

# 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

## Flexible Salary Guidelines for Recruiting, Retaining, and Rewarding Exceptional Talent at National Chung Hsing University

- 99 年 12 月 10、13 日第 59 次校務會議通過
- December 10 & 13, 2010:** Approved at the 59th University Affairs Meeting  
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- May 16, 2011:** Amended (Articles 4–12) at the continuation of the 60th University Affairs Meeting  
100 年 12 月 9 日第 61 次校務會議修正(第 4、8、9 條)
- December 9, 2011:** Amended (Articles 4, 8, and 9) at the 61st University Affairs Meeting  
101 年 5 月 11 日第 62 次校務會議修正(第 4 條)
- May 11, 2012:** Amended (Article 4) at the 62nd University Affairs Meeting  
102 年 5 月 14 日第 65 次校務會議修正(第 10 條)
- May 14, 2013:** Amended (Article 10) at the 65th University Affairs Meeting  
年 5 月 9 日第 69 次校務會議修正(第壹、參、肆、捌、拾條)
- May 9, 2014:** Amended (Articles 1, 3, 4, 8, and 10) at the 69th University Affairs Meeting  
103 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:** Amended (Articles 3, 4, 6, 7, 8, and 9) at the 73rd University Affairs Meeting  
104 年 4 月 22 日第 74 次校務會議修正(第肆條)
- April 22, 2016:** Amended (Article 4) at the 74th University Affairs Meeting  
105 年 12 月 8 日第 79 次校務會議修正(第肆條)
- December 8, 2017:** Amended (Article 4) at the 79th University Affairs Meeting  
106 年 4 月 17 日第 80 次校務會議修正(名稱及全份條文)
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107 年 12 月 7 日第 83 次校務會議修正(第 1~3 條)
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- December 20, 2019:** Amended (Articles 3, 6, and 7) at the 87th University Affairs Meeting  
108 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 under Letter No. 1090001696  
109 年 10 月 23 日第 90 次校務會議修正(第 3 條)
- October 23, 2020:** Amended (Article 3) at the 90th University Affairs Meeting  
109 年 11 月 9 日教育部臺教高(五)字第 1090161128 號函同意備查
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### 第一條 Article 1

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「科技部補助大專校院研究獎勵作業要點」，訂定本辦法。National Chung Hsing University (hereinafter referred to as "the University") has established these guidelines to recruit scholars with outstanding academic achievements from both domestic and international institutions and to retain exceptional talents within the University. The goal is to enhance the University's standards in teaching, research, and service. These guidelines are formulated in accordance

with the "Flexible Salary Scheme for Recruiting and Retaining Exceptional Talent at Universities and Colleges" issued by the Ministry of Education and the "Operational Guidelines for Research Incentives Subsidized by the Ministry of Science and Technology."

## 第二條 Article 2 適用對象 Eligibility

1. 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）及編制外經營管理人才。Full-time teaching and research personnel within the University's staffing establishment (including full-time faculty, researchers, professional technical staff, and technical instructors) and managerial talent outside the staffing establishment.
2. 以「科技部補助大專校院研究獎勵作業要點」獎勵者，應符合該部規定。Individuals rewarded under the "Operational Guidelines for Research Incentives Subsidized by the Ministry of Science and Technology" must comply with the regulations of the Ministry.

## 第三條 Article 3 特殊優秀人才之資格標準 Qualification Standards for Exceptional Talent

I. 講座教授 Chair Professors：本校教授或國內外知名學者專家符合下列條件之一 Full professors of the University or renowned domestic and international scholars meeting any of the following criteria：

1. 傑出講座：諾貝爾獎或相當之全球性殊榮者。 **Distinguished Chair:** Recipients of the Nobel Prize or comparable global honors.
2. 特聘講座：中央研究院院士或先進國家國家級院士。 **Special Chair:** Fellows of Academia Sinica or national academies of advanced countries.
3. 中興講座： **Chung Hsing Chair**：
  - I. 教育部國家講座。Recipients of the Ministry of Education's National Chair Professorship.
  - II. 教育部學術獎。Recipients of the Ministry of Education Academic Award.
  - III. 曾獲國際相當於前 1、2 之國家級學術榮譽者。Recipients of comparable national academic honors abroad equivalent to the above.
4. 講座教授 **Chair Professors**：
  1. 曾擔任科技部特約研究人員。Former Distinguished Researchers of the Ministry of Science and Technology (MOST).
  2. 曾獲三次科技部傑出研究獎者。Recipients of three MOST Outstanding Research Awards.
  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。Recipients of prestigious international academic awards with exceptional contributions and international acclaim in academic or professional fields.

