

Regulations Governing Flexible Compensation Support for Recruiting and Retaining Exceptional Talent at Chung Yuan Christian University

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Article 1. To recruit and retain exceptional domestic and international talent, Chung Yuan Christian University (hereinafter referred to as the University) has formulated regulations (hereinafter referred to as the Regulations) in accordance with the Ministry of Education's "Guidelines for Flexible Compensation Plan for Recruiting and Retaining Exceptional Talents in Colleges and Universities" and applicable University regulations.

Article 2. The flexible compensation plan applies to the following individuals:

1. Current full-time faculty members at the University who meet the qualifications stipulated in Article 3 of the Regulations.
2. Newly hired full-time exceptional faculty members (those who have served the University for less than one year) are eligible for flexible compensation funded by the budgets of government agencies. These individuals must be hired in the country for the first time and exclude those who are reappointed after retirement from public academic institutions and government agencies. Those who receive flexible compensation from the University's self-financed funds are not subject to these restrictions.

The term "flexible compensation," as mentioned in the preceding paragraph, refers to additional allowances paid without altering the basic salary structure, which includes the current monthly salary, academic research fees, and additional payments for serving in various supervisory positions.

Chair Professors and Emeritus Professors who have received incentives are not eligible for flexible compensation for exceptional teachers, as specified in Paragraph 2 of Article 3 of the Regulations. Additionally, any on-campus or off-campus reward regulations that prohibit duplicate incentives must be followed.

Article 3. Eligibility Criteria for Flexible Compensation

The eligibility criteria for flexible compensation are aligned with the University's regulations for the selection of Yushan Fellows, Yushan Young Fellows, Hsueh Shan Award recipients, Yushan Award recipients, and Baiyue Award recipients. Additionally, the criteria align with Emeritus Professor appointment regulations, distinguished professor appointment regulations, outstanding teacher recruitment and reward regulations, research

outstanding teacher selection and reward regulations, regulations for rewarding teachers' research outcomes, regulations for rewarding teachers' creative achievements, regulations for selecting teachers with exceptional teaching, regulations for selecting and rewarding outstanding advisors, regulations for rewarding teachers with exceptional service learning, and other review standards stipulated in the University's applicable flexible compensation reward measures.

Teachers who meet the following criteria are eligible for flexible compensation for outstanding contributions:

1. Those who meet the eligibility criteria stipulated in the flexible compensation directives for outstanding teaching contributions may be recommended as candidates for outstanding teaching awards.
2. Those who meet the eligibility criteria stipulated in the flexible compensation directives for outstanding contributions to research (including industry and academia) may be recommended as candidates for outstanding research awards.
3. Those who meet the eligibility criteria stipulated in the flexible compensation directives for outstanding contributions to services (including counseling) may be recommended as candidates for outstanding service awards.

Article 4. Recommendation Procedure

Individuals who meet the eligibility criteria in Paragraph 1 of Article 3 of the Regulations shall follow the recommendation procedures outlined in the Regulations.

Teachers who meet the eligibility criteria in Paragraph 2 of Article 3 of the Regulations may be recommended to the relevant committees of the Office of Academic Affairs, the Office of Research and Development, and the Office of Academic Affairs through their respective departments (institutes, offices, centers) and colleges based on their outstanding contributions in teaching, research, and service. These recommendations shall be submitted to the Flexible Compensation Review Committee for final review after preliminary evaluation by the relevant committees.

Article 5. Review Mechanism

1. For the eligibility review for flexible compensation in Paragraph 1 of Article 3 of the Regulations, the responsible units are as follows:
 - (1) Yushan Fellow and Yushan Young Fellow recommendations are reviewed and approved by the University's specific project review committee, with the results submitted to the University President for final approval.
 - (2) Hsueh Shan Award, Yushan Award, and Baiyue Award recommendations are reviewed

by the University's respective award review committees.

(3) Recommendations of Chung Yuan Chair Professors are submitted to the Chairman of the Board for final approval after being reviewed and approved by the University's Chair Professor Review Committee.

