

# 國立中山大學延攬及留住特殊優秀人才實施規範

## Regulations for the Implementation of Recruitment and Retention of Outstanding Faculty

114.01.13 教育部臺教高(五)字第 1140000518 號函同意備查  
114.06.04 本校 113 學年度第 2 學期第 8 次行政會議修正通過  
114.12.05 本校 114 學年度第 3 次校務基金管理委員會修正通過

Amended and approved at the 3rd University Endowment Fund Management Committee meeting on December 05, 2025

### 目錄 Contents

第一章 總則 .....	1
Chapter 1 General Principles .....	1
第二章 講座教授 .....	5
Chapter 2 Chair Professorship .....	5
第一節 講座教授申請及遴選作業 .....	5
Section 1 Application and Selection .....	5
第二節 傑出講座教授 .....	7
Section 2 Outstanding Chair Professorship .....	7
第三節 中山講座教授 .....	9
Section 3 Sun Yat-sen Chair Professorship .....	9
第四節 西灣講座教授 .....	10
Section 4 Si Wan Chair Professorship .....	10
第三章 特聘教授及傑出教師 .....	11
Chapter 3 Distinguished Professor and Outstanding Faculty .....	11
第一節 特聘教授及傑出教師(教學類) .....	12
Section 1 Distinguished Professor and Outstanding Faculty in teaching .....	12
第二節 特聘教授及傑出教師(研究類) .....	15
Section 2 Distinguished Professor and Outstanding Faculty in research .....	15
第一目 特聘教授及傑出教師(學術研究類) .....	15
Item 1 Distinguished Professor and Outstanding Faculty in academic research .....	15
第二目 特聘教授及傑出教師(產學研究類) .....	17
Item 2 Distinguished Professor and Outstanding Faculty in industrial research .....	17
第四章 特聘年輕學者 .....	19
Chapter 4 Distinguished Young Scholar .....	19
第五章 績優教師 .....	22
Chapter 5 Prominent Faculty .....	22
第一節 教學績優教師 .....	22
Section 1 Prominent Faculty in teaching .....	22
第二節 研究績優教師 .....	29
Section 2 Prominent Faculty in research .....	29
第一目 學術研究績優教師 .....	29
Item 1 Prominent Faculty in academic research .....	29
第二目 產學研究績優教師 .....	35
Item 2 Prominent Faculty in industrial research .....	35
第六章 積極延攬及留任國內外優秀學者暨新進教師獎勵 .....	37
Chapter 6 Emerging Faculty Award and Retaining Excellent Faculty .....	37
第一節 新進教師獎勵(含延攬國內外優秀學者) .....	37
Section 1 Emerging Faculty Award (including Recruiting Excellent Scholars) .....	37
第二節 積極留任國內優秀學者 .....	40
Section 2 Retaining Excellent Faculty .....	40

Any dispute over interpretations of these regulations shall be resolved in the court of law based on the Chinese version.

# 第一章 總則

## Chapter 1 General Principles

第一條 為配合教育部實施大專校院教師彈性薪資政策，並有效運用政府經費資源及統整本校原有制度，特整合原各項相關教師獎勵措施，依據「國立中山大學延攬及留住特殊優秀人才原則」，制定本規範。

I. In response to the MOE's policy of merit pay for faculty at institutions of higher education and in accordance with the University's *Principles for Recruitment and Retention of Outstanding Faculty*, these regulations are formulated to consolidate various existing measures for awarding faculty to effectively utilize governmental funding.

第二條 依本規範之獎勵項目包括：

II. Award categories:

- 一、講座教授：傑出講座教授、中山講座教授及西灣講座教授。
  1. Chair Professorship: Outstanding Chair Professor, Sun Yat-sen Chair Professor, and Si Wan Chair Professor
- 二、特聘教授及傑出教師：教學類、研究類（包括學術研究及產學研究）特聘教授及傑出教師。
  2. Distinguished Professor or Outstanding Faculty in teaching, academic research and industrial research
- 三、特聘年輕學者。
  3. Distinguished Young Scholar
- 四、績優教師：教學、研究（包括學術研究及產學研究）績優教授。
  4. Prominent Faculty in teaching, academic research, and industrial research
- 五、積極延攬及留任國內外優秀學者暨新進教師獎勵。
  5. Emerging Faculty Award and Retaining Excellent Faculty
- 六、團隊績優教師(含社會實踐)。
  6. Prominent Team (including Social Engagement practice)

第三條 本規範之經費來源為教育部「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 regulations shall be sourced from the MOE's Higher Education SPROUT Project (HESP) and its other 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 research college endowment fund.

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。

The amount of one-year merit pay shall be contingent upon the granted amount of the MOE's HESP and the 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 本規範第二條第一款至第四款及第六款之獎勵對象為本校專任教師、約聘教師、約聘研究人員或擬聘任教師。第五款獎勵對象為本校專任教師或擬聘任教師。

IV. Subparagraphs 1 to 4 and 6 of Article 2 herein shall apply to full-time faculty within/beyond the manning quota, contract employed researchers, or faculty to be employed, while Subparagraph 5 shall apply to full-time faculty or faculty to be employed.

本規範獎助對象均不含博士後研究人員、依「國家重點領域產學合作及人才培育創新條例」設置之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。

Eligible awardees herein shall exclude postdoctoral research fellows, retired faculty, as well as professionals and contract-employed faculty affiliated with research colleges.

第五條 本規範之獎勵金支領原則如下：

V. Principles for granting merit pay shall be as follows:

- 一、傑出講座教授、中山講座教授、西灣講座教授、特聘教授及傑出教師（教學、學術研究及產學研究類）及其他校外之講座或特聘教授相關獎項，獎勵金僅得擇一領取，且獎勵期間不得再申請績優教師（包括教學、學術研究和產學研究類）獎項。
1. Faculty shall choose only one award prize of the following awards: Outstanding Chair Professorship, Sun Yat-sen Chair Professorship, Si Wan Chair Professorship, Distinguished Professorship and Outstanding Faculty in teaching or academic/industrial research, or an external chair/distinguished professorship. Awardees herein during the prize term shall not also apply for the Prominent Faculty in teaching or academic/industrial research.
- 二、獲二種獎項者，獎勵金僅得擇一領取。
2. Only one award prize shall be given to faculty with more than one award.
- 三、傑出講座教授於獎勵期間如獲得教育部國家講座或其他相當之獎項，得領取其獎勵金差額，經費由學校校務基金自籌收入或研究學院校務基金自籌收入支應。
3. An Outstanding Chair Professor granted the MOE's National Chair Professorship or other equivalent awards during the prize term may receive the differential between the award amounts, and the funding shall be sourced from the self-generated income of the University Endowment Fund or self-generated income of research colleges.

第五條之一 本規範獎勵對象於申請各項獎勵時，需依「國立中山大學教師學術倫理實施方案」檢具近三年內參加學術倫理課程講習證明；惟新進教師到校第一年得免檢具講習證明。

V.-I Applicants for the awards stipulated herein shall submit a certificate of attending the academic ethics course within the past three years, in accordance with *Faculty Academic Ethics Implementation Plan*. New faculty employed for less than one year may be exempt from providing the said certificate.

第五條之二 本規範獎勵對象於申請講座教授、特聘教授及傑出教師(學術研究類)、特聘年輕學者及新進教師補助時，所檢附學術成就相關證明文件中，不得有本校列舉之加強實質審查期刊論文。

V.-II For applicants of Chair Professorship, Distinguished Professor in academic research, Outstanding Faculty in academic research, Distinguished Young Scholar Award, or Emerging Faculty Award, their supporting documentation related to academic achievements shall exclude papers published in journals under substantive scrutiny as listed by the University.

第六條 本規範之業務承辦單位為研究發展處。

VI. The Office of Research and Development (ORD) shall be the main unit in charge of the related administrative affairs.

獎勵項目為講座教授、特聘教授及傑出教師（學術研究類）、特聘年輕學者、學術研究績優教師、積極延攬及留任國內外優秀學者暨新進教師獎勵、團隊績優教師獎勵之執行單位為研究發展處。

The ORD shall be responsible for the following awards: Chair Professorship, Distinguished Professorship in academic research, Outstanding Faculty in academic research, Distinguished Young Scholar Award, Prominent Faculty in academic research, Retaining Excellent Faculty, Emerging Faculty Award, and the Prominent Team.

獎勵項目為特聘教授、傑出教師（產學研究類）及產學研究績優教師之執行單位為全球產學營運及推廣處。

The Office of Global Industry-Academe Collaboration and Advancement (OGIACA) shall be responsible for the following awards: Distinguished Professorship in industrial research, Outstanding Faculty in industrial research, and Prominent Faculty in industrial research.

獎勵項目為特聘教授、傑出教師（教學類）及教學績優教師之執行單位為教務處。

The Office of Academic Affairs (OAA) shall be responsible for the following awards: Distinguished Professorship in teaching, Outstanding Faculty in teaching, and Prominent Faculty in teaching.

