

中國醫藥大學教師彈性薪資實施辦法

China Medical University Guidelines for Flexible Salary for Faculty Members

第一條 本校為延攬及留任國內外頂尖人才，以期達到發展國際一流大學之目標，特訂定本辦法。

China Medical University has stipulated these Guidelines to attract and retain top talents in order to achieve the goal of becoming a world-class university.

第二條 本辦法適用對象為本校各級專任教師及編制內專任講座教授（專案教師除外）。

These Guidelines apply to all full-time faculty members and full-time chair professors appointed at China Medical University. Project-based faculty members are excluded.

第三條 本辦法所稱彈性薪資，係指除月支本薪（年功薪）、學術研究費、主管職務加給外，每月或每年增減一定數額之獎勵金之給與。

The term “flexible salary” in these Guidelines refers to incentive bonuses awarded monthly or annually in addition to the regular monthly base salary (seniority pay), academic research subsidies, and administrative position allowances.

第四條 彈性薪資審議小組由校長、副校長、教務長、學務長、研發長、產學長、財務室主任及人力資源室主任、教師代表 1~3 人組成，並由校長擔任召集人。

副校長及教師代表由校長圈選聘任之。

The Flexible Salary Review Committee shall consist of the President, Vice President(s), Dean of Academic Affairs, Dean of Student Affairs, Dean of Research and Development, Dean of Academia-Industry Cooperation, Director of Finance, Director of Human Resources, and one to three faculty representatives. The President shall serve as the convener.

The Vice President(s) and faculty representatives shall be appointed by the President.

第五條 凡本校專任教師若符合下列情形者得發給獎勵金：

一、研究類：

(一)獲中央研究院院士、教育部國家講座、教育部學術獎、國際知名學會會士、國家科學及技術委員會傑出研究獎等。

(二)符合「中國醫藥大學暨附設醫院學術論文暨學術專書發表獎勵辦法」，經研發處行政組審議通過者。

(三)符合「中國醫藥大學暨附設醫院跨校合作學術論文發表獎勵辦法」，經研發處行政組審議通過者。

(四)符合「中國醫藥大學獎勵特殊優秀研究人才作業要點」，經本校獎勵特殊優秀研究人才審查委員會審議通過者。

(五)符合「中國醫藥大學延攬英才學者計畫」，經英才(青年)學者審查委員會審議通過者。

同時符合第 2 目、第 3 目及第 4 目者，重複申請條件依各辦法規定辦理；符合第 5 目者，不得再申請第 4 目。

二、教學類：

(一) 榮獲傑出教授遴選委員會評選本校傑出教授者。

(二) 榮獲優良教材評選委員會評選優良教材獎勵者。

(三) 獲高教深耕彈性薪資小組評議績優者。

(四) 獲高教深耕彈性薪資小組評議通過歷年教師評估，且前一學年教師教學評估成績(原始成績)在全校專任教師總積分值排名順序 10%者。

同時符合第 1 目及第 4 目者，僅能擇一提出申請。

三、產學合作類：符合「中國醫藥大學研究成果專利申請及技術移轉管理辦法」，經產學合作處行政組審議通過者。

四、新進人員類：到任第一年之新進教師，符合「中國醫藥大學暨附設醫院學術論文暨學術專書發表獎勵辦法」者。

五、服務類：擔任主管職務，績效優異者，由彈性薪資審議小組審議獎勵額度

六、國際人才類：曾於國外學術研究、產業機構任職或國外大學校院應屆畢業者，其薪資標準由彈性薪資審議小組審議之，並得比照國際人才於其領域及職級之國際薪資核給。

七、導師獎勵類：符合「中國醫藥大學導師獎勵實施要點」，經高教深耕彈性薪資小組評議績優者。

每學年度個人核發總額原則以 80 萬元為上限，但僅領單類傑出表現金額超出 80 萬元者以及英才學者，其支領金額上限由校長核定。

副教授以下職級之獎勵人數占總獎勵人數之比率，以至少 30%為原則。

Full-time faculty members who meet any of the following criteria may be eligible for incentive bonuses:

1. Research Category:

(1) Recipients of titles or awards such as Academician of Academia Sinica, National Chair Professor or Academic Award from the Ministry of Education, Fellow of internationally renowned academic societies, or Outstanding Research Award from the National Science and Technology Council.

