

Regulations on Flexible Salary, Awards, and Subsidies for Recruiting and Retaining Special Outstanding Talents

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Chapter I General Principles

Article 1 KMU has formulated the Regulations on Flexible Salary, Awards, and Subsidies for Recruiting and Retaining Special Outstanding Talents (hereinafter referred to as "the Regulations") in accordance with the Ministry of Education's "Flexible Salary Plan for Recruiting and Retaining Special Outstanding Talents for Colleges and Universities" to recruit and retain top teaching and research talents.

Article 2 Sources of funding:

1. Funding from the Ministry of Education's "Higher Education Sprout Project" or other related funding.
2. Funding from the Ministry of Science and Technology's "Special Subsidies from Executive Yuan National Science and Technology Development Fund"
3. Relevant funding from KMU and others.

Article 3 The Regulations do not affect the changes in the current base salary structure such as monthly salary (including seniority pay), academic research fees (work allowances), etc., to achieve the goal of substantial salary elasticity by providing additional benefits beyond statutory allowances.

Article 4 Applicable objects:

1. The current and newly hired special outstanding teaching and research personnel of KMU (including regular full-time teachers, project-based teachers, researchers, and professional and technical personnel).
2. The newly hired special outstanding teaching and research personnel of KMU who have international reputations and previously served as outstanding experts and scholars abroad.

3. Current and newly hired contract management talents of KMU.

Article 5 Qualification criteria for special outstanding teaching and research personnel:

1. Those who comply with KMU's regulations on the establishment of chair professorship.
2. Those who comply with KMU's regulations on the establishment of specially appointed professors.
3. Those who comply with KMU's scholarship and funding regulations for recruiting outstanding foreign talents.
4. Those who comply with KMU's regulations on the establishment of junior chair scholars.
5. Those who meet KMU's reward criteria for research papers.
6. Those who meet KMU's reward criteria for special research programs.
7. Those who meet KMU's selection and reward criteria for excellent and outstanding teachers in teaching.
8. Those who meet the reward criteria for outstanding teaching and research talents in accordance with Chapter II of the Regulations.
9. Those who are eligible for research awards subsidized by the Ministry of Science and Technology for talents in colleges and universities in accordance with Chapter III of the Regulations.

Article 6 Review mechanism for special outstanding teaching and research personnel:

1. Subparagraphs 1 to 7 of Paragraph 1 of the preceding article shall be handled in accordance with the procedures prescribed by the relevant laws and regulations.
2. In the case of Subparagraphs 8 to 9 of Paragraph 1 of the preceding article, the President shall act as the convenor (and chairman) and select 11 to 15 professors from both inside and outside KMU as members to form the Flexible Salary Review Committee (hereinafter referred to as "the Committee") for the recruitment and retention of special outstanding talents.

Article 7 Performance requirements and regular review and evaluation mechanism for special outstanding teaching and research personnel:

1. It shall take into account all aspects of teaching, research, and service, and shall be used as the basis for further issuance or re-award after the award period according to the qualification criteria in Article 5 of the Regulations.
2. For those who meet the requirements of Chapter II of the Regulations for awarding outstanding teaching and research talents, the regular evaluation shall be conducted by submitting a final report by the awardee two months after the expiration of the award period, which shall be compiled by the affiliated college (General Education Center) and sent to the Committee for recordation. Those who fail to submit shall not be recommended in the following academic year.
3. Applicants for subsidies from the Ministry of Science and Technology for talents in colleges and universities shall set their KPIs (Key Performance Indicators) for academic research, industry-university research, and interdisciplinary research at the beginning of the award period and submit them to the Office of Research and Development (ORD) for compilation. The final evaluation is conducted two months prior to the expiration date of the award

period by submitting the performance report to the ORD for compilation and sending it to the Ministry of Science and Technology for evaluation.

Article 8 The ratio of the minimum to maximum difference in flexible salary or bounty for special outstanding teaching and research personnel, the ratio of the number of people to be awarded, the period of payment, and the ratio of the difference between the reward salary and the salary of the same level personnel are shown in the annex.

Article 9 To attract and retain special outstanding teaching and research personnel, KMU provides teaching, research, and administrative support.

1. Teaching support: KMU has a Teaching and Learning Development and Resource Center, which plans and handles courses related to teacher professional growth and provides various services required for teacher teaching, such as lectures for new teachers, teacher training systems, and teaching assistant systems.
2. Research support: KMU has formulated relevant directives such as subsidy directives for the projects of newly hired teachers, reward directives for research papers of teachers, etc. Priority will be given to providing professional growth, research space, project subsidies, research paper rewards, etc.
3. Administrative support: KMU has provided basic facilities such as laboratories, computers, Internet information, publishing services, libraries, and administrative resources, including rental allowances on a case-specific basis.

