

Regulations of Flexible Salary System for Recruiting and Retaining Outstanding Talents for I-Shou University

Approved by extraordinary session on April 22, 100.

Reviewed and approved by the 15th council of the 8th board of trustees on May 09, 2010.

Approved by the Letter of Tai-Gao-(San)-Zi No. 1000098746 issued by the Ministry of Education on June 09, 2010.

- Article 1 To promoting the academic standard and the competitiveness of the University by recruiting new outstanding teachers and keeping the current excellent teachers, the Regulations of Flexible Salary System for Recruiting and Keeping Outstanding Talents for I-Shou University (hereinafter referred to as the University) is hereby made according to the Flexible Salary Plan for Recruiting and Retaining Outstanding Collegiate Talents issued by the Ministry of Education.
- Article 2 The Regulations is applicable to the outstanding full-time teachers, whose ranks are assisting professor or above, or management staff of the University. The term of new special and outstanding full-time and management staff shall mean those who are recruited by the University for the first time in Taiwan.
- Article 3 Teachers whose ranks are full-time assisting professors (or above) and have outstanding performances of teaching, research, service and counseling at the University shall be granted the performance bonus based on the scoring standard if they have one of following honors or accomplishments:
1. Nobel Prize laureate or other comparable global awards: 300~600 points for performance bonus each month.
 2. Fellow of Academia Sinica, fellow who has won the Presidential Science Prize, or famous international fellow: 150~300 points for performance bonus each month.
 3. Teachers who have won the Academic Award granted by the Ministry of Education or other equivalent state-level chair professor: 90~150 points for

performance bonus each month.

4. Contract research fellow of National Science Council, or winner of Outstanding Research Award, Award for Outstanding Contributions in Science and Technology, or Ta-You Wu Memorial Award granted by the Executive Yuan, Taiwan: 60~100 points for performance bonus each month.
5. ISU chair professor, who has been working on researches with outstanding performances: 30~70 points for performance bonus each month.
6. Those who are qualified to receive the performance bonus according to the Guidelines on Awarding Special Outstanding Research Talents at I-Shou University: 8~20 points for performance bonus each month.
7. Fellow of international associations, who has been working on the researches with outstanding performances: 15~40 points for performance bonus each month.
8. Those who have outstanding performances of teaching, research or services; or those who have honors or achievements in academic or professional fields: 1~10 points for performance bonus each month.

Article 4 Full-time management staff recruited by the University shall meet one of following conditions:

1. Professional manager: Professional managers must hold Ph.D. degree in the related fields and have working experience regarding to the current position for at least 4 years; or the ones hold master's degree in related fields, and have the working experience regarding to the current position for at least 9 years.
2. Deputy professional manager: Professional manager shall hold Ph.D. degree in related fields, and have relevant working experience regarding to the current position for at least 2 years; or the ones hold master's degree in related fields, and have working experience regarding to the current position for at least 6 years.
3. Assisting professional manager: Assisting professional managers shall hold master's degree in related fields, and have the working experience regarding to the current situation for at least 4 years.

Article 5 Academic departments or institutes shall hand over the Plan for Recruiting Outstanding Talents and other relevant documents to the committees for review by the end of each May according to the regulations of Article 6 when they plan to recruit new outstanding full-time teachers and professional management staff. Teachers who are qualified in accordance with the regulations of Article 3 can apply by themselves or

be recommended by the relevant administrative units to apply for the performance bonus. The application must be submitted with the Plan for Recruiting Outstanding Talents and other relevant documents to the committees for review by the end of each May, and shall be sent to the related committees according to Article 6.

Article 6 The regulations for reviewing the special outstanding talents are listed as below:

1. As to the ones who meet the conditions in Paragraph 1~4 of Article 3, they shall be reported to the Faculty Evaluation Committee by the President after all administrative procedures are completed.
2. As to the ones who meet the conditions in Paragraph 5 of Article 3, they shall be reported to the Faculty Evaluation Committee after being approved by the Chair Professor Recruitment Committee.
3. As to the ones who meet the conditions in the Paragraph 6 of Article 3, they shall be reported to the President for approval after they are approved by the Faculty Performance Evaluation Committee.
4. As to the ones who meet the conditions in the Paragraph 7~8 of Article 3, they shall be selected by the Project Evaluation Committee or recommended by the academic departments (institutes). In addition, they shall be reported to the President for approval after being approved by the Project Evaluation Committee.
5. As to the ones who meet the conditions in the Article 4, they shall be reported to the President for approval after they are evaluated and approved by the Review Panel of Management Staff.

