

Regulations of Improving the Teaching Profession in CYCU

April 12, 2012 896th Executive Meeting

February 05, 2015 Amended by the 928th Executive Meeting

October 06, 2016 Amended by the 946th Executive Meeting

Article 1. The measure has been formulated in order to strengthen the teaching profession of teachers, and assist teachers to develop their teaching knowledge and improve the quality of teaching.

Article 2. The improvement of the teaching profession of teachers as mentioned in this measure refers to the growth of returning to the teaching standard. It provides differentiated services for teachers at different development stages and fields. The content includes teaching assistance for new teachers, teaching growth activities, teaching development subsidies, teaching cooperation, teaching performance awards, and teaching evaluation as well as consultation, etc.

Article 3. Teaching assistance for new teachers should be invited by each department to be an excellent teacher from the department as a consulting partner for new full-time teachers. The implementation period is two years.

The teacher who is a consulting partner should provide new teachers with teaching, research, mentoring, and administrative assistance.

The Office of Academic Affairs will give priority to the teaching needs of new full-time teachers in the production of teaching resources.

Article 4. Teaching growth activities include interdisciplinary learning, discussion on teaching strategies, teaching technology and resources, teacher career certification programs, etc., to expand teacher general education and strengthen teacher education majors, and invite foreign teachers to teach when necessary.

Full-teachers in CYCU should participate in teaching growth activities for at least 4 hours, and new teachers should participate in it for at least 6 hours. In addition, new teachers also need to complete the National University College Teacher Teaching Professional Certification Program Basic Course for more than 20 hours within 2 years and obtain the certificate of completion of the study at this stage (except for chair professors, visiting professors and associate professors and above). The calculation of the above study hours is based on the study activities organized by the Office for Teaching and Learning Excellence.

Article 5. Teaching development subsidy includes teaching resources production, industry circles study, interdisciplinary elective reading and foreign teaching research and other projects to improve teachers' teaching.

To coordinate teachers to develop teaching materials, to publish textbooks and to innovative teaching methods and improve teaching effect. Subsidies for the production of various teaching resources are handled in accordance with "Teaching Resource Production and Teaching Improvement Subsidy Regulation in CYCU".

I. In order to enhance teachers' practical experience, give back to teaching with practice, shorten the gap between learning and use, and improve

teaching quality, teachers can go to the industry for short-term study.

- II. To assist teachers to handle the latest development of related knowledge, understand the latest teaching history research information, as well as new teaching strategies and methods through knowledge exchange between domains. Manage interdisciplinary courses elective reading for teachers in accordance with “Incentives for Faculty and Staff to Take On-Campus Courses”. If the selected teacher is the seed teacher of the new course in the whole school, the current semester can be reduced to 2 teaching hours, but the selected teacher is responsible for teaching in the next three years.
- III. To assist teachers to plan the special interdisciplinary courses and world-class teaching contents and methods. The Academic Affairs Office should provide funds to subsidize teachers to go to foreign universities as a team to conduct training in curriculum planning and operation, innovation and development of teaching materials and teaching methods, depending on the budget.

Article 6. Teaching cooperation includes teacher’s growth community, coordinate teaching and other teaching communication. It plays on the teaching team spirit of teachers and creates a supportive friendly teaching environment to improve teaching efficiency.

- I. In order to assist teachers to spontaneously form teaching workshops, teaching research associations, online workshops, teaching circles and action research, reading clubs and other teacher growth communities according to their needs, the Office of Academic Affairs should provide financial subsidies according to the budget, and establish teaching experience sharing and common growth mechanism.
- II. To assist teachers, reflect on teaching and improve teaching effectiveness, the Office of Academic Affairs should provide funds to subsidize two or more teachers according to the budget to jointly plan and implement the teaching mode of the course, and share the results with the teachers in CYCU.

Article 7. Teaching excellence awards include the selection of outstanding teachers, flexible teaching salary, excellent teaching courses, excellent teaching materials and teaching aids, etc., to praise teachers' professionalism and establish a benchmark for learning.

- I. To affirm teachers’ efforts and contributions, teachers will be selected as excellent teachers in accordance with the “Selection method of outstanding teaching teachers”.
- II. In order to attract and retain outstanding teaching talents at home and abroad, flexible salaries for teachers are handled in accordance with our school's "Flexible Salary Support Measures for Recruiting and Retaining Special Outstanding Talents" and "Key Points of Flexible Salary for Teaching Special Excellent Teachers".
- III. Those courses with a certain number of students will be awarded in accordance with “Teaching Evaluation Methods”. Teachers who have a great contribution on developing teaching materials, publishing textbooks, producing teaching tools in accordance with

“Teaching Resource Production and Teaching Improvement Subsidy
Regulation in CYCU”

Article 8. In order to understand students' reactions to teachers' teaching and to help teachers improve teaching and teaching quality, according to the school's "Teaching Evaluation Method", students' opinions are regularly collected. The analysis results should be provided to teachers for reference. For teachers with poor teaching evaluation courses, according to the school's "Teaching Evaluation and Guidance Regulations", a clear guidance mechanism is established to actively improve teaching.

In order to assist teachers in sharing their personal teaching experience and establish an immediate teaching guidance mechanism, the Office of Academic Affairs should provide services including individual teacher conversation, telephone consultation, online consultation and teaching videos to help teachers improve teaching effectiveness.

Article 9. The Office of Academic Affairs may provide relevant information in accordance with the requirements of the instructional Evaluation, Teacher Evaluation, and Teacher Evaluation Committees regarding the achievements and records of teachers in various measures regulated by these Regulations.

Article 10. For full time teachers who are visiting professors, chair professors or emeritus chair professors, do not apply article 3 and article 4 of this measure.

Article 11. The method has been approval at the Executive meeting and will be reported and be announced by the president in CYCU, and any amendments thereto.