(4) Emeritus Professors are carefully selected by the University President and submitted to the Chairman of the Board for approval.

(5) Recommendations of Distinguished Professors are reviewed by the University's Distinguished Professor Review Committee.

(6) The recruitment of outstanding teachers is reviewed by the University's Research Promotion Committee and approved by the University President.

(7) Outstanding research teachers are reviewed by the University's Research Outstanding Teacher Selection and Award Committee.

(8) The method for rewarding teachers' research achievements is reviewed by the University's Research Promotion Committee.

(9) The method for rewarding teachers' creative achievements is reviewed by the University's Research Promotion Committee.

(10) Teachers with exceptional teaching performance are reviewed by the University's Exceptional Teaching Review Committee.

(11) Outstanding advisors are reviewed by the University's Outstanding Advisor Review Committee.

(12) Exceptional service learning teachers are reviewed by the University's Service-Learning Steering Committee.

2. The eligibility review for flexible compensation outlined in Article 3 of the Regulations shall assess the outstanding contributions of in-service teachers in the categories of teaching, research (including industry and academia), and services (including counseling). This review process is conducted separately by the Teaching Excellence Teacher Evaluation Committee, the Research Promotion Committee, and the Service Performance Review Committee. These committees are responsible for the deliberation and preparation of a recommendation list. Subsequently, the "Flexible Compensation Review Committee" will conduct a comprehensive evaluation of teachers' performance. Based on this evaluation, a list of winners and recommended reward amounts is compiled, taking budgets into account, and submitted to the University President for approval.

Article 6. The "Flexible Compensation Review Committee" referred to in the Regulations shall comprise nine to fifteen members. The President shall serve as the ex-officio member and convener, with the Vice President, Provost, Director of Student Affairs, Director of Research and Development, and Secretary-General also serving as ex-officio members.

The Director of Human Resources shall act as the executive secretary and attend meetings. Additionally, each College shall recommend one professor to serve as a member. Other members shall include professors with outstanding academic performance, as well as external scholars and experts selected by the President. Committee members are appointed for one year and may be re-elected. During meetings, heads of relevant units may also be invited to attend.

Article 7. Performance Requirements and Periodic Evaluation Mechanism

1. Performance requirements:

Teachers receiving subsidies for outstanding contributions are expected to maintain outstanding performance in teaching, research, and service. They must consistently meet or exceed the qualification standards outlined in Article 3 of the Regulations. These standards shall be subject to periodic evaluation by the University.

2. Evaluation mechanism:

(1) Yushan Fellows and Yushan Young Fellows: Managed in accordance with the guidelines established by the Ministry of Education.

(2) Chung Yuan Chair Professors: Full-time Chair Professors are subject to review every three years. Part-time Chair Professors undergo yearly evaluations as per the Chair Professor establishment regulations.

(3) Emeritus Professors: Evaluated annually and reviewed every four years in accordance with the Emeritus Professors establishment regulations.

(4) Distinguished Professors: Reviewed every three years and evaluated annually based on the regulations for distinguished professor establishment.

(5) Recruitment of Outstanding Teachers: Reviewed every three years and evaluated annually following the reward regulations for recruiting outstanding teachers.

(6) Awards such as the Hsueh Shan Award, Yushan Award, Baiyue Award, Outstanding Research Teacher Award, Teacher Research Achievements Award, Teacher Creative Achievements Award, Outstanding Teaching Award, Excellent Advisor Award, and Service-Learning Outstanding Teacher Award, as well as various outstanding contribution awards to teachers receiving flexible compensation, are reviewed annually.

Article 8. Payment Standards

1. Yushan Fellow and Yushan Young Fellow Awards: Payment shall be administered in accordance with the funds approved by the Ministry of Education.

2. Hsueh Shan Award/Yushan Award/Baiyue Award: Awards are granted in accordance with the establishment regulations for the Hsueh Shan Award/Yushan Award/Baiyue Award.

