

國立中興大學延攬、留住及獎勵特殊優秀人才彈性薪資辦法

National Chung Hsing University Regulations Governing Flexible Pay for the Recruitment, Retention, and Award of Outstanding Talent

99 年 12 月 10、13 日第 59 次校務會議通過
December 10 and 13, 2010 Passed at the 59th University Council meeting
99 年 12 月 24 日第 59 次校務會議延續會修正(第 6 條)
December 24, 2010 (Article 6) amended at the extended 59th University Council meeting
100 年 5 月 16 日第 60 次校務會議延續會修正(第 4~12 條)
May 16, 2011 (Articles 4 through 12) amended at the extended 60th University Council meeting
100 年 12 月 9 日第 61 次校務會議修正(第 4、8、9 條)
December 9, 2011 (Articles 4, 8, and 9) amended at the 61st University Council meeting
101 年 5 月 11 日第 62 次校務會議修正(第 4 條)
May 11, 2012 (Article 4) amended at the 62nd University Council meeting
102 年 5 月 14 日第 65 次校務會議修正(第 10 條)
May 14, 2013 (Article 10) amended at the 65th University Council meeting
103 年 5 月 9 日第 69 次校務會議修正(第壹、參、肆、捌、拾條)
May 9, 2014 (Articles 1, 3, 4, 8, and 10) amended at the 69th University Council meeting
104 年 12 月 11 日第 73 次校務會議修正(第參、肆、陸、柒、捌、玖條)
December 11, 2015 (Articles 3, 4, 6, 7, 8, and 9) amended at the 73rd University Council meeting
105 年 4 月 22 日第 74 次校務會議修正(第肆條)
April 22, 2016 (Article 4) amended at the 74th University Council meeting
106 年 12 月 8 日第 79 次校務會議修正(第肆條)
December 8, 2017 (Article 4) amended at the 79th University Council meeting
107 年 4 月 17 日第 80 次校務會議修正(名稱及全份條文)
April 17, 2018 (Title and all text) amended at the 80th University Council meeting
107 年 4 月 26 日教育部臺教高(五)字第 1070061549 號函同意備查
April 26, 2018 Approved by the Ministry of Education for reference in its Letter Tai-Jiao-Gao-(5)-Zi No. 1070061549
107 年 12 月 7 日第 83 次校務會議修正(第 1~3 條)
December 7, 2018 (Articles 1 through 3) amended at the 83rd University Council meeting
107 年 12 月 19 日教育部臺教高(五)字第 1070222538 號函同意備查
December 19, 2018 Approved by the Ministry of Education for reference in its Letter Tai-Jiao-Gao-(5)-Zi No. 1070222538
108 年 12 月 20 日第 87 次校務會議修正(第 3、6、7 條)
December 20, 2019 (Articles 3, 6, and 7) amended at the 87th University Council meeting
109 年 1 月 9 日教育部臺教高(五)字第 1090001696 號函同意備查
January 9, 2020 Approved by the Ministry of Education for reference in its Letter Tai-Jiao-Gao-(5)-Zi No. 1090001696
109 年 10 月 23 日第 90 次校務會議修正(第 3 條)
October 23, 2020 (Article 3) amended at the 90th University Council meeting
109 年 11 月 9 日教育部臺教高(五)字第 1090161128 號函同意備查
November 9, 2020 Approved by the Ministry of Education for reference in its Letter Tai-Jiao-Gao-(5)-Zi No. 1090161128
110 年 10 月 15 日第 94 次校務會議修正(第 3、6 條)
October 15, 2021 (Articles 3 and 6) amended at the 94th University Council meeting
110 年 11 月 1 日教育部臺教高(五)字第 1100148322 號函同意備查
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111 年 12 月 23 日第 99 次校務會議修正(第 1-3、7、10、11 條)
December 23, 2022 (Articles 1 through 3, 7, 10, and 11) amended at the 99th University Council meeting
112 年 1 月 5 日臺教高(五)字第 1110129481 號函同意備查
January 5, 2023 Approved by the Ministry of Education for reference in its Letter Tai-Jiao-Gao-(5)-Zi No. 1110129481
112 年 4 月 21 日第 100 次校務會議修正(第 2-7、10 條)
April 21, 2023 (Articles 2 and 6) amended at the 102nd University Council meeting
112 年 5 月 3 日臺教高(五)字第 1120044042 號函同意備查
May 3, 2023 Approved by the Ministry of Education for reference in its Letter Tai-Jiao-Gao-(5)-Zi No. 1120044042

