

國立中山大學延攬及留住特殊優秀人才原則

Principles for Recruitment and Retention of Outstanding Faculty

112.05.19 本校 112 年度第 2 次校務基金管理委員會修正通過
Amended and approved at the 2nd University Endowment Fund Management Committee meeting on May 19, 2023

第一條 依據教育部「延攬及留住大專校院特殊優秀人才實施彈性薪資方案」與國科會「補助大專校院研究獎勵作業要點」延攬傑出人才及優秀年輕教師來校服務，以提升本校學術研究及師資陣容達國際競爭水準，特訂定本原則。

I. *These principles are formulated in accordance with the MOE's Plan for the Implementation of Merit Pay to Recruit and Retain Outstanding Faculty and the NSTC's Guidelines on Subsidizing Research in Higher Education Institutions to recruit outstanding talents and emerging professionals to serve at the University, so as to strengthen the academic research and faculty excellence to elevate the University's international competitiveness.*

第二條 本原則所稱特殊優秀人才，指本校編制內專任教師、約聘教師、約聘研究人員於學術研究、產學研究、教學或跨領域研究績效傑出人員，不含博士後研究人員，及依本校組織規程設立之研究學院(以下簡稱研究學院)專業技術人員或其所屬約聘教師，及本校退休教師。

II. *The outstanding faculty stipulated herein refers to full-time faculty within the manning quota, contract employed faculty and research fellows with outstanding performance in academic, industry-academia, teaching or interdisciplinary research. However, postdoctoral fellows, retired faculty, as well as professionals and contract employed faculty affiliated with the research colleges are excluded.*

第三條 本原則經費來源為教育部「高等教育深耕計畫」經費、教育部編列經費、國家科學及技術委員會(以下簡稱國科會)「行政院國家科學技術發展基金補助專款經費」、國立大學校院校務基金自籌收入經費、研究學院校務基金自籌收入經費。

III. *The funding for these principles shall be sourced from the MOE's Higher Education SPROUT Project (HESP) and its related budgets, the NSTC's National Science and Technology Development Fund (NSTDF), the self-generated income of the University Endowment*

Fund, and the self-generated income of the research college endowment fund.

教育部「高等教育深耕計畫經費」以挹注於教學及產學服務之績優人才為主，另國科會「行政院國家科學技術發展基金補助專款經費」以挹注於研究及產學服務人才為主。

The funding from the MOE's HESP shall mainly granted to faculty with prominent teaching or industry-academia services, while the funding from the NSTC's NSTDF to faculty with outstanding research or industry-academia services.

非多年期之獎勵，以當年度獲得「高等教育深耕計畫」經費及國科會「行政院國家科學技術發展基金補助專款經費」之額度為原則，並考量全校財務狀況及整體研究成果調整獎金額度及獎勵人數。

One-year merit pay shall be contingent upon the granted amount of the MOE's HESP and NSTC's NSTDF of the current year, in principle, with the amount and number of awardees adjusted according to the University's financial status and overall research performance.

第四條 各項特殊優秀人才之基本資格及審核基準，應依「國立中山大學延攬及留住大專校院特殊優秀人才實施規範」辦理。

IV. Basic qualifications and review standards for outstanding faculty of various categories shall be handled in accordance with the *Regulations for the Implementation of Recruitment and Retention of Outstanding Faculty*.

第五條 各項特殊優秀人才遴選，應成立審查委員會評估績效卓著者，方可獲得彈性薪資之給與。各項特殊優秀人才審查委員會組成方式及評定原則應依「國立中山大學延攬及留住大專校院特殊優秀人才實施規範」辦理。

V. A review committee shall be established to assess faculty's performance as being outstanding to grant merit pay. The establishment and assessment principles of the review committee shall be handled in accordance with the *Regulations for the Implementation of Recruitment and Retention of Outstanding Faculty*.

第六條 各項特殊優秀人才之未來績效應維持或優於本原則第四條規定之基本資格及審核基準，並由各審查委員會定期評估之。

VI. Outstanding faculty of various categories granted merit pay shall uphold their future performance or even surpass the basic qualifications and review standards stipulated in Article 4 herein and be regularly assessed by the review committee.

獲國科會補助大專校院研究獎勵者，應於獎勵期限結束前依公告時程填寫執行績效報告，獎勵期間中途離退者亦同。

Faculty who receive merit pay from the NSTC's NSTDF shall submit a performance report within the announced date before the end of the awarded period. Those quitting or retired during the awarded period shall also submit the performance report.

第七條 各項特殊優秀人才之定期評估機制應依其聘期一至三年評估一次，聘期結束如擬續聘應再次提出申請，並依本原則第五條規定辦理。

VII. The assessment for outstanding faculty of various categories shall be conducted once during their awarded period. A new application shall be submitted and handled in accordance with Article 5 herein for any renewal of award.

