

國立中興大學新進教師彈性薪資獎勵辦法

National Chung Hsing University Regulations for the Flexible Pay Award for New Faculty

107年4月17日第80次校務會議訂定(自107年8月1日起實施)
April 17, 2018 Formulated at the 80th University Council meeting (effective August 1, 2018)
107年12月7日第83次校務會議修正(第4條)
December 7, 2018 (Article 4) amended at the 83rd University Council meeting
108年12月20日第87次校務會議修正(全份條文)
December 20, 2019 (All text) amended at the 87th University Council meeting
109年10月23日第90次校務會議修正(第2、6-11條)
October 23, 2020 (Articles 2 and 6 through 11) amended at the 90th University Council meeting
110年10月15日第94次校務會議修正(第3、4條)
October 15, 2021 (Articles 3 and 4) amended at the 94th University Council meeting
112年6月9日第101次校務會議修正(第4-12條)
June 9, 2023 (Articles 4 through 12) amended at the 101st University Council meeting
113年4月19日第104次校務會議修正(第8條)
April 19, 2024 (Article 8) amended at the 104th University Council meeting
113年4月19日第104次校務會議修正(第8條)
April 19, 2024 (Article 8) amended at the 104th University Council meeting

- 第一條 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傑出優秀人才並協助新進教師及早投入教學、研究與服務等工作，以期提升本校之學術研究水準，特依據「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」，訂定本辦法。
- Article 1 National Chung Hsing University (hereinafter referred to as “the University”) has formulated these Regulations in accordance with the National Chung Hsing University Regulations Governing Flexible Pay for the Recruitment, Retention, and Award of Outstanding Talent to recruit domestic and international outstanding talent with exceptional academic achievements, and to assist new faculty members in engaging early in teaching, research, and service, thereby enhancing the University’s academic research standards.
- 第二條 本辦法所稱「新進教師」，係指於本校任職三年內之編制內專任教師及研究人員。
- Article 2 The term “new faculty” as used in these Regulations refers to quota-based full-time faculty members and research personnel who have been working at the University for no longer than three years.
- 第三條 本辦法獎勵分為一般新進教師獎勵、傑出新進教師獎勵及外籍新進教師獎勵三種。
- Article 3 The awards under these Regulations are categorized into three types: General New Faculty Award, Outstanding New Faculty Award, and Foreign New Faculty Award.
- 第四條 一般新進教師、外籍新進教師新聘案及外籍新進教師獎勵金額經本校教師評審委員會審查通過後，由本校人事室於每學期初依據現職專任教師及研究人員之起聘日，審核符合獎勵資格之名單，經行政程序核准後造冊核發獎勵金。
- Article 4 After the new appointment cases of general and foreign new faculty and the award amounts for foreign new faculty are reviewed and approved by the University Faculty Evaluation Committee, the Office of Personnel of the University shall, at the beginning of each semester, verify the list of those eligible for the awards based on the appointment dates of current full-time faculty members and research personnel. Upon approval through administrative procedures, the list shall be finalized and the award payments issued.
- 第五條 傑出新進教師獎勵須於聘任前申請，申請者須為助理教授等級，符合下列基本條件之

一旦具特殊條件之一：

Article 5

Applications for the Outstanding New Faculty Award shall be submitted prior to appointment. Applicants must hold the rank of assistant professor and meet at least one of the basic requirements and at least one of the special requirements set forth below:

一、 基本條件

I. Basic requirements

- (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。
- (I) Never having served as a quota-based full-time teaching or research personnel at a domestic educational or research institution.
- (二) 於本校正式納編前五年間均任職於國外學術研究機構。
- (II) Having only served in a foreign educational or research institution in the five-year period preceding official employment at the University.