第一條 國立中興大學（以下簡稱本校）為延攬國內外學術成就卓著之學者來校服務，及留住校內特殊優秀人才，以提升本校教學、研究、服務水準，特依「教育部延攬及留住大專校院特殊優秀人才實施彈性薪資方案」及「國家科學及技術委員會補助大專校院研究獎勵作業要點」，訂定本辦法。

Article 1 National Chung Hsing University (hereinafter referred to as “the University”) has formulated these Regulations in accordance with the Ministry of Education Flexible Pay Program for the Recruitment and Retention of Outstanding Talent in Higher Education and the National Science

and Technology Council Directives for Research Subsidies at Higher Education Institutions for the purpose of recruiting domestic and international scholars with exceptional academic achievements to the University, retain outstanding talent currently serving at the University, and enhance the standards of teaching, research, and service on campus.

第二條

適用對象：

Article 2

Applicable to:

- 一、 本校編制內專任教學及研究人員（含專任教師、研究人員、專業技術人員、技術教師及醫學院依校級「教學研究合作協議書」聘任之專案人員）及編制外經營管理人才。
- I. The University's quota-based full-time teaching and research personnel (including full-time faculty members, research personnel, specialists, technical teachers, and project personnel appointed by the College of Medicine under University-level Teaching and Research Cooperation Agreements) and supernumerary administrators/managers are eligible to apply.
- 二、 以「國家科學及技術委員會補助大專校院研究獎勵作業要點」獎勵者，應符合該會規定。
- II. Those qualifying under the National Science and Technology Council Directives for Research Subsidies at Higher Education Institutions shall meet the requirements set by the National Science and Technology Council.

第三條

特殊優秀人才之資格標準：

Article 3

Eligibility standards for outstanding talent:

- 一、 講座教授：本校教授或國內外知名學者專家符合下列條件之一：
- I. Chair professors: Professors of the University or renowned domestic/international scholars and experts who meet any of the following criteria are eligible:
 - (一) 傑出講座：諾貝爾獎或相當之全球性殊榮者。
 - (I) Extraordinary chair professor: Recipient of a Nobel Prize or other global award of similar significance.
 - (二) 特聘講座：中央研究院院士或先進國家國家級院士。
 - (II) Distinguished chair professor: An academician at Academia Sinica or a national academy of a developed country.
 - (三) 中興講座：
 - (III) National Chung Hsing University chair professor:
 1. 教育部國家講座。
Ministry of Education National Chair Professorship.
 2. 教育部學術獎。
Ministry of Education Academic Award.
 3. 曾獲國際相當於前 1、2 之國家級學術榮譽者。
Other international awards of a similar significance to 1 and 2 above.
 - (四) 講座教授：
 - (IV) Chair professor:
 1. 曾擔任國家科學及技術委員會特約研究人員。
Service as contract research personnel at the National Science and Technology Council.
 2. 曾獲三次國家科學及技術委員會傑出研究獎者。
Three-time recipient of the National Science and Technology Council Outstanding Research Award.

3. 曾獲國際著名學術獎，且在學術與專業領域上具國際聲望及傑出貢獻者。
Recipient of a world-renowned academic award and having international reputation and outstanding contributions to academic or professional fields.

二、特聘教授：本校編制內專任教授，並符合下列條件之一：

II. Distinguished professor: Quota-based full-time professors of the University who meet any of the following criteria are eligible:

(一) 特聘教授 I：

(I) Category I distinguished professor:

曾獲國家科學及技術委員會傑出研究獎二次或有國際性學術成就具相當榮譽，且最近五年內有傑出表現者。

Two-time recipient of the National Science and Technology Council Outstanding Research Award or an international award of similar significance with extraordinary achievements in the most recent five-year period.

(二) 特聘教授 II：

(II) Category II distinguished professor:

1. 曾獲國家科學及技術委員會傑出研究獎一次或相當榮譽，且最近五年內有傑出表現者。

Recipient of the National Science and Technology Council Outstanding Research Award or an award of similar significance with extraordinary achievements in the most recent five-year period.