Article 7 To deliberating the affairs relating to the performance bonus for recruiting and retaining the outstanding talents for the University, the University shall set up the Project Evaluation Committee, which shall consist of 9~13 committee members. The President shall serve as the ex-officio member and convener, and the vice presidents, dean of academic affairs, dean of student affairs, and dean of research and development shall serve as the ex-officio members of the Committee. As to other committee members, they shall be served by the on-campus and off-campus scholars or experts who have outstanding academic performances. The term of the committee members shall be one year, and the committee members can be reappointed after the term is expired. The director of relevant administrative units shall be present on the meetings if it is necessary. However, the committee members shall excuse themselves

from meetings if they are the applicants or the ones who are recommended to receive the performance bonus.

To recruit the outstanding full-time management staff, the University shall set up the Review Panel of Management Staff, which consists of 5~7 committee members. The President shall appoints one of the vice presidents, dean of academic affairs, dean of general affairs, director of the Center of Innovating Incubation and Industry-University Collaboration, and director of the Office of Personnel to serve as the committee members, and designate one of the vice presidents to serve as the convener. In addition, the University can appoint other directors of administrative units to participate in the meetings if it is necessary.

Article 8 In principle, the number of people who receive the performance bonus shall not over 30% of ISU faculty whose rank is assisting professor or above. For more information about the items, amount of grant, number of receivers, period and ratio for granting the performance bonus, please refer to the Table 1. For more information about the standard for granting the performance bonus to the full-time management staff, please refer to the Table 2.

Article 9 The source of funds for the ISU faculty salary, which can be adjusted flexibly shall be supported by the Plan for Awarding Outstanding Collegiate Teaching Performances (set up by the Ministry of Education), subsidies granted by the National Science Council, and the University's budget for personnel. The salary grade conversion for granting the performance bonus shall be determined depending on the finance of the University, and reported to the President for approval thru application each year.

Article 10 In principle, the performance bonus shall be granted on August 01 of the year when the application is approved unless there are other different regulations set up by the Ministry of Education and National Science Council. Teachers shall positively contribute themselves to promoting their performances of teaching, researches, services and student counseling. Furthermore, teachers shall send the Self-Evaluation Report of Teaching Performances to the relevant administrative units, and transfer to other relevant committees for review before June 10 of each year. The results after review will be the basis for deciding if the performance bonus of next academic year should be granted or not. If the teachers do not have an equivalent or better performance when comparing to one of last year, the performance bonus will be

cancelled. If there are other regulations about the time for granting the performance bonus set up by the Ministry of Education or National Science Council, the time for

Article 11 Teachers who are qualified according to the Measures of Awarding Outstanding Colligate Talents set up by the National Science Council shall apply for bonus to NSC in advance. If the amount of bonus is not as high as the one of the University, the University shall make up the difference.

Article 12 Full-time teachers, who meet several conditions in the Article 3, should be granted the highest amount of performance bonus in each item without receiving double bonus.

Article 13 The performance bonus shall be suspended when the teachers retain position without pay, leave office or retire. After the teachers resume their posts, the performance bonus shall be granted until the term of appointment is expired.

Article 14 Any affairs, which have not stated in the Regulations shall also follow other relevant regulations.

Article 15 The Regulations adopted by the University Administration Council and agreed by the board of trustees shall come into effect on and after the third day when they are reported to the Ministry of Education for future reference.

