after approval by the President 2014.11.10 Amendment passed during the 1st College General Meeting of Academic Year 2014-2015 2014.11.18 Implemented after approval by the President 2016.3.15 Amendments to Articles 2, 4, 5, 7, 8, and 10 passed, spring semester of Academic Year 2015-2016 2016.11.8 Amendments to Articles 4 and 5 passed during the 1st College General Meeting, fall semester of Academic Year 2016-2017 2016.12.6 Implemented after approval by the President 2017.12.27 Amendment passed during the 2nd College General Meeting, fall semester of Academic Year 2017-2018 2018.1.24 Implemented after approval by the President 2018.12.19 Amendment passed during the 1st College General Meeting, fall semester of Academic Year 2018-2019 2019.1.3 Implemented after approval by the President 2019.11.27 Amendment passed during the 1st College General Meeting, fall semester of Academic Year 2019-2020 2019.12.3 Implemented after approval by the President 2020.4.30 Amendment passed during the 2nd College General Meeting, spring semester of Academic Year 2019-2020 2020.5.19 Implemented after approval by the President 2020.10.14 Amendment passed during the 1st College General Meeting, fall semester of Academic Year 2020-2021 2020.10.27 Implemented after approval by the President 2021.3.24 Amendment passed during the 1st College General Meeting, spring semester of Academic Year 2020-2021 2021.4.12 Implemented after approval by the President

- Article 1 The National Taiwan Normal University (hereinafter referred to as NTNU) College of Sports and Recreation (hereinafter referred to as "the College") has established these *Regulations for Teacher Evaluations* (hereinafter referred to as "the Regulations") to improve the quality of teaching, research, and service and advising among instructors at the College, and to promote their professional growth in accordance with NTNU's Regulations for Teacher Evaluations.
- Article 2 The targets of evaluation for the Regulations are full-time teachers of NTNU (including professional technical personnel).
- Article 3 The Regulations govern three aspects of teacher evaluations: teaching, research, and service and advising. Evaluation methods may include department (institute) or college evaluations, teachers' self-evaluations, peer evaluations, student evaluations, and other forms of evaluation. Preliminary evaluations shall be conducted by the associated department/institute's teacher evaluation committee. Secondary evaluations shall be carried out by the College's teacher evaluation committee.

Teachers are required to pass all three aspects of evaluation—teaching, research, and service and advising—in order to pass the evaluation.

- Article 3-1 Full-time instructors of any academic rank are required to take at least 3 hours of academic ethics and integrity training prior to receiving their evaluation, and must provide proof of completion of training.
- Article 4 Evaluation items are as follows:
  - I. Teaching: The following requirements must be met and there can be no dereliction of duty (instructors being evaluated may be required to provide a written explanation if needed.)
    - (I) The teaching hour requirements are fulfilled.
    - (II) Student Course Survey scores for the evaluation period average 3.5 points or higher.
    - (III) Academic research advisor performance
    - (IV) Other teaching performance
  - II. Research: All academic performance and research projects shall meet the following requirements.
    - Academic performance: Documents demonstrating academic performance (including theses, publications, exhibitions, and related materials) should be original and must meet one of the following criteria:
      - 1. Academic monographs or articles in monograph(s): At least one academic monograph (maximum co-authorship of two is permitted) or three academic articles in monograph(s) that meet the review requirements of NTNU or a domestic or international publisher recognized by NTNU colleges and which have been published in the past three years (for lecturers and assistant professors) or five years (for associate professors and professors).
      - Journal papers: For lecturers and assistant professors, at least 2. two journal papers must have been published within the past three years. For associate professors and professors, at least three journal papers must have been published within the past five years. The aforementioned papers must be published in journals indexed in SCI, SSCI, A&HCI, EI, TSSCI, EconLit, SCOPUS, or the new THCI (originally THCI Core; renamed in 2016), or in other respected journals recognized by NTNU colleges. Alternatively, athletic achievements equivalent to the publication of two or more journal papers (please refer to the Athletic Achievement and Research Achievement Conversion Table) in sports academic journals not recognized by the College may be considered. This requirement may also be fulfilled through the publication of one journal paper (for lecturers and assistant professors) or two journal papers (for associate professors and professors) in journals with an impact factor in the top 20% of the SCI or the top 50% of the SSCI.

