

臺北基督學院校長遴選、任用及考核辦法

Policy for the Selection, Appointment and Evaluation of the President of Christ's College Taipei

中華民國 100 年 4 月行政會議通過

Approved by the Administrative Committee on April 20, 2011

中華民國 100 年 5 月 21 日董事會議通過

Approved by FCFCT on May 21, 2011

中華民國 102 年 5 月 18 日董事會議修訂

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中華民國 106 年 6 月 27 日校務會議修訂

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中華民國 106 年 11 月 18 日董事會議修訂

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中華民國 111 年 4 月 28 日校務會議修訂

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中華民國 111 年 5 月 13 日董事會議修訂

Revised by FCFTC on May 13, 2022

第一條 為遴選、任用及與考核本校校長工作績效，特依據大學法、私立學校法以及本校組織規程第五條，訂定「臺北基督學院校長遴選、任用及考核辦法」（以下簡稱本辦法）。

Article 1 The "Policy for the Selection, Appointment and Evaluation of the President of Christ's College Taipei " (hereafter referred to as the "Policy") is established for the selection, appointment and evaluation of the President of Christ's College Taipei pursuant to relevant Taiwan Ministry of Education regulations, University Act, Private School Law and Article 5 of Charter and By-laws of Christ's College Taipei.

第二條 校長任期三年，連選得連任。任期屆滿前八個月，由董事會聘請九位委員，組成校長遴選委員會，負責校長遴選事宜。

Article 2 The term of office for the President of Christ's College Taipei is three years, renewable. Eight months prior to the end of the tenure of an incumbent President, the Board of Directors shall appoint 9 members to the committee for the selection of president with the respective responsibility.

第三條 新任校長未及於現任校長任期屆滿前選出，或校長於任期中因故出缺，尚未完成新任校長遴選時，由董事會指派副校長或助理教授級以上專任教師一人，代理執行校長職務，於一個月內組成「校長遴選委員會」，

辦理新任校長遴選，並於六個月之內，完成校長遴選工作。

Article 3 If a new President is not elected before the expiry of the term of office of the current President, or if a vacancy arises during the term of office of the President and the selection of a new President has not yet been completed, the Board of Trustees shall designate a Vice-President or a full-time teacher at the rank of Assistant Professor or above to act as President and to complete the selection of the President within six months by “Policy for the Selection, Appointment, and Evaluation of the President of Christ’s College Taipei”.

第 四 條 校長遴選委員會由下列人員組成之，並由董事會就委員會中指派一位擔任主席：

- 一、董事會代表五位：由董事會推派。
 - 二、專任教師代表二位：以互選方式產生。
 - 三、宣教士教師代表一位：以互選方式產生。
 - 四、校友代表一位：由董事會遴聘之。
- 任一性別委員應占委員總數三分之一以上，遴選委員並應具性別平等意識。

Article 4 The Committee for the selection of the President of Christ's College Taipei shall consist of the following members of whom one shall be appointed by the Board of Directors to act as the chairperson:

1. Five Board Directors as appointed by the Board of Directors.
2. Two representatives from the faculty by mutual selection.
3. One representative from the missionary faculty by mutual selection.
4. One representative from the alumni who will be appointed by the Board of Directors.

Members of either gender must account for more than one-third of the total number of the committee members, all of whom must have gender equality awareness.

第 五 條 若遴選委員成為校長候選人，則須辭去遴選委員職務，其遺缺依第四條規定予以補足。

Article 5 If a member of the Selection Committee becomes a candidate for the post of President, he/she shall resign from the Selection Committee and his/her vacancy shall be filled in accordance with the provisions of Article 4

第 六 條 本校校長候選人除應具有教育人員任用條例之資格外，另應具備下列各項條件：

- 一、承認基督為唯一救主之忠誠敬虔基督門徒。
- 二、效忠於本校辦校使命與願景，致力於拓展學生靈命與學識、並樂意發揚基督教博雅教育之精神。

- 三、具備公認之學術成就。
- 四、具備良好的領導能力與人際溝通技巧。
- 五、具有未來學校發展之願景，並能激發全體教職員生懷抱願景。
- 六、具備連結或強化與基督教會及外界關係之能力。
- 七、能夠處理當地及國際事務暨領導中英文雙語學校之能力。
- 八、具備開發與管理財務及人力資源之能力。

Article 6 Respective candidates for the presidency shall meet the qualifications as specified in the relevant Ministry of Education regulations, and also possess the following characteristics:

1. A faithful disciple of Jesus Christ who has professed faith in Christ as the only true Savior and Lord,
2. A person who is committed to the vision and mission of Christ's College Taipei which includes both the spiritual and intellectual development of students and a commitment to a Christian Liberal Arts Philosophy of education,
3. A person with recognized academic credentials and achievements,
4. A person with excellent leadership ability and interpersonal skills,
5. A person with a vision for the development of Christ's College Taipei and the ability to inspire the faculty, staff and students to embrace that vision,
6. A person who is able to build and strengthen Christ's College Taipei's relationships with churches and society,
7. A person who is able to work in a bilingual (Chinese and English) institution with local and international networks,
8. A person who can recruit and manage financial and human resources.