2. 曾任國家科學及技術委員會學門召集人並符合特聘教授 III 資格且自一百年八月一日起獲特聘教授達三次，其學術貢獻卓著，且最近五年內有傑出表現者。

Service as a National Science and Technology Council discipline convener, meeting the qualifications for Category III distinguished professors, and service as a distinguished professor three times since August 1, 2011, with significant academic contributions and extraordinary achievements in the most recent five-year period.

3. 曾獲國際著名學會會士並符合特聘教授 III 資格且自一百年八月一日起獲特聘教授達三次，其學術貢獻卓著，且最近五年內有傑出表現者。

Fellowship in an internationally renowned scholarly society, meeting the qualifications for Category III distinguished professors, and service as a distinguished professor three times since August 1, 2011, with significant academic contributions and extraordinary achievements in the most recent five-year period.

(三) 特聘教授 III：

(III) Category III distinguished professor:

1. 曾於最近五年內獲本校「教學特優 I」教師獎，且最近五年內有傑出表現者或獲國家科學及技術委員會年度專題研究計畫研究主持費、教育部補助大專校院教學實踐研究計畫主持人費共達三次以上者。

Recipient of the Outstanding Teaching Award (Category I) of the University in the most recent five-year period and extraordinary achievements or recipient of principal investigator funding for a combined total of at least three National Science and Technology Council's annual special research projects or Ministry of Education's educational practice research projects for higher education institutions in the most recent five-year period.

2. 曾於最近十年內獲國家科學及技術委員會年度專題研究計畫研究主持費、教育部補助大專校院教學實踐研究計畫主持人費共達八次以上，且最近五年內有傑出表現者。

Recipient of principal investigator funding for a combined total of at least 8 National Science and Technology Council's annual special research projects or Ministry of Education's educational practice research projects for higher education institutions in the most recent 10-year period and extraordinary achievements in the most recent 5-year period.

3. 曾獲國內、外著名學術獎或在國際學術上有傑出貢獻者，且最近五年內有傑出表現者。

Recipient of a renowned domestic/international academic award or extraordinary contributions to academia worldwide and extraordinary achievements in the most recent five-year period.

三、 優聘教師：本校編制內專任副教授或助理教授，並符合下列條件之一：

III. Distinguished associate professor: Quota-based full-time associate professors and assistant professors of the University who meet any of the following criteria shall be eligible:

- (一) 優聘教師 I：曾獲國家科學及技術委員會傑出研究獎，且最近五年內有傑出表現者。

(I) Category I distinguished associate professor: Recipient of the National Science and Technology Council Outstanding Research Award with extraordinary achievements in the most recent five-year period.

- (二) 優聘教師 II：曾獲國家科學及技術委員會吳大猷先生紀念獎或中央研究院年輕學者研究著作獎並符合優聘教師 III 資格者。

(II) Category II distinguished associate professor: Recipient of the National Science and Technology Council Ta-You Wu Memorial Award or the Academia Sinica Early-Career Investigator Research Achievement Award and meeting the qualifications for Category III distinguished associate professors.

- (三) 優聘教師 III：

(III) Category III distinguished associate professor:

1. 曾於最近三年內獲國家科學及技術委員會年度專題研究計畫研究主持費、教育部補助大專校院教學實踐研究計畫主持人費共達兩次以上，且最近五年內有傑出表現者。

Recipient of principal investigator funding on a combined total of at least two National Science and Technology Council's annual special research projects or Ministry of Education's educational practice research projects for higher education institutions in the most recent three-year period and extraordinary achievements in the most recent five-year period.

2. 曾獲國內、外著名學術獎或在國際學術上有傑出貢獻者，且最近五年內有傑出表現者。

Recipient of a renowned domestic/international academic award or extraordinary contributions to academia worldwide and extraordinary achievements in the most recent five-year period.

四、 新進教師獎勵：於本校任職三年內之專任教師及研究人員。

IV. New Faculty Award: Full-time faculty members and research personnel who have been working at the University for no longer than three years.

- (一) 一般新進教師獎勵。

(I) General New Faculty Award.