The publication of three conference papers in journals indexed in SCOPUS shall be considered equivalent to the publication of one journal paper in the journals listed above (recognition will only be granted if the teacher is the first author or corresponding author).

- 3. Patents: Lecturers and assistant professors must obtain at least two patents that have undergone substantive examination within the past three years. Associate professors and professors must obtain at least three patents that have undergone substantive examination within the past five years. The owner of the aforementioned patents must be NTNU.
- 4. Competition awards: Lecturers and assistant professors must have competed (in person) and received an award in at least one competition that is equivalent to any of the following sports competitions or above within the past three years. Associate professors and professors must have competed (in person) and received an award in at least two competitions that are equivalent to any of the following sports competitions or above within the past five years.
  - (1) Placed first in the National Games
  - (2) Placed first in the National Intercollegiate Athletic Games (in the sports categories stipulated)
  - (3) Placed first in the top division of an intercollegiate athletic tournament approved by the Ministry of Education
- 5. Other equivalent academic achievements not listed above: Any academic achievement passed in a review conducted by a Level 3 Faculty Evaluation Committee as being equivalent to any of those listed above.

Lecturers and assistant professors require at least one individual academic article in a monograph or foreword in a journal paper; associate professors and professors require at least two articles for which they are the first authors or the corresponding authors.

If an applicant is serving concurrently at two institutes, NTNU must take precedence over the other institute when publishing papers.

(II) Research projects: Lecturers shall serve as the principal investigator (PI) or co-principal investigator (Co-PI) of at least one off-campus research project every three years; assistant professors shall serve as the PI (not as a Co-PI) of at least one off-campus research project every three years; and associate professors and professors shall serve as the PI (not as a Co-PI) of at least one offcampus research project every five years. Off-campus research projects shall be projects undertaken in the name of NTNU (including industry-academia collaboration projects). Service as a PI for a subsidiary research project of an individually integrated project of the Ministry of Science and Technology (formerly known as the National Science Council) shall be regarded as equivalent to serving as the PI for a research project.

- III. Service and advising: A score of 80 points or higher is required. Evaluation criteria shall be determined by each department/institute of the College based on the following items.
  - (I) On-campus service
  - (II) Off-campus service
  - (III) Student counseling
  - (IV) Academic tutoring
- Article 4-1 The number of items required for demonstrating academic performance as mentioned in Article 4 may be calculated cumulatively: The publication of one journal paper is equivalent to one academic monograph published by three individuals or more, one academic article published in a monograph, or one patent. Items demonstrating academic performance in categories that meet the criteria below are recognized as equivalent. However, recognition of equivalent items shall be limited to once per evaluation (only one such item may be recognized).
  - I. Items recognized as equivalent to journal papers: A research project funded by the Ministry of Science and Technology (formerly known as the National Science Council) is equivalent to the publication of one journal paper (recognition shall be granted only if the teacher is the principal investigator of the project).
  - II. Items recognized as equivalent to research projects:
    - (I) Documentation of academic performance is equivalent to one offcampus research project. An academic article in a monograph or a journal paper will only be recognized as equivalent if the teacher is the first or corresponding author.
    - (II) Any of the following special contributions to NTNU made by a teacher within the evaluation period will be recognized as equivalent to one off-campus research project:
      - 1. Proposal for and execution of two university-level projects (e.g., Higher Education SPROUT projects, Teaching Excellence projects, etc.)
      - 2. Service as a coach of an NTNU varsity team for two years
      - 3. Service (twice) as the head of a training program for NTNU athletes in a national or international competition
      - 4. Training of NTNU students who participate and receive honorable mention or higher awards in a national competition twice, or are selected for an honor in an international competition

once.