II. 特聘教授 Distinguished Professors：本校編制內專任教授，並符合下列條件之一 Full-time professors within the University's staffing establishment meeting any of the following criteria：

- i. 特聘教授 I Distinguished Professor I：

曾獲科技部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。  
Recipients of two MOST Outstanding Research Awards or equivalent international academic honors, with outstanding performance in the past five years.
- ii. 特聘教授 II：Distinguished Professor II：

1. 曾獲科技部傑出研究獎一次或相當榮譽，且最近五年內有傑出表現者。

Recipients of one MOST Outstanding Research Award or equivalent honor, with outstanding performance in the past five years.

2. 曾任科技部學門召集人並符合特聘教授III資格且自一百零八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。Former conveners of MOST academic disciplines, meeting the qualifications for Distinguished Professor III, and awarded Distinguished Professor status three times since August 1, 2011, with notable academic contributions and outstanding performance in the past five years.
3. 曾獲國際著名學會會士並符合特聘教授III資格且自一百零八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。Fellows of internationally renowned academic societies, meeting the qualifications for Distinguished Professor III, and awarded Distinguished Professor status three times since August 1, 2011, with notable academic contributions and outstanding performance in the past five years.

iii. 特聘教授IIIDistinguished Professor III：

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科技部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。Recipients of the University's "Outstanding Teaching I" award in the past five years or principal investigators of MOST annual research projects or Ministry of Education-supported practical teaching research projects three times or more in the past five years.
2. 曾於最近十年內獲科技部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。Principal investigators of MOST annual research projects or Ministry of Education-supported practical teaching research projects eight times or more in the past ten years, with outstanding performance in the past five years.
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。Recipients of prestigious academic awards domestically or internationally or significant contributions to international academia, with outstanding performance in the past five years.

III. 優聘教師 Outstanding Faculty：本校編制內專任副教授或助理教授，並符合下列條件之一 Full-time associate professors or assistant professors within the University's staffing establishment who meet any of the following criteria：

- a. 優聘教師 I Outstanding Faculty I：曾獲科技部傑出研究獎，且最近五年內有傑出表現者。Recipients of the MOST Outstanding Research Award with exceptional performance in the past five years.
- b. 優聘教師 II Outstanding Faculty II：曾獲科技部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。Recipients of the Wu Ta-You Memorial Award from MOST or the Academia Sinica Scholarly Monograph Award for Junior Researchers and meeting the qualifications for Outstanding Faculty III.
- c. 優聘教師 III Outstanding Faculty III：

1. 曾於最近三年內獲科技部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。Principal investigators of MOST annual research projects or Ministry of Education-supported practical teaching research projects at least twice in the past three years, with exceptional performance in the past five years.
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。Recipients of prestigious academic awards domestically or internationally, or individuals with outstanding contributions to international academia, with exceptional performance in the past five years.

IV. 新進教師獎勵 New Faculty Incentives：於本校任職三年內之專任教師及研究人員。

Full-time faculty and researchers employed within three years at the University:

- a. 一般新進教師獎勵。 **General New Faculty Incentives.**
- b. 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：**Outstanding New Faculty Incentives:** Applicable to assistant professors who meet at least one basic condition and one special condition:
  - 1. 基本條件 **Basic Conditions**
    - (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 held a full-time teaching or research position at a domestic academic 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。Employed at overseas academic or research institutions for the five years prior to formal appointment at the University.。
  - 2. 特殊條件 **Special Conditions:**
    - (1) 曾獲科技部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。Principal investigators of MOST Young Scholar Fellowship or Excellent Young Scholar Research Projects.

(2) 曾獲科技部吳大猷先生紀念獎或中央研究院年輕學者研究著作獎者。Recipients of the Ta-You Wu Memorial Award From National Science Council from MOST or the Academia Sinica Scholarly Monograph Award for Junior Researchers.

(3) 曾獲國內、外著名學術獎或在國際學術上有傑出貢獻者。Recipients of prestigious academic awards domestically or internationally, or individuals with outstanding contributions to international academia.

