

# **Asia University Innovative Teaching Incentive Guidelines**

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changes to the title and Articles 1–4

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Articles 2–4

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Amended and approved at the 1st Administrative Meeting of the 2024 Academic Year on September 16, 2024, adding  
Article 5, revising Articles 2 and 3, and renumbering the original Article 5

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1. To encourage faculty to innovate their teaching based on students' learning motivation, strategies, and time management skills—enhancing instruction, assessment, and academic guidance with the goal of improving students' core competencies and overall learning outcomes—Asia University has established the Guidelines for the Innovative Teaching Incentive Award (hereinafter referred to as “these Guidelines”).

## **2. Award Mechanism for Innovative Teaching**

1. Each academic unit shall, in the first semester of every academic year, recommend faculty who demonstrated outstanding innovative teaching effectiveness in the previous year and who received excellent feedback from public teaching observations. Each college and the General Education Center will conduct a preliminary review and submit the top candidates to the Center for Teaching Resources and Faculty Development (CTRD) for further evaluation.
2. The number of recommended candidates from each college may be adjusted based on the number of departments. Generally, one faculty member may be recommended per college. For every four departments within a college (including the fourth), one additional nomination is allowed. A faculty member may not be nominated for two consecutive years.
3. CTRD will consolidate relevant data in accordance with Article 3-(2) of these Guidelines, and arrange both external and internal evaluations to select and reward outstanding faculty with exceptional achievements in innovative teaching.

## **3. Evaluation Criteria and Weighting for the Award**

1. Review panels will consist of internal and external experts.
2. Evaluation materials include course syllabi, teaching outcomes, and documentation related to lesson presentations, observations, and discussions.
3. Total score: 100 points, with the following weighted criteria:

- **Innovation and Uniqueness:** Innovative and unique teaching methods and course design (20%)
- **Integration with Real-World Application:** Real-world issues integrated into teaching to enhance student engagement and active learning (20%)
- **Collaborative Learning and Coherence:** Use of cooperative learning and group activities that promote brainstorming and teamwork (20%)
- **Learning Motivation:** Student-centered design encouraging participation, experiential learning, and reflective thinking (20%)
- **Learning Outcomes:** Demonstrated improvement in student performance based on lesson observations, teaching evaluations, and course feedback (20%)

#### 4. Incentives for Innovative Teaching

1. Award recipients will receive certificates and monetary prizes. Funding will come from university or Ministry of Education budgets and may be adjusted depending on available resources.
2. Achievements in innovative teaching may be considered as references for flexible salary, faculty evaluation, teaching awards, and diversified promotion pathways.

(2) Innovative teaching performance of outstanding teachers with innovative teaching can be included in the reference of "flexible salary", "teacher evaluation", "teaching award" and "multiple promotion of teachers".

5. Award recipients must conduct a public teaching demonstration within one academic year to showcase innovative teaching practices and contribute to the dissemination of effective teaching methods.

6. These Guidelines shall be implemented upon approval by the Administrative Meeting and ratification by the university president. Amendments shall follow the same procedure.