

长沙理工大学文件

2016 18

关于印发《长沙理工大学教学院
专业技术人员业绩评价办法（试行）》的通知



长沙理工大学教学院专业技术人员业绩评价办法 (试行)

J_2

J_3

J_4

J_5

$$J = J_1 + J_2 + J_3 + J_4 + J_5$$

J_1

$$J_1 = \sum (F \times \min\{M, 120\} \times \alpha \times \beta \times \gamma \times \delta \times \varepsilon)$$

Σ :

F :

M :	$\min\{M, 120\}$	M	120
	M	10	M
		10	

α :	$\alpha = 1.3$	$\alpha = 1.0$
	$\alpha = 1.5$	$\alpha = 2.0$

β :	β
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$$\beta = \begin{cases} 1.3, & M \leq 30 \text{时}; \\ 1.3 - 0.01(M - 30), & 30 < M \leq 60 \text{时}; \\ 1.0, & 60 < M \leq 70 \text{时}; \\ 0.28 + \frac{52}{M}, & 70 < M \leq 120 \text{时}。 \end{cases}$$

γ :	$\gamma = 1.1$	$\gamma = 1.0$
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$\delta:$ $\delta=1.5$ $\delta=1.0$

ε $\varepsilon=1.875 \times 1.2$ 1.2

$\varepsilon=1.875 \times 2$

2

$\varepsilon=1.40$

$\varepsilon=1.00$

30

1

16

1

J_2

J_2

J_{2-1}

J_{2-2}

$$J_2 = J_{2-1} + J_{2-2}$$

1.

$$J_{2-1} = \sum (F \times M \times \alpha \times \gamma \times \zeta)$$

$F \quad M \quad \alpha \quad \gamma$

$\zeta:$

$\zeta = 3.0$

$\zeta = 2.5$

$\zeta = 2.0$

3.5

$\zeta = 0.8$

2

$$J_{2-2} = \sum (M \times \eta \times \theta)$$

$M :$

100

100

$\eta :$

$\eta = 1.0$

$\eta = 2.0$

$\eta = 2.5$

$\eta = 5.0$

$\eta = 10.0$

$\theta :$

$\theta = 0.5$

$\theta = 1.0$

$\theta = 1.5$

J_3

J_3

$$J_3 = \sum (M \times E)$$

$M :$

$E :$

$E = 44.5$

$E = 57.1$

$D:$

2

$N_1:$

	1	λ	
n			
λ			
M^*			
$M^*=1$	1		
$M^*=2$	0.7	0.3	
$M^*=3$	0.6	0.25	0.15
$M^* 4$	$\frac{1}{2^n} \quad n=1, 2 \dots M^*-1$		$\frac{1}{2^{M^*-1}} \quad n=M^*$

λ

2

			D	
			400	
			200	
1			150	50%
			100	

			50	
2			400	50%
			200	
			100	
			200	
			20	
			900 500	
			400	
			200	
3			15/	
			15/	
			30/	
4			500/	
5			2000/	
6			200	50%
			100	
			50	
7			400	10/ 400/

			200	5/	200/
			100		
8			300		
			200		
			150		
			150		
			100		
			80		
9			500		
			100		
			100		
			50		
			20		
10			8000		
			6000		
			3000		
			1200		
			800		
			400		
			200		
			150		
			100		
11			400		
			200		
			100		
12			300		
			200		
			150		
			100		
			80		
			60		
			40		

13		CSSD CSOD	100	
			70	
			20	
14			50	
15			600	
			300	

1

2

3 " " " +"

100

K

K_1

K_2

K_3

K_4

$$K = K_1 + K_2 + K_3 + K_4$$

K_1

K_1 K_{1-1} K_{1-2}

$$K_1 = K_{1-1} + K_{1-2}$$

1.

 K_{1-1}

$$K_{1-1} = \sum K_j$$

 K_j :

3

3

		K_j
1		8000
2		5000
3		3000
4		2000
5		1600
6		800
7		400

8		300
9		150
10		100
11		50

2

K_{1-2}

$$K_{1-2} = \sum (4 \times I \times \mu)$$

$I:$

$\mu:$: $\mu = 2.0$

: $\mu = 1.5$

: $\mu = 1.0$

K_2

K_2

$$K_2 = \sum \left(\frac{K_l}{N_2} \times \lambda \right)$$

$\lambda:$ 1

$K_l:$ 4 5

$N_2:$

4

			K_i
1			12000
2			8000
3			4000
4			1200
5			800
6			400
7			800
8			400
9			200
10			100

5

			K_i
1			6000
2			3000
3			2000
4			1200
5			800
6			400
7			800
8			400
9			200
10			500
11			300
12	VPO		100
13			100
14			50
15	" "		20
16			100

N_2 K_3 K_3

$$K_3 = \sum K_m$$

 $K_m:$

6 7

6

		K_m
1	SCIENCE NATURE	3000
2		500
3	ESI	500
4	SCI JCR 1 JCR	300
5	SCI 2 SSCI A&H	200
6	SCI 3	150
7	SCI 4	100
8	EI " "	80
9	CSCD CSSCI	70
10		10/ 350
11		300

12		200/
13		5/ 200/

1

2

3

< >

4

260/

160/

5

7

		K_m
1		100
2		50
3		30

4		10
5		200
6		100

1

2

K_4

K_4

$$K_4 = \sum \left(\frac{K_h}{N_3} \times \lambda \right)$$

λ : (1)

K_h : () 8

N_3 :

8

		K_h
1	5	300
2		150
3		20
4		15

X

X_1 X_2 X_3 X_4

$$X = X_1 + X_2 + X_3 + X_4$$

 X_1 X_1

$$X_1 = \sum X_p$$

 $X_p :$

9

9

		X_p		
				/
1		10000	5000	2000
2		5000	3000	1000
3		2500	1500	500
4		800	500	100
5			1 5000 2 4500 3 4000 4 3500 5 3000 6 2500 7 2000 8 1500 9 1000 10 500	
6	ESI		1‰ 2000 1% 10000 3% 6000	

1

2 ESI

X_2

X_2

$$X_2 = \sum X_q$$

X_q :

10

10

		X_q		
				/
1		3000	2000	600
		1000	500	200
2		1000	500	200

X_3

X_3

$$X_3 = \sum X_r$$

X_r

11

11

		X_r
1	" "	2500
2	" " " "	1500

3	" " " "	1000
4	" " "	500
5	" " " "	200

X_4

X_4

$$X_4 = \sum X_s$$

X_s :

12 13

12

2010 22

2016 8 26