(二) 傑出新進教師獎勵：須為助理教授等級，符合下列基本條件之一且具特殊條件之一：

(II) Outstanding New Faculty Award: Applicants must hold the rank of assistant professor and meet at least one of the basic requirements and at least one of the special requirements set forth below:

1. 基本條件：

Basic requirements:

(1) 非曾任或非現任國內學術研究機構編制內之專任教學、研究人員。

Never having served as a quota-based full-time teaching or research personnel at a domestic educational or research institution.

(2) 於本校正式納編前五年間均任職於國外學術研究機構。

Having only served in a foreign educational or research institution in the five-year period preceding official employment at the University.

2. 特殊條件：

Special requirements:

(1) 曾獲國家科學及技術委員會年輕學者養成計畫或執行優秀年輕學者研究計畫之計畫主持人者。

Recipient of the National Science and Technology Council Young Scholar Fellowship or service as the principal investigator on an Excellent Young Scholar Research Project.

(2) 曾獲國家科學及技術委員會吳大猷先生紀念獎或中央研究院年輕學者研究著作獎者。

Recipient of the National Science and Technology Council Ta-You Wu Memorial Award or the Academia Sinica Early-Career Investigator Research Achievement Award.

(3) 曾獲國內、外著名學術獎或在國際學術上有傑出貢獻者。

Recipient of a renowned domestic/international academic award or extraordinary contributions to academia on an international scale.

(三) 外籍新進教師獎勵。

(III) Foreign New Faculty Award.

五、產學績優教師：本校編制內專任教師及研究人員，並符合下列條件之一：

V. Faculty with outstanding industry-academia collaboration achievements: Quota-based full-time teaching and research personnel who meet any of the following criteria:

(一) 產學績優教師I：前十個年度內曾獲國家科學及技術委員會傑出技術移轉貢獻獎且產學積分排名達到當年度所屬學院產學績優教師II之標準者，優先核定為產學績優教師I，其餘再依全校專任教研人員產學積分排名推選之。

(I) Category I faculty with outstanding industry-academia collaboration achievements: Those who have won the National Science and Technology Council Excellence in Technology Transfer Award in the most recent 10-year period and whose industry-academia collaboration scores reach the standard for Category II faculty with outstanding industry-academia collaboration achievements within their respective college for that year shall be given priority for designation as Category I faculty with outstanding industry-academia collaboration achievements. The remaining recipients shall be selected based on the University-wide ranking of industry-academia collaboration scores among full-time teaching and research personnel.

- (二) 產學績優教師 II：依各學院專任教研人員之產學積分排名推選之。
- (II) Category II faculty with outstanding academia-industry collaboration achievements: Determined based on the ranking of industry-academia collaboration scores among full-time teaching and research personnel within each college.

本款各目所述「產學積分」係採計教研人員個人前三個年度之建教合作計畫管理費績效、建教合作計畫件數、技轉實收總額、執行各部會計畫產出之研發成果技轉或授權件數、國內專利且獲技轉或授權數、國外專利數及品種權件數。

The term “industry-academia collaboration score,” as described in the items of this subparagraph, refers to the teaching and research personnel’s management fee performance in sponsored projects, the number of such projects undertaken, the total amount of actual income from technology transfers, the number of technology transfers or licenses resulting from research outcomes of projects of various government agencies, the number of domestic patents that have been transferred or licensed, the number of foreign patents, and the number of plant variety rights obtained.

六、教學特優教師：需符合下列所有條件：

VI. Faculty with outstanding teaching performance: All of the following criteria shall be met:

- (一) 近三學年度之授課時數達「國立中興大學教師授課時數及超支鐘點費核計辦法」規定。
- (I) Offering of a sufficient number of course hours as stipulated in the National Chung Hsing University Regulations for the Calculation of Faculty Teaching Hours and Overtime Hourly Lecture Fees in the three most recent academic years.
- (二) 近五年內有國家科學及技術委員會計畫或具審查制度專書一本、學術著作或教科書者。
- (II) Undertaking a National Science and Technology project or publication of a peer-reviewed monograph, academic work, or textbook in the most recent five-year period.
- (三) 近三學年度教學貢獻度排名在全院二分之一以內。
- (III) Ranking in the top 50% in their college in terms of teaching contributions in the three most recent academic years.
- (四) 三學年度內須至少教授六門大學部課程，且實際授課時數至少各超過三分之一學期。
- (IV) Teaching at least six bachelor’s courses in the three most recent academic years and having actually taught each course for at least one-third of a semester.

