

NATIONAL TAIWAN UNIVERSITY

Directives for Appointing Distinguished Professors and Implementing Their Differential Pay

August 15, 2023 Passed by the 3,151th Administrative Meeting
September 13, 2023 Passed by the University Endowment Fund Management Committee at its 2st
meeting of 2023
September 20, 2023 Promulgation of amended Articles 2

(Full amendment history at the end of this document)

Article 1 National Taiwan University (NTU or “the University”) formulates the NTU Directives for Appointing Distinguished Professors and Implementing Their Differential Pay (“the Directives”) in accordance with the Ministry of Education's ("MOE's") Flexible Salary Program for Recruiting and Retaining Exceptional Talent for Tertiary Educational Institutions to enhance the competitiveness of education and research at the University.

Article 2 Quota-based full-time paid professors with good teaching, research, and service performance who meet any of the following criteria may be appointed as distinguished professors by the University:

1. Having been appointed as an academician by the Academia Sinica.
2. Having been awarded an MOE National Chair Professorship.
3. Having received an MOE Academic Award.
4. Having received the Outstanding Research Award by the National Science and Technology Council (or its predecessor agencies, the Ministry of Science and Technology, and the National Science Council, collectively "NSTC") at least twice, and having subsequently conducted a project of Merit NSTC Research Fellow Award (at least three years after receiving the award a second time, having conducted other single NSTC research project with the principal investigator fee equal to or exceeding the project budget of Merit NSTC Research Fellow Award, may be considered as conducting a project of Merit NSTC Research Fellow Award).
5. Having received the NTU Distinguished Teaching Award three times or more, provided that at least two of them were awarded while the candidate was serving as a full professor. Winning an MOE Distinguished Award for General Education Teachers or an MOE Excellent Teacher Award may be considered as receiving a NTU Outstanding Teaching Award.
6. Having garnered significant international recognition equivalent to

meeting the criteria set forth in Subparagraphs 1 through 5 or 7 herein, and determined by the University through special approval.

7. Holding evaluation-exempt status or having served as a full professor for at least five years, in addition to meeting the criteria for distinguished professorship stipulated by the affiliated college.
8. Holding evaluation-exempt status and having made major professional and practical contributions to society with concrete achievements.

The rights and interests of and re-review schedule and quota for distinguished professors appointed under Subparagraph 6 of the preceding paragraph shall apply mutatis mutandis to applicable regulations governing the equivalent eligibilities.

The Directives herein may apply mutatis mutandis to quota-based full-time paid research fellows and professor rank specialists, who may respectively be appointed as distinguished research fellows and distinguished professor rank specialists.

Article 3 The payment standards for NTU distinguished professors' monthly differential pay are as follows:

1. Those who meet the criterion stipulated in Article 2, Paragraph 1, Subparagraph 1: 100 points per month
2. Those who meet the criterion stipulated in Article 2, Paragraph 1, Subparagraph 2: 80 points per month
3. Those who meet the criterion stipulated in Article 2, Paragraph 1, Subparagraph 3: 60 points per month
4. Those who meet the criterion stipulated in Article 2, Paragraph 1, Subparagraph 4: 40 points per month
5. Those who meet the criterion stipulated in Article 2, Paragraph 1, Subparagraph 5: 30 points per month
6. Those who meet the criterion stipulated in Article 2, Paragraph 1, Subparagraph 7: 30 points per month
7. Those who meet the criterion stipulated in Article 2, Paragraph 1, Subparagraph 8: 30 points per month

The conversion ratio for NTU distinguished professors' differential pay points shall be determined in accordance with the project subsidy budget provided by the government each year.

Those appointed by NTU as distinguished professors under Article 2, Paragraph 1, Subparagraphs 1 through 5 or Subparagraph 6 if their eligibility

is equivalent to those under Subparagraphs 1 through 5 shall be entitled to the differential pay from the starting date of appointment approved by NTU.

