

NATIONAL TAIWAN UNIVERSITY

Higher Education SPROUT Project—Standards for the Issuance of Salaries and Wages

(Formerly, National Taiwan University Aim for the Top University Project—Principles for the Issuance of Salaries and Wages)

(Formerly, National Taiwan University Development Plan for World Class Universities and Research Centers of Excellence—Principles for the Issuance of Salaries and Wages)

March 24, 2009	Passed by the 2,567 th Administrative Meeting
August 11, 2009	Passed by the 2,586 th Administrative Meeting
October 19, 2010	Passed by the 2,642 nd Administrative Meeting
November 13, 2012	Passed by the 2,738 th Administrative Meeting
November 17, 2015	Passed by the 2,881 st Administrative Meeting
August 21, 2018	Passed by the 3,008 th Administrative Meeting

- Article 1 National Taiwan University (NTU or “the University”) sets the *NTU Higher Education SPROUT Project* (“the Project”)—*Standards for the Issuance of Salaries and Wages* (“the Standards”) in accordance with Article 3 of the Ministry of Education’s *Principles Governing the Usage of Funds for the Higher Education SPROUT Project* to handle matters related to the Project, for the purpose of improving the quality of education and research at the University.
- Article 2 The scope of salaries and wages as referenced herein shall include the following:
1. The salaries of renowned domestic or overseas scholars, specialists, technical staff, and postdoctoral fellows appointed under the Project
 2. Additional payments issued to quota-based faculty members (including research fellows and specialists) that are not part of their base salary, academic research fees, or supervisory differential pay
 3. The salaries of supernumerary contract employees
 4. Research grants issued to domestic scholars who are on a short-term visit to a research center at the University
- Article 3 Remuneration for project employees appointed under the University’s *Directives for Appointing Distinguished Chair Professors* shall be issued in accordance with the payment standards for the Distinguished Chair Professorship Grant stipulated therein. Upon special signed approval, the maximum salary of internationally renowned scholars who are Nobel Prize winners or foreign national academicians (or the equivalent) may be matched to their previous remuneration in the foreign nation.
- Article 4 Remuneration for project employees appointed under the University’s *Regulations for the Establishment of Chair Professorships* shall be issued in accordance with the payment standards for the Chair Professorship Grant stipulated therein.
- Article 5 Remuneration for project employees appointed under the University’s *Directives for Appointing Contract Faculty Members and Research Fellows with the University Endowment Fund* shall be issued in accordance with the

provisions stipulated therein.

- Article 6 Remuneration for project employees appointed under the University's *Directives Governing Project Subsidies for the Appointment of Postdoctoral Research Fellows and Technical Staff* shall be issued in accordance with the provisions stipulated therein.
- Article 7 Remuneration for visiting faculty members and research fellows may be issued taking into consideration the standards stipulated in either the Executive Yuan's Maximum Remuneration Standards for Foreign Consultants, Specialists, and Scholars Hired by Government Agencies to Work in Taiwan or the *Guidelines for the Recruitment of Visiting Science and Technology Personnel with Subsidies from the Ministry of Science and Technology*, pending approval of the NTU President. Upon special signed approval, remuneration for visiting faculty members and research fellows who are designated as exceptional foreign talent may be matched to their annual salary in the foreign nation, provided that proof of their current salary (or prospective salary for a position of an equivalent faculty rank) is submitted.
- Article 8 The remuneration standards for foreign nationals invited to Taiwan under the Project (including visiting scholars invited by each unit) may be handled in accordance with either of the following provisions:
1. Those whose payments are issued in accordance with either the Executive Yuan's Maximum Remuneration Standards for Foreign Consultants, Specialists, and Scholars Hired by Government Agencies to Work in Taiwan or the *Guidelines for the Recruitment of Visiting Science and Technology Personnel with Subsidies from the Ministry of Science and Technology* and include both work remuneration and living expenses shall be ineligible for additional lecture fees, advisor fees, review fees, consultancy fees, or allowances.
 2. Upon special signed approval, the remuneration standards may be adjusted in accordance with the academic significance and professional expertise of an invited scholar, specialist, technical staff, or postdoctoral fellow based on the budgetary status of each inviting unit. The approved remuneration may not exceed that of the invited person's remuneration at the foreign organization where they previously served.
- Article 9 Research grants for domestic scholars on a short-term visit to a University research center under the Project shall be issued in accordance with NTU's *Directives for Short-Term Domestic Visiting Scholars at University-Level Research Centers*.
- Article 10 The hourly lecture fees for adjunct faculty members, part-time specialists, visiting faculty members, and co-appointed faculty members may be issued in accordance with the Hourly Lecture Fee Standards for Adjunct Faculty Members at Public Tertiary Educational Institutions.
- Article 11 Pursuant to the University's *Directives for Appointing Distinguished Professors and Implementing Their Differential Pay, Directives Governing Flexible Additional Pay for Faculty Members, Directives Governing Incentives for Newly Recruited Exceptional Talents, and Directives*

Governing Additional Compensation for Faculty Members and Research Fellows, additional pay for Distinguished Professorships, flexible additional pay, sign-on bonuses, and additional compensation may be funded by the relevant project budgets.

- Article 12 Remuneration for project employees appointed under the University's *Directives for the Management of Contract Workers* shall be issued in accordance with the provisions therein.
- Article 13 Matters not addressed herein shall be handled in accordance with the applicable R.O.C. and NTU regulations.
- Article 14 The Standards shall be passed by the Administrative Meeting and then implemented on the date of promulgation.