**c. 外籍新進教師獎勵。Incentives for Foreign New Faculty.**

V. 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：  
Outstanding Industry-Academia Faculty：Full-time faculty and researchers within the University's staffing establishment who meet any of the following criteria:

- (1) 產學績優教師 I **Outstanding Industry-Academia Faculty I**: 前十個年度內曾獲科技部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。Recipients of the MOST Outstanding Technology Transfer Contribution Award within the past ten years and ranked among the top performers of the current year in their respective college for Industry-Academia Faculty II. Priority is given to such individuals; others are selected based on the University-wide ranking of industry-academia contribution scores.
- (2) 產學績優教師 II **Outstanding Industry-Academia Faculty II**: 依各學院專任教研人員之產學積分排名推選之。Selected based on the ranking of industry-academia contribution scores 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、國內專利且獲技轉或授權數、國外專利數及品種權件數，計分標準如附表。

The "industry-academia contribution score" mentioned above is calculated based on the individual performance of faculty and researchers over the past three years, including management fees from collaborative research projects, the number of collaborative research projects, total revenue from technology transfers, the number of domestic patents licensed or transferred, the number of international patents, and the number of variety rights obtained. The scoring criteria are detailed in the attached table.

VI. 教學特優教師：需符合下列所有條件Outstanding Teaching Faculty：Faculty members must meet all the following criteria:

- (1) 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。In the past three academic years, teaching hours must meet the requirements outlined in the "**National Chung Hsing University Guidelines for Faculty Teaching Hours and Overtime Compensation.**"
- (2) 近五年內有科技部計畫或具審查制度專書一本、學術著作或教科書者。Within the last five years, faculty must have participated in MOST projects, published a reviewed monograph, or authored academic works or textbooks.
- (3) 近三學年度教學貢獻度排名在全院二分之一以內。Over the past three academic years, teaching contributions must rank in the top 50% within their respective college.
- (4) 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。Faculty must teach at least six undergraduate courses over three academic years, with actual teaching hours exceeding one-third of the semester for each course.

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 "Teaching Contribution" in the third item is based on the number of courses taught by individual teachers multiplied by the number of teaching hours. Teaching materials are provided by the Academic Affairs Division of the Academic Affairs Office.

「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。

“Teachers with “Teaching Excellence” are evaluated on the basis of the following four criteria: “Teaching Enthusiasm, Philosophy, Methodology, and Improvement,” “Teaching Materials and Teaching Preparation,” “Teaching Achievement,” and “Other Teaching Excellence.”

VII. 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 Outstanding Service Faculty：Evaluation includes exceptional performance or significant contributions in administrative, professional, counseling, extension, or university social responsibility services over the past three academic years.

VIII. 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。 Distinguished Non-Staff Management Talent：This category is for individuals with exceptional experience or professional backgrounds in higher education management or those who have served as presidents of foreign universities for more than 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 reward methods for each category must be submitted for review by the University Affairs Council, while the review documentation is to be established by the respective administrative units and approved through administrative meetings.

#### 第四條 Article 4 特殊優秀人才之審查原則 Review Principles for Distinguished Talent

##### I. 審查機制 Review Mechanism

- (1) 講座教授由本校講座遴聘審議委員會審查。Chair Professors are reviewed by the **University Chair Professor Selection and Evaluation Committee**.
- (2) 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。Distinguished Professors are reviewed by the **University Distinguished and Outstanding Faculty Selection and Evaluation Committee**.
- (3) 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。Outstanding Faculty are reviewed by the **University Distinguished and Outstanding Faculty Selection and Evaluation Committee**.
- (4) 新進教師獎勵由本校教師評審委員會審查。New Faculty Awards are reviewed by the **University Faculty Review Committee**.
- (5) 產學績優教師由本校產學績優教師評審委員會審查。Industry-Academia Outstanding Faculty are reviewed by the **University Industry-Academia Outstanding Faculty Evaluation Committee**.
- (6) 教學特優教師由本校教師教學獎審查委員會審查。Outstanding Teaching Faculty are reviewed by the **University Faculty Teaching Award Evaluation Committee**.
- (7) 服務特優教師由本校教師服務獎審議委員會審查。Outstanding Service Faculty are reviewed by the **University Faculty Service Award Evaluation Committee**.
- (8) 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。Exceptional External Administrative and Managerial Personnel are reviewed by the **University External Administrative and Managerial Talent Recruitment Committee**.

II. 各審查委員會評審標準，由各審查辦法中另訂之。The evaluation criteria for each review committee shall be established separately in their respective evaluation guidelines.

