



THU Regulations on Faculty Promotion through Industry-Academia Practices for Non-Departmental Academic Units

2021/1/5 Approved by the Faculty Evaluation Committee for Non-Departmental Academic Units

2021/2/22 Approved by the University Faculty Evaluation Committee

2023/11/1 Amended and approved at the 3rd Meeting of the Faculty Evaluation Committee for Non-Departmental Academic Units of the first semester Academic Year 2023

2023/11/9 Approved by the University Faculty Evaluation Committee

- Article 1** These Regulations are established pursuant to Article 12 of the THU Regulations on Faculty Promotion through Industry-Academia Practices. To support university development and develop diverse promotion pathways, Tunghai University (THU) hereby establishes the Regulations on Faculty Promotion through Industry-Academia Practices (hereinafter referred to as these Regulations) to encourage teachers who have demonstrated innovative, enhanced, or extended contributions in their professional domain to seek promotions through technical reports in place of academic writing.
- Article 2** Promotion through industry-academia practices specifically targets R&D achievements in the faculty member's area of focus that contributes to real-life applications. Such achievements include patents, technological or management case studies, and industry-academia cooperation. Determination will comply with Article 21 and the scope and criteria provided in Attachment 1 of Article 15 of the MOE Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education.
- Article 3** Assessment criteria:
1. Applicants for associate professorship: They must demonstrate continuous engagement in technological or practical research and development as well as sustained works or research achievement within their specialized field or industry, showcasing tangible contributions.
 2. Applicants for professorship: They must demonstrate continuous engagement in technological or practical research and development as well as sustained and original works or research achievements within their specialized field or industry, showcasing tangible contributions.
- Article 4** In order to be eligible for promotion through industry-academia practices, applicants are required to have passed their last teacher evaluation as well as the research portion of the teacher evaluation.
- In the regulations herein, "technical reports in place of academic writing" refers specifically to outputs produced within a specific period that meet the following criteria (principal investigator of an industry-academia project or licensing fees from technology transfers):
1. Licensing fees from technology transfers: Includes patent licensing fees and non-patent licensing fees (excluding early stage technology transfer fees in research projects). Licensing fees from technology transfers are based on the date of THU's receipt and must be signed in the name of THU. Output must comply with the following:
 - (1) Licensed or transferred within the past five years.



- (2) Cumulative contribution to THU: Applicants for associate professorship shall contribute at least NT\$2 million; applicants for professorship shall contribute at least NT\$3 million.
 - (3) Contracts (including name of technology, licensing fee amount, and other party) and other documentary proof must be provided. In the case of international technology transfers, a Chinese summary should be provided. If there are multiple inventors or creators, the technology transfer fee shall be calculated based on their respective contributions. Therefore, a jointly signed written statement from all inventors or creators should be provided to explain the percentage of contribution of each individual.
2. Management fees for industry-academia cooperation: Based on the end date of the project and signed in the name of THU. Output must comply with the following:
- (1) Industry-academia cooperation project closed within the past five years with government programs accounting for at least 50%.
 - (2) Cumulative contribution to THU for management fees (any management fees exceeding 15% of one project will be counted as 15%): Applicants for associate professorship shall contribute at least NT\$600,000; applicants for professorship shall contribute at least NT\$900,000.
 - (3) Applicant must be the principal investigator (including co-investigator or sub-investigator), but excluding those who are named as principal investigators due to administrative positions.
 - (4) Supporting documentation should be provided for review and recognition. In the case of international industry-academia cooperation, a Chinese abstract should be provided. If serving as a co-investigator or sub-investigator, project management fees shall be calculated based on their respective contributions. Therefore, a jointly signed written statement from all investigators should be provided to explain the percentage of contribution of each individual.

Other criteria, beyond the regulations herein, set forth by colleges or departments should be followed. Additionally, all faculty promotion applications should comply with the basic criteria set by their respective college or department.

Article 5

Outputs provided in compliance with Article 4 must comply with: The Regulations Governing Management and Application of Research Achievement and Measures to Avoid Conflict of Interest and Information Disclosure for technology transfer applications. For industry-academia project, avoid if:

1. The principal investigator or affiliated parties have been employed, commissioned or represented the partnering corporation or its responsible person, and vice versa, within the past three years.
2. The principal investigator or affiliated parties have engaged in financial transactions with the partnering corporation or its responsible person within the past three years, where prices, interest rates, etc., do not align with normal and reasonable market transactions.
3. The principal investigator and responsible person of the partnering corporation are spouses or family (parent, children, grandparents, grandchildren, or siblings).
4. The principal investigator or affiliated parties are directors, supervisors, or



managers at the partnering corporation, including state-appointed representatives serving as directors or supervisors.

Affiliated parties hereinabove includes the spouse or minor children of the principal investigator. Responsible person hereinabove refers to shareholders representing general partnerships or limited partnership business entities as well as directors of limited companies and joint-stock companies. This also includes managers, liquidators, or temporary administrators of companies, and initiators, supervisors, inspectors, reorganizers, or reorganization supervisors of joint-stock companies, who, within the scope of their duties, also act as responsible parties.

If the principal investigator voluntarily discloses their affiliation with the partnering corporation within the past three years and has undergone a thorough review by THU's conflict of interest mechanism, demonstrating conclusively that no undue benefits were derived directly or indirectly from the partnering corporation or its responsible party, applicants may be exempt from recusal.

Article 6 The Office of Research and Development and THU Industry Collaboration and Incubation Center shall be responsible for verifying achievements relating to technology transfers and industry-academia cooperation.

