

Multiple-pathway promotion for teachers

Introduction to the new criteria

Pathways to promotion



Academic and research



Exhibitions and performances



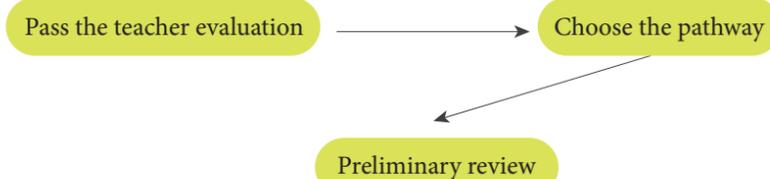
Technical applications



Practical teaching

Procedure for multiple-pathway promotion review

Preparations for application



Review by the teachers evaluation committee of the department/graduate institute

- The applicant must submit all relevant documents in April or October of the year for review by the teachers evaluation committee of his or her department/graduate institute.
- The applicant must pass both teaching and service evaluations before his or her publication, work (evidence of achievements), technical reports or teaching achievements can undergo outside review.

Second-stage review

Second-stage review by the teachers evaluation committee of the school

- After approval in the preliminary review, the application will be forwarded to a second-stage review by the teachers evaluation committee of the respective school by July 31 of the same year or January 31 of the next year.
- The applicant must pass both teaching and service evaluations before his or her publications, work (evidence of achievements), technical reports or teaching achievements can undergo outside review.

Final review

Review by the teachers evaluation committee of the university

After approval in the second-stage review, the application will be forwarded to the teachers evaluation committee of the university by October 31 of the current year or April 30 of the next year for final review.

The Ministry of Education issues the teacher certificate.

Criteria for internal teaching and service evaluation



Criteria for teaching achievements evaluation

6 items of evaluation

- ✓ Teaching evaluation and students' response
- ✓ Evaluation of courses taught in the past five year
- ✓ Teaching guidance
- ✓ Development of unique courses
- ✓ Teaching community sharing and teaching resources sharing
- ✓ Teaching publications and R&D results
- ✓ Teaching quality certification and awards

- The applicant chooses two items, and selects a sub-item under each of them for review.
- The applicant is graded on a five-point scale, with three points being the passing mark.

For any applicant who chooses the teaching pathway, he or she must choose four items of the teaching achievements evaluation.

The item of "teaching evaluation and students' response" must be chosen. For this item, the scores from the students' response will determine the grade, with the passing mark set at an average of four points or above.

The applicant can freely choose three other items, and select a sub-item under each of them for review.

Criteria for service achievements evaluation

4 items of evaluation

- ✓ Promotion of department or university affairs
- ✓ Administration positions
- ✓ Student counseling
- ✓ Special projects and academic citizenship

Related links



Multiple-pathway promotion platform for teachers community

- Latest information about local and overseas teaching activities
- Information about application for recent Ministry of Education projects
- Links to multiple-pathway promotion laws and regulations, and application forms
- Application forms for resources for teaching and promotion
- Periodicals of practical teaching and educational research
- Databases of university teaching achievements and higher education

<https://lms.tnua.edu.tw/club/multiplepromotion>



Related offices

Matters concerning teacher staff promotion – Personnel Office

Secretary/ Feng-E Lin, ms. _ (02) 2896-1000#1602

Matters concerning teaching development –

Center for Teaching and Learning, Office of Academic Affairs

Project Executor/Wen-Ling Wu, ms. _ (02) 2896-1000#1242

Matters concerning teachers evaluation –

Office of Research and Development

Coordinator/Chun-Lin Chou, mr. _ (02)2896-1000#1416

Multiple-pathway promotion for teachers

Outside review of professional achievements



Academic and research



Exhibitions and performances



Technical applications



Practical teaching

Outside review of professional achievements

- Outside review will take place only after the applicant has passed the internal review of teaching and service achievements.
- According to the Ministry of Education's "Regulations concerning the qualification review for teachers at college and higher levels," the application must not be accompanied by more than five achievement cases; the application must designate one of them as the most representative case and the others will serve as references.
- Work related to the same series may be combined as part of the representative case.

