

NATIONAL TAIWAN UNIVERSITY

Directives Governing Additional Compensation for Faculty Members and Research Fellows

- May 16, 2006 Passed by the 2,432nd Administrative Meeting;
June 10, 2006 Passed by the University Council at its 2nd meeting, spring semester, Academic Year 2005–06
- July 03, 2007 Filed by the Ministry of Education (MOE) for reference via official letter Tai Kao (3) Tzu No. 0960098479
- October 02, 2007 Amended and passed by the 2,495th Administrative Meeting;
October 20, 2007 Amended and passed by the University Council at its 1st meeting, fall semester, Academic Year 2007–08
- June 30, 2009 Amended and passed by the 2,581st Administrative Meeting;
October 17 2009 Amended and passed by the University Council at its 1st meeting, fall semester, Academic Year 2009–10
- December 22, 2015 Passed by the 2,886th Administrative Meeting;
January 13, 2016 Passed by the University Endowment Fund Management Committee at its 2nd meeting of 2015
- February 27, 2018 Passed by the 2,985th Administrative Meeting;
May 15, 2018 Passed by the 2,995th Administrative Meeting;
June 12, 2018 Passed by the University Endowment Fund Management Committee at its 2nd meeting of 2018
- February 19, 2019 Amended and passed by the 3,030th Administrative Meeting;
June 13, 2019 Amended and passed by the University Endowment Fund Management Committee at its 2nd meeting of 2019

- Article 1 National Taiwan University (NTU or “the University”) formulates the *NTU Directives Governing Additional Compensation for Faculty Members and Research Fellows* (“the Directives”) in accordance with Article 8 of the *Regulations Governing the Management and Supervision of National University Endowment Funds*, and the Flexible Salary Program for Recruiting and Retaining Exceptional Talent for Tertiary Educational Institutions, for the purpose of improving the quality of education and research at NTU, recruiting domestic and overseas scholars with outstanding academic achievements, and retaining exceptional talent at the University.
- Article 2 Faculty members and research fellows with specific contributions in teaching, research, or service may be awarded additional compensation (“the Additional Compensation”) with the signed recommendation of the dean of their respective college. The recommendation shall then be submitted to an executive vice president and the President of the University for approval. The amount and duration of the award shall be approved by the President, with the maximum award period being three years. Each college may establish a more rigorous set of internal review procedures, in which case the internal review procedures shall take precedence over those set forth in the Directives.
- Article 3 A budget shall be assigned to each college and the Center for General Education (“the Center”) after considering the Higher Education SPROUT Project budget, subsidies from the Ministry of Education (MOE) each year, as well as the proportion of faculty members and research fellows in each college (or the Center) at or above the rank of Instructor as of February 1

each year, with respect to the total number of faculty members and research fellows at or above the rank of Instructor in the University. The budget may be revised by the NTU President and an executive vice president upon considering the number of eligible recipients, as well as the effectiveness of the budget as an incentivizing agent. Each college (or the Center) may apply the budget to the disbursement of the Additional Compensation.

- Article 4 The Additional Compensation shall be disbursed in monthly installments. Recipients of the NTU Chair Professorship Allowance, the NTU Differential Pay for Distinguished Professors (as stipulated in Article 2, Subparagraphs 1 through 4), or the incentives for newly hired exceptional talents may not concurrently be awarded the Additional Compensation unless the aforementioned awards are funded by their respective self-raised funds.
- Article 5 The Additional Compensation shall be funded by the University's self-raised funds, the Higher Education SPROUT Project, or subsidies from the MOE.
- Article 6 Each college (or the Center) may apply any unused budget from the NTU Flexible Additional Pay for Faculty Members and Research Fellows to the disbursement of Additional Compensation.
- Article 7 The Directives shall be passed by the Administrative Meeting and University Endowment Fund Management Committee, and then implemented on the date of promulgation.