**NATIONAL CHUNG HSING UNIVERSITY**

**Regulations Governing Flexible Pay for the Recruitment, Retention, and Commendation of Extraordinary Talent**

December 10 and 13, 2010—Passed by the 59th University Council meeting

 December 24, 2010— (Article 6) amended by the extended 59th University Council meeting

 May 16, 2011— (Articles 4 through 12) amended by the extended 60th University Council meeting

 December 9, 2011— (Articles 4, 8, and 9) amended by the 61st University Council meeting

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Article 1 National Chung Hsing University (hereinafter, NCHU or “the University”) has formulated the following regulations in accordance with the Ministry of Education’s (MOE) Flexible Pay Program for the Recruitment and Retention of Outstanding Talent in Higher Education and the National Science and Technology Council (NSTC) *Guidelines for Research Subsidies at Higher Education Institutions* for the purpose of recruiting domestic and international scholars with exceptional academic achievements to NCHU, retain outstanding talent currently serving at the University, and enhance the standards of teaching, research, and service on campus.

Article 2 Eligibility

1. Certified NCHU faculty members and researchers (including full-time faculty members, research fellows, technicians, and technical teachers) and supernumerary administrators/managers are eligible to apply.

2. Those qualifying under the NSTC *Guidelines for Research Subsidies at Higher Education Institutions* shall meet the requirements set by the NSTC.

Article 3 Standards for exceptional talent

1. Chair professor: Professors of the University and renowned domestic/ international scholars and experts who meet any of the following criteria are eligible:

1) Extraordinary chair professor: Nobel Prize (or other global award of similar significance) recipient

2) Distinguished chair professor: Current or prior service as an academician at Academia Sinica or a national research institute of a developed country

3) NCHU chair professor:

a. MOE National Professorship

b. MOE Academic Award

c. Other international award of a similar significance to a. and b. above

4) Chair professor:

a. Current or prior service as a contract research fellow at the NSTC

b. Three-time recipient of the NSTC Outstanding Research Award

c. Recipient of an internationally renowned academic award with significant contributions to or international fame in an academic/professional field

2. Distinguished professor: Certified NCHU full-time professors who meet any of the following criteria are eligible:

1) Category I:
Two-time recipient of the NSTC Outstanding Research Award (or an international award of similar significance) with extraordinary achievements in the most recent five-year period

2) Category Ⅱ:

a. Recipient of an NSTC Outstanding Research Award (or an award of similar significance) with extraordinary achievements in the most recent five-year period

b. Current or prior service as an NSTC discipline convener; meeting the qualifications for and service as a Category III distinguished professor for three academic years since August 1, 2011 with significant academic contributions and extraordinary achievements in the most recent five-year period

c. Previous nomination for membership in an internationally renowned scholarly association; meeting the qualifications for and service as a Category III distinguished professor for three academic years since August 1, 2011 with significant academic contributions and extraordinary achievements in the most recent five-year period

3) Category Ⅲ:

a. Recipient of an Outstanding Teaching Award (Category I) in the most recent five-year period AND extraordinary achievements or service as principal investigator on a combined total of at least three NSTC research projects or MOE educational practice research projects in the most recent five-year period

b. Current or prior service as principal investigator on a combined total of at least eight NSTC research projects or MOE educational practice research projects in the most recent 10-year period AND extraordinary achievements in the most recent five-year period

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

3. Distinguished faculty: Certified NCHU full-time associate professors and assistant professors who meet any of the following criteria shall be eligible:

1) Category I: Recipient of an NSTC Outstanding Research Award with extraordinary achievements in the most recent five-year period

2) Category Ⅱ: Recipient of the NSTC Ta-You Wu Memorial Award or the Academia Sinica Early-Career Investigator Research Achievement Award AND meeting the qualifications for Category III distinguished faculty

3) Category Ⅲ:

a. Current or prior service as principal investigator on a combined total of at least two NSTC research projects or MOE educational practice research projects in the most recent three-year period AND extraordinary achievements in the most recent five-year period

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

4. New faculty awards: Full-time NCHU faculty members and research fellows who have been working at the University for no longer than three years

1) General new faculty award

2) Outstanding new faculty award: Assistant professors (or assistant research fellows) who meet all of the basic requirements and at least one of the special requirements set forth below:

a. Basic requirements

a) Never having served as a certified full-time teacher or researcher at a domestic educational or research institute

b) Having only served in a foreign educational or research institute in the five-year period preceding official employment at the University

b. Special requirements

a) Recipient of the NSTC Young Scholar Fellowship or current or prior service as the principal investigator on an NSTC Excellent Young Scholar Research Project

b) Recipient of the NSTC Ta-You Wu Memorial Award or the Academia Sinica Early-Career Investigator Research Achievement Award

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

3) Foreign new faculty award

5. Faculty with outstanding academia-industry collaboration achievements: Certified NCHU full-time faculty members and research fellows who meet any of the following criteria:

1) Category Ⅰ: Those who have won the NSTC Award for Excellence in Technology Transfer in the most recent 10-year period and who meet the qualifications for Category II faculty (researchers) below in terms of academia-industry collaboration points in the current academic year may be recognized as Category I faculty (researchers). Any remaining quota may be filled by faculty members (researchers) based on the number of academia-industry collaboration points they have accumulated.