The scope and criteria of the achievement review

Academic and research

- An application who has substantial contribution to research in a specific academic field can submit his or her expertise publications for review.
- The publications must be openly published books on special subjects; or those that have been published in local or overseas academic or professional journals (including those electronic journals that run formal review and whose contents are available openly); or those that are confirmed to be published by the above-mentioned journals at specific dates; or those that have been collected into openly published volumes by local or overseas symposiums that run formal review of the papers presented (including optical disc formats).

Exhibitions and performances

- Art teachers who have unique and continuous work and who have made substantial contributions can use their work as proof of their achievements. The application can be accompanied by the creative works or reports about the exhibitions and performances.
- TNUA's criteria of review are based on the Ministry of Education's "Criteria for the qualification review of art teachers who submit creative work and evidence of achievements." For details, please see the university's "Regulations for the employment and promotion of teachers."

Technical applications

- Achievements in terms of patents and innovations
- Case studies of professional skills or management that have been arranged and analyzed to form unified and insightful reports.
- Research results that make special contribution to the improvement of material cooperation between the academic and industry sectors.
- Those who submit two or more research results must decide which one of them is the representative work and which one is for reference. Works that are in a related series can be combined to form one representative case.
- If the achievements are results of joint efforts by several people, only one of them can submit them for review. When the application is filed, all others involved must waive their rights to include the joint work as their representative achievements for promotion review. The applicant must submit a written explanation of the part he or she plays in the joint work, with supporting signatures of the others involved.
- For research results that involve classified information, the applicant may explain the classified information to the reviewers, but demand them not disclose it.
- A full report of the case must accompany the application, and its contents should include the following major items:
1. Concept of research; 2. Theoretical framework; 3. Major content; 4. Methodology; 5. Achievements and contributions

Practical teaching

Teachers' research focuses on the practice of teaching. The subject can be educational institutions and students of any levels. In terms of course design, teaching materials, teaching methods, teaching tools, use of technological media, or evaluation tools, the research offers innovation, improvements and extended application, making substantial and important contribution to teaching or the university's internal/external promotion. The research can be submitted as support of the promotion application. The chief items are as follows:

1. Representative teaching achievements (60%) – in a period between the applicant's last position and the position aimed at in the application.
 - (1) Practical teaching: Audio-video documentation that can fully present teaching skills and learning achievements.
 - (2) Teaching achievements: Written reports of innovative teaching materials or critical reviews and analyses of teaching practice.
2. Representative teaching, research, and innovative work (40%) in a period between the applicant's last position and the position aimed at in the application.

Practical teaching

Items of outside review for practical teaching achievements

- ▶ Representative work 60%
(From the last position to the position aimed at in the application)

Practical teaching

Audio-video documentation that can fully present teaching skills and learning achievements. The content may include (at least two items):

- (1) The process of teaching (audio-video documentation, course websites, publications, etc.)
- (2) Open courses (such as OCW, MOOC)
- (3) Records of teaching presentations (workshops, seminars, lectures, panel discussions and others where professional knowledge and teaching experience is shared.)
- (4) Other supporting evidence

Teaching achievements

Written reports or critical reviews and analyses of innovative teaching materials or methods. Its content should include the following items:

- (1) The concept of course design and its teaching
- (2) Theoretical framework
- (3) Major content and teaching methods
- (4) The teaching and the students' learning achievements
- (5) The innovation and contribution of the teaching and the course

- ▶ Reference work 40%

Reference work related to the applicant's expertise or teaching, research or creative work from the period between his or her last position and the position aimed at in the application.

The criteria of review for different positions

- Professorship: Those who have met the criteria of the last position, demonstrating innovations in teaching in specific disciplines, and making substantial contributions to society.
- Associate professorship: Those who have met the criteria of the last position, and made comprehensive and continuous achievements in teaching in specific disciplines.
- Assistant professorship: Those who design courses with rich content and careful organization, and who have the capability of presenting the content in class and demonstrating the students' achievements.