

NATIONAL TAIWAN UNIVERSITY
Center for General Education
Regulations Governing Review Standards and Procedures for
Flexible Additional Pay for Faculty Members and Research
Fellows

November 24, 2022 Passed by the General Education Committee at its 140th meeting
February 14, 2023 Passed by the 3,140th Administrative Meeting
March 08, 2023 Articles 1, 2, 10, and 11 amended and promulgated
(Full amendment history at the end of this document)

Article 1 The National Taiwan University (NTU or “the University”) Center for General Education (“the Center”) formulates the *Regulations Governing the Review Standards and Procedures for Flexible Additional Pay for Faculty Members and Research Fellows* (“the Regulations”) in accordance with Article 5, Paragraph 3 of the University’s *Directives Governing Flexible Additional Pay for Faculty Members and Research Fellows* to enhance the teaching and research quality of the Center, recruit domestic and international scholars with outstanding academic achievements, and retain exceptional talent.

Article 2 Quota-based, full-time, paid faculty members, research fellows, and specialists (collectively, “faculty”) of the Center with a rank of instructor or higher who demonstrate outstanding teaching, research, and service performance and who meet any of the following eligibility criteria may be recommended for flexible additional pay by their affiliated department (division, graduate institute, degree program, office, or center), including:

1. A faculty member who has served for 3 years or more at the Center and accumulated at least 30 points for achievements as described in Paragraph 2
2. A faculty member who has served for less than 3 years at the Center and accumulated at least 15 points during their service at the Center or 30 points in the previous 3 years (regardless of their affiliation with the Center) for achievements as described in Paragraph 2

Review criteria:

1. Review standards for academic achievements:
 - 1) Having won a National Science and Technology Council (NSTC, formerly the Ministry of Science and Technology) Outstanding Research Award: 30 points per award
 - 2) Having served as the principal investigator on an NSTC research project in the previous five years: 2 points per project per year
 - 3) Having published a paper as the first or corresponding author in an outstanding journal recognized by the University in the recent five years: 5 points per paper published in an outstanding journal and 3 points per paper published in an excellent journal
 - 4) Having published a paper as the first or corresponding author in a highly-cited journal as defined in Article 5 of the University’s

Regulations for Incentivizing Academic Research Performance: 20 points per paper

- 5) Having been awarded an NTU Outstanding Monograph Award in the previous five years: 10 points per monograph
 - 6) Having been awarded an NTU Excellent Monograph Award in the previous five years: 8 points per monograph
 - 7) Having been awarded an NTU Class A Monograph Award in the previous five years: 5 points per monograph
 - 8) Having been awarded an NTU Outstanding Book Chapter Award in the previous five years: 5 points per chapter
 - 9) Having been awarded an NTU Excellent Book Chapter Award in the previous five years: 3 points per chapter
 - 10) The recognition of and scoring for other academic achievements and awards shall be determined by the Center's Ad Hoc Committee for the Review of Flexible Additional Pay Recommendations for Faculty Members and Research Fellows ("the Committee") during its review.
2. Review standards for teaching and service achievements:
- 1) Having won an NTU Distinguished Teaching Award or a Distinguished Award for General Education Teachers: 30 points per award
 - 2) Having won an NTU Outstanding Teaching Award: 5 points per award
 - 3) Having won an NTU Distinguished Service Award: 20 points per award
 - 4) Having won an NTU Outstanding Service Award: 10 points per award
 - 5) Having served as the leader or coach to or an athlete on the national delegation to an international sporting event AND having won the National Guo Guang Athletic Awarding Medal: 20 points per 1st Class Medal, 15 points per 2nd Class Medal, and 10 points per 3rd Class Medal
 - 6) Having served as the leader or coach of athletes on a University delegation to a national collegiate sporting event or the National University and College Athletic Games AND having finished in first place: 1–3 points per win, the exact points to be determined by the Committee during its review
 - 7) Having won a Ministry of Education (MOE) Outstanding Individual Athletic Performance at an Educational Institution Award: 20 points per award
 - 8) Having won an MOE Teacher Cultivation Exemplar Award: 20 points per award
 - 9) Having won an MOE Outstanding Internship Supervisor Award: 20 points per award
 - 10) Having served in an administrative position at the University: 1 point per year of service
 - 11) The recognition of and scoring for other teaching or service achievements and awards shall be determined by the Committee during its review.

