

國立成功大學教研人員彈性薪資暨研究獎勵實施要點

National Cheng Kung University Implementation Directions Regarding the Merit Pay and Research Reward Program for Faculty Members and Research Fellows

107.9.26 第 192 次行政會議修正通過

Amended in the 192nd Administrative Meeting on Sep. 26, 2018

107.11.6 教育部臺教高(五)字第 1070195649 號函同意備查

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108.6.19 第 197 次行政會議通過

Promulgated in the 197th Administrative Meeting on Jun. 19, 2019

- 一、國立成功大學（以下簡稱本校）為遴聘及獎勵具有國際聲望或特殊優秀人才，依據教育部「延攬及留住大專校院特殊優秀人才實施彈性薪資方案」及科技部「補助大專校院研究獎勵作業要點」，訂定本要點。

National Cheng Kung University (hereinafter “the University”) has stipulated these Directions to appoint and reward talents with international prestige as well as special outstanding and talented personnel. The Directions are enacted according to the Merit Pay Implementation Program for Recruiting and Retaining Special, Outstanding, and Talented Faculty Members for Taiwanese Universities stipulated by the Ministry of Education (MOE) as well as the Directions Governing Research Reward Subsidies for Colleges and Universities stipulated by the Ministry of Science and Technology (MOST).

- 二、彈性薪資暨研究獎勵適用對象，如下：

- (一)本校編制內(含教師、研究人員、專業技術人員)及編制外經營管理人才。
- (二)科技部之補助經費適用為學術研究、產學研究或跨領域研究之績效傑出者，不含教學績效傑出人員、行政工作績效卓著人員及已依相關法令辦理退休之人員。以科技部經費獎勵者，於補助起始日前一年內曾執行科技部補助研究計畫，並具備下列資格者：
- 1.符合科技部補助專題研究計畫作業要點第三點規定之計畫主持人。
 - 2.如為補助起始日前一年八月一日後聘任之人員，須為國內第一次聘任，不得為國內公私立大專校院或學術研究機關（構）延攬之人員。
- (三)本校編制外依「國立成功大學邁向頂尖大學計畫延攬優秀人才作業要點」聘任之特殊優秀教研人員。

Subjects eligible for the merit pay and research reward program are listed as follows:

- (1) Permanent employees of the University (including faculty members, research fellows, and professional and technical personnel) and contract management talents.
- (2) MOST subsidies are applicable to personnel with outstanding performance in academic research, industry-academia collaboration research projects, and interdisciplinary research, excluding personnel with outstanding performance in teaching and administrative work and those who have officially retired in accordance with corresponding regulations. Applicants who have executed a MOST-subsidized research project within 1 year before the subsidy starting date must also meet the following criteria:
 1. They must have served as a principal investigator under Provision 3 of the MOST Directions Governing Research Project Subsidization.
 2. For personnel appointed after August 1 of the year before subsidization, they must be

employed for the first time domestically; personnel recruited from other domestic colleges or universities or academic research institutes are excluded from the subsidy.

- (3) Contract special and outstanding faculty members and research fellows that the University has appointed under the National Cheng Kung University Directions for Recruiting Outstanding Talent under the Aim for the Top University Project.

三、特殊優秀教研人員資格之認定標準，如下：

- (一)符合本校講座設置辦法第四條規定者。
- (二)符合本校特聘教授設置要點第三點規定者。
- (三)符合本校教學特優教師獎勵與遴選要點第二點規定者。
- (四)符合本校通識課程優良教師獎勵與遴選要點第二點規定者。
- (五)符合本校輔導優良及輔導傑出導師獎勵與遴選實施要點第二點規定者。
- (六)符合本校產學合作成果特優教師獎勵與遴選要點第二點規定資格者。
- (七)符合本校執行科技部補助大專校院研究獎勵作業要點第二點規定資格者。
- (八)符合本校參與大學創新與大學社會責任特優教師獎勵與遴選要點第四點規定者。
- (九)績優教研人員。

前項各款評估方式及原則，依各該規定辦理。

The qualifications for special and outstanding faculty members and research fellows are recognized according to the following criteria:

- (1) Personnel who satisfy the condition stipulated in Provision 4 of the University's Regulations for Establishing Chairs.
- (2) Personnel who satisfy the condition stipulated in Provision 3 of the University's Regulations for Establishing Distinguished Chairs.
- (3) Personnel who satisfy the condition stipulated in Provision 2 of the University's Directions for Rewarding and Appointing Faculty Members with Outstanding Teaching Performance.
- (4) Personnel who satisfy the condition stipulated in Provision 2 of the University's Directions for Rewarding and Appointing Faculty Members with Outstanding Teaching Performance in General Education Courses.
- (5) Personnel who satisfy the condition stipulated in Provision 2 of the University's Implementation Directions for Rewarding and Appointing Faculty Members with Outstanding and Distinguished Consultation Performance.
- (6) Personnel who satisfy the condition stipulated in Provision 2 of the University's Directions for Rewarding and Appointing Faculty Members with Distinguished Performance in Promoting Industry–Academia Collaboration.
- (7) Personnel who satisfy the condition stipulated in Provision 2 of the MOST Directions Governing Research Reward Subsidies for Colleges and Universities.
- (8) Personnel who satisfy the condition stipulated in Provision 4 of the University's Directions for Rewarding and Appointing Faculty Members with Distinguished Performance in Promoting University Innovation and Social Responsibility.
- (9) Faculty members and research fellows with outstanding performance.

Evaluation methods and principles of the conditions specified in the subparagraphs of the previous paragraph shall follow the corresponding regulations or directions.

四、前點績優教研人員，其學術及研究表現績效評量項目，由研究發展處（以下稱研發處）提供各學院，各學院自訂審查項目及評分基準，提送研發處備查。申請程序如下：

- (一)本要點第二點適用對象，由教師提出申請經各學院審查後，將相關資料送交研發處。
- (二)本要點第二點適用對象，非屬學院者，依其屬性向相近學院提出申請。

前項申請相關資料經研發處彙整，送審查委員會審議通過並核定者，得支給彈性薪資或研究獎勵，自當年起發放。

本校教師發表學術期刊論文之服務單位署名，為因應海峽兩岸現狀，如在平等尊重未受不當矮化前提下，原則接受，各學院得另訂規範認定之。

For faculty members and research fellows with outstanding performance that are defined in the previous provision, the Office of Research and Development shall provide each college with the evaluation items of academic and research performance; subsequently, the colleges shall develop their own review items and evaluation criteria, and submit them to the Office of Research and Development for future reference. The application procedure is as follows:

- (1) Faculty members eligible for the program under Provision 2 shall apply and submit relevant documents to the Office of Research and Development after they pass a review by their affiliated college.
- (2) Other subjects eligible for the program under Provision 2 but are not affiliated to any of the colleges shall submit their applications to a college with similar properties. Application materials in the previous paragraph shall be collated by the Office of Research and Development and sent to the Review Committee for a review. Applicants whose applications are approved can receive their merit pay or research reward from the same year.

Regarding the affiliation that the University's faculty members specify in their papers in academic journals, in consideration of the current status of cross-strait relations, the University generally accepts minor revisions to the affiliation as long as equality and mutual respect are exhibited and that the University's rank was not inappropriately lowered. Each college may formulate their own relevant regulations.

五、彈性薪資或獎勵補助支給標準，分為七個等級，每年得依教育部及科技部經費補助情形，酌予調整。薪資或獎勵金之最低差距比例及核給比例如下：

- (一)第一級：核給比例佔全校專任教研人數之 1~2%為原則，獲補助人才之年薪資與校內同職等人員薪資比例約 1.8:1~3:1。
- (二)第二級：核給比例佔全校專任教研人數之 2~4%為原則，獲補助人才之年薪資與校內同職等人員薪資比例約 1.7:1~1.6:1。
- (三)第三級：核給比例佔全校專任教研人數之 2~6%為原則，獲補助人才之年薪資與校內同職等人員薪資比例約 1.6:1~1.5:1。
- (四)第四級：核給比例佔全校專任教研人數之 3~10%為原則，獲補助人才之年薪資與校內同職等人員薪資比例約 1.5:1~1.4:1。
- (五)第五級：核給比例佔全校專任教研人數之 3~10%為原則，獲補助人才之年薪資與校內同職等人員薪資比例約 1.4:1~1.3:1。
- (六)第六級：核給比例佔全校專任教研人數之 4~12%為原則，獲補助人才之年薪資與校內同職等人員薪資比例約 1.3:1~1.2:1。
- (七)第七級：核給比例佔全校專任教研人數之 4~15%為原則，獲補助人才之年薪資與校內同職等人員薪資比例約 1.2:1~1:1。