III. 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。Each review committee may convene an ad hoc review meeting and grant flexible salaries in response to the urgency of individual cases for talent recruitment and retention, subject to administrative approval. The salary and award duration shall be determined by the respective review committee.

#### 第五條 Article 5 特殊優秀人才之績效要求與評估 Performance Requirements and Evaluation of Distinguished Talent

- I. 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。The performance of exceptional talents should encompass teaching, research, and service,

maintaining or exceeding the qualification standards specified in Article 3 of these regulations. Regular evaluations will be conducted by the university.

- II. 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。Each exceptional talent is required to submit an annual written report to the review committee during the reward period. The committee shall assess their achievements and performance and award different levels of flexible salaries based on the evaluation results.
  - (1) 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。Research performance includes: improving the quality and quantity of academic journal publications, making significant contributions to industry-academia collaboration outcomes, and receiving major awards.
  - (2) 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。Teaching performance includes: actively engaging in the university's teaching activities, demonstrating excellent teaching performance, and achieving outstanding student learning outcomes.
  - (3) 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。Service performance includes: actively participating in administrative, professional, mentoring, outreach, and other services with exceptional achievements.
- III. 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。External managerial talents must submit an annual self-assessment performance report for review by the evaluation committee. If their performance is deemed unsatisfactory, their appointment may be terminated.
- IV. 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。Written reports, self-assessment reports, approved evaluation lists, and previous evaluation results shall be published online.



第六條Article 6      各項特殊優秀人才彈性薪資加給原則Principles for Flexible Salary Supplements for Various Categories of Exceptional Talent

I. 薪資加給標準表Salary Supplement Standards Table

類別 Type		薪資加給/月(元) Salary Allowance/Month (NTD)
講座教授 Chair Professor	傑出講座 Distinguished Chair Professor	600,000 to 1,000,000
	特聘講座 Specially Appointed Chair Professor	100,000 to 300,000
	中興講座 Chung Hsing Chair Professor	70,000 to 90,000
	講座教授 Chair Professor	60,000
特聘教授 Distinguished Professor	特聘教授I Distinguished Professor I	50,000
	特聘教授 II Distinguished ProfessorII	40,000
	特聘教授III Distinguished ProfessorIII	25,000
優聘教師 Outstanding Faculty	優聘教師I Outstanding Faculty I	40,000
	優聘教師II Outstanding Faculty II	25,000
	優聘教師III Outstanding FacultyIII	15,000

新進教師獎勵New Faculty Incentive	一般新進教師獎勵 General New Faculty Incentive	15,000
	傑出新進教師獎勵 Outstanding New Faculty Incentive	30,000
	<u>外籍新進教師獎勵 Foreign New Faculty Incentive</u>	<u>30,000 to 50,000</u>
產學績優教師 Industry-Academia Excellence Faculty	教學特優I Industry-Academia Excellence I	20,000
	教學特優II Industry-Academia Excellence II	10,000
教學特優教師 Teaching Excellence Faculty	教學特優I Teaching Excellence I	25,000
	教學特優II Teaching Excellence II	15,000
服務特優教師 Service Excellence Faculty	服務特優I Service Excellence I	20,000
	服務特優II Service Excellence II	10,000
編制外經營管理人才 Non-Establishment Executive Talent		20,000 to 100,000

II. 彈性薪資加給視經費來源狀況調整之。The flexible salary bonus shall be adjusted based on the availability of funding.

III. 彈性薪資加給不得重覆支領。The flexible salary bonus shall not be claimed multiple times.

IV. 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。The salary for chair professors shall be determined in accordance with the international salary standards for professionals in their respective fields and ranks.

第七條 Article 7 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  
Proportion of Minimum and Maximum Salary Bonuses, Granting Periods, and Allocation for Different Categories of Talent

I. 薪資加給最低與最高差距比例 Proportion of Minimum and Maximum Salary Bonuses

(1) 講座教授比例約 1:16.67。Chair Professors: Approximately 1:16.67.

(2) 特聘教授比例為 1:2。Distinguished Professors: 1:2.

(3) 優聘教師比例約 1 : 2.67。Outstanding Faculty: Approximately 1:2.67.

(4) 新進教師獎勵比例為 1 : 2。Incentives for Newly Recruited Faculty: 1:2.

(5) 產學績優教師比例為 1 : 2。Industry-Academia Excellence Faculty: 1:2.

(6) 教學特優教師比例約 1 : 1.67。Teaching Excellence Faculty: Approximately 1:1.67.

