

National Kaohsiung University of Science and Technology

Guidelines for the Qualifications and Evaluation of Newly Employed Full-time Faculty Members of the College of Foreign Languages

Approved at the 3rd Extraordinary College Affairs Meeting of the first semester of the 2021 Academic Year on November 29, 2021

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Article 1

Guidelines Governing the Qualifications and Evaluation of Newly Employed Full-time Faculty Members of the College of Foreign Languages of National Kaohsiung University of Science and Technology (hereinafter referred to as “the Guidelines”) are formulated in accordance with Article 3 of the Regulations Governing the Appointment of Full-Time Faculty Members of the University to recruit outstanding full-time (special program) faculty members and strengthen the teaching and research manpower of the College as well as to diversify the sources of faculty members.

Article 2

In addition to complying with the relevant laws and regulations of the Ministry of Education and the University, newly employed full-time (special program) faculty members hired by the College shall follow these guidelines.

Article 3

For the College’s newly employed full-time (special program) faculty members, the minimum points requirements for their academic publications and professional achievements published or accepted within five years are as follows:

- (1) 24 points for newly employed full-time professors.
- (2) 16 points for newly employed full-time associate professors.
- (3) 8 points for newly employed full-time assistant professors.

The five years referred to in the preceding paragraph means the five years counted backward from the last day of the month during which the vacancy was announced (the deadline

for job application). If occupied with pregnancy, childbirth or parenting of children under the age of three, the applicant may apply for an extension of two years but must present corroborating documents.

Article 4

The methods of calculating points listed above are as follows:

(一) Academic Publications:

1. Five points for each paper published in the SSCI and the AHCI journals, or for an academic book in foreign languages or in Chinese published internationally or granted and acknowledged by the Ministry of Science and Technology.
2. Four points for each paper published in the ERIH-PLUS, THCI, TSSCI, SCOPUS journals, or in the journals issued by academic associations in Japan and German-speaking areas, by the Association of Japanese Language Education in Taiwan, the Japanese Language and Literature Association of Taiwan, the Taiwan Applied Japanese Association, GDVT Germanisten- und Deutschlehrerverband Taiwans, and the Taiwan Association of Translation and Interpretation.
3. Three points for each paper published in ESCI journals.
4. Two points for each paper published in international and domestic journals under external review.
5. Two points for each academic book that is reviewed, edited, and officially published by a publisher in Taiwan and shows no similarity to the doctoral dissertation. The maximum points gained in this way cannot exceed four. Two points for each textbook or reference book, up to a total of 4 points.
6. Two points for each book chapter.

(二) One point for each international/domestic conference paper with a maximum of 4 points in total.

(三) Two points up to a maximum of 4 points in total for each research project, teaching practice program, MOOCs (Massive Open Online Courses) program, or other ministerial-level teaching or research-related programs granted by the National Science and

Technology Council and the Ministry of Education in which the applicant served as the director.

- (四) One or two points up to a maximum of 4 points in total for each interpretation or translation service based on its technical difficulty.
- (五) One point up to a maximum of four points in total for each industry-academic cooperation project with the applicant as the project director and with an accumulated fund of NT\$50,000 or more.
- (六) One point up to a maximum of two points in total for each approved undergraduate-student project of the National Science and Technology Council under the applicant's instruction.
- (七) 0.5 points up to a maximum of 2 points in total for each award from intercollegiate language-related competitions under the applicant's instruction.
- (八) 1 point for each invention patent and 0.5 point for each new or new style (design) patent up to a maximum of 6 points in total.

Article 5

If the prospective (special program) full-time faculty member of the College does not meet the minimum requirements but has exceptional and outstanding academic or professional performances and is an outstanding candidate with profound potentiality, the case shall be approved by the Faculty Evaluation Meeting of the department and submitted to the NKUST Faculty Appointment Review Panel for review and approval without the restrictions of Article 3 of the Guidelines. This case also needs to be submitted to the College Faculty Evaluation Committee for re-examination.

Article 6

To facilitate the diversification of faculty sources in all departments of the College, the total number of faculty members from the same source shall be 25% of the total number of faculty members in the department. However, for the German-speaking faculty with special expertise, specific documents should be submitted, and the ratio should be limited to 40%. The same source referred to above means that the applicant has received the highest educational degree (the doctoral degree) from the same university as current faculty members of the department.

Article 7

The Guidelines shall be implemented upon the approval by the College Faculty Evaluation Committee, the College Affairs Committee, and by the President of the University. The same shall be done for any amendments thereto.