Rights and Interests of International Faculty NTNU

3. Faculty Assessment

Category	Related Regulations and Provisions
Faculty Assessment	**1. Assessment of Newly Appointed Faculty** i. After newly appointed faculty have served for a period of three (3) years, in the following academic semester (the 7th academic semester), they shall be required to pass a faculty assessment. ii. If a faculty member fails the assessment, no salary adjustment is available for the following academic year; in addition, he/she is restricted from teaching more than the minimum required hours and may not engage in part-time work or teach outside NTNU. iii. A supplementary assessment will be given within two (2) years. If the faculty member fails the supplementary assessment, the three (3) councils of the Faculty Evaluation Committee shall convene to decide to not renew the faculty member's contract. **2. Faculty Assessment Periods** i. Lecturer and Assistant Professor: *Every three (3) years.* 1. In the case of a failed assessment, no salary adjustment is available for the following academic year; the faculty member is restricted from teaching more than the minimum required hours and may not engage in part-time work or teach outside NTNU. 2. A supplementary assessment will be given in one (1) to two (2) years. If the faculty member fails the supplementary assessment, the three (3) councils of the Faculty Evaluation Committee shall convene to either suspend the faculty member or decide to not renew his/her contract. ii. Associate Professor and Professor: *Every five (5) years.* 1. In the case of a failed assessment, no salary adjustment is available for the following academic year; the faculty member is restricted from teaching more than the minimum required hours and may not engage in part-time work or teach outside NTNU; he/she may not engage as a visiting scholar, take a sabbatical, participate in overseas conferences, or apply for paid leave for research or training abroad; furthermore, the faculty member is barred from being a member of any faculty evaluation committees, or serving in the position of administrative or academic director.

	2. A second assessment should be applied for within one (1) year. Once this assessment is passed, all the above restrictions shall be lifted the following year.

● Due to space constraints, we have offered a condensed summary of applicable laws and regulations in the hopes that it will assist faculty in understanding their rights and interests. In the case of any uncertainty, **the actual laws and regulations shall prevail.** For further inquiries, please feel free to contact the NTNU Personnel Office.