The five-year period for admissible academic achievements shall be counted back from the effective date of the flexible additional pay as approved by the University.

The accumulated points shall only serve as one of the references for the Committee during its review, and decisions may be made based upon other factors. Priority shall be given to faculty members who have, in the previous five years, won an NSTC Outstanding Research Award or Ta-You Wu Memorial Award, an Academia Sinica Early-Career Investigator Research Achievement Award, an NTU Distinguished Teaching Award, an MOE Distinguished Award for General Education Teachers, or an NTU Distinguished Service Award.

- Article 3 Additional pay shall be issued for a period of up to three years, which may be extended upon expiry after review and approval by the Center.
- Article 4 Faculty members who fail the most recent faculty evaluation may not apply for additional pay. Instructors, assistant professors, and associate professors who fail to get promoted after serving for eight years at their current rank may not apply for additional pay in their current rank. A two-year extension, however, may be granted in the event of pregnancy or childbirth.
- Article 5 Those who meet the eligibility requirements provided in Article 5 of the University's *Directives Governing Flexible Additional Pay for Faculty Members and Research Fellows* may apply via the Committee. The award procedures, period, and quota shall be subject to the applicable regulations of the University.
- Article 6 The Committee shall be composed of five members, with the Center's Director serving as an ex officio member and convener. The NTU President shall appoint two distinguished professors as additional ex officio members. For the remaining seats, the Center shall nominate twice as many distinguished professors of the University as there are positions on the committee and refer them to the Center's General Education Committee for selection. Committee members shall serve a one-year term but may serve consecutive terms if reappointed.
- Distinguished professors may not serve as members of the Committee in a year in which their distinguished professorship is due to be reviewed.
- Article 7 Applicants for flexible additional pay shall submit a comprehensive curriculum vitae, bibliography, representative work(s), and supporting documents for tangible teaching, service, and academic research achievements to their affiliated unit, which shall verify the documents and then recommend eligible candidates to the Center by the stipulated deadline. Jointly appointed faculty members shall be recommended by the chief appointing unit.
- Article 8 Recipients of the NTU Chair Professorship Allowance, special additional pay for distinguished professorships (Subparagraphs 1 through 4), or incentives for newly hired exceptional talent may not concurrently be recipients of this additional pay, except where such additional pay is covered by the Center's self-raised funds.

Article 9 In the event that the number of faculty members recommended by the Committee to the University exceeds that allotted by the University to the Center, subordinate units of the Center may cover the difference with their own self-raised funds.

Article 10 Matters not addressed herein shall be subject to other applicable regulations of the University.

Article 11 The Regulations shall be passed by the Center Affairs Meeting and the Administrative Meeting and then implemented on the date of promulgation.

[Full amendment history]

September 16, 2010 Passed by the General Education Committee at its 98th meeting

September 21, 2010 Passed by the 2,638th Administrative Meeting

February 15, 2011 Passed by the 2,657th Administrative Meeting

November 06, 2012 Passed by the 2,737th Administrative Meeting

October 07, 2014 Passed by the 2,829th Administrative Meeting

January 13, 2016 Article 7 amended by the University Endowment Fund Management Committee at its 2nd meeting of 2015 in accordance with resolutions issued by the 2,870th Administrative Meeting on August 18, 2015

May 29, 2018 Regulations title and Articles 1, 2, 3, 4, 5, 6, 7, 8, and 9 discussed, amended, and passed by the 2,997th Administrative Meeting