本要點之加給首次適用於 107 年 8 月 1 日起至翌年 7 月 31 日止；後續年度自政府有彈性薪資且校內審查通過當年 8 月 1 日起核給，核給期間為一年。

The payment standards for merit pay or reward are divided into seven levels, which can be adjusted on a yearly basis depending on the amount of MOE and MOST subsidies. The smallest proportions of differences in merit pay or reward and the proportions of merit pay and reward issued are listed as follows:

- (1) Level 1: In principle, merit pay or reward at this level is granted to 1–2% of the University's full-time faculty members and research fellows; the salary of sponsored personnel is 1.8–3 times that of other personnel of the same job grade.
- (2) Level 2: In principle, merit pay or reward at this level is granted to 2–4% of the University's full-time faculty members and research fellows; the salary of sponsored

personnel is 1.6–1.7 times that of other personnel of the same job grade.

- (3) Level 3: In principle, merit pay or reward at this level is granted to 2–6% of the University's full-time faculty members and research fellows; the salary of the sponsored personnel is 1.5–1.6 times that of other personnel of the same job grade.
- (4) Level 4: In principle, merit pay or reward at this level is granted to 3–10% of the University's full-time faculty members and research fellows; the salary of the sponsored personnel is 1.4–1.5 times that of other personnel of the same job grade.
- (5) Level 5: In principle, merit pay or reward at this level is granted to 3–10% of the University's full-time faculty members and research fellows; the salary of the sponsored personnel is 1.3–1.4 times that of other personnel of the same job grade.
- (6) Level 6: In principle, merit pay or reward at this level is granted to 4–12% of the University's full-time faculty members and research fellows; the salary of the sponsored personnel is 1.2–1.3 times that of other personnel of the same job grade.
- (7) Level 7: In principle, merit pay or reward at this level is granted to 4–15% of the University's full-time faculty members and research fellows; the salary of the sponsored personnel is 1.1–1.2 times that of other personnel of the same job grade.

Additional payment granted under the Directions is first applied to the period between August 1, 2018 and July 31, 2019. Additional payment in subsequent years shall be issued on August 1 of the year in which the government provides merit pay and that applicants pass an internal review within the University; additional payment shall be issued for 1 year.

六、本校為鼓勵年輕研究人員投入研究，年度獲獎勵人數，副教授以下職級佔 20% 為原則。新聘專任編制內教師（研究人員），於到職日起一年內，按教授級、副教授級、助理教師級之獎勵對象，其獎勵額度每人每月以不超過新臺幣八萬元、六萬元及三萬元為原則。前項獎勵對象應符合下列資格之一者：

- (一)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。
- (二)於申請日前五年間內，均任職於國外學術研究機構。

To encourage young research fellows to engage in research, the University reserves 20% of the yearly reward quota for faculty members and research fellows under the job grade of Associate Professor or lower. For newly appointed permanent faculty members and research fellows, their monthly reward per person shall not exceed NT\$80,000, 60,000, and 30,000 for professors, associate professors, and assistant professors (or equivalents to these job grades), respectively, in the first year of employment (counted from their start date). The subjects referred to in the previous paragraph should meet either one of the following conditions:

- (1) Have not or do not serve in domestic academic research institutes as a permanent faculty member or research fellow.
- (2) Have worked in an overseas academic research institute within 5 years before the date of application.

七、本要點第三點獲有彈性薪資或獎勵補助者，如在核給期間有留職停薪、離職、退休、停權或不予聘任之情形，停止適用。留職停薪者，於復薪之日起繼續支給至期滿為止。本校教師或研究人員經教育部、科技部或本校審議認定確有違反學術倫理情事者，一至三年不核給彈性薪資或研究獎勵。

If faculty members or research fellows granted merit pay or rewards under Provision 3 of the Directions have their positions retained without pay, resign, retire, have their rights suspended, or are dismissed from their duties, then the Directions cease to apply to them. For those who have their positions retained without pay, their merit pay or reward continue from the day their salary is resumed to the end of the reward program.

Faculty members or research fellows of the University who have been reviewed and determined as violating academic ethics by MOE, MOST, or the University, shall be banned from merit pay or research reward for a period of 1–3 years.

八、本校為審議各學院提交之教研人員，得設審查委員會，置委員十一至十三人，校長為

當然委員兼召集人，各學院至少一人，其餘委員由校內外相關領域之學者專家擔任，由研發長提請校長聘任之。

The University may establish a review committee to review the faculty members and research fellows recommended by the colleges. The Committee consists of 11–13 members, with the President serving as an apparent member and the convener, as well as at least one member from each college serving as the members. The remaining quota shall be filled by scholars and experts in related fields from inside or outside the University. The Vice President for Research & Development shall present the candidates to the President for approval.