- Article 5 Full-time NTNU instructors with over twenty-five years of tenure may opt for evaluations in accordance with Article 4 of the Regulations or accept evaluation in accordance with the following regulations:
  - I. Teaching: The following requirements must be met and there must be no dereliction of duty (teachers being evaluated may be required to provide a written explanation if needed):
    - (I) The teaching hour requirements have been fulfilled.
    - (II) The Student Course Survey scores for the evaluation period average 3.5 points or higher.
    - (III) Academic research advising performance
    - (IV) Other teaching performance
  - I. Research: All academic performance and research projects shall meet the following requirements.
    - Academic performance: Documents demonstrating academic performance (including theses, publications, exhibitions, and related materials) should be original in nature and meet one of the following criteria.
      - 1. Academic monographs or academic papers in monograph(s): At least one academic monograph (maximum co-authorship of two is permitted) or two academic papers in monograph(s) that meet NTNU review requirements must have been published in the past three years (for lecturers and assistant professors) or five years (for associate professors and professors).
      - Journal papers: Lecturers and assistant professors must have 2. published at least one journal paper within the past three years. Associate professors and professors must have published at least two journal papers within the past five years. The aforementioned papers must be published in journals indexed in SCI, SSCI, A&HCI, EI, TSSCI, EconLit, SCOPUS, or the new THCI (originally THCI Core; renamed in 2016), or in other respected journals recognized by NTNU colleges. achievements Alternatively, athletic equivalent to the publication of one or more journal papers (please refer to the Athletic Achievement and Research Achievement Conversion Table) in sports academic journals not recognized by the College may also be considered. Associate professors and professors may meet the requirement by publishing one journal paper with an SCI impact factor in the top 20% or an SSCI impact factor in the top 50%. The publication of three conference papers published in journals indexed in SCOPUS is equivalent to the publication of one journal paper in one of the

journals listed above (recognition shall only be granted if the teacher is the first author or corresponding author).

- 3. Patents: Lecturers and assistant professors must obtain at least one patent that has undergone substantive examination within the past three years. Associate professors and professors must obtain at least two patents that have undergone substantive examination within the past five years. The owner of the aforementioned patents must be NTNU.
- 4. Competition awards: Lecturers and assistant professors must have competed (in person) and received an award in at least one competition that is equivalent to any of the following sports competitions or above within the past three years. Associate professors and professors must have competed (in person) and received an award in at least one competition that is equivalent to any of the following sports competitions or above within the past five years.
  - (1) Placed first in the National Games
  - (2) Placed first in the National Intercollegiate Athletic Games (in the sports categories stipulated)
  - (3) First place in the top division of an intercollegiate athletic conference approved by the Ministry of Education
- 5. Other equivalent academic achievements not listed above: An academic performance passed in a review conducted by a Level 3 Faculty Evaluation Committee as being equivalent to the above.

The items required for demonstrating academic performance as mentioned above may be calculated cumulatively in accordance with the criteria set forth in Article 4-1. If an applicant is serving concurrently at two institutes, NTNU must take precedence over the other institute when publishing papers.

- (II) Research projects: Lecturers and assistant professors shall serve as the principal investigator (PI) or co-principal investigator (Co-PI) of at least one off-campus research project every three years; associate professors and professors shall serve as the PI or Co-PI of at least one off-campus research project every five years. The criteria for the recognition of off-campus research projects as equivalent to documents demonstrating academic performance shall be the same as those listed in Articles 4 and 4-1 of the Regulations.
- III. Service and advising: A score of 80 points or higher is required. Evaluation criteria shall be same as those listed in Article 4 of the Regulations.
- Article 6 Actions taken based on the evaluation results of lecturers and assistant professors:
  - I. Lecturers and assistant professors shall be evaluated by their department (institute) or college every three years. Individuals who fail to pass the

evaluation shall not be granted salary increases, allowed to teach overtime, or concurrently hold positions or teach courses inside or outside of NTNU (including in-service programs, school of continuing education, and summer courses) starting from the following academic year. The employing department (institute) shall assist the teacher to propose an improvement plan for re-evaluation within two years. If the same individual still fails to pass the re-evaluation, the department (institute) shall submit proposals to terminate or not renew their employment to a Level 3 Faculty Evaluation Committee.