3. Chung Yuan Chair Professors Award:

- (1) Full-time Chair Professors: NT\$300,000 to NT\$1 million per person per year.
 - (2) Part-time Chair Professors: Up to NT\$700,000 per person per year.
 4. Emeritus Professor Award: Up to 25% of the annual salary of the professor or visiting professor.
 5. Distinguished professor Incentive: NT\$360,000 per person per year.
 6. Outstanding Teacher Recruitment Incentive: Payment will be made in accordance with the award regulations for recruiting outstanding teachers.
 7. Outstanding Research Teacher Incentive: Compensation is disbursed in accordance with the selection and award regulations for outstanding research teachers.
 8. Teachers' Research Achievement Incentive: Compensation adheres to the award regulations for teachers' research achievements.
 9. Teachers' Creative Achievement Incentive: Compensation adheres to the award regulations for teachers' research and creative achievements.
 10. Incentive for Teachers with Exceptional Teaching: Each recipient is eligible to receive between NT\$30,000 and NT\$120,000.
 11. Incentive for Outstanding Advisors: Each recipient is eligible to receive between NT\$30,000 and NT\$120,000.
 12. Incentive for Exceptional Service Learning Teachers: Each recipient is eligible to receive NT\$30,000.
 13. Flexible Compensation Incentives for Teachers with Outstanding Contributions: Reviewed annually by the Flexible Compensation Review Committee and approved by the University President based on available funding. Repetitive awards to the same recipients should be prevented across all categories.
- Special contributors to domestic and foreign teaching, research, and industry-university cooperation may receive flexible compensation aligned with international standards for talent in their respective fields and ranks.

Article 9. Funding Sources and Allocation Guidelines

1. Funding sources:

(1) The incentives outlined in subparagraphs 2 to 12 of Article 8, Paragraph 1, shall be financed by the University's internal funds or other sources that can be designated for flexible compensation.

(2) Flexible compensation for Yushan Fellows, Yushan Young Fellows, and various teachers with outstanding contributions shall adhere to the subsidy guidelines set forth by the Ministry of Education's "Higher Education Sprout Project" or related project funding directives. Additional allocations may be authorized by the University President, subject to funding.

2. Expenditure Allocation Ratio:

(1) Utilization of government subsidies or funds raised by the University shall adhere to existing regulations.

(2) Allocation of funds from the "Higher Education Sprout Project" subsidized by the Ministry of Education (including supplementary funding from the University) for teaching, research (including industry and academia), and services (including counseling) shall follow a ratio of 5:2:3 for teachers with outstanding contributions.

Article 10. Salary Disparity Ratio, Payment Schedule, and Compensation Ratio for Teachers with Outstanding Contributions

1. The maximum disparity between the annual salary of award-winning exceptional teachers and that of teachers at the same rank in the University:

(1) For example, for the rank of professor with a basic salary of NT\$770, the maximum disparity between the annual salary of exceptional teachers who receive subsidies and the salary of professors at the same rank in the University is approximately 3.26:1.

(2) For example, for the rank of associate professor with a basic salary of NT\$710, the maximum disparity between the annual salary of outstanding teachers who receive subsidies and the annual salary of associate professors at the same rank in the University is approximately 2.632:1.

(3) For example, for the rank of assistant professor with a basic salary of NT\$650, the maximum disparity between the annual salary of outstanding teachers who receive subsidies and the annual salary of assistant professors at the same rank in the University is approximately 2.798:1.

2. Award Approval Period:

(1) Yushan Fellows: Approved in accordance with Ministry of Education guidelines. (2) Yushan Young Fellows: Approved in accordance with Ministry of Education guidelines.

(3) Hsueh Shan Award/Yushan Award/Baiyue Award: Reviewed and awarded annually.

(4) Chung Yuan Chair Professors: Full-time Chair Professors are approved for a standard term of three years. Part-time Chair Professors are reviewed and awarded annually.