九、依本要點獲得彈性薪資或獎勵補助者，應兼顧教學、研究、服務各面向績效之提升，維持或優於原申請時之表現，並於核給期間屆滿前二個月繳交執行績效報告。

前項執行績效報告由各學院初審，審查委員會複審，作為下一年度核給彈性薪資或獎勵補助之依據。

Faculty members and research fellows who have been granted merit pay or rewards shall retain or enhance their performance in teaching, research, and service. They shall submit a performance report 2 months before the expiration of the granted period.

The execution performance report is first reviewed by the corresponding college and reviewed again by the Review Committee to serve as a reference for merit pay or reward granting the next year.

十、本要點所需經費，由教育部「高等教育深耕計畫」經費及科技部「補助大專校院研究獎勵作業要點」經費等款項支應，若未獲教育部或科技部補助，本要點停止適用。

同一教師之彈性薪資或獎勵補助，得由不同經費來源分攤支應。

The fund required by the Directions is paid by the budget of the MOE's Higher Education Sprout Project and the MOST's Directions Governing Research Reward Subsidies for Colleges and Universities. If MOE or MOST subsidies are not received, then the Directions cease to apply.

The merit pay and reward of the same faculty member could be paid separately by different funding sources.

十一、各學院可分配之額度，依各院編制內專任教師及研究人員（不含助教及當學年度新進教師）之人數占四分之一及科技部與建教合作計畫之管理費占四分之三分配之。

各院獲前項獎助人員支給額度之加總，不得超過各院可分配之額度。

The quota distributable by colleges is determined as follows: 1/4 is allocated to all permanent faculty members and research fellows (excluding teaching assistants and newly appointed faculty members in that year), and 3/4 is allocated as the management fee for MOST and industry-academia collaboration projects.

The total payment of the rewarded personnel mentioned in the previous paragraph shall not exceed the quota distributable of the corresponding college.

十二、本要點未盡事宜，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」及科技部「補助大專校院研究獎勵作業要點」等相關規定辦理，如相關規定未有明文規範，得由審查委員會審議後，送請校長核定之。

Matters not specified in the Directions shall be handled in accordance with the MOE's Merit Pay Implementation Program to Recruit and Retain Special, Outstanding, and Talented Faculty Members for Taiwanese Universities, as well as the MOST's Directions Governing Research Reward Subsidies for Colleges and Universities. If no specific regulations are stipulated in the relevant Directions, the Review Committee may deliberate first and report to the President for approval.

十三、本要點經行政會議通過，報請教育部備查後實施，修正時亦同。

The Directions shall come into force after they are approved in an Administrative Meeting and submitted to the MOE for future reference; furthermore, any amendments shall be approved and submitted to the same bodies.

國立成功大學教研人員彈性薪資暨研究獎勵實施要點部分規定對照表

修正規定	現行規定	說 明
<p>三、特殊優秀教研人員資格之認定標準，如下：</p> <p>(一)符合本校講座設置辦法第四條規定者。</p> <p>(二)符合本校特聘教授設置要點第三點規定者。</p> <p>(三)符合本校教學特優教師獎勵與遴選要點第二點規定者。</p> <p>(四)符合本校通識課程優良教師獎勵與遴選要點第二點規定者。</p> <p>(五)符合本校輔導優良及輔導傑出導師獎勵與遴選實施要點第二點規定者。</p> <p>(六)符合本校產學合作成果特優教師獎勵與遴選要點第二點規定者。</p> <p>(七)符合本校執行科技部補助大專校院研究獎勵作業要點第二點規定者。</p> <p><u>(八)符合本校參與大學創新與大學社會責任特優教師獎勵與遴選要點第四點規定者。</u></p> <p><u>(九)績優教研人員。前項各款評估方式及原則，依各該規定辦理。</u></p>	<p>三、特殊優秀教研人員資格之認定標準，如下：</p> <p>(一)符合本校講座設置辦法第四條規定者。</p> <p>(二)符合本校特聘教授設置要點第三點規定者。</p> <p>(三)符合本校教學特優教師獎勵與遴選要點第二點規定者。</p> <p>(四)符合本校通識課程優良教師獎勵與遴選要點第二點規定者。</p> <p>(五)符合本校輔導優良及輔導傑出導師獎勵與遴選實施要點第二點規定者。</p> <p>(六)符合本校產學合作成果特優教師獎勵與遴選要點第二點規定者。</p> <p>(七)符合本校執行科技部補助大專校院研究獎勵作業要點第二點規定者。</p> <p>(八)績優教研人員。前項各款評估方式及原則，依各該規定辦理。</p>	<p>調整項次並新增訂第八項認定標準。</p>