II. Individuals who fail to pass their most recent evaluation may not submit an application for promotion.

Only achievements accomplished during the three-year period beginning from the semester during which the previous evaluation was conducted will be considered for evaluation. The minimum period of time for the consideration of achievements for evaluation is one semester. All achievements accomplished during the semester of a given evaluation shall be reviewed in the next evaluation.

For lecturers and assistant professors who have been promoted, the evaluation schedule shall be recalculated on the effective date of their promotion.

- III. Actions taken based on the evaluation results of lecturers and assistant professors who were appointed prior to September 29, 1999, shall be in accordance with Article 7 of the Regulations.
- Article 7 Actions taken based on the evaluation results of associate professors and professors:
  - I. Associate professors and professors shall be evaluated by the College and its departments (institutes) every five years. Individuals who fail to pass the evaluation shall not be granted salary increases, allowed to teach overtime, concurrently hold positions or teach courses inside or outside of NTNU (including in-service programs, school of continuing education, and summer courses), allowed to transfer, apply for academic sabbatical leaves, give lectures overseas, apply for unpaid sabbatical leaves for research or study overseas, or allowed to serve as members of the Faculty Evaluation Committee at NTNU or administrative/academic supervisors of NTNU starting from the following academic year. Individuals who have not passed the evaluation may apply for a re-evaluation within two years, and the preceding restrictions shall be removed in the academic year after passing the evaluation.
  - II. Individuals who fail to pass their most recent evaluation may not submit an application for promotion.

Only achievements accomplished within a five-year period beginning from the semester during which the previous evaluation was conducted shall be considered for an evaluation. The minimum period of time for achievements to be considered for evaluation is one semester, and all achievements accomplished during the semester of a given evaluation shall be reviewed in the next evaluation.

The evaluation schedule of associate professors who have been approved for promotion shall be recalculated to start on the effective date of the promotion. NTNU associate professors and professors who do not pass the teacher evaluation shall be assisted by the employing department (institute) in drawing up improvement plans, which shall be submitted to a Level 3 Faculty Evaluation Committee for further discussion. However, individuals who do not pass a teacher evaluation are not required to submit an improvement plan if they are retiring in the following semester.

Article 8 Starting on August 1, 2011, newly-appointed full-time teachers of all academic ranks are required to pass an evaluation held in the semester following their third year of service (the seventh semester); the evaluation criteria shall be the same as those stipulated in Article 4 for lecturers and assistant professors. The evaluated period of first-time teachers shall include at least four semesters of Student Opinion of Instruction Survey. The evaluated period of non-first-time teachers (appointed in other institutions or served as contract teachers at NTNU) shall include at least two semesters of Student Opinion of Instruction Survey. New full-time teachers of all academic ranks appointed after February 1, 2016 who serve in NTNU departments or institutes with laboratory (internship) facilities, and who have been assigned by the departments/institutes to accept training courses from the NTNU Environmental Safety Center, are required to complete training courses in accordance with the applicable regulations of the aforementioned Center within the first year of service before they can pass the evaluation for newly-appointed teachers required in Paragraph 1 of this Article.

Individuals who fail to pass the evaluation shall not be granted salary increases, allowed to teach overtime, or concurrently hold positions or teach courses inside or outside of NTNU (including in-service programs, school of continuing education, and summer courses) starting from the following academic year. They shall also be assisted by the employing department (institute) in drawing up improvement plans for a re-evaluation within two years. For individuals who fail the re-evaluation, the department (institute) shall submit a proposal not to renew their employment to a Level 3 Faculty Evaluation Committee.

New full-time teachers of all academic ranks appointed after August 1, 2011 who meet evaluation exemption requirements as stipulated in Articles 9 to 12 may apply for exemption from evaluations in accordance with the Regulations without the need to accept the evaluation for newly-appointed teachers required in Paragraph 1 of this Article.

Full-time teachers of all academic ranks appointed after August 1, 2011 who

have passed the evaluation for newly-appointed teachers under this Article shall be evaluated in accordance with provisions in Articles 6 and 7 in future evaluations. If they fail the re-evaluation, their dismissal shall be determined in a resolution by a Level 3 Faculty Evaluation Committee.