第七條 本規範實施期間本校原傑出講座設置辦法、中山講座設置辦法、中山講座甄選作業要點、西灣講座設置辦法、特聘研究教授設置

辦法、特聘年輕學者設置辦法、教師教學研究獎勵辦法、產學績優獎勵辦法及傑出暨優良教學遴選辦法等相關獎勵辦法暫停適用。

- VII. During the implementation of these regulations, the following University regulations/guidelines shall be temporarily inapplicable: *Regulations for the Establishment of Outstanding Chair Professorship, Regulations for the Establishment of Sun Yat-sen Chair Professorship, Guidelines on the Selection for Sun Yat-sen Chair Professorship, Regulations for the Establishment of Si Wan Chair Professorship, Regulations for the Establishment of Distinguished Research Professorship, Regulations for the Establishment of Distinguished Young Scholar Award, Regulations for the Faculty Teaching and Research Award, Regulations for the Industrial Research Award, and Regulations for the Selection of Outstanding and Prominent Teaching Awards.*

## 第二章 講座教授

### Chapter 2 Chair Professorship

#### 第一節 講座教授申請及遴選作業

#### Section 1 Application and Selection

- 第八條 具備第十一條「傑出講座教授」、第十三條「中山講座教授」及第十五條「西灣講座教授」基本資格者的學術研究類特聘教授，除當然得獎人外，得依第九條經推薦或自行申請。

- VIII. Distinguished Professors in academic research meeting one of the criteria in Article 11, 13, or 15 herein, except for qualified awardees, shall apply by themselves or be recommended for chair professorship in accordance with Article 9 herein.

- 第九條 校長、副校長、各學院、西灣學院、研究學院，或校內外院士、講座教授三人連署，得依研究發展處公告之時程，推薦講座教授人選。

- IX. Three of the following may recommend a candidate for Chair Professorship per the timeline announced by the ORD: the President,

senior vice presidents, deans of colleges, and internal/external academicians and chair professors.

具備各講座教授基本資格者，得自行填具申請表並檢附學術成就及其他相關證明文件，向研究發展處提出申請。

Faculty meeting the criteria of various chair professorships shall submit the application form and their academic achievements with corroborating documents to the ORD.

研究發展處彙整資料後送「講座教授推薦及審查委員會」進行初審。

The ORD shall compile the materials and submit to the Committee for Recommending Chair Professors (hereinafter referred to as the “Committee for RCP”) for initial review.

第十條 講座教授推薦及審查委員會由校長擔任召集人，副校長及研發長為當然委員，另由校長聘請校內資深傑出研究教授若干人組成之。

X. The President shall convene the Committee for RCP, with senior vice presidents and the vice president for Research & Development as ex-officio members, as well as several University’s senior outstanding research professors appointed by the President.

除當然得獎人外，經「講座教授推薦及審查委員會」初審通過之第九條第一項之被推薦者者，由研究發展處通知被推薦人提供學術成就表現等相關證明文件，併同初審通過之自行申請者資料，送請校外委員審查。

Except for qualified awardees, recommended candidates per Paragraph 1 of Article 9 herein passing the initial review by the Committee for RCP shall be notified by the ORD to provide relevant documentation regarding their academic achievements. The ORD shall compile and submit the materials of both applicants and recommended candidates who pass the initial review for external review.

校外審查委員建議名單由各學院推薦，經校長圈選排序後，由研究發展處依序聘任之。

External reviewer shall be recommended by individual colleges, selected and prioritized by the President, and appointed accordingly by the ORD.

校外審查結果送講座教授推薦及審查委員會進行複審，議決各得獎人獎勵項目及獎勵基數，陳請校長核定後，敦聘為講座教授。

Results of external review shall be submitted to the Committee for RCP for a second review. Resolution on the award category and prize amount shall be made with the President's approval before a chair professorship is awarded.

講座教授獎勵以三年為一期，獎勵期滿得再次依第九條程序辦理。

The prize term for Chair Professorship shall be three years. A new application after the end of the term may be submitted and shall be handled in accordance with Article 9 herein.

## 第二節 傑出講座教授

### Section 2 Outstanding Chair Professorship

第十一條 傑出講座教授需具備下列基本資格之一：

XI. Faculty meeting one of the following criteria shall be the candidates for Outstanding Chair Professor:

一、諾貝爾獎或與其相當之國際性獎項。

1. being the Nobel Prize laureate or other equivalent international awardee

二、中央研究院院士或先進國家國家級院士。

2. being the Academician of Academia Sinica or a national academician of a developed country

三、教育部國家講座終生榮譽主持人。

3. being the MOE Honorary Life-time National Chair Professor

四、曾獲教育部國家講座。

4. being the MOE National Chair Professor

五、曾獲總統科學獎。

5. having received the NSTC Presidential Science Prize award

六、在學術上有其他相當於前述第一款至第五款之傑出貢獻者。



6. possessing outstanding academic contribution equivalent in nature to those stipulated in Subparagraphs 1 to 5

前項第一款至第五款之獲獎者，得獎當年度為傑出講座教授當然得獎人。

Faculty meeting one of the criteria in Subparagraphs 1 to 5 in the current year shall be an Outstanding Chair Professor that year.

曾獲本校傑出講座教授或中山講座教授者，始得依第一項第六款資格提出申請。

Faculty who were awarded an Outstanding Chair Professorship or Sun Yat-sen Chair Professorship may submit an application per Subparagraph 6 of Paragraph 1.

第十二條 傑出講座教授於受聘期間之權利與義務如下：

XII. The rights and obligations of Outstanding Chair Professors during their awarded period shall be as follows:

一、得參與重要校務諮詢會議。

1. They may attend important University consultation meetings.

二、每週授課時數減少四小時（如兼任其他職務，不得累計計算），惟每學年由西灣學院邀請至少開設一門通識教育課程或至少主講一場次之通識專題演講。

2. The weekly teaching hours shall be reduced by four (Note: If they hold any concurrent positions, teaching hour reduction shall not accumulate.), and yet they shall be invited by the Si Wan College to offer at least one general education course or deliver at least one session of general education lecture every academic year.

三、由本校相關單位邀請，協助學校引進校外資源。

3. They may be invited by relevant units to assist the University to bring in external resources.

四、優先分配學校宿舍。

4. They are given higher priority in the allocation of faculty dormitory.

五、可使用專屬停車位。

5. They may use the exclusive designated parking space.

### 第三節 中山講座教授

### Section 3 Sun Yat-sen Chair Professorship

第十三條 中山講座教授需具備下列基本資格之一：

XIII. Faculty meeting one of the following criteria shall be the candidates for Sun Yat-sen Chair Professor:

一、曾獲教育部學術獎。

1. having received the MOE Academic Award

二、曾獲國科會傑出特約研究員獎。

2. having received the NSTC Outstanding Researcher Award

三、現任或曾任國外著名大學講座。

3. being current or former chair professor at a prestigious international university

四、在學術上有其他相當於前述第一款至第三款之傑出貢獻者。

4. possessing outstanding academic contributions equivalent in nature to those stipulated in Subparagraphs 1 to 3

前項第一款及第二款之獲獎者，獲獎當年度為中山講座教授當然得獎人。

Faculty meeting the criteria in Subparagraphs 1 or 2 in the current year shall be a Sun Yat-sen Chair Professor that year.

曾獲本校中山講座教授或西灣講座教授者，始得以第一項第四款提出申請。

Faculty who were awarded a Sun Yat-sen Chair Professorship or Si Wan Chair Professorship may submit an application per Subparagraph 4 of Paragraph 1.

第十四條 中山講座教授於受聘期間之權利與義務如下：

XIV. The rights and obligations of Sun Yat-sen Chair Professors during their awarded period shall be as follows:

一、得參與重要校務諮詢會議。

1. They may attend important University consultation meetings.
- 二、每週授課時數減少四小時（如兼任其他職務，不得累計計算），惟每學年由西灣學院邀請至少開設一門通識教育課程或至少主講一場次之通識專題演講。
2. The weekly teaching hours shall be reduced by four (Note: If they hold any concurrent positions, teaching hour reduction shall not accumulate.), and yet they shall be invited by the Si Wan College to offer at least one general education course or deliver at least one session of general education lecture every academic year.
- 三、由本校相關單位邀請，協助學校引進校外資源。
3. They may be invited by relevant units to assist the University to bring in external resources.
- 四、優先分配學校宿舍。
4. They are given higher priority in the allocation of faculty dormitory.
- 五、可使用專屬停車位。
5. They may use the exclusive designated parking space.

#### **第四節 西灣講座教授**

#### **Section 4 Si Wan Chair Professorship**

第十五條 西灣講座教授需具備下列基本資格之一：

XV. Faculty meeting one of the following criteria shall be the candidates for Si Wan Chair Professor:

- 一、曾獲國科會傑出研究獎二次。
1. having received the NSTC Outstanding Research Award twice
- 二、曾獲總統創新獎、總統文化獎。
2. having received the Presidential Innovation Award or Presidential Culture Award
- 三、現任國科會特約研究人員。
3. being the NSTC incumbent adjunct research fellow
- 四、曾獲國際重要獎項或在學術上有其他相當於前述第一款至第三款之傑出貢獻者。

4. having received iconic international awards or made other outstanding academic contributions equivalent in nature to those stipulated in Subparagraphs 1 to 3.

