

NATIONAL TAIWAN UNIVERSITY
Standards Governing the Funding of Flexible Salaries and
Incentives to Recruit and Retain Exceptional Talent

January 10, 2023 Passed by the 3,138th Administrative Meeting
March 23, 2023 Passed by the 1st University Endowment Fund Management Committee Meeting
of 2023
April 06, 2023 Filed by the Ministry of Education (MOE) for reference via official letter Tai Kao
(5) No. 1120034030
April 10, 2023 Amended and promulgated Articles 1 through 7

(Full amendment history at the end of this document)

Article 1 National Taiwan University (NTU or “the University”) sets the NTU *Standards Governing the Funding of Flexible Salaries and Incentives to Recruit and Retain Exceptional Talent* (“the Standards”) in accordance with the MOE’s Flexible Salary Program for Recruiting and Retaining Exceptional Talent for Tertiary Educational Institutions for the purpose of recruiting domestic and foreign scholars with remarkable academic achievements to NTU and retaining exceptional talent to boost the University’s academic competitiveness.

Article 2 Exceptional paid full-time faculty and research personnel (including faculty members, research fellows, and specialists) who fulfill the criteria stipulated in any of the following NTU directives or regulations are eligible to apply for the University's flexible salaries and incentives ("the Incentives"): *Regulations for the Establishment of Chair Professorships, Directives for Appointing Distinguished Professors and Implementing Their Differential Pay, Directives Governing Flexible Additional Pay for Faculty Members and Research Fellows, Directives Governing Additional Compensation for Faculty Members and Research Fellows, and Directives Governing the Incentives for Newly Hired Exceptional Talent.*

Article 3 Sources of funding and standards of implementation of the Incentives:

1. The Incentives may be funded by the MOE’s Higher Education SPROUT Project, the Executive Yuan’s National Science and Technology Development Fund (NSTDF), subsidies from the MOE, or the University Endowment Fund’s self-raised funds.
2. Flexible pay for each faculty member may be funded by multiple sources.
3. NTU faculty and research personnel shall comply with the eligibility

requirements set by the National Science and Technology Council (NSTC) to receive funding from NSTDF, and they shall submit performance reports accordingly if they receive such funding.

4. Faculty members who simultaneously qualify for the NTU Chair Professorship Allowance, special additional pay for a distinguished professorship, and/or incentives for newly hired exceptional talent, may choose to benefit from only one of these funding schemes. NTU faculty and research personnel who receive funding from the NTU Chair Professorship Allowance, or are qualified for the NTU *Directives for Appointing Distinguished Professors and Implementing Their Differential Pay* in accordance with Article 2, Paragraph 1, Subparagraphs 1 through 4, or are awarded the incentives for newly hired exceptional talent, may not concurrently be recipients of additional teaching and research pay. The foregoing notwithstanding, those whose concurrent recipient status was approved prior to the September 30, 2020 amendments of the Standards may continue to receive both types of remuneration throughout the original approved period.
5. If the Incentives are funded by a unit's self-raised funds, the unit may be exempt from the limitations of the preceding subparagraph._

Article 4 Subsidy quota and minimum pay gap

1. The Incentives' funding quota: The Incentives may be awarded to at most 20% of all accredited full-time faculty members at the University in principle; each year at least 20% of the recipients shall be of a rank equal to or lower than associate professor.
2. The minimum pay gap between the Incentives' recipients and faculty members of the same rank shall be NT\$4,000 per month.
3. The salary conversion/issuance ratio (amount) for flexible pay and incentives may be adjusted on an annual basis in accordance with applicable regulations formulated by MOE/NSTC and the financial status of NTU.
4. With the approval of the NTU President, the standards for the University's flexible additional pay, additional teaching and research pay, and incentives for newly hired exceptional talent may be raised based on individual recipients' specialization, academic significance, special skills, or work experience, as well as salary levels for comparable positions worldwide.