2) Category II: Determined based on the number of academia-industry collaboration points accumulated

Academia-industry collaboration points, as described in the items above, shall include faculty members’ or research fellows’ academia-industry collaboration achievements and number of cases, technology transfer revenue, and number of domestic/international patents and licenses. Scoring criteria are shown in the appendix.

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

1) Offering of a sufficient number of course hours as stipulated in the NCHU *Regulations for the Calculation of Teaching Hours and Overtime Hourly Lecture Fees* in the three most recent academic years

2) Recipient of an NSTC research grant or publication of a peer-reviewed monograph, academic work, or textbook in the most recent five-year period

3) Ranking in the top 50% in their college in terms of teaching contributions in the three most recent academic years

4) Holding at least six undergraduate courses in the three most recent academic years and having actually taught each course for at least 1/3 of a semester

The “teaching contributions” described in Item 3 above shall be calculated by multiplying the number of weekly teaching hours in the courses for each semester by the number of students taking each course. Course data shall be provided by the Curriculum Division, Office of Academic Affairs.

The selection of outstanding faculty members shall be based on the following four standards: 1) passion, teaching philosophy, methodology, and improvement, 2) teaching materials and preparation, 3) teaching outcomes, and 4) other outstanding achievements in teaching.

7. Faculty with outstanding service: The selection of faculty with outstanding service shall be based on candidates’ performance in or contributions to administrative, professional, counselling, promotional, and university social responsibility (USR) tasks.

8. Supernumerary administrators/managers: Experience or professional expertise in higher education institution administration and management, or current or prior as a president/chancellor/provost of a foreign university for at least three years.

Applications for all award categories shall be submitted to the University Council for review. The application forms shall be prepared by the respective competent unit and approved by the Administrative Meeting.

Article 4 Principles of review

1. Competent review unit

1) Chair professors: NCHU Chair Professor Selection and Appointment Committee

2) Distinguished professors: NCHU Distinguished Professor and Faculty Selection and Appointment Committee

3) Distinguished faculty: NCHU Distinguished Professor and Faculty Selection and Appointment Committee

4) New faculty awards: NCHU Faculty Evaluation Committee

5) Faculty with outstanding academia-industry collaboration achievements: NCHU Review Committee for Faculty with Outstanding Academia-Industry Collaboration Achievements

6) Faculty with outstanding teaching performance: NCHU Faculty Teaching Award Review Committee

7) Faculty with outstanding service: NCHU Faculty Service Award Review Committee

8) Supernumerary administrators/managers: NCHU Managerial Talent Recruitment, Selection, and Appointment Committee

2. The standards of review adopted by each committee shall be formulated separately.

3. In consideration of the urgency of recruiting and retaining talent, each review committee is authorized to call interim meetings in accordance with the applicable administrative approval procedures to discuss and determine the flexible pay and award period for certain candidates.

Article 5 Performance and review criteria

1. Performance reviews the teaching, research, and service results of exceptional talent shall be conducted by the University on a regular basis. The criteria for performance reviews shall be equivalent to or greater than those stipulated under Article 3 herein.

2. During the award period, exceptional talent shall submit annual written reports to the competent review committee, which shall evaluate the talent’s achievements and performance and determine the appropriate amount of flexible pay.

1) Research performance: Boosting the quantity and quality of journal papers, making significant contributions to academia-industry collaboration, or winning major academic awards

2) Teaching performance: Actively participating in teaching at the University, demonstrating outstanding teaching performance, or guiding students to learn effectively

3) Service performance: Actively assisting with administrative, professional, counselling, or promotional tasks with outstanding results

3. Supernumerary administrators/managers shall submit annual self-evaluation reports to the competent review committee, which may terminate administrators/managers whose performance is unsatisfactory.

4. A list of candidates who pass the written report/self-evaluation report review shall be published online, together with the review results from the award period.

