

Department of Economics, College of Social Sciences,
National Taiwan University

Regulations for Faculty Appointment Evaluation

Approved at the department affairs meeting on April 14, 1994
Numbers in Articles 4, 5, and 6 were amended at the Department Affairs Meeting on June 2, 1994
Names and text in Articles 3, 4, 5, 6, 7, 9, and 10 were amended at the Department Affairs Meeting on October 3, 1996,
and implemented from August 1997
Text in Articles 3 and 10 were amended at the Department Affairs Meeting on March 20, 1997, and approved at the
General Affairs Meeting of the College of Social Sciences on April 12, 1997
Sources of law were added to Article 1, a new Article 10 was included, and the original Article 10 was changed to
Article 11 at the Department Affairs Meeting on March 7, 1998
Item 2 of Article 3 was amended at the Department Affairs Meeting on June 4, 1988, and approved at the General
Affairs Meeting of the College of Social Sciences on June 19, 1988
Text in Article 7 was amended at the Department Affairs Meeting on June 20, 2002, and approved at the General Affairs
Meeting of the College of Social Sciences on October 14, 2002
Titles of the regulations and text in Articles 1, 2, 3, 4, 5, 6, 7, 9, 10, and 11 were amended at the Department Affairs
Meeting on January 12, 2012, and approved at the General Affairs Meeting of the College of Social Sciences on
January 13, 2012

[Sources of Law]

1. These regulations are established pursuant to Article 8, Item 1 of the Establishment Regulations of Faculty Evaluation Committees for the Degree Programs of Departments of National Taiwan University, the Faculty Evaluation Regulations of National Taiwan University, and the University Act.

[Duration of Appointment]

2. From August 1, 1994, the appointments of faculty members in the Department of Economics are categorized into initial appointment, continuing appointment and granting of tenure. The duration of employment for the newly recruited faculty member is 3 years, and is to be renewed annually. After the initial 3 years, the continuing appointment contract effective for three years will be signed upon approval after review. After 3 years into the continuing appointment, tenure is granted upon the approval after review until the appointee reaches the age of 65.

[Continuing Appointment]

3. The newly recruited faculty member should submit an application for continuing appointment with the materials specified below by March 31 of the third academic year:
 - (1) Three copies of academic research and scholarly accomplishments, arranged under the categories: books, papers published in, or accepted by, refereed journals, invited papers published in conference proceedings, unpublished drafts or manuscripts and textbooks.
 - (2) Teaching performance documents including supervision of student degree theses, syllabuses

of courses taught and teaching evaluations conducted with the approval of the departmental affairs meeting, etc.

- (3) Details of services to the university academic or nonacademic in nature, including but not limited to arranging academic conferences, assisting in managing books and computer equipment, reviewing or editing *Taiwan Economic Review* manuscripts and other related materials.
- (4) Other materials that might be of help in supplementing the review in question.

Upon receiving the application for continuing appointment, the chair of the Department should summon a five-member group to commence the review process. The five-member group has the obligation to inspect and discuss all the materials thoroughly and furnish a written report of realistic improvement suggestions to the promotion action committee (PAC). The five-member group may reach a final decision of approval for the appointment directly with at least three votes. In the case of indecision by the five-member group, the PAC will decide by a majority vote at a meeting with two-thirds of the committee members attending. The PAC evaluates the applicant's academic research quality and quantity, teaching performance, and services to the University according to the proportion of 6:3:1. The decision should be made no later than 3 months after the application has been submitted, and the applicant should be informed of the decision and realistic improvement suggestions in writing.

The aforementioned five-member group should not be composed of department faculty members without continuing appointment. The group is formed as follows. The applicant may suggest two faculty members from the department. The chair of the department is the *ex officio* member and convener. The remaining four members are recommended by the PAC from candidates whose expertise or research fields resemble those of the applicant. If the applicant has suggested faculty members, the five-member group should include at least one of them.

If the continuing appointment of the applicant is not approved, the Department should extend the appointment for at most one year. The termination of the appointment will be processed according to the appropriate university regulations.

[Grant of Tenure]

4. Faculty members with a continuing appointment should submit an application for tenure by the end of September or February during the third academic year accompanied by the materials listed in the Article 3, Item 1. Female faculty members who have been on maternity leave during initial or continuing appointment can extend the data for applying for tenure by one year per leave. Male faculty members who have been on parental leave during initial or continuing appointment can also extend the data for applying for tenure by one year per leave.

The chair should summon a five-member group, whose members should be exclusively composed of faculty members already granted tenure, to review the case and send their recommendation to the PAC for approval. The PAC will approve granting tenure by a two-thirds vote at a meeting attended by at least two-thirds of the members, following the procedure stated in Article 3. The decision should be made no later than 4 months after the application for tenure has been submitted, and the applicant should be informed of the decision in writing.

If the applicant is not granted tenure, the Department should extend the appointment for at most one year. The termination of the appointment will be processed according to the appropriate university regulations.

[Calculation of Service Years]

5. The years of service for newly recruited faculty members are calculated according to the appropriate university rules. Provided the consent of the University, the service years in other institutes can be counted toward the requirements specified in Articles 3 and 4. New faculty members with more than three service years do not need to undergo the continuing appointment review in Article 3. New faculty members who have been granted tenure from other institutes or have performed outstandingly can be granted tenure with a two-thirds vote by the PAC attended by at least two-thirds of committee members.

[Exceptions]

6. Initial and continuing appointments can be terminated upon a resolution made at a meeting in which at least two-thirds of the members are present and the votes in favor of termination exceed half of the total PAC membership. The termination will be processed according to the appropriate university regulations.

Faculty members during the 3 years of continuing appointment can submit an application for an “early review” for tenure. The chair of the Department can accept or reject the application after consulting with the department faculty. The early review is processed, following the procedure in Article 4, at a meeting attended by at least two-thirds of committee members with a two-thirds vote of members present for granting the tenure.

[Review]

7. The five-member group mentioned in Articles 3 and 4 should furnish a list of four to six candidates to act as anonymous reviewers for the chair to choose from. The reviewers from the Department should not exceed half the reviewers.

[Criteria of Review]

8. The continuing appointment review should focus on deciding if the applicant has fully demonstrated a potential academic research capability, while the tenure review should focus on whether the applicant has contributed significantly in his/her research field.

[Appeal]

9. Should the applicant not be in agreement with the decision made by the PAC, he/she can send a written appeal to the Teacher Grievances Committee within 30 days starting from the second day after receiving the notice.

[Evaluation]

10. The faculty appointment should follow these Regulations, while faculty evaluation should comply with the appropriate regulations of the University and the College.

[Date of Effectiveness]

11. The Regulations are effective from the date of promulgation by resolution of the Department Affairs Meeting, the General Affairs Meeting of College of Social Sciences, and the Administrative Meeting.