(7) 服務特優教師比例為 1 : 2。Service Excellence Faculty: 1:2.

(8) 編制外經營管理人才比例為 1 : 5。Outstanding Contract-

Based Management Personnel: 1:5.

## II. 核給期程Granting Periods

- (1) 講座教授：最長三年。Chair Professors: Up to three years.
- (2) 特聘教授：二年。Distinguished Professors: Two years.
- (3) 優聘教師：二年。Outstanding Faculty: Two years.
- (4) 新進教師獎勵：起聘日起三年。Incentives for Newly Recruited Faculty: Three years from the start of employment.
- (5) 產學績優教師：一年。Industry-Academia Excellence Faculty: One year.
- (6) 教學特優教師：二年。Teaching Excellence Faculty: Two years.
- (7) 服務特優教師：一年。Service Excellence Faculty: One year.
- (8) 編制外經營管理人才表現傑出者：一年。Outstanding Contract-Based Management Personnel: 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 granting periods for each item in this provision may be adjusted based on the availability of funding. If funding becomes insufficient, the granting may be terminated at any time.

### III. 核給比例：Allocation Ratios

- (1) 講座教授：視符合資格人數而定。Chair Professors: Determined by the number of qualified individuals.
- (2) 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%。Distinguished Professors: No limit on the number of Distinguished Professors I and II. The number of Distinguished Professors III shall not exceed 23% of the total full-time professors at the institution.
- (3) 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%。Outstanding Faculty: No limit on the number of Outstanding Faculty I and II. The number of Outstanding Faculty III shall not exceed 15% of the total full-time associate professors and assistant professors at the institution.
- (4) 新進教師獎勵：視符合資格人數而定。Incentives for Newly Recruited Faculty: Determined by the number of qualified individuals.
- (5) 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%。Industry-Academia Excellence Faculty: The number of Industry-Academia Excellence Faculty I shall not exceed 2% of the total full-time teaching and research personnel, and Industry-Academia Excellence Faculty II shall not exceed 6%.
- (6) 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。Teaching Excellence Faculty: Up to 10 awards for Teaching Excellence I and up to 20 awards for Teaching Excellence II.
- (7) 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。Service Excellence Faculty: Up to 3 awards for Service Excellence I and up to 10 awards for Service Excellence II.
- (8) 編制外經營管理人才表現傑出者：視符合資格人數而定。  
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%。Outstanding Contract-Based Management Personnel: Determined by the number of qualified individuals.

The total number of assistant professors and below receiving flexible salary bonuses must constitute at least 20% of the total award recipients.

IV. The allocation ratios for flexible salaries or incentive grants may be adjusted annually based on the relevant regulations of the Ministry of Education and the Ministry of Science and Technology for rewarding outstanding talent at universities, as well as the financial status of the institution. The actual number of recipients shall be determined by the respective review committees based on available funding.

第8條 Article 8 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。The university provides exceptional talent with teaching, research, and administrative support, as well as priority access to faculty housing.

第9條 Article 9 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。Recipients of flexible salary bonuses under these guidelines shall have payments suspended if they resign, take unpaid leave, fail teacher evaluations, are found guilty of academic misconduct, or commit serious violations of university regulations during the payment period. If the application for flexible salary was based on work involving academic misconduct, the flexible salary already received during the appointment period must be reimbursed.

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 salary bonuses must comply with

the university's minimum teaching hour requirements. Professors and associate professors on sabbatical for research purposes are exempt from this requirement.

第10條 Article 10 經費來源 Funding Sources

(1) 教育部「高等教育深耕計畫」及相關經費。Ministry of Education's "Higher Education Sprout Project" and related funding.

(2) 科技部行政院國家科學技術發展基金補助專款經費。Dedicated funds from the Ministry of Science and Technology's National Science and Technology Development Fund.

(3) 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。University self-generated funds, including donations, industry-academia collaborations, government research grants, or management fees from commissioned projects.

各項經費支用，須符合該經費之規定。

All expenditures must comply with the regulations of 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。

Flexible salaries of the same type may be funded from multiple sources.

第11條 Article 11 本辦法未規定事項，悉依教育部、科技部及本校相關規定辦理。Matters not specified in these guidelines shall be handled in accordance with relevant regulations of the Ministry of Education, the Ministry of Science and Technology, and the university.

第12條 Article 12 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。These guidelines shall be implemented following approval by the University Council and submission to the Ministry of Education for record. The same procedure applies to any amendments.





