

# **Chung Yuan Christian University (CYCU) Guidelines for Merit Pay for Faculty with Teaching Excellence Contribution**

Passed at the Outstanding Teaching Faculty Evaluation Committee Meeting on October 4, 2011

Amended at the Outstanding Teaching Faculty Evaluation Committee Meeting on June 19 2012

Amended at the Outstanding Teaching Faculty Evaluation Committee Meeting on January 15, 2013

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Amended at the Outstanding Teaching Faculty Evaluation Committee Meeting on April 13, 2018

Article 1. These Guidelines are hereby established to execute the referral operation of Faculty with teaching excellence contribution prescribed in Subparagraph 1 of Paragraph 2 of Article 3 of the “Regulations for Merit Pay for Recruitment and Retention of Distinguished Talents” of Chung Yuan Christian University (hereinafter referred to as “CYCU”).

Article 2. Each department (institute, office, center) and college of CYCU shall recommend faculty members voluntarily, or faculty members may file applications in person each year, and the “Application Form for Merit Pay for Faculty with Teaching Excellence Contribution” and relevant documents shall be submitted to the supervisors of the department (institute, office, center) and college for signing and sealing, followed by submission to the Office of Academic Affairs for review and approval. The Outstanding Teaching Faculty Evaluation Committee then completes the preliminary review and recommendation operation, followed by submission to the Merit Pay Review Committee for second review.

Article 3. The period of scope of contribution outcomes for review for the internal and external contribution outcomes of the faculty members with teaching excellence contribution shall be one year before the announcement of application.

Article 4. The recommendation principles adopted by the Outstanding Teaching Faculty Evaluation Committee are as follows:

1. The average teaching evaluation score for the last two semester is ranked at the top 50% of the entire college.
2. Achievements for evaluation are as follows:
  - (1) Category I: Outstanding outcome is achieved in the participation of the Higher Education Sprout Project and supported, and after the review and approval of the Outstanding Teaching Faculty

Evaluation Committee, an evaluation score is then provided.

- (2) Category II: Outstanding outcomes in the execution of teaching related projects of the Ministry of Education (MOE) is achieved and supported by evidence, and after the review and approval of the Outstanding Teaching Faculty Evaluation Committee, an evaluation score is then provided.
  - (3) Category III: Outstanding outcomes in guiding students to participate in various teaching-related contests with winning of awards (calculation shall be made proportionally according to the total number of advisors for score evaluation of co-advisors) is achieved and supported by evidence, and after the review and approval of the Outstanding Teaching Faculty Evaluation Committee, an evaluation score is then provided.
  - (4) Other outstanding outcomes related to teaching excellence contribution and supported by evidence, and after the review and approval of the Outstanding Teaching Faculty Evaluation Committee, an evaluation score is then provided.
3. The recommendations are ranked in sequential order based on their total score after the evaluation score points of achievements of each category are summed and accumulated. In case where the accumulated total scores of faculty members are the same, the sequential order is arranged according to the category sequence of the achievement for evaluation, provided that for special outstanding achievements reviewed by the Outstanding Teaching Faculty Evaluation Committee and resolved to be evaluated in priority, such requirement on the sequential order may not be applied.

Article 5. The number of faculty members below the rank of Associate Professor (inclusive) receiving the merit pay for faculty with teaching excellence contribution shall be more than 70% (inclusive) of the total number of awarded faculty members in that year.

Article 6. These Guidelines are approved by the Outstanding Teaching Faculty Evaluation Committee and reported to the President of CYCU for approval, followed by promulgation and implementation, and the same shall be applied to any amendments thereto.