

National Central University Enforcement Rules of Performance Evaluation for Joint Research Center Research Staff

Approved by 7th institution-level teacher evaluation committee in 2010 academic year on 2010.05.25
Amended and approved by 4th institution-level teacher evaluation committee in 2011 academic year on 2011.12.27
Amended and approved by 1th institution-level teacher evaluation committee in 2021 academic year on 2021.10.26

Article 1 To enhance the research, service, teaching and guidance effects of each of jointly operated research centers (hereinafter referred to each Center), these Enforcement Rules (hereinafter referred to as the Rules) are hereby established in accordance with the National Central University Guidelines for Teacher Performance Evaluation.

Article 2 Except as otherwise provided in Article 4 of the Rules, full-time (project) research staff of each Center shall receive the first performance evaluation after having worked at the University for 4 years. After that, they shall receive performance evaluation every 4 years. Employment years of research staff to receive performance evaluation shall be calculated to the end of July of the current year.

Article 3 Each Center shall establish its enforcement rules to identify evaluated items, standards, evaluation procedure, etc. pursuant to the National Central University Guidelines for Teacher Performance Evaluation and then send the rules to the institution-level Teacher Evaluation Committee for its approval. Each Center shall complete preliminary review pursuant to its enforcement rules by the end of September of the current year when the performance evaluation is conducted, and report the result of preliminary review to the Teacher Evaluation Committee of Joint Research Center for conducting secondary review. The Teacher Evaluation Committee of Joint Research Center shall complete performance evaluation work by the end of October of the current year, and send the result to the institution-level Teacher Evaluation Committee for its record.

Article 4 The conditions for research staff to be exempted from performance evaluation shall be determined pursuant to the National Central University Guidelines for Teacher Performance Evaluation.

Article 5 Evaluated Items and Standards: Evaluated items are determined subject to the enforcement rules of research staff performance evaluation established by each Center. Research staff evaluated shall meet minimum standards for

all items before moving to this stage of evaluation.

Article 6 The rules relating to failure to meet the required standards are stated as follows:

1. After the result of the institution-level evaluation is submitted to the institution-level Teacher Evaluation Committee for its record, the Teacher Evaluation Committee of Joint Research Center shall inform the research staff failing to meet the standards in writing of the result and the reason for failure.
2. The research staff failing to meet the standards are not entitled to a raise from the next academic year and shall not moonlight for any entity or school, take leave for doing research or lecturing, or serve as the head of any academic or administrative unit of the University.
3. The research staff failing to meet the standards shall coordinate research centers to obtain assistance in applying for performance evaluation with the Teacher Evaluation Committee of Joint Research Center within a two-year period starting from the next year. When an evaluatee passes re-evaluation, all the restrictions imposed on the evaluatee due to his/her previous failure to meet the standards shall be cancelled from the next academic year.
4. For those who pass re-evaluation, the period for the next time's performance evaluation shall be calculated from August of the year when the re-evaluation is conducted.
5. Those who fail to meet the standards successively for two times will be required to retire, be laid off with severance pay or be required to complete the legal procedure for non-renewal of appointment.
6. Those who fail to receive performance evaluation within a time frame or provide false data to influence the result of evaluation shall be deemed to have not met the standards.
7. If an evaluatee disputes the result of evaluation, s/he shall attach specific proof in writing and lodge an appeal to the institution-level Teacher Evaluation Committee within 30 days from the date following the date when receiving the written notice. The appeal shall be lodged only once. Those who dispute the result of appeal shall make a grievance with the Teachers' Appeal Review Committee of the University.

Article 7 Those who are unable to receive performance evaluation due to childbirth,

unpaid leave, research leave, transfer to serve for other institutions or other important reasons shall submit relevant evidence to Teacher Evaluation Committees at three levels prior to the scheduled evaluation to apply for extension of evaluation.

Article 8 Matters not provided in the Rules shall be dealt with in accordance applicable regulations.

Article 9 The Rules and any amendment thereof shall be implemented only after being adopted by the Teacher Evaluation Committee of Joint Research Center and approved by the institution-level Teacher Evaluation Committee.