前項第一款至第三款之獲獎者，獲獎當年度為西灣講座教授當然得獎人。

Faculty meeting one of the criteria in Subparagraphs 1 to 3 in the current year shall be a Si Wan Chair Professor that year.

曾獲本校西灣講座教授或獲二次(含)以上三年聘期之研究類特聘教授者，始得以第一項第四款提出申請。

Faculty who were awarded a Si Wan Chair Professorship or three-year Distinguished Professorship in research twice (or more) may submit an application per Subparagraph 4 of Paragraph 1.

第十六條 西灣講座教授於受聘期間之權利與義務如下：

XVI. The rights and obligations of Si Wan Chair Professors during their awarded period shall be as follows:

一、得參與重要校務諮詢會議。

1. They may attend important University consultation meetings.

二、每週授課時數減少二小時（如兼任其他職務，不得累計計算），惟每學年由西灣學院邀請至少主講一場次之通識專題演講。

2. The weekly teaching hours shall be reduced by two (Note: If they hold any concurrent positions, teaching hour reduction shall not accumulate.), and yet they shall be invited by Si Wan College to offer at least one general education course or deliver at least one session of general education lecture every academic year.

三、由本校相關單位邀請，協助學校引進校外資源。

3. They may be invited by relevant units to assist the University to bring in external resources.

### 第三章 特聘教授及傑出教師

## Chapter 3 Distinguished Professor and Outstanding Faculty

## 第一節 特聘教授及傑出教師(教學類)

### Section 1 Distinguished Professor and Outstanding Faculty in teaching

第十七條 本校專任教師及約聘教師為當年度教育部師鐸獎得主者為下一學年度當然得獎人。

XVII. Full-time faculty within/beyond the manning quota of the University receiving the MOE Excellent Teacher Award in the current year shall be a qualified awardee of Outstanding Faculty in the following academic year.

各學院(含西灣學院、研究學院)得推薦當年度教學績優教師排名前百分之三十者參與遴選；人數若涉及小數點，採四捨五入計算。 Individual colleges may recommend the top 30% of Prominent Faculty in teaching of the year for the award, with the decimal point rounded up for the number of people.

第十八條 本獎勵由本校「教學傑出獎遴選委員會」進行遴選。

XVIII. Awardees shall be selected by the Committee for Selecting Outstanding Faculty in Teaching (hereinafter referred to as the “Committee for SOFT”).

一、「教學傑出獎遴選委員會」置委員十五名。校長、副校長、教務長、教學發展與資源中心主任為當然委員，並由校長聘請校外委員二至三名及校內教師代表八至十名組成之。由校長擔任召集人。

1. The Committee for SOFT shall consist of fifteen members, including the President as the convener, the senior vice president supervising the OAA, the vice president for Academic Affairs, and the director of Teaching and Learning Development and Resources Center (TLDRC) as ex-officio members, as well as two to three external members and eight to ten faculty representatives appointed by the President.

二、校內教師代表建議名單由各學院(含西灣學院、研究學院)推薦本校曾獲「教學特聘教授(教學傑出獎)」、「傑出教學獎」、「教學績優獎」或曾擔任教務行政主管之教師至多三名。校外委員由教學發展與資源中心推薦之。教師

代表及校外委員建議名單經校長圈選排序後，由教務處教學發展與資源中心依序聘任之。受聘之委員如為當年度「教學傑出獎」之候選人，則由各學院後補名單依序遞補之。

2. The University faculty representatives shall be recommended by individual colleges from faculty who received the award of Distinguished Professor in teaching, Outstanding Faculty in teaching, or Prominent Faculty in teaching, or faculty previously serving as an administrative supervisor for academic affairs (at most three of them). External experts shall be recommended by the TLDRC. Both the recommended faculty representatives and external committee members shall be selected and prioritized by the President, and appointed accordingly by the TLDRC. Appointed members happening to be the candidates of the mentioned awards of the year shall be recused and replaced according to the wait list of their affiliated college.

第十九條 教學傑出獎遴選委員會會議須有三分之二（含）以上委員出席始可開議。委員需親自出席，不得委託他人代理。遴選採無記名連記法投票；經出席委員二分之一（含）以上贊成始得通過。

- XIX. The Committee for SOFT shall convene with at least two-thirds of the members attending in person and no proxy entrusted. The selection shall be anonymous voting, and approved with at least 50% of attendees in favor.

第二十條 「教學傑出獎遴選委員會」應邀請「教學傑出獎」候選教師於會中說明教學事蹟與教學心得，同時依據教學成果、教學歷程檔案、教學錄播等三項資料進行遴選。

- XX. The Committee for SOFT shall invite the candidates to present their teaching outcomes and reflections, and make the selection based on their teaching achievements, archives, and multimedia records.

第二十一條 教學傑出獎教師每學年度遴選至多三名。

- XXI. At most three faculty members may be selected as the Outstanding Faculty in teaching for each academic year.

第二十二條 獲獎教師聘期為一年。具專任教授資格者，由學校聘為特聘教授（教學類），未具專任教授資格者，聘為傑出教師（教學類）。由校長頒發獎狀乙紙。

XXII. The prize term shall be one year. Outstanding Faculty awardees shall be issued a certificate, and those who are professors shall be honored the title of Distinguished Professor in teaching.

特聘教授（教學類）或傑出教師（教學類）於三年內至多獲教學類獎項一次。

The Distinguished Professor or Outstanding Faculty in teaching shall be awarded only once within three years.

特聘教授及傑出教師不得重覆支領本規範其他獎勵金，於獎勵期間如獲聘為本校講座、國家講座及本規範所訂之其他講座或特聘教授時，本項獎勵金自動終止發放。

Faculty awarded as the Distinguished Professor and Outstanding Faculty shall not receive any other award prizes stipulated herein. During the prize term, if the awarded faculty receive the University Chair Professorship, the MOE National Chair Professorship, or other chair/distinguished professorship stipulated herein, their original prize shall be automatically terminated.

第二十三條 特聘教授及傑出教師（教學類）於獎勵期間應：

XXIII. During their prize term, Distinguished Professors and Outstanding Faculty in teaching shall:

一、於教師研習會或跨領域教師成長工作坊中分享教學經驗心得（含 EMI 教學）。

1. share their teaching experience in teaching seminars or interdisciplinary workshops (including EMI teaching),

二、擔任新進教師的傳授教師（Mentor）或擔任教學領航教師。

2. serve as a mentor of new faculty or as pilot faculty in teaching,

三、由教務處邀請教師製播數位課程（含開放式課程、磨課師課程、翻轉教室課程等），或申請教育部數位學習課程認證，或編撰相關之教學書籍。

3. produce digital courses (including open access courses, MOOCs, and flipped classroom) per the OAA's invitation, apply for the MOE accreditation of digital courses, or compile/produce teaching materials, and

四、由西灣學院邀請至少開設一門通識教育課程。

4. offer at least one general education course, at the request by the Si Wan College.

## **第二節 特聘教授及傑出教師(研究類)**

### **Section 2 Distinguished Professor and Outstanding Faculty in research**

#### **第一目 特聘教授及傑出教師（學術研究類）**

##### **Item 1 Distinguished Professor and Outstanding Faculty in academic research**

第二十四條 學術研究類特聘教授及傑出教師需具備下列基本資格之一：

XXIV. Faculty meeting one of the following criteria shall be candidates for Distinguished Professor and Outstanding Faculty in academic research:

一、該年度國科會傑出研究獎得主或新進教師到校任職前三年曾獲國科會傑出研究獎者為當然得獎人。

1. Faculty receiving the NSTC Outstanding Research Award in the current year or new faculty receiving the said award within the past three years elsewhere shall be a qualified awardee of Outstanding Faculty.

二、五年內曾獲國科會傑出研究獎一次。

2. having received the NSTC Outstanding Research Award once within the past five years,

三、五年內曾獲世界性學會會士（Fellow）者。

3. being the fellow of international academic societies within the past five years, or

四、在學術上有其他相當於前述第一款至第三款之傑出貢獻者。

4. possessing outstanding academic contribution equivalent in nature to those stipulated in Subparagraphs 1 to 3.



獲本校當學年度學術研究類績優教師，始得依第二款至第四款提出申請。

Faculty awarded the Prominent Faculty in academic research in the current year may submit an application per Subparagraphs 2 to 4 of the preceding Paragraph.

第二十五條 符合前條基本資格第一款及第二款者，獎勵以三年為一期；以第三款及第四款申請者，獎勵以一年為一期，給獎以二次為限。

XXV. Faculty meeting the criterion in Subparagraph 1 or 2 of the preceding Article shall be granted the award of Outstanding Faculty with a three-year prize term; those meeting the criterion in Subparagraph 3 or 4 a one-year prize term for at most twice.

於獎勵期間如獲聘為國家講座及本規範所訂之其他講座或特聘教授時，本項獎助金自動終止發放。

During the prize term, if the awarded faculty receive the MOE National Chair Professorship or other chair/distinguished professorship stipulated herein, their original prize shall be automatically terminated.

