

National Tsing Hua University College of Technology Management
CTM Merit Pay Review Regulations for Recruiting and Retaining Special, Outstanding, and Talented Faculty Members

Approved at the College 3rd Faculty Review Committee for the 2014 academic year on
March 17, 2015

Approved at the University 5th Faculty Review Committee for the 2014 academic year on
April 23, 2015

Article 1 These Regulations are based on the Paragraph 3, Article 7, of the National Tsing Hua University Principles for Recruiting and Retaining Special Talents with Flexible Salary and Incentive Grants.

Article 2 The College's Faculty Flexible Salary Review Committee (hereinafter referred to as the "Committee") is established to review **applications by full-time faculty members of each department** for special outstanding faculty member flexible salary incentives, and to submit a list of recommendations to the university before the prescribed deadline. The Committee shall be convened and chaired by the Dean of the College; the President shall designate a chair professor as an ex-officio member; and the Dean shall invite three to five impartial individuals with outstanding performance in related fields from within and/or outside the University. The meeting shall be held only when two-thirds or more of all members are present; Committee resolutions shall only pass when one-half or more of members present agree.

Article 3 The amount of flexible salary incentive for special outstanding faculty members is determined by the University regulations as follows:

(1) Distinguished professors and above:

1. National Tsing Hua University Distinguished Chair Professor with one of the following conditions: 8-13 points per month, in principle.
 - (1) Ministry of Education National Professorship.
 - (2) Received other academic honors or achievements of an equivalent level.
2. National Tsing Hua University Chair Professor with academic honors from the Ministry of Education: 6-11 points per month, in principle.
3. National Tsing Hua University Chair Professor with one of the following conditions: 4-9 points per month, in principle.
 - (1) Received an Appointed Outstanding Research Award from the Ministry of Science and Technology.
 - (2) Received three Outstanding Research Awards from the Ministry of Science and Technology.

(3) Received two Outstanding Research Awards from the Ministry of Science and Technology and two Outstanding Teaching Awards from the University.

(4) Received other academic honors or achievements of an equivalent level.

4. Distinguished Professor: 2-7 points per month, in principle.

(2) Current faculty members with outstanding performance: 1-4 points per month, in principle.

(3) The conversion rate for each aforementioned point shall be set by the University, in accordance with the annual funding situation.

Article 4 Performance by special outstanding faculty members includes teaching, research, advising, and service aspects. The number of assistant professors shall not be less than 5% of the faculty members, and in principle, no more than 5% of the faculty members with outstanding teaching performance, or faculty members with outstanding counseling and service performance, will be approved.

Article 5 The Committee shall consider applications and award points **based on the number of faculty members approved by the University**. Within the limits of the categories set by the University, the number of award points may be adjusted in accordance with faculty members' diverse performance.

Article 6 Any matters not covered in these Regulations shall be resolved by the Committee.

Article 7 These Regulations shall be approved by the College's Faculty Review Committee and sent to the University's Faculty Review Committee for approval and implementation; the same shall apply to amendments.

Article-by-article description of the draft of CTM Merit Pay Implementation Program for Recruiting and Retaining Special, Outstanding, and Talented Faculty Members

Article	Description
<p>Article 1 The Program is based on the Paragraph 3, Article 7, Principles for Recruiting and Retaining Special Talents with Flexible Salary and Incentive Grants of National Tsing Hua University.</p>	<p>Basis and source of these Regulations.</p>
<p>Article 2 The College’s Faculty Flexible Salary Review Committee (hereinafter referred to as the “Committee”) is established to review applications by full-time faculty members of each department for special outstanding faculty member flexible salary incentives, and to submit a list of recommendations to the university before the prescribed deadline.</p> <p>The Committee shall be convened and chaired by the Dean of the College; the President shall designate a chair professor as an ex-officio member; and the Dean shall invite three to five impartial individuals with outstanding performance in related fields from within and/or outside the University. The meeting shall be held only when two-thirds or more of all members are present; Committee resolutions shall only pass when one-half or more of members present agree.</p>	<p>Stipulates composition and operation of the College’s Faculty Review Committee.</p>
<p>Article 3 The amount of flexible salary incentive for special outstanding faculty members is determined by the University regulations as follows:</p> <p>(1) Distinguished professors and above:</p> <ol style="list-style-type: none"> 1. National Tsing Hua University Distinguished Chair Professor with one of the following conditions: 8-13 points per month, in principle. <ol style="list-style-type: none"> (1) Ministry of Education National Professorship. (2) Received other academic honors or achievements of an equivalent level. 2. National Tsing Hua University Chair Professor with academic honors from the Ministry of Education: 6- 	<p>Defines the criteria for awarding various types of special outstanding faculty members.</p>

<p>11 points per month, in principle.</p> <p>3. National Tsing Hua University Chair Professor with one of the following conditions: 4-9 points per month, in principle.</p> <p>(1) Received an Appointed Outstanding Research Award from the Ministry of Science and Technology.</p> <p>(2) Received three Outstanding Research Awards from the Ministry of Science and Technology.</p> <p>(3) Received two Outstanding Research Awards from the Ministry of Science and Technology and two Outstanding Teaching Awards from the University.</p> <p>(4) Received other academic honors or achievements of an equivalent level.</p> <p>4. Distinguished Professor: 2-7 points per month, in principle.</p> <p>(2) Current faculty members with outstanding performance: 1-4 points per month, in principle.</p> <p>(3) The conversion rate for each aforementioned point shall be set by the University, in accordance with the annual funding situation.</p>	
<p>Article 4 Performance by special outstanding faculty members includes teaching, research, advising, and service aspects. The number of assistant professors shall not be less than 5% of the faculty members, and in principle, no more than 5% of the faculty members with outstanding teaching performance, or faculty members with outstanding counseling and service performance, will be approved.</p>	<p>Specifies aspects of evaluation, and proportional principle of incentive recipients by status and performance.</p>
<p>Article 5 The Committee shall consider applications and award points based on the number of faculty members approved by the University. Within the limits of the categories set by the University, the number of award</p>	

<p>points may be adjusted in accordance with faculty members' diverse performance.</p>	
<p>Article 6 Any matters not covered in these Regulations shall be resolved by the Committee.</p>	
<p>Article 7 These Regulations shall be approved by the College's Faculty Review Committee and sent to the University's Faculty Review Committee for approval and implementation; the same shall apply to amendments.</p>	<p>Deliberation and review procedure.</p>