**NATIONAL CHUNG HSING UNIVERSITY**

**Regulation Governing Flexible Pay for Distinguished Faculty Members**

April 17, 2018— Formulated by the 80th University Council meeting

December 7, 2018— (Article 3) amended by the 83rd University Council meeting

June 5, 2020— (Article 6) amended by the 89th University Council meeting

Article 1 National Chung Hsing University (hereinafter, NCHU or “the University”) has formulated the following regulations in accordance with the NCHU *Regulations Governing Flexible Pay for the Recruitment, Retention, and Commendation of Extraordinary Talent* to encourage full-time associate and assistant professors and improve academic standards at the University.

Article 2 The sources of funds for these Regulations shall be subject to the University’s *Regulations Governing Flexible Pay for the Recruitment, Retention, and Commendation of Extraordinary Talent*.

Article 3 Distinguished faculty must be certified NCHU full-time associate professors or assistant professors who meet at least one of the following criteria:

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 possessing the qualifications for Category III distinguished faculty

3. Category Ⅲ:

1) Current or prior service as the 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

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

The term “extraordinary achievements in the recent five-year period” as used in the preceding paragraph refers to highly cited papers, articles published in international journals, monographs, book chapters, publications, patents, and new variety rights released/registered in the five-year period leading up to the date of appointment.

Faculty members transferring from a non-NCHU unit may submit achievements from their previous engagement(s) for consideration.

New associate/assistant professor appointment cases shall be passed by the competent department-level faculty evaluation committee and presented to the NCHU Faculty Evaluation Committee for review. Outstanding scholar appointment cases may be exempt from department- and college-level review and be submitted directly to the NCHU Faculty Evaluation Committee for review. Candidates who meet any of the criteria described in Paragraph 1 may be recommended for appointment as distinguished faculty and, if approved, begin receiving additional pay once they officially report for duty at the University. Candidates who are unable to complete the necessary process in time may apply for additional pay within two months of reporting for duty.

The determination of the “most recent five-year period” described in Paragraph 1shall be based on the expected appointment date and shall be subject to the NCHU *Faculty Qualifications Review Regulations*.

Article 4 The University shall establish a Distinguished Professor and Faculty Selection and Appointment Committee (“the Committee”) composed of up to 17 members, including one vice president of the University and several exceptional scholars from within and outside of NCHU who meet the criteria for a chair or distinguished professorship at the University. Committee members shall be selected by the NCHU President from a shortlist composed of two candidates recommended by each college. Non-NCHU members shall account for at least half of the Committee’s membership. The vice president shall serve as convener. Each member shall serve a term of one year. The Committee shall convene at least once every year to review the appointments and performance of Category I and Category II faculty, as well as University-appointed Category III faculty.

Each college shall establish its own college-level review committee, which shall be composed of at least five members, half of whom shall be non-NCHU scholars/experts who meet the criteria for a chair or distinguished professorship at the University. The committee shall review the list of professors eligible for Article 3, Paragraph 1 and the supporting documents provided by such professors, as well as appointment cases and performance evaluation cases for college-appointed Category III faculty. Cases for noncollegiate centers and offices shall be processed by the competent college (cases for the Biotechnology Center shall be processed by the College of Life Sciences; cases for the General Education Center shall be processed by the College of Liberal Arts; cases for the Center for Teacher Education shall be processed by the College of Law and Politics; cases for the Office of Physical Education and Sports shall be processed by the College of Management).

Each college shall formulate a set of regulations for the selection and appointment of distinguished professors and faculty members, which shall be implemented upon passage by the college affairs meeting and approval by the NCHU President.

In consideration of the urgency of recruiting and retaining talent, the college-level committees may call interim meetings in accordance with the applicable administrative approval procedures to discuss and determine the flexible pay and award period for certain candidates, which shall be approved and finalized by the Committee.

Article 5 Each college-level committee must submit distinguished faculty appointment applications together with the necessary supporting documents to the Personnel Department for processing by April 15 of each year. However, the NCHU President may specify another deadline in special circumstances.

With the exception of those appointed in the past six months, distinguished faculty shall submit an annual performance report by April 1 of each year and a final written report to the Committee for review two months prior to the conclusion of their appointment (college-appointed Category III distinguished faculty shall submit their reports to the college-level committee instead). The Committee shall conduct a review of distinguished faculty members’ achievements and performance. Those who receive an unsatisfactory review result may not apply for reappointment. Appointees’ performance reports and the associated meeting minutes shall be made publicly available.

Performance reports shall detail the quality and quantity of academic publications, contributions to academia-industry collaboration, and major awards won.

Article 6 There is no predetermined quota for Category I and Category II distinguished faculty. The number of college-appointed Category III distinguished faculty may not exceed 13% of all full-time associate and assistant professors in each college, and the number of University-appointed distinguished faculty may not exceed 2% of all full-time associate and assistant professors at the University (rounded to the nearest whole number).

In the event that a college-appointed Category III distinguished faculty member resigns, the competent college may appoint a qualifying alternate to fill the vacancy if the remaining term of appointment is longer than one year.

Depending on the funds available, the Office of Research and Development shall invite the Personnel Department and the dean of each college to discuss and determine the annual quotas for college-appointed and University-appointed Category III distinguished faculty, which shall be announced prior to the application period. College-appointed candidates shall be selected by the respective college-level faculty evaluation committees and referred to the NCHU President for finalization in accordance with internal administrative procedures. University-appointed candidates shall be selected by the Committee.

Each college may nominate up to two candidates for University-appointed Category III distinguished faculty per academic year (rankings not required). Candidates may not be college-appointed Category III distinguished faculty members.

The term “all full-time faculty members” as used in Paragraph 1 shall refer to the number of compensated full-time associate and assistant professors on March 1 of each year, excluding any faculty members on unpaid leave.

Article 7 The duration of distinguished faculty additional pay shall be two years. With the exception of special talent recruitment/retention cases passed in an interim review meeting with a different appointment date specified by the NCHU President under Article 5, Paragraph 1 herein, all distinguished faculty shall be appointed on August 1. Recipients may submit an application for reappointment prior to the conclusion of their current term of appointment. If, during the current award period, a recipient qualifies for a higher flexible pay amount under Article 3 herein, the original additional pay shall be suspended on the same date; any resulting vacancies for college-appointed Category III distinguished faculty may be filled by alternates selected by the competent college.

Article 8 Matters related to the suspension of distinguished faculty members’ flexible pay shall be subject to the *Regulations Governing Flexible Pay for the Recruitment, Retention, and Commendation of Extraordinary Talent*.

Article 9 Matters not addressed herein shall be subject to other applicable regulations of the University.

Article 10 These regulations and any amendments made hereto shall be implemented upon approval by the University Council.