第二十六條 除當然得獎人外，具備第二十四條基本資格者，得填具申請表並檢附學術成就及其他相關證明文件，向研究發展處提出申請。

XXVI. Except for qualified awardees, faculty meeting the criteria of Article 24 herein shall submit the application form and their academic achievements with corroborating documents to the ORD.

校長視優秀教師申請情形，得依研究發展處公告之時程，推薦人選。

The President may endorse a candidate per the timeline announced by the ORD, based on the status of application.

研究發展處彙整資料後送學術研究類特聘教授及傑出教師審查委員會進行初審。

The ORD shall compile the materials and submit to the Committee for Selecting and Outstanding Faculty in Academic Research (hereinafter referred to as the “Committee for SOFAR”) for initial review.

第二十七條 學術研究類特聘教授及傑出教師審查委員會由校長擔任召集人，副校長及研發長為當然委員，另由校長聘請校內資深傑出研究教授若干人組成之。

XXVII. The Committee for SOFAR shall consist of the President as the convener, the senior vice president supervising the ORD, and the vice president for Research & Development as ex-officio members, and several senior outstanding research professors appointed by the President.

除當然得獎人外，經學術研究類特聘教授及傑出教師推薦及審查委員會初審通過者，由研究發展處通知被推薦人提供學術成就表現等相關證明文件，併同初審通過自行申請者之資料，送請校外委員審查。校外審查委員建議名單由各學院推薦，經校長圈選排序後，由研究發展處依序聘任之。

Except for qualified awardees, endorsed candidates passing the initial review by the Committee for SOFAR shall be notified by ORD to provide relevant documentation regarding their academic achievements. The ORD shall compile and submit the materials of both applying and endorsed candidates for the external review. The external review experts shall be recommended by individual colleges, selected and prioritized by the President, and appointed accordingly by the ORD.

校外審查結果送學術研究類特聘教授及傑出教師推薦及審查委員會進行複審，議決結果陳請校長核定後，獲獎教師具專任教授資格者，聘為特聘教授(學術研究類)，未具專任教授資格者，聘為傑出教師(學術研究類)。

Results of the external review shall be submitted to the Committee for SOFAR for a second review. Resolution shall be made with the President's approval to grant the award of Outstanding Faculty. Outstanding Faculty awardees who are professors shall be honored the title of Distinguished Professor in academic research.

## **第二目 特聘教授及傑出教師（產學研究類）**

### **Item 2 Distinguished Professor and Outstanding Faculty in industrial research**

**第二十八條** 產學研究類特聘教授及傑出教師需具備下列基本資格之一：

XXVIII. Faculty meeting one of the following criteria shall be candidates for Distinguished Professor and Outstanding Faculty in industrial research:

- 一、五年內曾獲國科會傑出技術移轉貢獻獎或經濟部國家產業創新獎或與其相當之獎項。

1. having received the NSTC Award for Excellence in Technology Transfer, the MOEA National Industrial Innovation Award, or other equivalent awards,
- 二、申請者三年內累計本校產學合作計畫經費(含政府及非政府機關)達五千萬元以上，其管理費收入達五百萬元以上，且主持國科會各類計畫（含產學合作研究計畫，惟純國際差旅及參加國際會議屬性之計畫例外）或發表論文（SCIE、SCI、SSCI 或 TSSCI）至少一件者。
2. having been granted industry-academia collaboration projects from government or non-governmental agencies for accumulatively more than TWD 50 million to the University within three years and from which the proceeds of management fee reaching more than TWD 5 million, and either being a PI of various NSTC projects (including industry-academia collaboration research projects, except for those involving solely overseas trips and participation in international conferences) or publishing at least one paper in SCIE, SCI, SSCI, or TSSCI journals,
- 三、五年內曾獲本校產學暨技術移轉貢獻獎。
3. having received the University Industry-Academia Collaboration and Technology Transfer Contribution Award within the past five years, or
- 四、延攬在產學績效有優異表現者。
4. being recruited by the University for their remarkable performance in industry-academia collaboration.

第二十九條 符合前條基本資格第一款及第二款申請者，獎勵以三年為一期；以第三款至第四款申請者，獎勵以一年為一期，獎勵期滿得再次申請。

XXIX. Faculty meeting the criterion in Subparagraph 1 or 2 of the preceding Article shall be granted the award of Outstanding Faculty with a three-year prize term, and those meeting one of the criteria in Subparagraphs 3 and 4 a one-year prize term. A new application may be submitted after the end of the term.

獲獎者具專任教授資格者，由學校聘為特聘教授(產學研究類)，未具專任教授資格者，聘為傑出教師(產學研究類)。

Outstanding Faculty awardees who are professors shall be honored the title of Distinguished Professor in industrial research.

特聘教授及傑出教師(產學研究類)於獎勵期間，如獲聘為本校講座、國家講座及其他類似之相關講座或特聘教授相關獎項，本項獎助金自動終止發放。

During the prize term, if the awarded faculty receive the University Chair Professorship, the MOE National Chair Professorship, or other relevant chair/distinguished professorship, their original prize shall be automatically terminated.

第三十條 符合第二十八條基本資格者，依全球產學營運及推廣處公告時程，填具申請表格並檢附相關證明文件送交全球產學營運及推廣處。

XXX. Faculty meeting one of the criteria in Article 28 herein shall submit an application form with corroborating documents to the OGIACA per the timeline announced by the said unit.

第三十一條 本特聘教授及傑出教師(產學研究類)之審查小組由業務督導副校長擔任召集人，並由校長聘請產學長及產學績效卓越教授若干人組成。

XXXI. The Committee for Selecting Outstanding Faculty in Industrial Research (hereinafter referred to as the “Committee for SOFIR”) shall consist of the senior vice President supervising the OGIACA as the convener, the vice president for Industry Collaboration, and several professors with remarkable performance in industry-academia collaboration.

經審查小組審查通過者，陳請校長核定後聘任之。

Candidates passing the review by the Committee for SOFIR shall be granted the award after the President’s approval.

## 第四章 特聘年輕學者

### Chapter 4 Distinguished Young Scholar

第三十二條 特聘年輕學者需為年齡四十五歲(含)以下且具備下列基本資格之一：

XXXII. Faculty under the age of forty-five (inclusive) and meeting one of the following criteria shall be the candidates for Distinguished Young Scholar award:

一、該年度之國科會吳大猷先生紀念獎得主、中研院年輕學者研究著作獎得主或新進教師到校任職前三年曾獲前述獎項者為當然得獎人。

1. Faculty receiving the NSTC Ta-You Wu Memorial Award or the Academia Sinica Early-Career Investigator Research Achievement Award in the current year or in the past three years elsewhere shall be a qualified awardee.

二、五年內曾獲國科會吳大猷先生紀念獎或中研院年輕學者研究著作獎一次者。

2. They have received the NSTC Ta-You Wu Memorial Award or the Academia Sinica Early-Career Investigator Research Achievement Award once in the past five years.

三、曾於國外著名研究機構擔任除博士後研究人員以外之研究人員二年以上，或於國外著名大學擔任助理教授二年以上，或相當於前述第二款之相當貢獻者。

3. They have worked for more than two years as a research fellow (excluding postdoctoral research fellow), being an assistant professor in an overseas prestigious research institution or university, or receiving an award equivalent in nature to those stipulated in preceding Subparagraph 2.

第三十三條 符合前項基本資格第一款及第二款者，獎勵以三年為一期；以第三款申請者，獎勵以一年為一期。獲聘特聘年輕學者以一次為限，惟當然得獎人不在此限。

XXXIII. Faculty meeting the criterion in Subparagraph 1 or 2 of Article 32 herein shall be granted a three-year prize term, whereas those meeting the criterion in Subparagraph 3 of Article 32 herein a one-year prize term. The Distinguished Young Scholar Award shall be granted to any faculty only once, except to qualified awardees.

於獎勵期間如獲聘為國家講座及本規範所訂之其他講座或特聘教授時，本項獎助金自動終止發放。

During the prize term, if the faculty receive the MOE National Chair Professorship or one of the chair/distinguished professorships stipulated herein, their original prize shall be automatically terminated.

第三十四條 除當然得獎人外，具備第三十二條基本資格者，依研究發展處公告時程，填具申請表並檢附學術成就及其他相關證明文件，向研究發展處提出申請。

XXXIV. Except for qualified awardees, faculty meeting one of the criteria in Article 32 herein shall submit an application form and their academic achievements with corroborating documents to the ORD per the timeline announced by the said unit.

研究發展處彙整資料後送特聘年輕學者審查委員會進行審議。

The ORD shall compile the materials and submit to the Committee for Distinguished Young Scholar Award (hereinafter referred to as the “Committee for DYSA”) for deliberation.

第三十五條 特聘年輕學者審查委員會由業務督導副校長擔任召集人，研發長為當然委員，另由校長聘請校內資深傑出研究教授若干人組成之。

XXXV. The Committee for DYSA shall consist of the senior vice president supervising the ORD as the convener, the vice president for Research & Development as an ex-officio member, and several senior outstanding research professors appointed by the President.