第三目所稱「教學貢獻度」係依個別教師學期教授科目修課人數乘以授課時數。教師授課資料由教務處課務組提供。

The term “teaching contributions” described in Item 3 shall be calculated by multiplying the number of students enrolled in each course taught by the faculty member during the semester by the number of teaching hours. Faculty teaching data shall be provided by the Curriculum Division of the Office of Academic Affairs.

「教學特優」教師之評審標準依據「教學熱忱、理念、方法、精進」、「教材與教學準備」、「教學成果」及「其他優良教學事蹟」等四方面評審之。

The evaluation of faculty with outstanding teaching performance shall be based on the following four standards: 1) teaching passion, philosophy, methodology, and

improvement, 2) teaching materials and preparation, 3) teaching outcomes, and 4) other outstanding achievements in teaching.

- 七、 服務特優教師：服務特優評審項目包含近三學年度之行政、專業、輔導、推廣、大學社會責任實踐等服務績效卓著或重大貢獻者
- VII. Faculty with outstanding service performance: The evaluation of faculty with outstanding service performance shall be based on candidates' excellent performance in or significant contributions to administrative, professional, counseling, promotional, and university social responsibility (USR) tasks.
- 八、 編制外經營管理人才表現傑出者：具有卓越高等教育管理經營經驗或專業背景之人士，或曾擔任國外大學校長職務滿三年以上之人士。
- VIII. Supernumerary administrators/managers with outstanding performance: Excellent experience or professional expertise in higher education institution administration and management, or service as a president of a foreign university for at least three years.
- 各獎勵類別之獎勵辦法送校務會議審議，審查表件則授權各承辦單位另訂並經行政會議通過。

The award regulations for each award category shall be submitted to the University Council for review. The application forms shall be prepared by the respective competent unit and passed by the Administrative Meeting.

第四條 特殊優秀人才之審查原則：

Article 4 Principles for reviewing outstanding talent:

一、 審查機制：

I. Review mechanism:

- (一) 講座教授由本校講座遴聘審議委員會審查。
- (I) Chair professors shall be reviewed by the Chair Professor Selection and Review Committee of the University.
- (二) 特聘教授由本校特聘教授暨優聘教師遴聘審議委員會審查。
- (II) Distinguished professors shall be reviewed by the Distinguished Professor and Distinguished Associate Professor Selection and Review Committee of the University.
- (三) 優聘教師由本校特聘教授暨優聘教師遴聘審議委員會審查。
- (III) Distinguished associate professors shall be reviewed by the Distinguished Professor and Distinguished Associate Professor Selection and Review Committee of the University.
- (四) 新進教師獎勵由本校教師評審委員會審查。
- (IV) New Faculty Awards shall be reviewed by the Faculty Evaluation Committee of the University.
- (五) 產學績優教師由本校產學績優教師評審委員會審查。
- (V) Faculty with outstanding industry-academia collaboration achievements shall be reviewed by the Evaluation Committee for Faculty with Outstanding Industry-Academia Collaboration Achievements of the University.
- (六) 教學特優教師由本校教師教學獎審查委員會審查。
- (VI) Faculty with outstanding teaching performance shall be reviewed by the Faculty Teaching Award Review Committee of the University.
- (七) 服務特優教師由本校教師服務獎審議委員會審查。

- (VII) Faculty with outstanding service performance shall be reviewed by the Faculty Service Award Review Committee of the University.
- (八) 編制外經營管理人才表現傑出者由本校延攬經營管理人才遴聘審議委員會審查。
- (VIII) Supernumerary administrators/managers with outstanding performance shall be reviewed by the Selection and Review Committee for the Recruitment of Administrative and Management Talent of the University.