Reviews of dismissal cases require a quorum of over two-thirds of the Faculty Evaluation Committee members to be present, and shall be decided by a majority vote of two-thirds of the members in attendance. The Faculty Evaluation Committee shall submit its decision to the competent educational authorities for approval before implementing the dismissal.

- Article 8-11f an individual fails their evaluation and is subsequently provided with consultation and assistance for the re-evaluation, all of their teaching, research, and service and advising achievements for the three-year (for lecturers and assistant professors) or five-year (for associate professors and professors) period prior to the year of their re-evaluation shall be considered during the re-evaluation. This period may not begin in the year of their original evaluation.
- Article 9 NTNU teachers who meet any of the following criteria within the three-year (for lecturers and assistant professors) or five-year (for associate professors and professors) period before their evaluation may apply for exemption from the current performance evaluation:
  - I. Served as an NTNU Research Chair Professor
  - II. Received the NTNU Exceptional (Outstanding) Teaching Award
  - III. Received the NTNU Exceptional Service Award
  - IV. Will retire in the semester following their evaluation
  - V. Received the Excellent Teacher Award from the Ministry of Education.
- Article 10 Associate professors and above whose research performance meets any of the following criteria may apply for lifetime exemption from performance evaluations:
  - I. Elected as an academician of Academia Sinica.
  - II. Received the Ministry of Education Academic Award, National Chair Professorship, National Award for Arts, or the Executive Yuan National Cultural Awards.
  - III. Served as an NTNU Chair Professor.
  - IV. Served as a lecturer at a prestigious domestic or international university recognized by NTNU.
  - V. Awarded an allowance as a principal investigator on a research project (including industry-academia collaboration projects) funded by the Ministry of Science and Technology (MOST; formerly known as the National Science Council [NSC]) fifteen times or more (each Class-A Research Award received from MOST is regarded as equivalent to receiving an allowance one time; each Outstanding Research Award is regarded as equivalent to receiving an allowance three times). The project execution period must be at least one year, and a maximum of one project per year may be considered.

The number of times required for an applicant to receive the aforementioned allowance in order to be granted exemption shall increase by one every two years, starting from 10 times for applications filed in 2015. Adjustments shall be made as follows:

- I. Applications filed for 2016 and 2017: 11 times
- II. Applications filed for 2018 and 2019: 12 times
- III. Applications filed for 2020 and 2021: 13 times
- IV. Applications filed for 2022 and 2023: 14 times
- V. Applications filed for 2024 and after: 15 times

One NTNU Teaching Excellence Award is regarded as equivalent to receiving an allowance as a principal investigator once. One Teaching Exceptional Award is regarded as equivalent to receiving an allowance as a principal investigator three times. However, Teaching Excellence Awards and allowances received in the same year may not be repeated; the same applies to Teaching Exceptional Awards and allowances received within the three-year period following the year in which the award was received.

- Article 11 Associate professors and above whose teaching performance meets the following criterion may apply for a lifetime exemption from performance evaluations: Awarded the NTNU Teaching Excellence Award over fifteen times (one Teaching Exceptional Award is regarded as equivalent to three Teaching Excellence Awards)
- Article 12 Associate professors and above whose awards won in sports competitions (including awards received for coaching NTNU student athletes) meet any of the following criteria may apply for lifetime exemption from evaluation. The number of awards required for an applicant to be granted exemption shall be in accordance with NTNU regulations on the required number of allowances for principal investigators, and shall be increased by one time every two years starting from 10 times in 2015 until reaching 15 times in 2024:
  - I. Placed in the top three in the Olympics; counted as four times
  - II. Counted as two times for the following achievements in international competitions:
    - (I) Placed fourth to eighth in the Olympics
    - (II) Placed in the top three in the Asian Games
    - (III) Placed in the top three in an official Olympic sport in a quadrennial international tournament with 200 or more participating countries
    - (IV) Placed in the top three in a world tournament for an official Olympic sport
    - (V) Placed first in an official world tournament for an official non-Olympic sport of the Asian Games
  - III. Counted as 1.5 times for the following achievements in international competitions:
    - (I) Placed in the top two in the World Games