申請人如僅符合第三十二條第三款者，得經特聘年輕學者審查委員會審議是否需送校外委員進行審查。

Applications meeting only the criterion of Subparagraph 3 of Article 32 herein may be subject to an external review after the deliberation of the Committee for DYSA.

經特聘年輕學者審查委員會審查通過者，陳請校長核定後聘任之。

Faculty passing the review by the Committee for DYSA shall be granted the award after the President’s approval.

## 第五章 績優教師

### Chapter 5 Prominent Faculty

#### 第一節 教學績優教師

#### Section 1 Prominent Faculty in teaching

第三十六條 教學績優教師之基本資格如下：

XXXVI. Faculty meeting one of the following criteria shall be the candidates for Prominent Faculty in teaching:

一、教學成效基本資格，須符合下列條件之一：

1. Faculty's teaching performance shall meet one of the following requirements:

(一)前一學年度授課課程中至少一門曾獲校長頒給之「優良課程」獎勵狀。

(1) at least one of the courses offered in the previous academic year issued an “Outstanding Course” certificate by the President,

(二)前一學年度授課課程之「教學意見調查」平均滿意度高於所屬學院（含西灣學院、研究學院）平均滿意度。

(2) the average score of teaching survey on the courses offered in the previous academic year surpassing that of the affiliated college,

(三)前一學年度「畢業生對系所與任課教師滿意度問卷」之教師教學滿意度平均分數高於所屬學院（含西灣學院、研究學院）平均滿意度。

(3) the average score of Survey on the Satisfaction of the Graduating Class on the Department/Institute and Faculty in the previous academic year surpassing that of the affiliated college, or

(四)長期對教學相關工作認真投入，並有具體事實經系（所、教育中心、學位學程）或教務處提院（含西灣學院、研究學院）「教學績優教師遴選委員會」審查通過者。

- (4) demonstrating a long-term commitment to teaching with tangible evidence, recommended by their affiliated unit or the OAA, and approved by the college committee for Selecting Prominent Faculty in Teaching (hereinafter referred to as the “college committee for SPFT”) of their affiliated college.

二、授課及服務基本資格，須符合下列條件之一：

2. Faculty’s course offering and services shall meet one of the following requirements:

(一)前一學年度教授西灣學院課程至少一門（合授教師三人以下）或一學年合計一學分以上。

- (1) offering at least one course in the Si Wan College (with less than three teaching faculty members for a jointly-lectured course) or multiple courses with accumulated credit of at least one in the previous academic year,

(二)前一學年度教授大學部必修課程至少一門。

- (2) offering at least one undergraduate course in the previous academic year,

(三)前一學年度教授全英語授課課程至少一門。

- (3) offering at least one EMI course in the previous academic year,

(四)前一學年度通過教育部數位學習課程認證。

- (4) passing the MOE accreditation of digital courses in the previous academic year, or

(五)三年平均教學當量達各學院專任教師平均數以上。授課當量之計算，教師休假之學期數免予計算，兼任行政職務者，減授時數得予扣除。

- (5) the average teaching equivalent over the past three year being above that of the faculty within the manning quota in the affiliated college (Note: The number of semesters on leave or reduced teaching hours due to a concurrent administrative position shall be deducted from the calculation of teaching equivalent.)

三、各學院、研究學院基本資格，須符合下列各項條件：

3. Faculty affiliated with individual colleges (except Si Wan College) shall meet the following requirements:



- (一)於本校任教滿三年（含）以上之專任教授、副教授、助理教授、講師及約聘教師。
- (1) being full-time professors, associate professors, assistant professors, lectures or contract-employed faculty, and teaching at the University for at least three years,
- (二)專任教師申請時前一學年度之授課時數需達本校「教師授課鐘點核計準則」規定。約聘教師之授課時數應達該職級專任教師基本授課時數規定。
- (2) the teaching hours of full-time faculty in the previous academic year meeting the requirements stipulated in the University's *Guidelines on Calculation of Hourly Pay for Faculty Members*, those of contract-employed faculty meeting the requirements corresponding to the equivalent rank of faculty within the manning quota,
- (三)前二學年度教授全英語授課課程至少一門，或參與本校教師EMI培訓計畫至少二場次（須包含至少一次教學演示或教學觀課）（不含中國文學系教師）。
- (3) offering at least one EMI course within the previous two academic years or participating in at least two sessions of the University's EMI workshops, including one session of teaching demonstration or teaching observation (Note: Faculty in the Department of Chinese Literature are excluded herein.), and
- (四)三年平均教學當量符合各學院專任教師自訂標準。授課當量之計算，教師休假之學期數免予計算，兼任行政職務者，減授時數得予扣除。
- (4) the average teaching equivalent over the past three years meeting the standards stipulated by the affiliated college for the faculty within the manning quota (Note: The number of semesters on leave or reduced teaching hours due to concurrent administrative position shall be deducted from the calculation of teaching equivalent.)

四、西灣學院基本資格，須符合下列各項條件：

4. Faculty teaching in the Si Wan College shall meet the following requirements:

- (一)於本校西灣學院任教或連續在西灣學院開課滿三年

(含)以上之專任教授、副教授、助理教授、講師及約聘教師。

- (1) being full-time professors, associate professors, assistant professors, lectures or contract-employed faculty affiliated with the Si Wan College or teaching for at least three years at the Si Wan College,
- (二)專任教師申請時前一學年度之授課時數需達本校「教師授課鐘點核計準則」規定。約聘教師之授課時數應達該職級專任教師基本授課時數規定。
- (2) the teaching hours of full-time faculty in the previous academic year meeting the requirements stipulated in the University's *Guidelines on Calculation of Hourly Pay for Faculty Members*, those of contract-employed faculty meeting the requirements corresponding to the equivalent rank of faculty within the manning quota,
- (三)前二學年度教授全英語授課課程至少一門，或參與本校教師EMI培訓計畫至少二場次（須包含至少一次教學演示或教學觀課）（不含中國文學系教師）。
- (3) offering at least one EMI course within the previous two academic years or participating in at least two sessions of the University's EMI workshops, including one session of teaching demonstration or teaching observation (Note: Faculty in the Department of Chinese Literature are excluded herein.), and
- (四)非西灣學院教師，申請時前一學年度之授課當量達到所屬學院專任教師平均授課當量百分之五十以上。西灣學院教師，講授類之三年平均教學當量符合西灣學院專任教師自訂標準。授課當量之計算，教師休假之學期數免予計算，兼任行政職務者，減授時數得予扣除。
- (4) the teaching equivalent of non-Si Wan faculty exceeding 50% of the average teaching equivalent of the full-time faculty of their affiliated college while the three-year average of teaching equivalent of lecturing courses of Si Wan faculty meeting the standards stipulated by the Si Wan college. (Note: The number of semesters on leave or

reduced teaching hours due to concurrent administrative position shall be deducted from the calculation of teaching equivalent.)

前項第一款第一至三目、第二款第一至三目、第三款第二及三目及第四款第二及三目，教師休假及懷孕、分娩、育嬰法定給假之學期數得回溯計算。

For Items 1 to 3 of Subparagraph 1, Items 1 to 3 of Subparagraph 2, Items 2 & 3 of Subparagraph 3, and Items 2 & 3 of Subparagraph 4 in the preceding Paragraph 1, the number of semesters during which faculty are on leave or statutory leave for pregnancy, childbirth and childcare shall be factored into the calculation.

前開各項教學當量採計包含講授類、必修實驗類（展演類）及體育類等。

The calculation of the aforementioned teaching equivalents shall include lecturing, mandatory lab (performing), and physical education courses.

第三十七條 教學績優教師獎勵以一年為一期，另由校長頒發獎狀乙紙。

XXXVII. The prize term shall be one year, with an award certificate presented by the President.

教學績優教師於兩年內至多獲獎一次。

The award of Prominent Faculty in teaching shall be granted only once within two years.

第三十八條 本獎勵由各學院自訂「教學績優教師遴選要點」，並成立「教學績優教師遴選委員會」進行遴選。委員會之組成及作業程序如下：

XXXVIII. Individual colleges shall formulate their own guidelines on the selection of Prominent Faculty in teaching (hereinafter referred to as the “college guidelines on SPFT”) and establish their college committee for SPFT. The organization and review procedure of the committee are as follows:

一、由各學院（含西灣學院、研究學院）分別設立「教學績優教師遴選委員會」，置委員七至十一名，由各學院院長（含西灣學院院長、研究學院院長）為當然委員並擔任召

集人，另由院長（含西灣學院院長、研究學院院長）聘請教學方面傑出之學者專家組成之。委員中須包含其他學院（含西灣學院、研究學院）曾獲本校「教學特聘教授（教學傑出獎）」、「傑出教學獎」、「教學績優獎」或「優良教學獎」之教師代表至少三名。

1. Each college shall establish its college committee for SPFT consisting of seven to eleven members. The dean, as an ex-officio member and convener, shall appoint outstanding scholars or experts in teaching as committee members, with at least three faculty representatives from other colleges who have received the Distinguished Professor in teaching, Outstanding Faculty in teaching, or Prominent Faculty in teaching.