<p>七、本要點第三點獲有彈性薪資或獎勵補助者，如在核給期間有留職停薪、離職、退休、停權或不予聘任之情形，停止適用。留職停薪者，於復薪之日起繼續支給至期滿為止。</p> <p><u>本校教師或研究人員經教育部、科技部或本校審議認定確有違反學術倫理情事者，一至三年不核給彈性薪資或研究獎勵。</u></p>	<p>七、本要點第三點獲有彈性薪資或獎勵補助者，如在核給期間有留職停薪、離職、退休、停權或不予聘任之情形，停止適用。留職停薪者，於復薪之日起繼續支給至期滿為止。</p>	<p>新增訂違反學術倫理之處置措施。</p>
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Comparison of Certain Regulations in the National Cheng Kung University
Implementation Directions Regarding the Merit Pay and Research Reward Program of
Faculty Members and Research Fellows

Revised regulation	Current regulation	Explanation
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<p>3. The qualifications for special and outstanding faculty members and research fellows are recognized according to the following criteria:</p> <ol style="list-style-type: none"> (1) Personnel who satisfy the condition stipulated in Provision 4 of the University's Regulations for Establishing Chairs. (2) Personnel who satisfy the condition stipulated in Provision 3 of the University's Regulations for Establishing Distinguished Chairs. (3) Personnel who satisfy the condition stipulated in Provision 2 of the University's Directions for Rewarding and Appointing Faculty Members with Outstanding Teaching Performance. (4) Personnel who satisfy the condition stipulated in Provision 2 of the University's Directions for Rewarding and Appointing Faculty Members with Outstanding Teaching Performance in General Education Courses. (5) Personnel who satisfy the condition stipulated in Provision 2 of the University's Implementation Directions for Rewarding and Appointing Faculty Members with Outstanding and Distinguished Consultation Performance. (6) Personnel who satisfy the condition stipulated in Provision 2 of the 	<p>3. The qualifications for special and outstanding faculty members and research fellows are recognized according to the following criteria:</p> <ol style="list-style-type: none"> (1) Personnel who satisfy the condition stipulated in Provision 4 of the University's Regulations for Establishing Chairs. (2) Personnel who satisfy the condition stipulated in Provision 3 of the University's Regulations for Establishing Distinguished Chairs. (3) Personnel who satisfy the condition stipulated in Provision 2 of the University's Directions for Rewarding and Appointing Faculty Members with Outstanding Teaching Performance. (4) Personnel who satisfy the condition stipulated in Provision 2 of the University's Directions for Rewarding and Appointing Faculty Members with Outstanding Teaching Performance in General Education Courses. (5) Personnel who satisfy the condition stipulated in Provision 2 of the University's Implementation Directions for Rewarding and Appointing Faculty Members with Outstanding and Distinguished Consultation 	<p>The item number has been adjusted and criterion (8) has been added.</p>
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<p>7. If faculty members or research fellows granted merit pay or reward under Provision 3 of the Directions have their position retained without pay, resign, retire, have their rights suspended, or be dismissed from their duties, then the Directions shall cease to apply to them. For those who have their positions retained without pay, their merit pay or rewards continue from the day their salary is resumed until the end of the reward program.</p> <p><u>Faculty members or research fellows of the University who have been reviewed and determined to have violated academic ethics by the MOE, MOST, or the University shall be banned from merit pay or research reward for a period of 1–3 years.</u></p>	<p>7. If faculty members or research fellows granted merit pay or reward under Provision 3 of the Directions have their positions retained without pay, resign, retire, have their rights suspended, or are dismissed from their duties, then the Directions shall cease to apply to them. For those who have their positions retained without pay, their merit pay or rewards shall continue from the day their salary is resumed until the end of the reward program.</p>	<p>A dismissal measure for those violating academic ethics has been added.</p>
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These regulations were translated from the original Chinese. In the event of any discrepancies between the two versions, the Chinese always takes precedence.