Current recipients of NTU differential pay who meet the criteria for a higher differential pay may, following the applicable administrative and approval procedures, be issued by NTU the higher differential pay from the date of change of appointment approved by NTU.

Differential pay for newly hired faculty members employed less than one year ago who are appointed by NTU as distinguished professors shall be issued differential pay retroactively from the starting date of their appointment.

Those appointed as distinguished professors under Article 2, Paragraph 1, Subparagraph 7 or 8 shall be issued monthly differential pay starting from August 1 of the year in which their nominations are approved.

NTU distinguished professors who are awarded an NTU Chair Professorship under the University's Regulations for the Establishment of Chair Professorships may retain both titles simultaneously, but they may only be entitled to either the differential pay or the NTU Chair Professorship Allowance, whichever is higher.

Article 4 Payment regulations for NTU differential pay shall be as follows:

1. Those appointed by NTU as distinguished professors under Article 2, Paragraph 1, Subparagraph 1 may be issued differential pay until their retirement or resignation without further review.
2. Those appointed by NTU as distinguished professors under Article 2, Paragraph 1, Subparagraph 2 or 3 shall be reviewed every five years; those appointed under Article 2, Paragraph 1, Subparagraph 4 or 5 shall be reviewed every four years. Those passing the review may continue to receive the differential pay. Those who do not pass the review shall retain the title of distinguished professor without receiving differential pay. The calculation of the aforementioned re-review deadlines may exclude periods during which differential pay is suspended. Those applying for a re-review under Article 2, Paragraph 1, Subparagraph 5 in or after 2020 or under Article 2, Paragraph 1, Subparagraph 4 in or after 2022 shall meet the additional requirements stipulated in the relevant subparagraph.
3. Those appointed by NTU as distinguished professors under Article 2, Paragraph 1, Subparagraph 7 or 8 may be entitled to differential pay for three years. The recipient may be issued differential pay upon expiry if they meet the eligibility under the same subparagraph and are

recommended and passed under Article 6, Paragraph 1, Subparagraphs 3 and 4. Those whose recommendations are not passed shall retain the title of distinguished professor without receiving differential pay.

The University establishes the Review Committee for Distinguished Professors' Differential Pay ("the Committee") for the distinguished professors re-review under Subparagraph 2 of the preceding paragraph.

The Committee shall consist of several internal and external scholars and experts in related fields appointed by the NTU President, with the Executive Vice President serving as convener.

During the recommendation process for distinguished professorships (reviewing Subparagraph 7 eligibility), faculty members' and research fellow's flexible additional pay, or distinguished professorship review panels for Subparagraph 6 or 8 (reviewing Subparagraph 6 or 8 eligibility respectively), each college and the Center for General Education ("the Center") as well as the distinguished professorship review panels for Subparagraph 6 or 8 shall forward the reports submitted by distinguished professors requiring re-review that year to the Committee for processing the re-review.

NTU distinguished professors may retain their title on unpaid leave, during which their differential pay shall be suspended until the day they resume salary. The foregoing notwithstanding, those temporarily transferred to a government agency (organization) may continue to receive differential pay on unpaid leave with the approval of the Administrative Meeting.

Those appointed as distinguished professors under Article 2, Paragraph 1, Subparagraph 7 or 8 may only reapply for differential pay under the same subparagraph for cumulative three years of receiving differential pay before and after unpaid leave. The preceding restriction shall not extend to those applying under Article 2, Paragraph 1, Subparagraphs 1 through 5.

Article 5 In principle, the number of NTU distinguished professors receiving differential pay shall be 250 each academic year, but the exact number may be adjusted by the Personnel Office based on the University's budgetary conditions and the number of quota-based full-time paid professors as of February 1 each year.

1. The number of distinguished professors appointed under Article 2, Paragraph 1, Subparagraphs 1 through 5 shall be determined by the actual

number of eligible candidates.

