

# 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

民國 100 年 4 月 行政會議通過

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第一條 為遴選、任用及考核本校校長，特依據大學法、私立學校法以及本校組織規程第十五條，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 I The "Policy for the Selection, Appointment and Annual Performance Evaluation of the President of Christ's College" (hereafter referred to as the "Policy") is established for the selection, appointment and annual performance evaluation of Christ's College President pursuant to relevant Taiwan Ministry of Education regulations, University Act, Private School Law and Article 15 of Organization Regulation of Christ's College of Taipei.

第二條 校長任期三年，在教育部的法規允許之內，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 II The term of office for president of Christ's College is three years, renewable up to the term allowed by MOE regulation. 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 當校長出缺或不能繼續執行職務時，由董事長於彙整所有董事意見後，得指派代理校長掌理校務，並於一個月內組成「校長遴選委員會」，辦理新任校長遴聘工作。

Article III Should a president leave office, become incapacitated or die while in office, the Board Chair, after seeking input from all Board members, shall appoint an interim President and, within a month, the committee for the selection of president shall be formed to process the selection of a prospective president.

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遴選一主席：

一、董事會代表五位：由董事會推派。

二、教師代表二位：須以無記名投票分別由不同主修教師中產生。

三、美國喬治亞州海外宣教差會宣教士教師代表一位：須以無記名方式產生。

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 IV The committee for the selection of president of Christ's College 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, who will be elected from full-time faculty members by anonymous ballot. There shall be no more than one representative from each department (or its equivalent).
3. One representative from the missionary faculty by anonymous ballot.
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，則須辭去委員職務，其遺缺依第四條規定依序遞補，由董事會另行遴選之。

Article V If any member of the selection committee becomes a candidate for the presidency, that member must resign from the selection committee. A new member shall then be appointed by the Board of Directors pursuant to Article III of this Policy.

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敬虔忠誠之基督門徒。  
二、效忠於本校辦校使命與願景，致力於學生靈命與學識、以及基督教博雅教育之發展。  
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、具有發展學校之願景，並激發全體教職員生懷抱願景。  
六、具備連結及強化與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 VI 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 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 personal vision for the development of Christ's College 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'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候選人時，應有全體委員人數至少三分之二出席，並至少須有全體委員三分之二之同意。
- 三、遴選委員會應至少選出二位校長候選人提報董事會，經董事會決定校長人選。
- 四、校長人選將呈報美國基督効力會董事會核准。
- 五、陳報教育部核准後聘任之。

Article VII 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. In the committee session for the nomination of candidates for the presidency, the presence of at least two-thirds of the committee members shall be required for a quorum and resolution may be valid only by the consent of at least two-thirds of the whole committee.
3. The selection committee shall nominate 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 candidate will be recommended to the Board of the Free China College Association for approval.
5. The candidate shall be submitted to Taiwan Ministry of Education for approval.

第八條 校長遴選候選人名單及其個人資料應予保密。

Article VIII The list of candidates for the presidency of Christ's College 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 IX 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 遴選委員將於校長被學校任命完成後自動解散。

Article X The selection committee shall automatically be dissolved at the conclusion of the selection process with the appointment of a new president of Christ's College

第十一條 董事執委會(常務董事會)於匯集所有董事會成員之意見後，將每年評估並修正校長之工作職責，董事執委會(常務董事會)亦於新校長將上任時，給予董事會政策程序與期許之職前講習。

Article XI The Executive Committee, after seeking input from all Board members, will review

and update the President's job description on an annual basis. Upon the appointment of new President of Christ's College, the Executive Committee of the board, will orient the new President to the Board's policies, procedures and expectations.

第十二條 董事執委會(常務董事會)於彙整所有董事意見後，應每年根據學校目標之達成情形、董事會所交辦之任務、以及校長之自我評估報告來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將每年呈報董事會。當年度的工作目標，須由董事會與校長於前一年訂定，由董事長以書面交給校長，並以此作為校長考核之部分依據。

Article XII The Executive Committee of the board, after seeking input from all Board members, shall formally evaluate the President annually, based on achievement of college goals and any other specific, personal goals the Board and President have agreed upon in advance, as well as the President's own written self-evaluation. The President's self-evaluation and the Committee's overall evaluation will be presented to the board annually. During this process, the President and the Board will agree on any specific, personal performance goals for the year ahead, and these goals will be documented in a letter to the President from the Board chair and will be part of the basis for determining the President's performance at the next evaluation.

第十三條 本校設立時第一任校長，由董事會遴聘，報教育部核准後聘任。

Article XIII Upon the founding of Christ's College, the nomination of the first President by the Board of Directors shall be submitted to Taiwan Ministry of Education for approval prior to official appointment by the Board.

第十四條 本辦法經校務會議通過，提請董事會審核通過後實施，修正時亦同。

Article XIV These articles shall be presented to the Board of Directors for approval after being passed by the College Affairs Meeting. All future revisions shall be processed accordingly.