二、符合第三十六條基本資格並有意申請之教師，應填具本校「教學績優教師遴選評分表」，並檢附相關證明文件及檔案，依教務處公告時程辦理，由系（所、教育中心、學位學程）或教務處向各學院（含西灣學院、研究學院）推薦。

2. Faculty meeting one of the criteria stipulated in Article 36 herein may submit the “Assessment Form for Selecting Prominent Faculty in Teaching” and corroborating documentation per the OAA announced timeline to their affiliated unit or the OAA, either of which shall recommend the faculty to their affiliated college.

三、「教學績優教師遴選委員會」依教務會議核備之各學院（含西灣學院、研究學院）教學績優教師遴選要點於教務處公告時程辦理遴選。各學院（含西灣學院、研究學院）之「教學績優教師」推薦人數以各學院專任教師（含約聘教師）人數百分之十為上限，西灣學院推薦人數以專任教師（含約聘教師）及連續在該單位開課滿三年以上（含）專任教師（含約聘教師）之總和百分之十為上限。各學院推薦名單排序後送教務處，由「本校績優教師審查委員會」依當年度本校財務狀況遴選，獲獎教師經校長核定後公告。

3. Every college committee for SPFT shall handle the selection per the OAA announced timeline based on their college guidelines on SPFT approved by the Academic Affairs Council. Individual colleges (except Si Wan College) shall recommend at most 10% of their number of full-time faculty, while the Si Wan College at most 10% of the number of both Si Wan faculty and non-Si

Wan faculty teaching there for at least three consecutive years, and shall submit the prioritized recommendation list to the OAA. The University Committee for Prominent Faculty shall select and approve a list of awardees, based on the financial status of the current year, and announce the list after the President's approval.

四、各學院(含西灣學院、研究學院)遴選標準參考教務處教學傑出獎教師遴選評分表自訂之。「教學績優教師遴選委員會」應邀請候選教師於會中說明教學事蹟與教學心得。

4. Individual colleges may formulate their own selection criteria in reference to OAA's the "Assessment Form for Selecting Outstanding Faculty in Teaching." Each college committee for SPFT shall invite the candidates to present their teaching outcomes and reflections.

第三十九條 「教學績優教師遴選委員會」會議須有三分之二（含）以上之委員出席始可開議，委員不得委任他人代理。獲獎教師須經出席委員三分之二（含）以上贊成始得通過。

XXXIX. Every college committee for SPFT shall convene with at least two-thirds of members attending and no proxy entrusted. The selection shall be approved with at least two-thirds of attendees in favor.

第四十條 獲「教學績優教師」於獎勵期間不得重覆支領本規範之其他教學獎勵金。

XL. Faculty awarded as the Prominent Faculty in teaching shall not receive any other award prizes stipulated herein during the prize term. 教師如同時獲本規範其他績優教師獎項並選擇支領該獎項獎勵金，得保留教學績優教師榮譽，並應符合第三十七條第二項規範。

Faculty also receiving another Prominent Faculty award stipulated herein and choosing the prize of that award instead may retain the title of Prominent Faculty in teaching, but shall comply with the provision in Paragraph 2 of Article 37 herein.

第四十一條 獲教學績優教師於獎勵期間應：

XLI. During their prize term, Prominent Faculty in teaching shall

一、於教師研習會或跨領域教師成長工作坊中分享教學經驗心得（含EMI教學）。

1. share their teaching experience in teaching seminars or interdisciplinary workshops (including EMI teaching),

二、擔任新進教師的傳授教師（Mentor）或擔任教學領航教師。

2. serve as a mentor of new faculty or as pilot faculty in teaching,

三、由教務處邀請教師製播數位課程（含開放式課程、磨課師課程、翻轉教室課程等），或申請教育部數位學習課程認證。

3. produce digital courses (including open access courses, MOOCs, and flipped classroom), apply for the MOE accreditation of digital courses, or compile/produce teaching materials, per the OAA's invitation, or

四、由西灣學院邀請至少開設一門通識教育課程。

4. offer at least one general education course, per the Si Wan College's invitation.

## 第二節 研究績優教師

### Section 2 Prominent Faculty in research

#### 第一目 學術研究績優教師

##### Item 1 Prominent Faculty in academic research

第四十二條 學術研究績優教師需任職滿一年以上，且符合下列規定之一：

XLII. Faculty teaching at least one year and meeting one of the following criteria shall be candidates for Prominent Faculty in academic research:

一、理、工、海洋、醫、研究學院理工類教師三年內擔任國科會年度專題研究計畫、國科會國際合作計畫（惟純國際差旅及參加國際會議屬性之計畫例外）主持人、教育部教學實踐研究計畫主持人，或經全球產學營運及推廣處認定之產學合作計畫合計共三件(含)以上，且三年內所發表「科學引用文獻索引（Science Citation Index Expanded, SCIE）」，以

下簡稱 SCIE」之論文篇數（理、工、醫學院至少三篇，海洋學院至少二篇）及論文影響係數（以下稱 Impact Factor）之總計達其所屬學院訂定之標準以上者。申請教師之計畫件數、論文篇數及論文 Impact Factor 總計三個項目所佔比例之計算方式(全部合計百分之百)由各學院自行訂定標準決定，並可將專書專章列為申請之基本門檻或加分項目，結果排序後(以各學院教師人數百分之三十為限)，送研究發展處確認。

1. For faculty affiliated with the College of Science (S), Engineering (E), Marine Sciences (MS), Medicine (MED), or research colleges in the science or technology area, they shall be the principal investigator (PI) of at least three of the following projects within the past three years: the NSTC annual research project, NSTC global collaboration project (excluding those involving solely overseas trips and participation in international conferences), MOE Teaching Practice Research Program, or industry-academia collaboration project recognized by the OIGACA; they shall also publish papers (at least three in S, E, and MED, or two in MS) within the past three years in the SCIE journals, with the total number and impact factor (IF) meeting the criteria stipulated by their affiliated college or higher. The percentages of projects, papers, and IF of papers taking up a total of 100% shall be formulated by individual colleges. Publishing professional books or chapters may be adopted as a threshold for application or as bonus points. A prioritized list of candidates (limited to 30% of the number of all full-time faculty of each college) shall then be submitted to the ORD for confirmation.
- 二、管理學院及研究學院管理學類教師四年內擔任國科會年度專題研究計畫、國科會國際合作計畫（惟純國際差旅及參加國際會議屬性之計畫例外）主持人、教育部教學實踐研究計畫主持人，或經全球產學營運及推廣處認定之產學合作計畫合計共三件(含)以上，且四年內發表「社會科學引用文獻索引（Social Science Citation Index, SSCI），以下簡稱 SSCI」、「SCIE 或「臺灣社會科學引文索引資料庫（Taiwan Social Science Citation Index, TSSCI），以下簡稱 TSSCI」之論文二篇(含)以上者(其中 SSCI 或 SCIE 論文須至少一篇(含)以上)。申請教師之計畫件數及論文篇數二個項目所佔比例之計算方式(全部合計百分之百)由管理學院自行訂定標準決定，並可將專書專章列為申請之基本門檻或加分項目，結

果排序後(以全院教師人數百分之三十為限)，送研究發展處確認。

2. For faculty affiliated with the College of Management (M) or the research college in the management area, they shall be the PI of at least three of the following projects within the past four years: the NSTC annual research project, NSTC global collaboration project (excluding those involving solely overseas trips and participation in international conferences), MOE Teaching Practice Research Program, or industry-academia collaboration project recognized by the OIGACA; they shall also publish within the past four years at least two papers in the SSCI, SCIE, or TSSCI journals (at least one in the SSCI or SCIE) . The percentages of projects and papers taking up to a total of 100% shall be formulated by individual colleges. Publishing professional books or chapters may be adopted as a threshold for application or as bonus points. A prioritized list of candidates (limited to 30% of the number of all full-time faculty of each college) shall be then submitted to the ORD for confirmation.

三、社會科學院教師五年內擔任國科會年度專題研究計畫、國科會國際合作計畫（惟純國際差旅及參加國際會議屬性之計畫例外）主持人、教育部教學實踐研究計畫主持人，或經全球產學營運及推廣處認定之產學合作計畫合計共四件（含）以上，或五年內發表 SSCI 論文一篇（含）以上，或五年內發表 TSSCI 論文及「具有審查制度的國際期刊論文」共計二篇（含）以上者。申請教師之計畫件數及論文篇數二個項目所佔比例之計算方式(全部合計百分之百)由社會科學院自行訂定標準決定，並可將專書專章列為申請之基本門檻或加分項目，結果排序後(以全院教師人數百分之三十為限)，送研究發展處確認。

3. For faculty affiliated with the College of Social Sciences (SS), they shall be the PI of at least four of the following projects within the past five years: the NSTC annual research project, NSTC global collaboration project (excluding those involving solely overseas trips and participation in international conferences), MOE Teaching Practice Research Program, or industry-academia collaboration project recognized by the OIGACA; alternatively, they shall publish within the past five years at least one paper in the SSCI journals or two papers in either the TSSCI journals or other international journals with a review mechanism. The percentages of projects and papers taking up to a total of 100%



shall be formulated by the college. Publishing professional books or chapters may be adopted as a threshold for application or as bonus points. A prioritized list of candidates (limited to 30% of the number of all full-time faculty of the college) shall then be submitted to the ORD for confirmation.