- 二、 各審查委員會評審標準，由各審查辦法中另訂之。
- II. The standards of evaluation adopted by each review committee shall be formulated separately in their respective review regulations.
- 三、 各審查委員會得因應個案攬才及留才之急迫性，經行政程序核准後召開臨時審查會議及支給彈性薪資，其薪資及獎勵期程由審查委員會決定之。
- III. In consideration of the urgency of recruiting and retaining talent, each review committee is authorized to call interim review meetings and grant flexible salary payments upon approval through administrative procedures. The pay amounts and award periods shall be determined by the review committee.

第五條 特殊優秀人才之績效要求與評估：

Article 5 Performance requirements for and evaluation of outstanding talent:

- 一、 特殊優秀人才績效應兼顧教學、研究、服務各面向，並維持或優於本辦法第三條規定之資格標準，由本校定期評估之。
- I. The performance of outstanding talent shall encompass teaching, research, and service and shall meet or exceed the eligibility standards specified in Article 3 of these Regulations. Their performance shall be periodically evaluated by the University.
- 二、 各特殊優秀人才在獎勵期間每年應繳交書面報告至審查委員會，委員會應評估各特殊優秀人才之成果及績效，並依績效核給不同等級之彈性薪資。
- II. During the award period, outstanding talent shall submit annual written reports to the competent review committee, whose members shall evaluate the talent's results and performance and grant flexible pay at varying levels based on the evaluation results.
- (一) 研究績效包含：提升學術期刊論文發表之質與量、產學成果貢獻顯著、榮獲重要獎項等。
- (I) Research performance includes: enhancement in the quality and quantity of academic journal publications, significant contributions to industry-academia collaboration, and receipt of major awards.
- (二) 教學績效包含：積極投入本校教學、教學表現及學生學習成效優良等。
- (II) Teaching performance includes: active participation in teaching at the University, outstanding teaching performance, and outstanding student learning outcomes.
- (三) 服務績效包含：積極投入行政、專業、輔導、推廣等服務，並有卓著表現。
- (III) Service performance includes: active participation in administrative, professional, counseling, or promotional tasks with outstanding achievements.
- 三、 編制外經營管理人才應每年提交年度績效自評報告送審查委員會審查，如評定績效不佳者，得終止聘任。
- III. Supernumerary administrators/managers shall submit annual performance self-evaluation reports to the competent review committee, which may terminate the appointment of those whose performance is unsatisfactory.

四、 書面報告、自評報告、通過評估名單及前期評估結果應上網公告。

IV. The written reports, self-evaluation reports, lists of individuals who have passed the evaluation, and the results of previous evaluations shall be publicly announced online.

第六條 各項特殊優秀人才彈性薪資加給原則：

Article 6 Principles for granting flexible pay supplements to outstanding talent:

一、 薪資加給標準表

Schedule of salary supplement standards

類別 Type		薪資加給/月(元) Pay supplement/month (NT\$)
講座教授 Chair professor	傑出講座 Extraordinary chair professor	600,000 - 1,000,000
	特聘講座 Distinguished chair professor	100,000 - 300,000
	中興講座 National Chung Hsing University chair professor	70,000 - 90,000
	講座教授 Chair professor	60,000
特聘教授 Distinguished professor	特聘教授 I Category I distinguished professor	50,000
	特聘教授 II Category II distinguished professor	40,000
	特聘教授 III Category III distinguished professor	25,000
優聘教師 Distinguished associate professor	優聘教師 I Category I distinguished associate professor	40,000
	優聘教師 II Category II distinguished associate professor	25,000
	優聘教師 III Category III distinguished associate professor	15,000
新進教師獎勵 New Faculty Award	一般新進教師獎勵 General New Faculty Award	15,000
	傑出新進教師獎勵 Outstanding New Faculty Award	30,000
	外籍新進教師獎勵 Foreign New Faculty Award	30,000 - 50,000
產學績優教師 Faculty with outstanding industry-academia collaboration achievements	產學績優 I Category I faculty with outstanding industry-academia collaboration achievements	20,000
	產學績優 II Category II faculty with outstanding industry-academia collaboration achievements	10,000
教學特優教師 Faculty with outstanding teaching performance	教學特優 I Category I faculty with outstanding teaching performance	25,000

	教學特優II Category II faculty with outstanding teaching performance	15,000
服務特優教師 Faculty with outstanding service performance	服務特優 I Category I faculty with outstanding service performance	20,000
	服務特優II Category II faculty with outstanding service performance	10,000
編制外經營管理人才 Supernumerary administrators/managers		20,000 - 100,000

二、 彈性薪資加給視經費來源狀況調整之。

II. Flexible pay supplements may be adjusted based on the funds available.

三、 彈性薪資加給不得重覆支領。

III. Flexible pay recipients may only qualify under one award category.

四、 講座教授之薪資核給，應比照國際人才於其領域及職級之國際薪資核給標準。

IV. The pay for chair professors shall be determined in accordance with international compensation standards applicable to global talents of comparable rank and within the same field.

