

# NATIONAL TAIWAN UNIVERSITY

## Directives Governing Flexible Additional Pay for Faculty Members and Research Fellows

- May 25, 2010 Passed by the 2,624<sup>th</sup> Administrative Meeting;  
June 24, 2010 Passed by the University Endowment Fund Management Committee at its 2<sup>nd</sup> meeting of the year
- June 07, 2011 Passed by the 2,672<sup>nd</sup> Administrative Meeting;  
July 07, 2011 Passed by the University Endowment Fund Management Committee at its 2<sup>nd</sup> meeting of the year
- April 15, 2014 Passed by the 2,807<sup>th</sup> Administrative Meeting;  
May 08, 2014 Passed by the University Endowment Fund Management Committee at its 1<sup>st</sup> meeting of the year
- August 18, 2015 Passed by the 2,870<sup>th</sup> Administrative Meeting;  
January 13, 2016 Passed by the University Endowment Fund Management Committee at its 2<sup>nd</sup> meeting of 2015
- February 27, 2018 Passed by the 2,985<sup>th</sup> Administrative Meeting;  
March 20, 2018 Passed by the 2,988<sup>th</sup> Administrative Meeting;  
March 27, 2018 Passed by the University Endowment Fund Management Committee at its 1<sup>st</sup> meeting of the year
- May 15, 2018 Passed by the 2,995<sup>th</sup> Administrative Meeting;  
June 12, 2018 Passed by the University Endowment Fund Management Committee at its 2<sup>nd</sup> meeting of the year
- May 07, 2019 Passed by the 3,040<sup>th</sup> Administrative Meeting;  
June 13 2019 Passed by the University Endowment Fund Management Committee at its 2<sup>nd</sup> meeting of the year
- November 12, 2019 Passed by the 3,055<sup>th</sup> Administrative Meeting;  
May 7, 2020 Passed by the University Endowment Fund Management Committee at its 1<sup>st</sup> meeting of the year
- August 04, 2020 Passed by the 3,074<sup>th</sup> Administrative Meeting;  
September 30, 2020 Passed by the University Endowment Fund Management Committee at its 2<sup>nd</sup> meeting of the year
- January 05, 2021 Passed by the 3,085<sup>th</sup> Administrative Meeting;  
April 16, 2021 Passed by the University Endowment Fund Management Committee at its 1<sup>st</sup> meeting of the year

Article 1 National Taiwan University (NTU or “the University”) formulates the NTU *Directives Governing Flexible Additional Pay* (“the Additional Pay”) for *Faculty Members and Research Fellows* (“the Directives”) in accordance with the Ministry of Education’s Flexible Salary Program for Recruiting and Retaining Exceptional Talent for Tertiary Educational Institutions to recruit domestic and foreign scholars with remarkable academic achievements to NTU and retain exceptional talent to enhance the quality of education and research at the University.

Article 2 Full-time faculty members at the University (including instructors, research fellows, and professional specialists) who hold a faculty rank equivalent to or higher than instructor, who have outstanding teaching, research, or service performance, and who meet the criteria for Additional Pay stipulated by their home college and the Center for General Education (“the Center”) may be awarded an annual Outstanding Performance Honor with the Additional Pay.

Article 3 Faculty members may begin to receive the Additional Pay by month from August 1 of the year in which the nominations are approved. The payment

standards are as follows:

1. Professors: 20 to 25 points per month
2. Associate professors: 15 to 20 points per month
3. Assistant professors: 10 to 15 points per month
4. Instructors: 5 to 10 points per month

The Additional Pay may be issued for a period of up to three years, which may be extended upon expiry upon review and approval by the affiliated college and the Center.

The Additional Pay shall be suspended during unpaid leave, and shall be reinstated on the day the recipient resumes work in the same academic year, with payments lasting until the conclusion of that academic year. The foregoing notwithstanding, recipients who are seconded to a government agency (organization) may continue to receive payments following review and approval by the Administrative Meeting.

Recipients who are promoted during the award period shall, from the month of the promotion, have their payment amount raised in accordance with their new faculty rank.

Article 4 In principle, 20% of all faculty members at the University (as of February each year) may receive the Additional Pay, but the exact number of recipients may be adjusted in accordance with the project subsidy budget provided by the government.

The award quota shall be determined by the project subsidy budget provided by the government each academic year and shall be assigned to each college and the Center in accordance with the number of faculty members and research fellows at or above the rank of instructor as a percentage of the entire faculty body of the University (as of February 1 each year). Each college and the Center may adjust the number of the Additional Pay recipients in each faculty rank within the total assigned quota.

In consideration of individual performance differences and the needs of different programs, each college and the Center may issue their own additional pay with their self-raised funds, and shall formulate their own review standards and procedures for such additional pay, which shall be implemented upon passage by the Administrative Meeting.

Article 5 Recipients of the Additional Pay shall be nominated by each college and the Center; recipients from the Center for Condensed Matter Sciences shall be nominated by the College of Science; recipients from the Department of Athletics and the Center for Teacher Education shall be nominated by the Center for General Education; and recipients co-appointed by multiple departments, graduate institutes, and/or colleges shall be nominated by the primary appointing college.

Nominations for the Additional Pay recipients shall be submitted according to their assigned number of slots by each college and Center's ad hoc committee. The Additional Pay shall be issued upon review and passage by the Administrative Meeting.

Each college's ad hoc committee shall consist of five members, with the dean of the college serving as the convener and an ex officio member. The

NTU President shall appoint two distinguished professors to the committee as additional ex officio members. The college affairs meeting shall appoint distinguished professors from either the same or a different college to the remaining seats. The same shall apply to the Center's ad hoc committee.

Each college and the Center shall formulate its own review standards and procedures, which shall be submitted to the college (center) affairs meeting for review and then implemented upon passage by the Administrative Meeting.

Article 6 The number of the Additional Pay points per month and the conversion ratio for each point shall be determined in accordance with the project subsidy budget provided by the government each year.

Each college and the Center may apply to transfer unused portions of the budget (up to NT\$600,000 each year) resulting from unfilled slots of the Additional Pay to faculty members and research fellows' additional teaching and research compensation by submitting a special request detailing the reasons for doing so to the NTU President for approval.

Article 7 Recipients of the NTU Chair Professorship Allowance, differential pay, or incentives for newly hired exceptional talent may not concurrently receive the Additional Pay described herein and may only choose to receive the award with the highest remuneration. The foregoing notwithstanding, those whose concurrent recipient status was approved prior to the September 30, 2020 amendments to the Directives may continue to receive both types of remuneration throughout the original approved period.

Remuneration that is funded by each unit's self-raised funds is exempt from the limitations of the preceding paragraph.

Article 8 The Directives shall be passed by the Administrative Meeting and the University Endowment Fund Management Committee and then implemented on the date of promulgation.