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- (II) Placed in the top two in the Universiade
- (III) Placed first in the East Asian Youth Games
- (IV) Placed second or third in an official world tournament for an official non-Olympic sport of the Asian Games
- (V) Placed in the top two in an official world tournament for an official non-Olympic, non-Asian Games sport
- (VI) Placed in the top two in an official Asian tournament for an official Asian Games sport
- IV. Counted as one time for the following achievements in international competitions:
  - (I) Placed third in the World Games
  - (II) Placed third in the Universiade
  - (III) Placed first place in an international sports competition
  - (IV) Placed second in the East Asian Youth Games
  - (V) Placed third in an official world tournament for an official non-Olympic, non-Asian Games sport
  - (VI) Placed in the top two in an official Asian tournament for an official non-Asian Games sport
  - (VII) Placed in the top two in an official world youth championship
  - (VIII) Placed in the top three in an official world university championship
  - (IX) Placed in the top three in an official Asian youth championship
  - (X) Placed in the top three in an Asian championship
- V. Counted as 0.5 times for the following achievements in international competitions:
  - (I) Placed first in the National Games
  - (II) Placed first in the National Intercollegiate Athletic Games (in the sports categories stipulated)
  - (III) Placed first in the top division of an intercollegiate sports league or tournament approved by the Ministry of Education

The coaching of NTNU student athletes in competitions refers to services provided as the coach of a representative team officially appointed by the NTNU Athletic Department or a national athletic association.

Each event may only be counted one time.

Article 13 Teachers who have been approved for a paid or unpaid leave of absence for over six months for reasons such as academic sabbatical, studying overseas, teaching overseas, temporary job transfer, parental leave, attending to relatives, or other major incidents shall have their evaluations deferred for the length of their leave and until they return to work starting from the semester when the evaluation was originally due.

Female teachers who are pregnant, who have given birth (or had a

miscarriage) may be given a two-year grace period for postponing the evaluation without the requirement to apply for an unpaid leave of absence. Teachers who serve as NTNU Level 2 directors, deputy directors, or above may apply for deferred evaluation starting on the semester where the evaluation was due in accordance with their service period. Only achievements accomplished within a period starting in the semester during which the previous evaluation was conducted shall be considered for a deferred evaluation. All achievements accomplished during the semester of a given evaluation shall be reviewed in the following evaluation.

Article 14 Each department/institute of the College shall establish its own regulations for teacher evaluations. The regulations shall be passed with resolutions sought from a Department General Meeting and submitted to the College's Faculty Evaluation Committee for deliberation and then to the President for approval before implementation. The evaluation items and scoring criteria shall be clearly stipulated in accordance with Articles 4 and 5 of these Regulations.

The Faculty Evaluation Committees of the College and its departments/institutes shall deliberate over teacher evaluations, carefully review the evaluation information, and vote by secret ballot to determine the evaluation results.

- Article 15 Preliminary and secondary evaluation schedules:
  - I. Preliminary evaluation schedule:
    - (I) Each department/institute of the College shall notify instructors in the department/institute whose evaluation is due the following semester by the end of either September or March of the given year. Instructors who meet the criteria for exemption from evaluation shall submit their applications and complete the relevant procedures in the semester preceding their coming evaluation, so as to confirm the list of teachers undergoing evaluation the following semester. The list of teachers to be evaluated shall then be submitted to the College Office.
    - (II) Teachers whose evaluation is upcoming in a given semester shall submit their evaluation information to the office of their associated department/institute by August or February. The Department/Institute Faculty Evaluation Committee will complete preliminary evaluation by the end of October or April in accordance with the evaluation standards set forth in the regulations of the department/institute. The preliminary evaluation results shall be submitted together with the evaluation information of the evaluated teachers to the College Office.
  - II. Secondary evaluation schedule: The College's Faculty Evaluation Committee must complete the secondary evaluation by November or May and submit the secondary

evaluation results together with the evaluation information of the evaluated teachers to the President for final approval, as well as to the NTNU Faculty Evaluation Committee to be filed for future reference.