Article 7 When applying for promotion through technical reports, the evaluation criteria for teaching performance and service (including advisory services) should adhere to the current criteria for reviewing promotions. As for the research performance section, please comply with the following:

1. Achievements provided should align with the nature of courses instructed by the applicant.
2. The representative works submitted should be limited to those where the applicant served as the principal investigator. This excludes those who are named as principal investigators due to administrative positions. The submitted works should be on par with academic papers at the professorship being sought. The results submitted shall be accompanied by an overall technical report that includes the following major items:
 - (1) R&D concept.
 - (2) Theoretical foundation.
 - (3) Subject matter.
 - (4) Method(s) and techniques.
 - (5) Outcome(s) and associated contribution(s).

The written report can be in any language; if written in a language other than Chinese, a Chinese abstract should be included. Proper citations and references should be provided.

3. The submitted outcomes should encompass both representative achievements and reference achievements produced after obtaining the previous accreditation level.
4. An applicant who submits two or more R&D results for an accreditation review shall select one as their representative achievement and the others as reference achievements. Materials that are part of a series of related research may be amalgamated and presented as one representative work.
5. If the representative achievement has been co-authored, only one of the co-authors



may submit that work for an accreditation review; when it is submitted, the other persons shall relinquish their right to submit that report as their representative achievement for an accreditation review. The applicant shall specify in writing the part(s) of the work in which they participated, and the other co-author(s) shall sign and certify the written statement. If the patent rights are not owned by THU, the applicant shall provide a written explanation stating the specific reasons.

6. If the R&D results involve confidential information, the applicant shall provide an explanation regarding any confidential part(s) and request that the information be kept confidential during the accreditation review procedures and by the reviewers.
7. THU shall make any approved technical reports publicly available on the THU website and in the library, and/or have it published and distributed in relevant domestic and overseas publications unless otherwise restricted by Article 21, Paragraph 3 of the Regulations Governing Accreditation of Teacher Qualifications at Junior Colleges and Institutions of Higher Education.

Article 8

The department- and college-level Faculty Evaluation Committees shall conduct a careful evaluation of the applicant's character and professional ethics, as well as the applicant's teaching, research, service, and student advising performance since attaining the current academic rank. The college-level evaluation scores for research (industry-academia achievements and contributions), teaching, service, and student advising shall adopt the scores assigned at the department level. Members of the College Faculty Evaluation Committee may adjust the scores, provided that the adjustment does not exceed 10% above or below the original scores.

The weighting for the comprehensive promotion evaluation shall be as follows:

1. For those applying for professorship, 30% teaching, 50% research, and 20% services and advisory services.
2. For those applying for associate professorship, 30% teaching, 40% research, and 30% services and advisory services.

The highest score is one hundred points, calculated to one decimal place. For promotion to the rank of professor, a score of 85 or above is required and for associate professor, a score of 80 or above is required. The faculty promotion application is approved when more than two-thirds of the attending committee members approve. Applicants who are not approved shall receive written notification stating the specific reasons and basis for the decision within 10 days after the conclusion of the College Faculty Evaluation Committee meeting. The notification shall also inform the applicant of the available avenues for relief, with a copy provided to the University Faculty Evaluation Committee.

Article 9

External reviewers should, as a principle, hold MOE professor accreditation and shall not evaluate teachers at a higher level than their own accreditation level. Efforts should be made to select individuals who also possess practical experience. When necessary, individuals without formal recognition from the MOE may be selected as external reviewers, provided that their achievements meet the generally accepted standards of a professor. This includes individuals who hold professorial positions in specialized technical fields and researchers at academic or industry-related research institutions at a level equivalent to that of a professor. The suggested qualifications for scholars and experts with practical experience are as follows:

1. Recipients of the NSTC Outstanding Industry-Academia Cooperation Award.



2. Recipients of the NSTC Award for Excellence in Technology Transfer.
3. Recipients of the Outstanding Teacher of Engineering Award from the Chinese Institute of Engineers.
4. Current university faculty members with five years or more of practical experience, including experience in industry-academia cooperation involving patents and technology transfer.
5. University faculty members with outstanding achievements and distinguished reputations.
6. Professionals and technicians in various fields recognized by professional associations or recommended by legal entities, who hold a doctoral degree or possess qualifications equivalent to the rank of associate professor or higher in their respective fields, and who have distinguished reputations.
7. Technical or relevant managers of large domestic and international companies.
8. Professionals in the industry with engineering and tech education accreditation and recognition from engineering schools.
9. Recipients of industry-academia cooperation awards, outstanding contribution awards, outstanding performance awards, and outstanding managers awards from various professional organizations, associations, or societies in their respective fields.

- Article 10 The applicant may submit a suggested recusal list of two to three people with an explanation of their suggestions. Applicants who disagree with the review results may file a request for reconsideration or an appeal in accordance with Article 7 of the THU Faculty Promotion Enforcement Rules.
- Article 11 Faculty members are encouraged to utilize the MOE Industry-Academia Cooperation Information Network to access valuable insights and information regarding the experience and successful submissions of R&D achievements for evaluation. Additionally, those applying for promotion through industry-academia cooperation are encouraged to organize a dedicated event, such as a R&D achievement presentation or observation session, following the approval of their promotion.
- Article 12 Each department (including the Center for General Education, Department of Physical Education, and English Language Center) and college (including non-departmental academic units) should establish their own specific regulations for faculty promotion through industry-academia cooperation, following the guidelines outlined in these regulations. These regulations will be implemented after obtaining approval from the higher-level faculty evaluation committee.
- For matters not specified herein, comply with the THU Faculty Promotion Enforcement Rules and THU Faculty Promotion Regulations & Academic Review Guidelines or inquire with the University Faculty Evaluation Committee.
- Article 13 This Charter shall take effect upon approval by the University Faculty Evaluation Committee.