(2) Those who meet the criteria under the “China Medical University and Affiliated Hospital Regulations on Incentives for Academic Publications” and are approved by the Office of Research and Development.

(3) Those who meet the criteria under the “China Medical University and Affiliated Hospital Regulations on Incentives for Inter-University Collaborative Academic Publications” and are approved by the Office of Research and Development.

(4) Those who meet the criteria under the “China Medical University Guidelines for the Incentive for Outstanding Research Talent” and are approved by the review committee.

(5) Those who meet the criteria under the “China Medical University Regulation for Talented Scholar Recruitment” and are approved by the review committee. Faculty members who qualify under Items (2), (3), and (4) may apply for multiple categories as permitted by the relevant regulations. However, those who qualify under Item (5) may not apply under Item (4).

2. Teaching Category:

(1) Those who are selected as Outstanding Professor.

(2) Recipient of the Excellent Teaching Material Award.

(3) Rated as outstanding by the Flexible Salary Committee under the Higher Education Sprout Project.

(4) Rated as pass in annual faculty evaluations by the Flexible Salary Committee under the Higher Education Sprout Project, and ranked in the top 10% based on total raw scores among all full-time faculty in the previous academic year.

Faculty members who qualify under both Items (1) and (4) may only apply under one category.

3. Academia-Industry Cooperation Category:

Faculty members who meet the criteria under the “China Medical University Regulations for Patent Application and Technology Transfer Management of Research Outcomes” and are approved by the Office of Academia-Industry Cooperation.

4. New Faculty Category:

Newly appointed faculty members in their first year who meet the criteria under the “China Medical University and Affiliated Hospital Regulations on Incentives for Academic Publications.”

5. Service Category:

Faculty members holding administrative positions with outstanding performance, as determined by the Flexible Salary Review Committee.

6. International Talent Category:

Faculty members who previously held positions at overseas academic or industrial institutions, or who are recent graduates of foreign universities. Their salary standards shall be reviewed by the Flexible Salary Review Committee and may be determined based on international standards for their field and position level.

7. Mentorship Incentive Category:

Faculty members who meet the criteria in the “China Medical University Implementation Guidelines for Mentor Incentives” and are rated as outstanding by the Flexible Salary Committee under the Higher Education Sprout Project.

The annual total amount granted to any individual shall not exceed NT\$800,000 in principle. However, for recipients of a single category exceeding NT\$800,000 or those recruited as Talented Scholar, the maximum amount shall be determined by the President.

At least 30% of recipients shall be at the level of Associate Professor or below.

第六條 教師彈性薪資依各相關法規規定核定獎勵金額，得由彈性薪資審議小組決議增減。
The amount of flexible salary shall be determined in accordance with relevant regulations and may be adjusted by resolution of the Flexible Salary Review Committee.

第七條 延攬及留任人才得補助居住津貼，由彈性薪資審議小組審議之。
Housing subsidies for talent recruitment and retention may be granted upon review by the Flexible Salary Review Committee.

第八條 彈性薪資所需經費來自教育部、國家科學及技術委員會、其他政府機關補助或董事會補助，並得視學校經費調整及支應。
The funding for flexible salaries shall come from subsidies provided by the Ministry of Education, the National Science and Technology Council, other government agencies, or the University's Board of Trustees. Allocations may be adjusted based on the University's budget.

第九條 本辦法經行政會議通過，陳請校長發布後實施，修正時亦同。
These regulations shall take effect after approval by the Administrative Affairs Meeting and subsequent promulgation by the President. Amendments follow the same procedure.