第八條 各項特殊優秀人才獎勵支給標準：

VIII. Standards for granting merit pay to outstanding faculty of various categories:

- 一、本校講座教授、特聘教授、傑出教師、特聘年輕學者及績優教師之加總名額占本校當年度現有編制內專任教師之人數(不含在國內任教未滿三年之新進教師)35%為原則；在國內任教未滿三年之新進教師獎勵人數以 70%為原則。
 1. In principle, the number of Chair Professors, Distinguished Professors, Outstanding Faculty, Distinguished Young Scholars and Prominent Faculty granted merit pay shall consist of 35% of full-time faculty within the manning quota in the current year (excluding new faculty with less than three years of teaching experience in Taiwan). 70% of new faculty with less than three years of teaching experience in Taiwan may be granted merit pay, in principle.
- 二、前款獲彈性薪資副教授以下職級之人數占獲獎勵人數，至少以 40%為原則(含國科會經費獎勵人數 15%)，惟實際獎勵人數由審查委員會視當年度教育部及國科會核定經費決定之。
 2. The number of recipients stipulated in the preceding Subparagraph with associate professorship or lower ranking shall account for 40%, in principle (including 15% from the NSTC's NSTDF). Nevertheless, the total number of recipients shall be determined by the review committee according to the funding approved by the MOE and NSTC for the given year.

三、各項特殊優秀人才獎勵支給標準表，每個基數所代表的金額，每學期視經費來源及當年度財務狀況，提行政會議決議。

3. The actual value of each merit pay unit in the *Standards for Granting Merit Pay to Outstanding Faculty* of various categories shall be contingent upon the funding available per semester and financial status of the current year, and then submitted to the Executive Meeting for resolution.

獎項 Awards		任期(註 2) Period (Note 2)	每月 基數 Monthly Units	每年 基數 Annual Units	獎勵比例 (原則) Award Ratio (in principle)	最低薪資差 距(註 3) Minimum salary differential (Note 3)	
1. 傑出講座 Outstanding Chair Professorship		3 years	10 - 40	120 - 480 (Note 1)	10%	2.16:1 - 5.16:1	
2. 中山講座 Sun Yat-sen Chair Professorship		3 years	5 - 7	60 - 84		1.67:1 - 1.87:1	
3. 西灣講座 Si Wan Chair Professorship		3 years	4 - 5	48 - 60		1.57:1 - 1.67:1	
4. 特聘教授 Distinguished Professor	教學類 teaching		1 year	3	12% (教學:學術:產學 =1:3:1) (Teaching: Academic Research: Industrial Research =1:3:1)	1.47:1	
	研究 research	學術研究類 academic research	3 years	3			
			1 year				
	產學研究類 industrial research	3 years	3	36			
1 year							
5. 傑出教師 Outstanding Faculty	教學類 teaching		1 year	3		12% (教學:學術:產學 =1:3:1) (Teaching: Academic Research: Industrial Research =1:3:1)	1.61:1
	研究類 research	學術研究類 academic research	3 years	3			
			1 year				
	產學研究類 industrial research	3 years	3	36			
1 year							
6. 特聘年輕學者 Distinguished Young Scholar		3 years	2	24	8%		1.48:1 - 1.56:1
		1 year					
7. 績優教師 Prominent Faculty	教學類 teaching		1 year	1.5	70% (教學:學術:產學= 5%:23%:7%) (Teaching: Academic		1.32:1 - 1.47:1
	研究類 research	學術研究類 academic research	1 year	1.5			

		產學研究類 industrial research	1 year	1.5	18	Research: Industrial Research =5%:23%:7%)	
8. 新進教師 Emerging Faculty			一至三年， 在國內任教 不得超過3 年	1 - 3	12 - 36	以本校在國內任教未 滿三年新進教師人數 70%為原則	1.17:1 - 1.45:1
9. 積極延攬優秀學者 Recruiting Excellent Scholars			less than 3 years of teaching experience in Taiwan	4 - 40 (Note 4)	48 - 480	70% of new faculty with less than three years of teaching experience in Taiwan, in principle.	1.57:1 - 6.93:1
10. 積極留任本校優秀學者 Retaining Excellent Scholars			1 - 3 years	1 - 40	12 - 480		1.17:1 - 6.93:1
11. 團隊績優教師 Prominent Team			1 year	Up to 1.5	每個團隊 獎勵上限 以3人為 原則 The maximum number of awardees in each team shall be 3 people.	占當年全校編制內 專任教師人數5% 為原則 The number of awardees shall account for 5% of the number of full-time faculty within the manning quota for the current year	1.32:1 - 1.47:1

註 1:

Note 1:

- ① 諾貝爾獎或相當之國際性獎項：每年可獲 480 個基數（每月 40 個基數）。
Nobel Prize laureate or equivalent international awardee: 480 units shall be granted per year (40 units/month).
- ② 中央研究院院士或先進國家之國家級院士：每年可獲 360 個基數（每月 30 個基數）。
Academician of Academia Sinica or national academician of a developed country: 360 units shall be granted per year (30 units/month).
- ③ 教育部國家講座終生榮譽主持人：每年可獲 156 個基數（每月 13 個基數）。
MOE's honorary life-time National Chair Professor: 156 units shall be granted per year (13 units/month).
- ④ 曾獲教育部國家講座：每年可獲 120 個基數（每月 10 個基數）。
MOE's National Chair Professor: 120 units shall be granted per year (10 units / month).