第 七 條 校長遴選程序如下：

- 一、遴選委員會將會透過多方管道公開徵求校長候選人。
- 二、遴選委員會決定推薦人選時，應有全體委員人數至少三分之二出席，並獲得至少全體委員三分之二之同意。
- 三、遴選委員會應至少推薦二位校長候選人至董事會，由經董事會決定校長人選。
- 四、校長人選獲得美國基督教効力會董事會同意，並報請教育部核准後聘任之。

Article 7 The selection process of a prospective president is as follows:

1. The selection committee will announce the qualifications and position requirements in multiple public venues for at least two months.
2. At least two-thirds of all members of the Selection Committee shall be present when deciding on the recommended candidates, and at least two-thirds of all members of the Committee shall be present when deciding on the recommended candidate.
3. The Selection Committee shall recommend at least two candidates for the presidency and present them to the Board of Directors. The Board

shall make the decision on the final candidate for the presidency.

4. The final candidate should be approved by the Free China College Association and shall be submitted to the Ministry of Education for approval.

第 八 條 參與校長遴選之候選人名單及其個人資料應予保密。

Article 8 The list of candidates for the presidency of Christ's College Taipei and their personal information shall be kept confidential.

第 九 條 遴選委員為無給職，但遴選委員會所需之事務經費由本校編列預算支應。

Article 9 The members of the selection committee will not be remunerated for their contribution to the committee. However, the school shall appropriate a budget for funding the operation of the committee.

第 十 條 遴選委員會於校長遴選工作完成後自動解散。

Article 10 The selection committee shall automatically be dissolved at the completion of the President's selection process.

第十一條 董事執委會(常務董事會)於匯集董事會成員之意見後，應每年審查並修正校長之工作目標或關鍵績效指標。於新校長初任時，並提供董事會治校理念、政策、程序與目標之任務講習。

Article 11 The Executive Committee, after seeking input from Board members, will review and update the President's objectives and Key Performance Indicators on an annual basis. Upon the appointment of the new President of Christ's College Taipei, the executive committee will orient the new President to the Board's school Philosophy, Policies, Procedures and Goals.

第十二條 董事執委會(常務董事會)於彙整董事意見後，應每年根據目標之達成情形、董事會所交辦之任務、以及校長之自我評估報告據以考核校長之工作表現。校長的自我評估報告以及執委會之評估結果(年度校長績效審查表)應每年呈報董事會。各年度的工作目標，須由董事會與校長於前一年或年初共同訂定，並以書面交給校長，做為校長年度考核之重要依據。

Article 12 The Executive Committee of the Board (Standing Board), after consolidating the views of the Directors, shall evaluate the performance of the President annually on the basis of the achievement of the objectives, the tasks assigned by the Board, and the President's self-evaluation report.

The President's self-evaluation report and the results of the Executive Committee's evaluation (Annual President Performance Evaluation Form) shall be submitted to the Board annually. The objectives for each year shall be set jointly by the Board and the President the year before or at the beginning of the year and shall be submitted in writing to the President as an important basis for the President's annual appraisal.

第十三條 每年年度校長績效審查表與評分經董事會討論完成後,由董事會視下列情況做是否應予提前解任之討論與議決。當績效審查表所有各項得分之平均數小於 1.5,即當年獲評為不滿意,或校長任一任期內累積兩次獲評為亟待改進,應於董事會提案討論。經過半數決議通過應予提前解任後,即依決議予以提前解任。

Article 13 The Board of Directors shall make a decision on whether the President should be dismissed early after the completion of the annual performance review and rating. If the average of all scores on the performance review form is less than 1.5 and the rating is unsatisfactory for the year, or if the president during a term of office has received twice a rating that indicates a need for improvement, a proposal shall be made and discussed at the Board of Directors. If a majority of the Board resolves that the president should be dismissed early, the President shall be dismissed early in accordance with the resolution.

第十四條 本辦法經董事會通過後實施,修正時亦同。

Article XIV These articles shall come into operation upon its approval by the Board of Directors. All future revisions shall be processed accordingly.