第七條 薪資加給最低與最高差距比例、核給期程及各類人才之核給比例：

Article 7 Ratios between minimum and maximum pay supplements, award periods, and award quotas:

一、 薪資加給最低與最高差距比例：

I. Ratios between minimum and maximum pay supplements:

(一) 講座教授比例約 1:16.67。

(I) Chair professor: approximately 1:16.67.

(二) 特聘教授比例為 1:2。

(II) Distinguished professor: 1:2.

(三) 優聘教師比例約 1:2.67

(III) Distinguished associate professor: approximately 1:2.67.

(四) 新進教師獎勵比例為 1:2。

(IV) New Faculty Award: 1:2.

(五) 產學績優教師比例為 1:2。

(V) Faculty with outstanding industry-academia collaboration achievements: 1:2.

(六) 教學特優教師比例約 1:1.67。

(VI) Faculty with outstanding teaching performance: approximately 1:1.67.

(七) 服務特優教師比例為 1:2。

(VII) Faculty with outstanding service performance: 1:2.

(八) 編制外經營管理人才比例為 1:5。

(VIII) Supernumerary administrators/managers: is 1:5.

二、 核給期程：

II. Award periods:

(一) 講座教授：最長三年。

- (I) Chair professor: up to three years.
- (二) 特聘教授：二年。
- (II) Distinguished professor: two years.
- (三) 優聘教師：二年。
- (III) Distinguished associate professor: two years.
- (四) 新進教師獎勵：起聘日起三年。
- (IV) New Faculty Award: three years, starting from the initial appointment date.
- (五) 產學績優教師：一年。
- (V) Faculty with outstanding industry-academia collaboration achievements: one year.
- (六) 教學特優教師：二年。
- (VI) Faculty with outstanding teaching performance: two years.
- (七) 服務特優教師：一年。
- (VII) Faculty with outstanding service performance: one year.
- (八) 編制外經營管理人才表現傑出者：一年。
- (VIII) Supernumerary administrators/managers with outstanding performance: one year.

本款各目核給期程視經費來源狀況調整之，如經費來源困難時得隨時終止核給。

The award periods set forth in the items of this subparagraph may be adjusted based on the funds available; if funding becomes insufficient, the payments may be terminated at any time.

三、核給比例：

III. Award quotas:

- (一) 講座教授：視符合資格人數而定。
- (I) Chair professor: Determined according to the number of qualified candidates.
- (二) 特聘教授：特聘教授 I 及特聘教授 II 名額不受限，特聘教授 III 名額至多占本校專任教授之 23%。
- (II) Distinguished professor: No predetermined quota for Category I and Category II distinguished professors. The number of Category III distinguished professors may not exceed 23% of all full-time professors at the University.
- (三) 優聘教師：優聘教師 I 及優聘教師 II 名額不受限，優聘教師 III 名額至多占本校專任副教授及助理教授之 15%。
- (III) Distinguished associate professor: No predetermined quota for Category I and Category II distinguished associate professors. The number of Category III distinguished associate professors may not exceed 15% of all full-time associate and assistant professors at the University.
- (四) 新進教師獎勵：視符合資格人數而定。
- (IV) New Faculty Award: Determined according to the number of qualified candidates.
- (五) 產學績優教師：產學績優教師 I 名額至多占本校專任教研人員之 2%，產學績優教師 II 名額至多占本校專任教研人員之 6%。
- (V) Faculty with outstanding industry-academia collaboration achievements: The number of Category I faculty with outstanding industry-academia collaboration achievements may not exceed 2% of all full-time teaching and research personnel at the University, and the number of Category II faculty

with outstanding industry-academia collaboration achievements may not exceed 6% of all full-time teaching and research personnel at the University.