- 四、文學院教師四年內擔任國科會年度專題研究計畫、國科會國際合作計畫（惟純國際差旅及參加國際會議屬性之計畫例外）主持人、教育部教學實踐研究計畫主持人，或經全球產學營運及推廣處認定之產學合作計畫合計共三件(含)以上者（藝術類教師得以傑出展演項目，視同國科會專題研究計畫）。申請教師之評比項目由文學院依自行訂定之標準決定，並可將專書專章列為申請之基本門檻或加分項目，結果排序後(以全院教師人數百分之三十為限)，送研究發展處確認。
4. For faculty affiliated with the College of Liberal Arts (LA), they shall be the PI of at least three of the following projects within the past four years: the NSTC annual research project (Note: Such a project may be substituted by an outstanding performing for faculty in fine arts.), NSTC global collaboration project (excluding those involving solely overseas trips and participation in international conferences), MOE Teaching Practice Research Program, or industry-academia collaboration project recognized by the OIGACA. The assessment items shall be determined and stipulated by the college for ranking the applicants, with publishing professional books or chapters adopted as a threshold for application or as bonus points. A prioritized list of candidates (limited to 30% of the number of all full-time faculty of the college) shall then be submitted to the ORD for confirmation.
- 五、西灣學院教師四年內擔任國科會年度專題研究計畫、國科會國際合作計畫（惟純國際差旅及參加國際會議屬性之計畫例外）、政府部門計畫主持人、教育部教學實踐研究計畫主持人，或經全球產學營運及推廣處認定之產學合作計畫合計共二件(含)以上者（藝術類教師得以傑出展演項目，視同國科會專題研究計畫），並可將專書專章列為申請之基本門檻或加分項目，申請教師由西灣學院依審查結果排序後(以全院教師人數百分之三十為限)，送研究發展處確認。申請教師之計畫件數及論文篇數之計算方式由西灣學院自行訂定標準。

5. For faculty affiliated with the Si Wan College (SW), they shall be the PI of at least two of the following projects within the past four years: the NSTC annual research project (Note: Such a project may be substituted by an outstanding performing for faculty in fine arts.), the NSTC global collaboration project (excluding those involving solely overseas trips and participation in international conferences), project granted by governmental agencies, Teaching Practice Research Program, or industry-academia collaboration project recognized by the OIGACA Publishing professional books or chapters may be adopted as a threshold for application or as bonus points. A prioritized list of candidates (limited to 30% of the number of full-time faculty of the college) shall then be submitted to the ORD for confirmation. The details of the number of projects and papers shall be determined and formulated by the college.

六、擔任本校校長、副校長、七院（文、理、工、管、海、社、醫）院長、西灣學院院長、研究學院院長期間而提出申請者，應依所屬學院(含西灣學院、研究學院)之相關規定填具其申請表格並檢附相關之證明文件，且經所屬系(所、教育中心、學位學程)或學院查核後，送交研究發展處。申請者不計入各學院(含西灣學院、研究學院)排序之百分之三十名單內。

6. An applicant serving as the President, a senior vice president, or a dean of a college (LA, S, E, M, MS, SS, MED, SW, and research colleges) shall submit an application form with supporting documents to their affiliated unit for review per regulations of the affiliated college, and then to the ORD for approval. The said applicant shall not be counted into the aforementioned quota of 30% of the number of all full-time faculty of each college.

前述各款所指之論文發表，以獲獎教師需為學生以外之第一作者或論文通訊作者，且本校教師所發表論文地址欄，如有兩個以上單位時，以中山大學為第一單位之名義發表者為限，且兩個以上的本校作者將以排名在前之作者或通訊作者（請附證明）為執行對象。

Regarding published papers stipulated in the preceding Subparagraphs, the applicant shall be the first author or corresponding author, not counting the students, with the University as the first affiliation if there are more than two institutions listed in the paper's address column. For papers which more than two authors

are affiliated with the University, the one listed in front of other first authors or corresponding authors (proof necessary) shall be attributed the primary author.

各學院(含西灣學院、研究學院)應訂定加強實質審查期刊論文之採計權重，惟不得為 1。論文採認之爭議由研究發展處認定之。

Individual colleges (including Si Wan College and research colleges) shall formulate the weighting of journals under substantive scrutiny, provided that the weighting shall not be 1. Disputes over paper recognition shall be resolved by the ORD.

第四十三條 符合前條基本資格第一款至第五款之教師，於每年依研究發展處公告時程逕向各學院申請，並由各學院將審查結果排序，送審查委員會審議。審查委員會由校長擔任召集人，並由校長聘請副校長、研發長、教務長、產學長組成之。經審查通過者，陳請校長核定後獎勵。

XLIII. Faculty meeting one of the criteria in Subparagraphs 1 to 5 of Article 42 shall submit an application to their affiliated college per the timeline announced by the ORD every year. Each college shall submit its list of prioritized candidates to the Committee for Selecting Prominent Faculty in academic research for deliberation. The said committee shall be convened by the President, and consist of the senior vice president supervising the ORD, vice president for Research & Development, vice president for Academic Affairs, and vice president for Industry Collaboration as the members. Candidates passing the review by the said committee shall be granted the award after the President's approval.

符合前條基本資格第六款之教師，由校長聘請講座教授若干人組成審查委員會審查之，經委員會審議通過，陳請校長核定之。

Faculty meeting the criterion of Subparagraph 6 of Article 42 shall be reviewed by an ad hoc committee consisting of several chair professors appointed by the President. Applicants passing the review by the said committee shall be granted the award after the President's approval.

第四十四條 學術研究績優教師獎勵以一年為一期，得每年提出申請。各學院(含西灣學院、研究學院)實際獲獎教師人數，依該年度本校財務狀況及整體學術研究成果調整之。

XLIV. The prize term for the Prominent Faculty in academic research shall be one year and the award may be reapplied for annually. The actual number of awardees in each college shall be adjusted based on the University's financial status and overall academic research performance of the current year.

於獎勵期間如獲聘為國家講座及本規範所訂之其他講座或特聘教授時，本項獎助金自動終止發放。

During the prize term, if the faculty receive the MOE National Chair Professorship or other chair/distinguished professorships stipulated herein, their original prize shall be automatically terminated.

## 第二目 產學研究績優教師

### Item 2 Prominent Faculty in industrial research

第四十五條 產學研究績優教師資格條件如下：

XLV. Faculty meeting the following criteria shall be candidates for Prominent Faculty in industrial research:

申請人於最近三年內，其由學校收取之校統籌管理費總額（含政府及非政府產學合作管理費與技術移轉授權金）累計達本校前一年度產學績優獎勵額度之 1.5 倍以上，且需主持國科會各類計畫（不含純國際差旅或參加國際會議屬性之計畫）至少一件及發表至少一篇 SCIE、SCI、SSCI 或 TSSCI 之學術論文。

The accumulated amount of management fee into the University Endowment Fund in the past three years (including management fees and technology transfer proceeds from industry-academia collaboration projects granted by governmental or non-governmental agencies) shall exceed 1.5 times the merit pay for the University's Prominent Faculty in industrial research of the previous year. Additionally, the faculty shall serve as a PI for at least one NSTC project (excluding those involving solely overseas trips and participation in international conferences), and publish at least one paper in the SCIE, SCI, SSCI, or TSSCI journals.

第四十六條 產學研究類績優教師獎勵以一年為一期，得每年申請。產學研究類績優教師於獎勵期間，如獲聘為本校講座、國家講座及其他類似之講座，本項獎助金自動終止發放。

XLVI. The prize term for the Prominent Faculty in industrial research shall be one year and the award may be reapplied for annually. During the prize term, if the faculty receive the University Chair Professorship, the MOE National Chair Professorship, or other chair/distinguished professorships stipulated herein, their original prize shall be automatically terminated.

第四十七條 實際獲獎人數依該年度本校財務狀況及整體產學研究成果調整。

XLVII. The actual number of awardees shall be adjusted based on the University's financial status and overall industry-academia research performance of the current year.

前項名額百分之八十依申請人於最近三年內，其由學校收取之校統籌管理費總額（含政府及非政府產學合作管理費與技術移轉授權金）由高至低排序推薦；前項名額百分之二十依下列順序推薦：

Candidates shall be ranked according to their accumulated amount of management fee into the University Endowment Fund in the past three years (including management fees and technology transfer proceeds from industry-academia collaboration projects granted by governmental and non-governmental agencies), and the bottom 20% of candidates shall be recommended based on the following:

一、 優先推薦尚未有獲獎教師之學院中，其由學校收取之校統籌管理費總額最高者。

1. Priority shall be given to the candidates whose affiliated colleges are not in the top 80%, and whose accumulated amount of management fee into the University Endowment Fund shall be the highest.