Chapter II Reward outstanding teaching and research talents

Article 10 Reward eligibility:

In addition to passing KMU's teacher evaluation and having excellent performance in teaching, research, service, and tutoring, awardees shall meet one of the following conditions:

1. Those who have been honored as excellent teachers in teaching or outstanding teachers in teaching in the past three years.
2. Those who have won the award for excellent teaching materials in the past three years.
3. Other individuals with outstanding teaching achievements or excellent academic performance.

Newly hired teachers who have not reached the evaluation period and professors who have met the conditions for exemption from evaluation are not subject to this restriction after being reviewed and approved by the Committee.

The reward for special outstanding teaching and research talents recommended by the President shall be determined by the Committee. The reward may be fully or partially funded by the Ministry of Education, or subsidized by KMU's fundraising funds. The number of awardees shall be excluded from the calculation of the ratio of the number of recipients and the ratio of the number of awardees at each level.

Article 11 Recommendation methods and review procedures:

1. The application time is mainly based on the announcement of the Office of Academic Affairs.
2. Recommendation methods:
 - (1) Recommended by the President as a full-time special outstanding teaching and research talent in our school.

- (2) Recommended by the Vice President for Academic Affairs as the excellent teacher in teaching, outstanding teacher in teaching, or special outstanding teaching and research talent.
- (3) Recommended by the dean of the college or the director of the General Education Center, or recommended by teachers themselves and co-signed by at least 5 full-time teachers within the college or the General Education Center.

3 Review procedures.

- (1) Preliminary review: The recommended candidates in Subparagraph 3 of the preceding paragraph shall be reviewed and approved by the College Affairs Meeting and the meeting of the General Education Center, and shall be ranked in order of priority for recommendation.
- (2) Re-examination:
 1. The recommended list and relevant supporting documents mentioned in the preceding paragraph shall be compiled by the Office of Academic Affairs and submitted to the Committee for review.
 2. Except for the special outstanding teaching and research talents recommended by the President, the amount and quota of awards for awardees shall be evaluated comprehensively by the Committee based on the performance of each aspect of the recommended person in the current year and the income and expenditure of the annual subsidy funds. After being approved by the President, the bounty shall be issued.

Article 12 Reward methods:

1. The bounty is divided into three levels: the first level accounts for 20-30% of the awardees, and three base bounties are given each month. The second level accounts for 45-55% of the awardees, and two base bounties are given each month. The third level accounts for 20-30% of the awardees and one base bounty is given each month.
2. To strengthen talent recruitment abroad, if the awardee is an outstanding talent recruited from abroad, a monthly bounty of three times the base of their bounty level will be given.
3. Those who meet the eligibility criteria for other rewards under Article 5 of the Regulations may receive the bounty.
4. KMU may adjust the flexible salary based on the income and expenditure status of annual subsidies or fundraising funds.

Chapter III Ministry of Science and Technology grants research awards to colleges and universities

Article 13 Reward eligibility:

Those who pass KMU's teacher evaluation, have projects funded by the Ministry of Science and Technology in the past three years and meet the key requirements for research awards for talents in colleges and universities subsidized by the Ministry of Science and Technology.

Newly hired teaching and research personnel who have not reached the evaluation period and professors who have met the conditions for exemption from evaluation are not subject to this restriction after being reviewed and approved by the Committee.

Article 14 Recommendation methods and review procedures:

The application date is mainly based on the announcement of the Office of Research and Development. Candidates are recommended by the President, the college, and the General Education Center based on the three aspects of academic research, industry-university research, and interdisciplinary research. The recommendation standards are clearly defined according to the characteristic fields and approved by the College Affairs Meeting or candidates are recommended after deliberation by meetings at the same level. After being compiled by the Office of Research and Development, it will be submitted to the Committee for review.

The Committee shall review the preliminary review list proposed by each college and General Education Center, and then evaluate the bounty based on the following items:

1. Those who have won the Presidential Science Prize, the Executive Yuan Award for Outstanding Scientific and Technological Talents, the National Chair Professor of the Ministry of Education, the Academic Award issued by the Ministry of Education, the Outstanding Research Award issued by the Ministry of Science and Technology, and the Mr. Wu Dayou Memorial Award from the Ministry of Science and Technology, etc.
2. Those who have won titles such as outstanding teachers in teaching or obtained patents.
3. The number and amount of cases involving the implementation of the Ministry of Science and Technology's projects, KMU's industry-university cooperation projects, or technology transfer in the past three years.
4. Participants in large-scale off-campus integration projects or cross-disciplinary projects.
5. Research performance (related research performance indicators).