註 2: 各獎項獲獎任期詳「國立中山大學延攬及留住特殊優秀人才實施規範」該獎項相關條文之規定。

Note 2: Each awarded period is stipulated in the University's Regulations for the Implementation of Recruitment and Retention of Outstanding Faculty.

註 3: 最低薪資差距：獲補助人才之年薪資與校內同職等人員之最低薪資差距。

Note 3: The minimum salary differential refers to salary difference between the awardee and those at the same professorship without merit pay.

註 4: 由國外學術研究機構或國外業界延攬至本校之編制內專任新進教師，其彈性薪資支給標準，參考「國家科學及技術委員會補助國外學者專家來臺從事科技合作研究活動支付費最高標準表」或教師原國外服務單位待遇標準，扣除法定月支薪給，提送本校新進教師獎勵審查會議審議。

Note 4: For full-time new faculty within the manning quota recruited from overseas academic institutions or enterprises, their salary shall be given in accordance with the NSTC's *Top-tier Standards for Subsidizing International Scholars or Experts to Conduct Sci-Tech Collaborative Research in Taiwan*, mutatis mutandis, or be given their original overseas salary. The amount over the statutory monthly salary shall be submitted to the New Faculty Merit Pay Review Committee for deliberation.

第九條 依本原則獎勵者，於獎勵期間離職、退休、停聘、超過六個月（含）以上之不支薪長假、教師評鑑未通過或違反本校相關規定情節重大者，停止發放獎勵金；留職停薪、借調至他單位(國內機構除外)任職期間不予核發獎勵金。

IX. Awardees per these principles who resign, retire, have their employment suspended, take leave without pay for six months (or longer), fail to pass the faculty assessment, or violate the University's regulations with serious circumstances during the awarded period shall result in the suspension of their merit pay. Those taking unpaid leave or on secondment (except for at domestic institutions) shall not receive their merit pay until returning to the University.

第十條 教學、研究及行政支援

X. Teaching, Research and Administrative Support

一、教學支援

1. teaching support

(一) 由教務處教學發展與資源中心規劃辦理教師教學專業成長措施，包括教師教學研習會及跨領域教師成長工作坊、教學精進措施、教學助理培訓、數位課程及教材製作補助(以上皆含 EMI 教學)等。

(1) The Teaching and Learning Development and Resource Center of the Office of Academic Affairs shall plan and coordinate faculty teaching enhancement initiatives, including training sessions, workshops for interdisciplinary knowledge competency, teaching enhancement schemes, TA training, as well as subsidizing the production of digital courses and teaching materials (including EMI).

(二)依「教學精進要點」及「教學領航教師設置要點」邀請本校資深教師擔任教學領航教師，提供新進教師之教學精進服務，以引領教師精進教學。

(2) In accordance with the *Guidelines on Enhancement of Teaching Quality* and *Guidelines on Establishment of Pilot Faculty*, senior faculty of the University may be invited to serve as pilot faculty to help new faculty enhance their teaching.

二、研究支援

2. research support

(一)提供新進教師研究設備補助，協助其學術研究之持續發展，並依據「學術研究重點支援要點」，對教師執行研究計畫的儀器經費配合補助。

(1) To support continuous development of academic research, new faculty shall be provided with subsidies to purchase instruments for their research projects in accordance with the *Guidelines on Subsidizing Key Items in Academic Research*.

(二)全球產學營運及推廣處辦理各項產學合作相關業務，以促進研發成果應用與提昇本校產學績效。

(2) The Office of Global Industry-Academe Collaboration and Advancement shall coordinate various industry-academia cooperation tasks to propel the application of R&D outcomes and elevate industry-academia performance.

三、行政支援

3. administrative support

(一)傑出講座教授及中山講座教授於獲聘期間，享有優先分配學校宿舍，以及可使用專屬停車位等權利。

(1) Outstanding Chair Professors and Sun Yat-sen Chair Professors shall be given the priority in allocation of the University dormitory and exclusive parking space during the awarded period.

(二)符合國內第一次任職專任教師者，得依法令規定申請學校宿舍；若未獲宿舍分配者，得另申請租屋津貼補助，每個月上限 1.5 萬元，最多補助三年，申請案需送相關會議核定。

(2) Faculty in their first full-time position at the University may apply for the dormitory in accordance with laws and

regulations. If dormitory is unavailable, they may apply for a monthly rental subsidy of up to TWD 15,000 for at most three years. Application for either cases shall be submitted to relevant committees for approval.

(三) 強化校園環境，提供教師更優質的教學研究環境。

(3) Campus environment shall be enhanced to provide faculty with a better teaching and research condition.

第十一條 本原則如有未盡事宜，悉依有關法令及本校相關規定辦理。

XI. Matters not covered herein shall be handled in accordance with relevant laws and the University's regulations.

第十二條 本原則經行政會議及校務基金管理委員會通過後，報請教育部備查後實施，修正時亦同。

XII. These principles are approved by the Executive Meeting and University Endowment Fund Management Committee and submitted to the MOE for reference before implementation. Amendments to these principles shall follow the same procedure.