

NATIONAL TAIWAN UNIVERSITY
Regulations for Faculty Members’ and Researchers’
Remuneration other than Base Salary (Seniority Pay) and
Additional Pay and Personnel Expenses for Supernumerary
Employees

February 14, 2023 Passed by the 3,140th Administrative Meeting
March 23, 2023 Amended and passed by the University Endowment Fund Management Committee
at its 1st meeting of 2023

(Full amendment history at the end of this document)

- Article 1 National Taiwan University (NTU or “the University”) formulates the NTU *Regulations for Faculty Members’ and Researchers’ Remuneration other than Base Salary (Seniority Pay) and Additional Pay and Personnel Expenses for Supernumerary Employees* (“the Regulations”) in accordance with Articles 8 and 9 of the *Regulations Governing the Management and Supervision of the University Endowment Funds of National Universities* to meet the University’s developmental needs.
- Article 2 Faculty members’ and researchers’ remuneration outside of their base salary (seniority pay) and additional pay, as referred to herein, shall include the following items:
1. Advisor fees
 2. Chair Professorship Allowances
 3. Distinguished professors’ additional pay
 4. The Excellence in Teaching/Service Award and Outstanding Advisor Award
 5. Hourly lecture fees for lecturers in in-service programs
 6. Subsidies for industrial-academic cooperation and governmental scientific research projects or fees for principal investigators of commissioned research projects
 7. Hourly lecture fees for lecturers in the School of Professional Education and Continuing Studies
 8. Incentives for faculty members to improve the quality of academic research and teaching
 9. Fees for thesis/dissertation advisors and oral defense committee members
 10. Faculty members’ and researchers’ flexible additional pay
 11. Principle investigator’s fees, course planning fees, and handout collation fees for the School of Professional Education and Continuing Studies
 12. Faculty members’ and researchers’ additional teaching and research compensation
 13. Incentives for newly hired exceptional talent
 14. Remuneration for service in a functional management position

15. Other remuneration for supporting the University's various academic and administrative tasks that is issued upon special approval or where the review and approval of the Administrative Meeting is expressly required

Remuneration of less than NT\$20,000 per month per person or less than NT\$10,000 per case per person may be approved by the director of the competent first-level unit; all other forms of remuneration shall be approved by the President of the University.

Due to the prohibition of repeated remuneration for the same work performed, the issuance of remuneration described in each subparagraph of the preceding paragraph shall be formulated separately or processed upon special signed approval.

Article 3 Supernumerary employees' personnel expenses, as referred to herein, are defined as follows:

1. Eligible recipients: Chair professors, distinguished chair professors, visiting personnel, faculty members and researchers hired with the University Endowment Fund's self-raised funds, jointly appointed or co-appointed faculty members and researchers, University-appointed personnel, personnel appointed by individual units, and project-based personnel
2. Remuneration items:
 - 1) Hourly lecture fees for in-service programs and the School of Professional Education and Continuing Studies
 - 2) Remuneration for external personnel (including fees for thesis/dissertation advisors and oral defense committee members, student club advisor fees, and student counseling fees)
 - 3) Personnel expenses for chair professors, distinguished chair professors, visiting personnel, and faculty members and researchers hired with the University Endowment Fund's self-raised funds
 - 4) Personnel expenses for employees hired by the University, employees hired by each unit, and project-based employees
 - 5) Incentives for academic research performance
 - 6) Other forms of remuneration reviewed and approved by the Administrative Meeting
 - 7) Personnel expenses for other employees hired with special approval that exceed the Table of Salary Levels for University-Appointed Personnel shall be reviewed and passed by the University-Appointed Personnel Review Committee; only expenses that fall within the Table may be approved by the director of the competent first-level unit instead.

Article 4 Funding for the remuneration referred to herein shall be sourced entirely from the University's self-raised funds.

Article 5 The total amount of remuneration covered by the University's self-raised funds—including faculty members' and researchers' remuneration besides

their base salary (seniority pay) and additional pay, supernumerary employees' personnel expenses, and administrative staff's performance-linked remuneration—shall account for no greater than 50% of the finalized self-raised fund accounts in the most recent year.

Article 6 Matters not addressed herein shall be handled in accordance with applicable regulations.

Article 7 The Regulations shall be passed by the Administrative Meeting and the University Endowment Fund Management Committee and then implemented on the date of promulgation.

(Note: Pursuant to the MOE's official letter Tai Chiao Kao (3) Tzu No. 1050034494 issued on March 25, 2016, the Regulations do not require submission to the MOE for reference.)

Full Amendment History

September 30, 2008	Passed by the 2,543 rd Administrative Meeting
October 07, 2008	Passed by the University Endowment Fund Management Committee at its 3 rd meeting
December 03, 2008	Filed by the Ministry of Education (MOE) for reference via official letter Tai Kao (3) Tzu No. 0970244084
April 21, 2009	Passed by the 2,571 st Administrative Meeting
September 17, 2009	Amended and passed by the University Endowment Fund Management Committee at its 2 nd meeting
December 24, 2009	Filed by the MOE for reference via official letter Tai Kao (3) Tzu No. 0980218992
December 22, 2015	Passed by the 2,886 th Administrative Meeting
January 13, 2016	Amended and passed by the University Endowment Fund Management Committee at its 2 nd meeting of 2015
March 20, 2018	Passed by the 2,988 th Administrative Meeting
March 27, 2018	Amended and passed by the University Endowment Fund Management Committee at its 1 st meeting of 2018
April 30, 2019	Passed by the 3,039 th Administrative Meeting
June 13, 2019	Amended and passed by the University Endowment Fund Management Committee at its 2 nd meeting of 2019
March 29, 2022	Passed by the 3,116 th Administrative Meeting
April 22, 2022	Amended and passed by the University Endowment Fund Management Committee at its 1 st meeting of 2022