Article 5 Teaching, research, and administrative support provided by the University to faculty and research personnel

Teaching support provided by the University

1. The University's Center for Teaching and Learning Development offers professional development courses and other services to help faculty members fine-tune their teaching competencies and encourage exchanges between peers.
2. The University has a teaching assistantship system in place where qualifying students may assist with teaching activities, including materials preparation, leading of discussions, and grading of assignments.
3. The University's Digital Learning Center has built a digital teaching environment, developed a remote teaching platform, and promoted open-source educational resources to help faculty members in their course digitization and blended learning efforts.

Research support provided by the University

1. The University offers New Faculty Founding Research Grants and research project grants under the Directives for Funding Academic Research Projects by Newly Hired Faculty Members to help new faculty members quickly build an independent research space.
2. Faculty members may request the assistance of postdoctoral fellows and research technicians in their teaching and research efforts under the University's Higher Education SPROUT Project Directives Governing Project Subsidies for the Appointment of Postdoctoral Research Fellows and Technical Staff.

Administrative support provided by the University

1. Planning and construction of housing for scholars and new faculty members to address their accommodation needs; provision of laboratories, basic computing equipment, IT and network services, publishing services, library services, and other resources and services.
2. Development of an all-English campus and creation of an international living environment through bilingual initiatives including translation of webpages, documents, and signage into English.

Article 6 Matters related to the review mechanism and performance requirements for and periodic evaluations of NTU faculty members with exceptional talent as well as other matters not addressed herein shall be handled in accordance with the University's *Regulations for the Establishment of Chair Professorships, Directives for Appointing Distinguished Professors and Implementing Their Differential Pay, Directives Governing Flexible Additional Pay for Faculty Members and Research Fellows, Directives*

Governing Additional Compensation for Faculty Members and Research Fellows, Directives Governing the Incentives for Newly Hired Exceptional Talent, and other applicable regulations.

Article 7 The Standards shall be passed by the Administrative Meeting and University Endowment Fund Management Committee Meeting, implemented on the date of promulgation, and then submitted to the MOE for reference.

(Full Amendment History)

September 21, 2010 Passed by the 2,638th Administrative Meeting
December 31, 2010 Filed by the Ministry of Education (MOE) for reference via official letter Tai Kao (3) Tzu No. 0990219585
June 07, 2011 Passed by the 2,672nd Administrative Meeting;
June 30, 2011 Filed by the MOE for reference via official letter Tai Kao (3) Tzu No. 1000110223
December 08, 2015 Passed by the 2,884th Administrative Meeting;
January 13, 2016 Passed by the 2nd University Endowment Fund Management Committee Meeting of 2016
March 25, 2016 Filed by the MOE for reference via official letter Tai Chiao Kao (3) Tzu No. 1050034494
February 13, 2018 Passed by the 2,984th Administrative Meeting
March 20, 2018 Passed by the 2,988th Administrative Meeting
March 27, 2018 Passed by the 1st University Endowment Fund Management Committee Meeting of 2018
April 10, 2018 Filed by the MOE for reference via official letter Tai Chiao Kao (5) Tzu No. 1070049845
May 15, 2018 Passed by the 2,995th Administrative Meeting
June 12, 2018 Passed by the 2nd University Endowment Fund Management Committee Meeting of 2018
June 27, 2018 Filed by the MOE for reference via official letter Tai Chiao Kao (5) Tzu No. 1070094567
September 03, 2019 Passed by the 3,050th Administrative Meeting
September 25, 2019 Passed by the 3rd University Endowment Fund Management Committee Meeting of 2019
October 15, 2019 Filed by the MOE for reference via official letter Tai Chiao Kao (5) Tzu No. 1080147656
June 23, 2020 Passed by the 3,071st Administrative Meeting
August 04, 2020 Passed by the 3,074th Administrative Meeting
September 30, 2020 Passed by the 2nd University Endowment Fund Management Committee Meeting of 2020
October 16, 2020 Filed by the MOE for reference via official letter Tai Chiao Kao (5) Tzu No. 1090150659
February 02, 2021 Passed by the 3,087th Administrative Meeting
April 16, 2021 Passed by the 1st University Endowment Fund Management Committee Meeting of 2021
December 07, 2021 Passed by the 3,108th Administrative Meeting
December 23, 2021 Passed by the 4th University Endowment Fund Management Committee Meeting of 2021
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