

# National Chung Hsing University Guidelines for Flexible Salary Incentives for Newly Recruited Faculty

Approved at the 80th University Affairs Meeting on April 17, 2018 (effective August 1, 2018)

Amended at the 83rd University Affairs Meeting on December 7, 2018 (Article 4)

Amended at the 87th University Affairs Meeting on December 20, 2019 (entire text revised)

Amended at the 90th University Affairs Meeting on October 23, 2020 (Articles 2, 6-11)

Amended at the 94th University Affairs Meeting on October 15, 2021 (Articles 3 and 4)

## Article 1. Purpose

To recruit exceptional domestic and international academic talents with outstanding achievements and to assist newly recruited faculty in quickly engaging in teaching, research, and service, thereby enhancing the university's academic research standards, these guidelines are formulated in accordance with the "National Chung Hsing University Guidelines for Flexible Salary to Recruit, Retain, and Reward Exceptional Talents."

## Article 2. Definition

"Newly recruited faculty" refers to full-time faculty and researchers employed within the university's system for three years or less.

## Article 3. Types of Incentives

This program offers three types of incentives:

1. General Incentives for Newly Recruited Faculty
2. Incentives for Outstanding Newly Recruited Faculty
3. Incentives for Newly Recruited Foreign Faculty

## Article 4. Administration of General and Foreign Faculty Incentives

Incentives for general newly recruited faculty and foreign faculty are reviewed and approved by the university's Faculty Evaluation Committee. The Office of Personnel will compile the list of eligible recipients each semester based on the employment start dates of current full-time faculty and researchers. After administrative approval, the incentives are issued accordingly.

Recipients must submit a performance report by April 1 each year. Those employed for less than six months may submit the report the following year. A performance report must also be submitted two months before the end of the incentive period. These reports will be reviewed by the Faculty Evaluation Committee and assessed on teaching, research, and service achievements.

## Article 5. Application for Outstanding Newly Recruited Faculty Incentives

Applicants for Outstanding Newly Recruited Faculty Incentives must meet the rank of Assistant Professor and satisfy the following conditions:

1. Basic Conditions:
  - (1) Not currently or previously employed as full-time teaching or research staff within domestic academic institutions.
  - (2) Worked at a foreign academic or research institution during the five years prior to formal employment at the university.
2. Special Conditions:

- (1) Served as the principal investigator for the Ministry of Science and Technology's (MOST) Young Scholar Cultivation Project or the Excellent Young Scholar Research Project.
- (2) Received the MOST Wu Ta-You Memorial Award or the Academia Sinica Early Career Scholar Award.
- (3) Received prominent domestic or international academic awards or made outstanding contributions to international academia.

Applications must first be reviewed and approved by the College Faculty Evaluation Committee, with application forms and meeting records submitted to the University Faculty Evaluation Committee for final review.

Recipients must submit an annual performance report by April 1, or the following year if employed for less than six months. Reports must also be submitted two months before the end of the incentive period. Performance evaluation will consider aspects such as the quality and quantity of academic journal publications, significant contributions to industry-academia collaborations, and receipt of major awards.

## Article 6. Flexible Salary Allowances

Newly recruited faculty eligible for incentives under these guidelines will receive flexible salary allowances in accordance with the "National Chung Hsing University Guidelines for Flexible Salary to Recruit, Retain, and Reward Exceptional Talents." The incentive period lasts for three years, starting from the date of employment.

## Article 7. Additional Incentives for English-Taught Courses

During the incentive period, newly recruited faculty who successfully establish full English-taught courses will receive an additional incentive of NT\$20,000, distributed in two installments.

## Article 8. Funding Sources

Funding for the incentives comes from the following sources:

1. The Ministry of Education's "Higher Education Sprout Project" and related funds.
2. Dedicated funds from the National Science and Technology Development Fund under the Executive Yuan.
3. The university's self-raised income, including donations, industry-academia collaboration revenues, and administrative fees from government research grants or commissioned projects.

## Article 9. Termination of Incentives

If there are reasons to cease the flexible salary allowances during the incentive period, such cases shall be handled in accordance with the "National Chung Hsing University Guidelines for Flexible Salary to Recruit, Retain, and Reward Exceptional Talents."

## Article 10. Other Matters

Matters not covered in these guidelines shall be governed by relevant university regulations.

## Article 11. Implementation

These guidelines shall be implemented upon approval by the University Affairs Meeting. The same procedure applies to amendments.

國立中興大學一般新進教師、外籍新進教師彈性薪資獎勵個人績效報告  
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**National Chung Hsing University Personal Performance Report regarding  
Flexible Salary for Newly Appointed Domestic and Overseas Faculty**

\_\_\_\_\_學年度 School year

系所 Department/Institute		獎勵總金額 Total reward amount	
受延攬人姓名 Employee's Name		職稱 Job title	
獲獎勵期間 Award period			
受延攬人受延攬前 之工作單位／職稱 Employee's previous employment : Institution / Job title			
受延攬人工作內容 Employee's job description			
曾獲獎項及榮譽 Recent awards and honors			
<p>請說明具體績效（標楷體12號字，固定行高18點）。 Please describe specific performance</p> <p>執行績效包含：教學、研究及服務等各面向。 Performance includes: teaching, research, and service aspects.</p>			

註：依國立中興大學新進教師彈性薪資獎勵辦法第四條規定：「(第2項)新進教師應於每年四月一日前繳交績效報告，任職未滿半年者，得於下一年度繳交，由本校教師評審委員會審議成果及績效，績效包含：教學、研究及服務等各面向。」

The performance report should be submitted before April 1 of each year. Those who have served for less than half a year may submit the report in the next year.