(5) Emeritus Professors: The standard term is four years.

(6) Distinguished Professor Award: Each award period is three years, with a maximum of three periods per professor.

(7) Outstanding Teacher Recruitment Award: Each award period can last for up to three years.

(8) Outstanding Research Teacher Incentive: Reviewed and granted annually.

(9) Teachers' Research Achievement Incentive: Reviewed and granted annually.

- (10) Teachers' Creative Achievement Incentive: Reviewed and granted annually.
- (11) Incentive for Teachers with Exceptional Teaching: Reviewed and granted annually.
- (12) Outstanding Advisor Award: Reviewed and granted annually.
- (13) Exceptional Service-Learning Teacher Award: Reviewed and granted annually.
- (14) Award for In-Service Teachers with Outstanding Contributions: Reviewed and granted annually.

3. Approval Rate for Various Types of Exceptional Teachers:

- (1) Yushan Fellows and Yushan Young Fellows: Processed in accordance with the Ministry of Education's approval regulations.
- (2) Hsueh Shan Award/Yushan Award/Baiyue Award: Generally, one recipient is awarded for each category.
- (3) Chung Yuan Chair Professors: Allocated based on 4% of the total number of current full-time faculty members.
- (4) Emeritus Professors: The quota is based on 2% of the total number of existing full-time faculty members, with the principle that it should not exceed 1/3 of the total number of existing full-time faculty members each year or 5% of the total number of full-time professors and associate professors, with the principle of one per department.
- (5) Distinguished Professor Award: Based on the principle of not exceeding 1/5 of the total number of professors, approximately 5% of professors are awarded this distinction.
- (6) Outstanding Research Teacher Incentive: Typically, four awards are granted each year (with the possibility of vacancies), representing approximately 1% of the total number of teachers.
- (7) Award for Teachers with Exceptional Teaching: The quota for this award is determined based on the number of full-time teachers with at least three years of service at the University. One recipient is selected for every twenty-five teachers, representing approximately 5% of the total number of teachers.
- (8) Outstanding Advisor Award: The quota for this award is based on the number of current advisors with a minimum of two years of service at the University. One recipient is selected for every 30 advisors, representing approximately 3% of the total number of advisors.
- (9) Exceptional Service-Learning Teacher Award: Each year, the service-learning exceptional teacher selection committee selects up to three service-learning exceptional teachers (with the possibility of vacancies), representing approximately 1% of the total number of teachers.
- (10) Various Categories of Active Teachers with Outstanding Contributions: Each year, the number of teachers eligible for flexible compensation is determined after review by the "Flexible Compensation Review Committee," with an upper limit of 15% of the total

number of currently employed full-time teachers. Recipients with a rank of associate professor or lower must constitute at least 70% of the total number of awardees for that year.

The allocation of flexible compensation, various awards (incentives), and approval rates may be subject to annual adjustments based on relevant regulations governing government subsidy funds and the financial status of the University.

Article 11. Upon approval of flexible compensation for all categories of teachers with outstanding contributions, unless otherwise specified, the compensation amount will be disbursed in two equal installments during the first and second semesters. Should circumstances arise, such as employment suspension, detail assignment, resignation, or retirement during the payment period, disbursements will cease accordingly.

Article 12. The University shall offer essential teaching, research, and administrative support to exceptional teachers as per relevant guidelines. If necessary, priority in dormitory assignments or housing subsidies may be provided. Specific subsidy criteria are established separately.

Article 13. Teachers who have already received incentives from the "National Science and Technology Commission's Subsidized Research Award for Colleges and Universities" and have passed the evaluations outlined in Article 5 of the Regulations are eligible to receive the flexible compensation described in Article 8 of the Regulations.

Article 14. Any issues not addressed in these Regulations are managed according to the appropriate guidelines set forth by the University or the subsidizing agency.

Article 15. The Regulations take effect upon approval at the Administrative Meeting, subsequent approval by the Board of Directors, and submission to the Ministry of Education for reference filing.