二、 特殊條件

II. Special requirements

- (一) 曾獲國家科學及技術委員會（以下簡稱國科會）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。
- (I) Recipient of the National Science and Technology Council (hereinafter referred to as “the NSTC”) Young Scholar Fellowship or service as the principal investigator on an Excellent Young Scholar Research Project.
- (二) 曾獲國科會吳大猷先生紀念獎或中央研究院年輕學者研究著作獎者。
- (II) Recipient of the NSTC Ta-You Wu Memorial Award or the Academia Sinica Early-Career Investigator Research Achievement Award.
- (三) 曾獲國內、外著名學術獎或在國際學術上有傑出貢獻者
- (III) Recipient of a renowned domestic/international academic award or extraordinary contributions to academia on an international scale.

傑出新進教師獎勵之推薦申請應經院級教師評審委員會評審通過後，檢送申請表及會議紀錄送校級教師評審委員會審議。

The recommendation and application for the Outstanding New Faculty Award shall be reviewed and approved by the college-level Faculty Evaluation Committee. Upon approval, the application form and meeting minutes shall be forwarded to the University-level Faculty Evaluation Committee for deliberation.

第六條

獲新進教師獎勵者應於每年四月一日前繳交本校新進教師彈性薪資獎勵個人績效報告表。任職未滿半年者，得於下一年度繳交，並於獎勵期滿前二個月繳交績效報告表。

Article 6

Recipients of the New Faculty Award shall submit the University’s Flexible Pay Award Personal Performance Report Form for New Faculty by April 1 each year. Those who have served for less than six months may submit the report in the following year and shall submit the performance report two months prior to the expiration of the award period.

前項績效報告表經院級教師評審委員會評審通過後，送校級教師評審委員會審議成果及績效。

The performance report referred to in the preceding paragraph shall be reviewed and approved by the college-level Faculty Evaluation Committee and then submitted to the University-level Faculty Evaluation Committee for deliberation on the results and performance.

- 第七條 依本辦法獎勵之新進教師，依據本校延攬、留住及獎勵特殊優秀人才彈性薪資辦法發給彈性薪資加給，獎勵期間為起聘日起三年。
- Article 7 New faculty rewarded under these Regulations shall receive a flexible pay supplement in accordance with the University's Regulations Governing Flexible Pay for the Recruitment, Retention, and Award of Outstanding Talent. The award period shall be three years from the date of appointment.
- 第八條 新進教師於獎勵期間如開設符合「本校全英語課程、學制及學程推動補助要點」之全英語課程定義，且係獨自開授（非合授或非共授）至少二學分之全英語課程科目成班後，加發獎勵金新臺幣二萬元整。
- Article 8 If, during the award period, a new faculty member offers a course that meets the definition of an all-English course as specified in the University's Directives for the Promotion and Subsidy of All-English Courses, Programs, and Curricula, and independently (i.e., not jointly) teaches an all-English course of at least two credits that successfully forms a class, an additional award of NT\$20,000 shall be granted.
- 第九條 經費來源
- Article 9 Sources of funds
- 一、 教育部「高等教育深耕計畫」及相關經費。
 - I. The Ministry of Education's Higher Education SPROUT Project and related funding.
 - 二、 國科會行政院國家科學技術發展基金補助專款經費。
 - II. Special funding subsidized by the NSTC through the Executive Yuan's National Science and Technology Development Fund.
 - 三、 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。
 - III. Self-raised income from the University Endowment Fund, including donations, industry-academia collaboration revenues, government research subsidies, and management fees from commissioned projects.
- 第十條 新進教師獎助期間如有停止發放彈性薪資加給之事項，依「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」規定辦理。
- Article 10 If the payment of the flexible pay supplement is suspended during the new faculty award period, such matters shall be handled in accordance with the National Chung Hsing University Regulations Governing Flexible Pay for the Recruitment, Retention, and Award of Outstanding Talent.
- 第十一條 本辦法未規定事項，悉依本校相關規定辦理。
- Article 11 Matters not addressed herein shall be subject to other relevant regulations of the University.
- 第十二條 本辦法經校務會議通過後實施，修正時亦同。
- Article 12 These Regulations and any amendments made hereto shall be implemented upon passage by the University Council.