

Regulations for Faculty Appointment Evaluation Department of Economics, National Taiwan University

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.
2. [Duration of Appointment] 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 members is three years, and is to be renewed annually. After the initial three years, the continuing appointment contract effective for three years will be signed upon approval after review by the five-member group and the Promotion Action Committee (PAC hereafter).

During the continuing appointment, tenure will be granted as long as the faculty has been approved for promoted after review. Then the later continuing appointment follows the rule set by the University.

The tenure for the newly recruited faculty members at the rank of Associate Professor or above should follow the rules in Articles 4 and 5 of the “Regulations.”

3. [Continuing Appointment] The newly recruited Assistant Professor 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books, papers published in, or accepted by, refereed journals, invited papers published in conference proceedings, unpublished drafts or manuscripts and textbooks.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 graduate student degree theses, syllabuses of courses taught, teaching evaluations, 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 manuscripts for journals, and other related materials regarding the services that have been served inside or outside the department.
 - (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 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 chair of the department is the *ex officio* member and convener. The applicant may suggest two faculty members from the department. If the applicant has suggested faculty members, the five-member group should include at least one of them. The remaining members are recommended by the PAC from candidates whose expertise or research fields resemble those of the applicant.

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

4. [Grant of Tenure] For the Assistant Professors who were appointed before July 31, 2016, the procedure for the tenure application follows the procedure of promotion application. The faculty should apply for promotion before or in the seventh academic year since the initial appointment. If promotion is approved, tenure will also be granted. If promotion is denied, the subsequent procedure should follow the rules set by the University.

For the Assistant Professors who were appointed after August 1, 2016, the application for tenure follows the procedure of promotion application regulated by the College of Social Sciences. If promotion is approved, tenure will also be granted. If promotion is denied, tenure will not be granted, in which case the appointment will be terminated. The subsequent termination procedure should follow the Faculty Evaluation Regulations of the University and the College of Social Sciences.

The procedure for the tenure application at the rank of Assistant Professor should follow the "Directions of Faculty Promotion Evaluation Procedures" of the Department.

As for the rank of Associate Professor and above, the application procedure is determined by the Faculty Evaluation Committee of the Department case by case, and the documents specified in Article 3, Item 1 are required. When receiving the application, 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.

Tenure will be automatically granted for newly hired Associate Professors if they have been approved for promotion to a full Professor by the Promotion Evaluation Committee before the deadline for the tenure application.

The faculty should obey the rules regarding the calculation of the duration of appointment and whether it can be prolonged or not according to the Faculty Evaluation Regulations set by the Department and the University.

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.

6. The termination of faculty's appointment will be processed according to the Teachers' Act and the appropriate university regulations.
7. The five-member group mentioned in Articles 3, Item 2, and Article 4, Item 4, should furnish a list of four to six candidates to act as anonymous reviewers for the chair to choose at least three from the pool. The reviewers from the Department should not exceed half the reviewers. To apply for tenure, the applicants can submit a list of avoided reviewers as reference with specified reasons, while they cannot recommend reviewers.
8. The publication review of continuing appointment application shall assess whether the applicant can exert the potential of research during the first appointment period. The review of tenure application shall assess whether the applicant has had significant contribution to one's research field.
9. When the applicant is not satisfied with the resolution, one may appeal to the Committee of Teacher Grievances on paper within thirty days counted from the day after receiving notification.
10. Teachers of our department shall apply for appointment according to the "Regulations" and shall still be evaluated according to the relevant Faculty Evaluation Regulations set by the College and the University.

11. The “Regulations” come into force upon the date of promulgation after being approved by the Department Affairs Meeting, the General Affairs Meeting of the College of Social Sciences, and the University Administration Meeting.

Amendment History

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, approved at the General Affairs Meeting of the College of Social Sciences on January 13, 2012, and approved at the University Administration Meeting No.2706 on March 6, 2012

Amendments were approved at the Department Affairs Meeting on October 2, 2014, approved at the General Affairs Meeting of the College of Social Sciences on October 23, 2014, and approved at the University Administration Meeting No.2842 on January 6, 2015

Article 7 was amended at the Department Affairs Meeting on April 12, 2018, approved at the General Affairs Meeting of the College of Social Sciences on April 20, 2018, and approved at the University Administration Meeting No.3002 on July 3, 2018

Amendments were approved at the Department Affairs Meeting on October 15, 2020, approved at the General Affairs Meeting of the College of Social Sciences on November 27, 2020, and approved at the University Administration Meeting No. 3090 on March 23, 2021

Amendments were approved at the Department Meeting on April 7 and College Meeting on April 15, 2022

Amendments were approved at the Department Meeting on June 2, 2022.