2. The upper-limit number of distinguished professors appointed by each college and the Center under Article 2, Paragraph 1, Subparagraph 7 shall be the total quota of distinguished professors minus the number of candidates who still qualify under Article 2, Paragraph 1, Subparagraphs 1 through 7 on the academic year. The distributed number shall be calculated and based on the ratio of quota-based full-time paid professors (including research fellows and professor rank specialists) as of February 1 each year, and shall subtract the number of those approved under Article 2, Paragraph 1, Subparagraph 6 as equivalent to Subparagraph 7 in the previous year. Colleges and the Center that are distributed zero slots under the preceding calculation may receive one slot with the approval of the Administrative Meeting. Each college and the Center may transfer unfilled recommendation quota to the quota for faculty members' flexible additional pay.
3. In principle, the number of distinguished professors appointed by NTU under Article 2, Paragraph 1, Subparagraph 8 shall be 10.

Article 6 The procedures for appointing distinguished professors are as follows:

1. The appointment of NTU distinguished professors shall be processed by each college; the appointment of distinguished professors from the Center for Condensed Matter Sciences shall be processed by the College of Science; the appointment of distinguished professors from the Department of Athletics and the Center for Teacher Education shall be processed by the Center for General Education; the appointment of distinguished professors appointed by multiple departments, graduate institutes, and/or colleges shall be processed by the chief appointing college.
2. The recommendations of NTU professors qualifying under Article 2, Paragraph 1, Subparagraphs 1 through 5, along with the proof of eligibility, shall be submitted by each college and the Center to the Administrative Meeting for review and approval, after which the recommended candidates may be appointed, and their appointment shall be reported to the Faculty Evaluation Committee for reference.
3. The recommendations of NTU professors qualifying under Article 2, Paragraph 1, Subparagraph 6 or 8, along with their proof of eligibility, shall be submitted by each college and the Center to the distinguished professorship review panels for Subparagraph 6 or 8 consisting of the Executive Vice President (the convener), the Vice President for Research and Development, and several professors, scholars, and experts in related

fields. Candidates may then be appointed, and their appointment shall be reported to the Faculty Evaluation Committee for reference following the approval of the Administrative Meeting.

4. Those qualifying under Article 2, Paragraph 1, Subparagraph 7 shall be recommended by the Distinguished Professorship Review Committee of each college and the Center by the end of June each year in accordance with the college/Center's own guidelines and within the distributed quota. Candidates may then be appointed following review and approval by the Administrative Meeting and the Faculty Evaluation Committee.

Each college shall establish a Distinguished Professorship Review Committee consisting of five members, with the College Dean serving as the convener and an ex officio member. Two distinguished professors appointed by the NTU President shall serve as additional ex officio members, and the remaining seats shall be filled by other distinguished professors in the same or a different college who are selected by the college affairs meeting. The same shall apply mutatis mutandis to the Center.

Each college and the Center shall formulate its own appointment standards and review procedures, which shall be promulgated and implemented upon approval by the Administrative Meeting. However, revisions made in accordance with the Directives may be implemented with the approval of the Executive Vice President through applicable administrative procedures without requiring the submission to the Administrative Meeting for approval.

During the recommendation process, each college and the Center shall submit candidates' curricula vitae, publications, significant works, and relevant documents of proof of concrete teaching/research achievements or major professional/practical contributions.

Article 7 NTU Faculty members appointed as distinguished professors shall be awarded a trophy and an official appointment letter by the University.

Article 8 Matters not addressed herein shall be handled in accordance with other applicable regulations.

Article 9 The Directives shall be passed by the Administrative Meeting and the meeting of University Endowment Fund Management Committee and then implemented on the date of promulgation.