The evaluation of the bounty is based on the comprehensive evaluation criteria of research performance and project funds of the candidates recommended by various colleges and General Education Centers, and the bounty is awarded in sequence.

Article 15 Reward methods:

1. The bounty is divided into three levels: the first level accounts for 20-30% of the awardees, and three base bounties are given each month. The second level accounts for 45-55% of the awardees, and two base bounties are given each month. The third level accounts for 20-30% of the awardees and one base bounty is given each month.
2. To strengthen talent recruitment abroad, if the awardee is an outstanding talent recruited from abroad, a monthly bounty of three times the base of their bounty level will be given.
3. To strengthen the guarantee for the newly hired outstanding researchers, if awardees are principal investigators who have been appointed for three years and are executing the research project of the Ministry of Science and Technology, the reward amount for recipients at the professor level, associate professor level, and assistant professor level shall not be less than 80,000, 60,000, and 30,000 NTD per person per month, but such recipients shall meet one of the following qualifications:
 - (1) Those who are not former or current regular full-time teaching and research personnel of domestic academic research institutions.
 - (2) Those who have worked in foreign academic research institutions for five years before working at KMU as regular full-time employees.
4. Those who meet the eligibility criteria for other rewards under Article 5 of the Regulations

may receive the bounty.

5. KMU may adjust the flexible salary based on the income and expenditure status of project funds.

Chapter IV Other matters:

Article 16 Any matters not covered in the Regulations shall be handled in accordance with the "Flexible Salary Plan for Recruiting and Retaining Special Outstanding Talents for Colleges and Universities" promulgated by the Ministry of Education, the "Directives for Granting Research Awards to Colleges and Universities" issued by the Ministry of Science and Technology, relevant regulations of KMU, or regulations of fund providers.

Article 17 The Regulations have been reviewed and approved by the Administrative Meeting and Board of Directors and will be implemented after being approved for recordation by the Ministry of Education. The same applies to amendments.

***The English version is for reference only. If there is any inconsistency or ambiguity between the English and Traditional Chinese versions, the Traditional Chinese version shall prevail.**

Table of Flexible Salary, Awards, and Subsidies

Item	Amount (Unit: NT\$)/ The ratio of minimum to maximum bounty	Ratio of awardees	Award period	The ratio of difference between bounty and salary of employees of the same level
1	Those who comply with KMU's regulations on the establishment of chair professorship. 50,000~22,000 NTD per person per month	No limit	3 years	1.38 : 1~2.95 : 1
2	Those who comply with KMU's regulations on the establishment of specially appointed professors. 40,000 NTD per person per month	No limit	3 years	1.30 : 1~1.35 : 1
3	Those who comply with KMU's scholarship and funding regulations for recruiting outstanding foreign talents. 20,000~80,000 NTD per person per month	No limit	3 years	1.20 : 1~1.71 : 1
4	Those who comply with KMU's regulations on the establishment of junior chair scholars. 30,000 NTD per person per month	No limit	3 years	1.27 : 1~1.38 : 1
5	Those who meet KMU's reward criteria for research papers by teachers. Limited to 500,000 NTD per person per project	No limit	1 year	1.31 : 1~1.64 : 1
6	Those who meet KMU's reward criteria for special research programs. Limited to 500,000 NTD per person per project	No limit	One year	1.31 : 1~1.64 : 1
7	Those who meet KMU's selection and reward criteria for excellent and outstanding teachers in teaching. 60,000 to 150,000 NTD per person per year	4%	One year	1.04 : 1~1.14 : 1
8	Those who meet the reward criteria for outstanding teaching and research talents in accordance with Chapter 2 of the Regulations. Approximately 1:9	6~20% (At least 50% of reward recipients shall be teachers with a job level below associate professor)	one year in principle	1.03 : 1~1.66 : 1
9	Those who are eligible for research awards subsidized by the Ministry of Science and Technology for talents in colleges and universities in accordance with Chapter 3 of the Regulations. Approximately 1:9 Only those who meet the regulations of the Ministry of Science and Technology and are newly appointed as reward recipients within three years are entitled to receiving a monthly reward of 30,000~80,000 NTD per person.	10~20% (At least 25% of reward recipients shall be teachers with a job level below associate professor)	One year	1.03 : 1~1.71 : 1