(六) 教學特優教師：教學特優I獎勵名額至多 10 名，教學特優II獎勵名額至多 20 名。

(VI) Faculty with outstanding teaching performance: Up to 10 recipients in Category I and up to 20 recipients in Category II.

(七) 服務特優教師：服務特優I獎勵名額至多 3 名，服務特優II獎勵名額至多 10 名。

(VII) Faculty with outstanding service performance: Up to 3 recipients in Category I and up to 10 winners in Category II.

(八) 編制外經營管理人才表現傑出者：視符合資格人數而定。

(VIII) Supernumerary administrators/managers with outstanding performance: Determined according to the number of qualified candidates.

獲得各類彈性薪資之副教授以下職級人數合計應至少占總獲獎勵人數之 20%。
At least 20% of flexible pay recipients of each type shall be faculty members at or below the rank of associate professor.

四、 彈性薪資或獎勵補助之核給比例，每年得視教育部、國家科學及技術委員會補助大專校院獎勵特殊優秀人才措施相關規定及本校財務狀況調整之；實際獎勵人數由各審查委員會視經費決定之。

IV. The award quotas for flexible pay or incentive subsidies may be adjusted annually in accordance with the relevant regulations of the Ministry of Education and the National Science and Technology Council concerning the subsidy measures for outstanding talents at higher education institutions, as well as based on the University's financial condition. The actual number of recipients shall be determined by each review committee based on the available funds.

第八條 本校提供特殊優秀人才教學、研究、行政支援及優先使用學人宿舍。

Article 8 The University shall provide special outstanding talents with teaching, research, and administrative support, as well as priority access to faculty housing.

第九條 依本辦法支領彈性薪資加給者，於支領期間離職、留職停薪、教師評鑑未通過、違反學術倫理行為屬實或違反本校相關規定情節重大者，停止發放彈性薪資加給，如以違反學術倫理之著作申請彈性薪資者，應追回該聘期已支領之彈性薪資。

Article 9 Flexible pay supplements issued under these Regulations shall be suspended if a recipient resigns, takes unpaid leave, fails a faculty evaluation, and commits a serious violation of academic ethics or the relevant regulations of the University during the payment period. Furthermore, if a recipient obtains flexible pay based on works violating academic ethics, the flexible pay already received during the appointment period shall be recovered.

支領彈性薪資加給者，應符合本校基本授課時數相關規定，教授及副教授休假研究者不在此限。

Recipients of flexible pay supplements shall comply with the University's regulations on basic teaching hours. However, professors and associate professors on sabbatical leave are not subject to this requirement.

第十條 經費來源：

Article 10 Sources of funds:

一、 教育部「高等教育深耕計畫」及相關經費。

I. The Ministry of Education's Higher Education SPROUT Project and related funding.

二、 國家科學及技術委員會行政院國家科學技術發展基金補助專款經費。

- II. Special funding subsidized by the National Science and Technology Council through the Executive Yuan's National Science and Technology Development Fund.
- 三、 本校校務基金自籌收入，含受贈、產學合作、政府科研補助或委託辦理之管理費。
- III. Self-raised income from the University Endowment Fund, including donations, industry-academia collaboration revenues, government research subsidies, and management fees from commissioned projects.
- 四、 醫學院依校級「教學研究合作協議書」聘任之人員所需經費得由該人員所屬教學醫院支應。
- IV. Funds required for personnel appointed by the Faculty of Medicine under University-level Teaching and Research Cooperation Agreements may be covered by the teaching hospital to which the personnel belong.

各項經費支用，須符合該經費之規定。

All expenditures shall comply with the regulations governing the respective funding sources.

同一類型之彈性薪資得由不同經費來源分攤支應。

The same category of flexible pay may be covered jointly by multiple funding sources.

第十一條 本辦法未規定事項，悉依教育部、國家科學及技術委員會及本校相關規定辦理。

Article 11 Matters not addressed herein shall be governed by other applicable regulations of the University, the National Science and Technology Council, and the Ministry of Education.

第十二條 本辦法經校務會議通過後，報教育部備查後實施，修正時亦同。

Article 12 These Regulations and any amendments made hereto shall be implemented upon passage by the University Council and filing to the Ministry of Education for reference.