二、 若所有學院均已獲獎教師，則續依全體申請人其由學校收取之校統籌管理費總額高低排序推薦。

2. If all colleges have faculty in the top 80%, the candidates in the bottom 20% shall be ranked based on their accumulated

amount of management fee into the University Endowment Fund.

第四十八條 符合第四十五條基本資格者，應由申請者填具申請表格並檢附相關證明文件，於每年依全球產學營運及推廣處公告時程辦理。

XLVIII. Faculty meeting one of the criteria in Article 45 shall submit an application form with corroborating documents to the OGIACA per the timeline announced by the said unit.

第四十九條 產學研究類績優教師之審查小組由業務督導副校長擔任審查小組召集人，並由校長聘請產學長及產學績效卓越教授若干人組成。

XLIX. The Committee for Prominent Faculty in industrial research shall be convened by the senior vice president supervising the OGIACA and consists of the vice president for Industry Collaboration and several professors with outstanding industry-academia performance.

經審查小組審查通過者，陳請校長核定後獎勵。

Applicants passing the review by the said committee shall be granted the award after the President's approval.

## **第六章 積極延攬及留任國內外優秀學者 暨新進教師獎勵**

### **Chapter 6 Emerging Faculty Award and Retaining Excellent Faculty**

#### **第一節 新進教師獎勵(含延攬國內外優秀學者)**

#### **Section 1 Emerging Faculty Award (including Recruiting Excellent Scholars)**

第五十條 新進教師獎勵須具備下列基本資格之一：

L Faculty meeting one of the following criteria shall be the candidates for Emerging Faculty Award:

- 一、 在本校任教未滿三年之專任教授（研究員）、副教授（副研究員）或助理教授（助理研究員），且已獲本校聘任為編制內專任教師者。
  1. being a full-time (associate/assistant) professor or research fellow at the University for less than three years and appointed by the University as the faculty within the manning quota, or
- 二、 已通過本校三級三審聘任程序之教師，其原擔任國內外著名大學或學術研究機構正式員額之教授（研究員）、副教授（副研究員）或助理教授（助理研究員），不限國籍（含入籍他國之中國大陸人士），且須有長期（至少三年）來校服務之明確計畫。
  2. having been a full-time (associate/assistant) professor or research fellow in renowned domestic or international universities or academic research institutions, having passed the review of recruitment procedure at three levels, and demonstrating a clear intention to serve the University long term (at least three years), regardless of their nationality (including mainland Chinese who have naturalized in other countries).

新進教師到校一年內應申請或執行國科會計畫，方具第二年領取獎勵金之資格；第三年應執行國科會計畫，方具獲獎資格。惟音樂系、劇藝系或西灣學院之新進教師，得採計中央部會相關計畫。

New faculty may be eligible for the Emerging Faculty Award in the second year of service if they apply for or conduct an NSTC project within their first year of service. They shall be the principal investigators of the projects granted by NSTC to be eligible for the award for the third years. For new faculty of the Department of Music, Department of Theater Arts, or Si Wan College, relevant projects granted by other central governmental agencies may substitute for NSTC project.

第五十一條 教師依所屬學院(含西灣學院、研究學院)公告時程及相關規定提出申請，由各學院(含西灣學院、研究學院)審議後，將推薦教師排序名單送新進教師獎勵審查委員會進行審議。

LI Applicants should submit their applications in accordance with the schedule and relevant regulations announced by their respective colleges. After deliberation, each college shall rank their list of recommended faculty and forward it to the Committee for Emerging Faculty Award Committee (hereinafter referred to as the “Committee for EFA) for further deliberation.

具備前條基本資格第一款者，各學院核定以 2 個基數為原則；申請 2 個基數(含)以上獎勵者(上限為 3 個基數)，應檢附學術成就及增核基數之相關證明文件提新進教師獎勵審查委員會審議。

Those meeting the criterion stipulated in Subparagraph 1, Paragraph 1 of Article 50 shall be approved with 2 merit pay units, in principle; those applying for 2 units or above (limited to a maximum of 3) shall provide the Committee for EFA with their academic achievements and other relevant corroborating documents.

具備前條基本資格第二款者，各系(所、教育中心、學位學程)及學院(含西灣學院、研究學院)得於「新進教師遴聘委員會會議」當次通過擬聘之教師名單，推薦新進教師獎勵人選及基數。經審議通過之名單，再送各學院(含西灣學院、研究學院)相關審查會議審議。各學院核定得參考「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用最高標準表」或教師原國外服務單位待遇標準，扣除法定月支薪給後，依本規範所訂之各獎勵項目獎勵金額為核定原則。

Departments, institutes, education centers, degree programs, Si Wan College, and research colleges may recommend merit pay units for new faculty meeting the criterion stipulated in Subparagraph 2, Paragraph 1 of Article 50 to the New Faculty Selection Committee for approval. The colleges shall then deliberate on the salary in relevant review committees, referencing NSTC's *Standards for Subsidizing International Scholars or Experts to Conduct Sci-Tech Collaborative Research in Taiwan* or the new faculty's original overseas salary, with the merit pay set as the difference beyond the statutory monthly salary, following the regulations herein.

第五十二條 新進教師獎勵以「申請或執行國科會計畫」、「以本校名義發表學術論文」、「開設全英語授課課程」及「國際合作參與或規劃」等四個面向作為審核標準。



- LII The review criteria for Emerging Faculty Award shall be based on four aspects: “applying for/conducting NSTC projects”, “publishing academic papers with NYSUS as the affiliation”, “offering EMI courses”, and “participating in/planning international cooperation activities.”

第五十三條 新進教師獎勵審查委員會由業務督導副校長擔任召集人，研發長為當然委員，另由校長聘請校內資深傑出研究教授若干人組成之。經審查通過者，陳請校長核定後獎勵。

- LIII The Committee for EFA shall be convened by the senior vice president in charge, and consist of the vice president for Research & Development as an ex-officio member and several senior outstanding professors selected by the President as members. Applicants shall receive the awards after approval from the Committee for EFA and the President subsequently.

## 第二節 積極留任國內優秀學者

### Section 2 Retaining Excellent Faculty

第五十四條 積極留任國內優秀學者需具備下列基本資格之一：

- LIV Faculty meeting one of the following criteria shall be candidates for the award of retention:

一、為本校現任專任教授（研究員）、副教授（副研究員）或助理教授（助理研究員），且為國內頂尖大學、國外著名大學或學術研究機構積極爭取為長期聘任為正式員額之書面證明文件者。

1. being a current full-time (associate/assistant) professor or research fellow at the University, and having received a written offer of a tenure position from a renowned domestic or international university or research institution, or

二、本校教師參與校內合作團隊且表現優異，卻未獲得彈性薪資獎勵之教師。

2. being a member of a research or teaching team with excellent performance, and yet receiving no merit pay

第五十五條 符合第五十四條第一款者，由各系（所、教育中心、學位學程）及學院（含西灣學院、研究學院）經自訂評審推薦程序後，檢附

相關申請資料（申請單位推薦說明書，以及被推薦者個人履歷表、著作目錄、留校服務計畫書），專簽提出申請，並會簽研究發展處及人事室，簽准後送審查委員會審議。核定基數以參考本規範所訂之各獎勵項目獎勵基數為原則，獎勵以一至三年為一期。

- LV Departments, institutes, education centers, degree programs, Si Wan College, and research colleges shall submit the relevant application materials (a recommendation letter of the affiliated unit, personal resume, previous publications, and a plan for continuing service at the University) of faculty meeting the criterion in Subparagraph 1 of Article 54 herein, through each own reviewing procedure, to the ORD and OPS for countersigning before submitting them to the review committee for deliberation. The number of approved merit pay units shall be in principle based on the regulations herein, and the prize term may be from one to three years.

符合第五十四條第二款者，由研究發展處、教務處及全球產學營運及推廣處提列名單，送審查委員會審議。每一團隊獎勵人數上限以 3 人為原則，獎勵基數至多 1.5 個基數，獎勵以一年為一期。

Faculty meeting the criterion in Subparagraph 2 of Article 54 herein shall be recommended by the ORD, OAA, or OGIACA to the review committee for deliberation. At most 3 members from each team may be awarded the merit pay, in principle, with the maximal merit pay unit of 1.5 for one year prize term.

- 第五十六條 審查委員會由校長擔任召集人，並由校長聘請副校長、研發長、教務長、產學長組成之。經審查通過者，陳請校長核定後

- LVI The review committee shall be convened by the President, and consists of the senior vice president, vice president of Research and Development, vice president for Academic Affairs, and vice president for Industry Collaboration. Applicants approved by the review committee will be appointed, after approval from the President.

- 第五十七條 本規範如有未盡事宜，悉依有關法令及本校相關規定辦理。

- LVII Matters not covered herein shall be handled in accordance with relevant laws and University regulations.

第五十八條 本規範經行政會議及校務基金管理委員會通過後實施，修正時亦同。

LVIII These regulations are approved by the Executive Meeting, the University Endowment Fund Management Committee, and the President before implementation. Amendments to these regulations shall follow the same procedure.