Article 6 Principles for flexible pay

1. Flexible pay schedule

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| Rank | Additional pay (per month) |
| Chair professor | Extraordinary chair professor | NT$600,000–1,000,000 |
| Distinguished chair professor | NT$100,000–300,000 |
| NCHU chair professor | NT$70,000–90,000 |
| Chair professor | NT$60,000 |
| Distinguished professor | Category I | NT$50,000 |
| Category Ⅱ | NT$40,000 |
| Category Ⅲ | NT$25,000 |
| Distinguished faculty | Category I | NT$40,000 |
| Category Ⅱ | NT$25,000 |
| Category Ⅲ | NT$15,000 |
| New faculty award | General new faculty award | NT$15,000 |
| Outstanding new faculty award | NT$30,000 |
| Foreign new faculty award | NT$30,000–50,000 |
| Faculty with outstanding academia-industry collaboration achievements | Category I | NT$20,000 |
| Category Ⅱ | NT$10,000 |
| Faculty with outstanding teaching performance | Category I | NT$25,000 |
| Category Ⅱ | NT$15,000 |
| Faculty with outstanding service | Category I | NT$20,000 |
| Category Ⅱ | NT$10,000 |
| Supernumerary administrators/managers | NT$20,000–100,000 |

2. The exact flexible pay amount may be adjusted based on the funds available.

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

4. The flexible pay for chair professors shall be determined in accordance with international compensation standards for each given discipline and rank.

Article 7 Ratio of the lowest-to-highest possible flexible pay amounts and award periods and quotas

1. Ratio of the lowest-to-highest possible flexible pay amounts:

1) Chair professor: 1:16.67

2) Distinguished professor: 1:2

3) Distinguished faculty: 1:2.67

4) New faculty award: 1:2

5) Faculty with outstanding academia-industry collaboration achievements: 1:2

6) Faculty with outstanding teaching performance: 1:1.67

7) Faculty with outstanding service: 1:2

8) Supernumerary administrators/managers: 1:5

2. Award period:

1) Chair professor: Up to 3 years

2) Distinguished professor: 2 years

3) Distinguished faculty: 2 years

4) New faculty award: 3 years, starting from the initial appointment date

5) Faculty with outstanding academia-industry collaboration achievements: 1 year

6) Faculty with outstanding teaching performance: 2 years

7) Faculty with outstanding service: 1 year

8) Supernumerary administrators/managers: 1 year

The award periods set forth in the preceding items may be adjusted, shortened, or terminated based on the funds available.

3. Quota:

1) Chair professor: No predetermined quota; all qualifying candidates are eligible.

2) Distinguished professor: No predetermined quota for Category I and Category II. The number of Category III distinguished professors may not exceed 23% of all full-time professors at the University.

3) Distinguished faculty: No predetermined quota for Category I and Category II. The number of Category III distinguished faculty members may not exceed 15% of all full-time associate and assistant professors at the University.

4) New faculty awards: No predetermined quota; all qualifying candidates are eligible.

5) Faculty with outstanding academia-industry collaboration achievements: The number of Category I faculty members may not exceed 2% of all full-time faculty members and research fellows at the University, and the number of Category II faculty members may not exceed 6% of all full-time faculty members and research fellows at the University.

6) Faculty with outstanding teaching performance: Up to 10 winners in Category I and up to 20 winners in Category II.

7) Faculty with outstanding service: Up to 3 winners in Category I and up to 10 winners in Category II.

8) Supernumerary administrators/managers with outstanding performance: No predetermined quota; all qualifying candidates are eligible.

At least 20% of flexible pay recipients shall be faculty members at or below the rank of associate professor

4. The quota for flexible pay and awards may be adjusted on an annual basis in accordance with the applicable regulations set forth by the MOE and NSTC as well as the financial resources available to the University. The actual number of recipients shall be determined by each review committee based on the available funds.

Article 8 Exceptional talent shall be given priority in the assignment of family housing and other teaching, research, and administrative support.

Article 9 Flexible pay issued under the provisions herein shall be suspended if a recipient resigns, requests unpaid leave, fails a faculty evaluation, or commits a serious violation of academic ethics guidelines or University regulations. Furthermore, the recipient must return all flexible pay already received if they have submitted work that is in violation of academic ethics guidelines during the application process.

With the exception of professors and associate professors on sabbatical leave, flexible pay recipients shall still meet the basic teaching hour requirements set forth by the University.

Article 10 Sources of funds

1. The MOE’s Higher Education SPROUT Project and its related budgets

2. THE NSTC’s National Science and Technology Development Fund

3. Self-raised funds from the NCHU University Endowment Fund, including donations, academia-industry collaboration revenues, management fees from government research grants or commissions, etc.

The rules of each funding source shall apply.

Flexible pay under any given category shall be covered by the same source of funds.

Article 11 Matters not addressed herein shall be subject to other applicable regulations of the University, the NSTC, and the MOE.

Article 12 These regulations and any amendments made hereto shall be implemented upon approval by the University Council and recordation by the MOE.