(Full Amendment History)

June 10, 2006	Passed by the University Council;
November 01, 2006	Filed by the MOE for reference via official letter Tai Kao (3) Tzu No. 0950151618
May 22, 2007	Passed by the 2,481st Administrative Meeting;
May 25, 2007	Passed by the Faculty Evaluation Committee at its 8th meeting, Academic Year 2006–07
June 16, 2007	Passed by the University Council;
September 17, 2007	Filed by the MOE for reference via official letter Tai Kao (3) Tzu No. 0960139908 (Amended Article 2, Paragraph 3; Article 3, Subparagraphs 1 through 4; and Articles 4 through 6)
June 14, 2008	Passed by the University Council;
October 02, 2008	Filed by the MOE for reference via official letter Tai Kao (3) Tzu No. 0970193368 (Amended Article 1; Article 2, Paragraph 2; Article 4, Paragraph 2; Article 7; and Article 9 were promulgated as is without being filed for reference.)
July 31, 2009	Passed by the Faculty Evaluation Committee at its 9th meeting, Academic Year 2008–09;
August 25, 2009	Passed by the 2,587th Administrative Meeting
October 17, 2009	Passed by the University Council at its 1st meeting, fall semester, Academic Year 2009–10;
May 31, 2010	Passed by the Faculty Evaluation Committee at its 7th meeting, Academic Year 2009–10
June 01, 2010	Passed by the 2,625th Administrative Meeting;
June 19, 2010	Passed by the University Council at its 2nd meeting, spring semester, Academic Year 2009–10;
July 20, 2012	Passed by the Faculty Evaluation Committee at its 9th meeting, Academic Year 2011–12
August 28, 2012	Passed by the 2,727th Administrative Meeting;
October 13, 2012	Passed by the University Council at its 1st meeting, fall semester, Academic Year 2012–13;
May 23, 2014	Passed by the Faculty Evaluation Committee at its 7th meeting, Academic Year 2013–14
May 27, 2014	Passed by the 2,813th Administrative Meeting;
June 14, 2014	Passed by the University Council at its 2nd meeting, spring semester, Academic Year 2013–14;
July 27, 2015	Passed by the Faculty Evaluation Committee at its 10th meeting, Academic Year 2014–15
August 18, 2015	Passed by the 2,870th Administrative Meeting;
October 17, 2015	Passed by the University Council at its 1st meeting, fall semester, Academic Year 2015–16;
December 18, 2015	Passed by the Faculty Evaluation Committee at its 3rd meeting, Academic Year 2015–16
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;
March 19, 2016	Passed by the University Council at its 1st meeting, spring semester, Academic Year 2015–16
March 20, 2018	Passed by the 2,988th Administrative Meeting;
March 27, 2018	Passed by the University Endowment Fund Management Committee at its 1st meeting of 2018
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	Passed by the 3,030th Administrative Meeting;
May 17, 2019	Passed by the 3,040th Administrative Meeting;
June 13, 2019	Passed by the University Endowment Fund Management Committee at its 2nd meeting of 2019
September 17, 2019	Passed by the 3,051st Administrative Meeting;
September 25, 2019	Passed by the University Endowment Fund Management Committee at its 3rd meeting of 2019

January 21, 2020	Passed by the 3,060th Administrative Meeting;
April 14, 2020	Passed by the 3,066th Administrative Meeting;
May 07, 2020	Passed by the University Endowment Fund Management Committee at its 1st meeting of 2020
September 01, 2020	Passed by the 3,076th Administrative Meeting;
September 15, 2020	Passed by the 3,077th Administrative Meeting;
September 30, 2020	Passed by the University Endowment Fund Management Committee at its 2nd meeting of 2020
February 02, 2021	Passed by the 3,087th Administrative Meeting;
April 13, 2021	Passed by the 3,091st Administrative Meeting;
April 16, 2021	Passed by the University Endowment Fund Management Committee at its 1st meeting of 2021
January 10, 2023	Passed by the 3,138 th Administrative Meeting
March 23, 2023	Passed by the University Endowment Fund Management Committee at its 1 st meeting of 2023
March 29, 2023	Promulgation of amended Articles 1 through 9