- Article 16 In the event that evaluation information provided by a teacher involves plagiarism, falsification, alteration, or other actions in violation of academic ethics or integrity, once verified, the teacher shall be deemed as having failed the evaluation and subsequent action will be taken in accordance with the applicable NTNU regulations.
- Article 17 Teachers that are required to be evaluated must provide information for evaluation. Failure to do so shall be deemed as failing the evaluation.
- Article 18 After teacher evaluation results are submitted to the NTNU Faculty Evaluation Committee for future reference, the College will notify the related departments/institutes and individuals of the evaluation results.
- Article 19 Teachers of the College's departments/institutes who wish to dispute the evaluation procedures and results in a given year may file an appeal within 30 days of receiving the results in accordance with administrative procedures.

The College shall submit the appeal to the College's Faculty Evaluation Committee for discussion and notify the appellant of the deliberation results within ten days after the committee meeting is held.

- Article 20 Evaluations of researchers and contract-based teachers shall be governed by the applicable regulations of National Taiwan Normal University
- Article 21 Any matters that are not addressed in these Regulations shall be governed by the applicable regulations of National Taiwan Normal University.
- Article 22 Starting on August 1, 2014, the evaluation of full-time NTNU teachers shall be carried out in accordance with the standards set forth in the Regulations; the Regulations are applicable to teachers appointed after August 1, 2011. The gender equality clauses set forth in Article 13, Paragraph 2 of the Regulations shall take immediate effect.
- Article 23 The Regulations shall take effect after being passed at the College General Meeting and approved by the President. The same shall apply to future revisions.

## College of Sports and Recreation Athletic Achievement and Research Achievement Conversion Table for Teacher Evaluations

	Achievement Conversion Table for I		
No.	Sports Event and Awards Received	Qualification	No. of equivalent items demonstrating academic performance
1	<ol> <li>Placed in the top eight in the Olympics</li> <li>Placed in the top three in the Asian Games</li> </ol>		4
	<ul><li>(3) Placed in the top three in an official Olympic sport in a quadrennial world tournament with 200 or more participating countries</li></ul>	Coaching of NTNU student	
	<ul><li>(4) Placed in the top three in a world tournament for an official Olympic sport</li></ul>	athletes in the competitions	
	<ul><li>(5) Placed first in an official world tournament for an official non-Olympic sport of the Asian Games</li></ul>		
2	(1) Placed in the top two in the World Games		3
	(2) Placed in the top two in the Universiade		
	(3) Placed first in the East Asian Youth Games		
	<ul><li>(4) Placed second or third in an official world tournament for an official non-Olympic sport of the Asian Games</li></ul>	Cashing of	
	<ul><li>(5) Placed in the top two in an official world tournament for an official non-Olympic, non- Asian Games sport</li></ul>	Coaching of NTNU student athletes in the	
	<ul><li>(6) Placed in the top two in an official Asian tournament for an official Asian Games sport</li></ul>	competitions	
	<ul><li>(7) Placed in the top two in an official Asian tournament for an official non-Asian Games sport</li></ul>		
	(8) Placed first in an official world youth championship		
3	(1) Placed third in the World Games	Coaching of NTNU student athletes in the competitions	2
	(2) Placed third in the Universiade		
	(3) Placed first place in an international sports competition		
	(4) Placed second in the East Asian Youth Games		
	(5) Placed third in an official world tournament for an official non-Olympic, non-Asian Games spor		
	(6) Placed second in an official Asian tournament		

		for an official non-Asian Games sport		
	(7)	Placed second in an official world youth championship		
	(8)	Placed in the top three in an official world university championship		
4	(1)	Placed first in the National Games		
4	(2)	Placed first in the National Intercollegiate Athletic Games (in the sports categories stipulated)	Coaching of NTNU student	1
	(3)	Placed first in the top division of an intercollegiate sports league approved by the Ministry of Education	athletes in the competitions	

Note: 1. "Coaching of NTNU student athletes in the competitions" refers to services provided as the coach of a representative team officially appointed by the NTNU Athletic Department or a national athletic association.

**2.** Each achievement in a sporting event can only be considered once as equivalent item(s) demonstrating academic performance.