Table of Flexible Salary for ISU Full-time Faculty

Item	Qualifications	Points for Calculating Monthly Performance Bonus	Monthly Salary without Bonus	Monthly Salary with Bonus	Percentage of Adjustment	Number of People	Period	Other Benefits or Administrative Supports
1	Laureates of Nobel Prize, or the winner of other equivalent global awards.	300~600 points	\$104,820	\$404,820~\$704,820	386%~672%	N/A	1~5 years	Reduction of Lecture Hours Rent Allowance Support of Research Team Teaching Assistant Administrative Assistant
2	Fellow of Academia Sinica; fellow who has won the Presidential Science Prize; or famous international fellow	150~300 points	\$104,820	\$254,820~\$404,820	243%~386%	N/A	1~3 years	Reduction of Lecture Hours Rent Allowance Support of Research Team Teaching Assistant

								Administrative Assistant
3	Teachers who have won the Academic Award granted by the Ministry of Education or other equivalent state-level chair professor	90~150 points	\$104,820	\$194,820~ \$254,820	186%~ 243%	N/A	1~3 years	Reduction of Lecture Hours Rent Allowance Support of Research Team Teaching Assistant Administrative Assistant
4	Contract research fellow of National Science Council, or winner of	60~100 points	Professor	\$164,820~ \$204,820	157%~195%	N/A	1~3 years	Reduction of Lecture Hours Support of Research Team Teaching Assistant
			Associate Professor	\$154,480~ \$194,480 \$94,480	164%~ 206%			

	Outstanding Research Award, Award for Outstanding Contributions in Science and Technology, or Ta-You Wu Memorial Award granted by the Executive Yuan, Taiwan		Assistant Professor \$85,635	\$145,635~ \$185,635	170%~ 217%			
5	ISU chair professor, who has been working on researches with outstanding performances	30~70 points	\$104,820	\$134,820	129%~167%	1~5 persons	1~3 years	Reduction of Lecture Hours Support of Research Team Teaching Assistant
6	Those who are qualified to receive the performance bonus according to the Guidelines	8~20 points	Professor \$104,820	\$112,820~ \$124,820	108%~119%	It should be decided depending on the final decisions made by the relevant	1 year	
			Associate Professor \$94,480	\$102,480~ \$114,480	108%~121%			

	on Awarding Special Outstanding Research Talents at I-Shou University		Assistant Professor \$85,635	\$93,635~ \$105,635	109%~123 %	committees.		
7	Fellow of international associations, who has been working on the researches with outstanding performances	15~40 points	\$104,820	\$119,820~ \$144,820	114%~138 %	1~5 persons	1 year	Reduction of Lecture Hours Support of Research Team Teaching Assistant
八	Those who have outstanding performances of teaching, research or services; or those who have honors or achievements in academic or professional fields.	1~10 points	Professor \$104,820	\$105,820~ \$114,820	101%~110 %	It should be decided depending on the final decisions made by the relevant committees.	1 year	
			Associate Professor \$94,480	\$95,480~ \$104,480	101%~111 %			
			Assistant Professor \$85,635	\$86,635~ \$95,635	101%~112 %			

說明：

Description:

1. Each point for salary grade conversion shall be NT\$1,000. However, the value of each point for salary grade conversion shall be determined depending on the finance of the University after being approved by the President thru application each year.

2. As to the monthly salary without bonus of professor, associate professor and assistant professor, it shall be calculated by the faculty's highest salary grade.
3. In principle, the number of persons who receive the performance bonus each year shall not exceed 30% of teachers whose ranks are assistant professor or above.

Salary Grade	Salary			Note
	Assisting Professional Manager	Deputy Professional Manager	Professional Manager	
12	48800-50000	58000-60000	68000-70000	<p>1. Each position is divided into 12 levels. The salary of each level is paid according to the ones of Level 6~9 Public Servants.</p> <p>2. The salary of staff shall be adjusted flexibly depending on the educational background, working experience and seniority. The salary, which is adjusted by law, shall be paid by the University after being approved thru application. In principle, the salary shall be calculated from the lowest level.</p> <p>3. In principle, the new professional</p>
11	47700-48800	56500-58000	66500-68000	
10	46600-47700	54800-56500	64000-66500	
9	45500-46600	53000-54800	61500-64000	
8	44200-45500	51500-53000	59000-61500	
7	43200-44200	50000-51500	57000-59000	
6	42300-43200	48500-50000	55000-57000	
5	41400-42300	47000-48500	53000-55000	
4	40400-41400	45500-47000	51000-53000	
3	39500-40400	44500-45500	49000-51000	
2	38600-39500	43500-44500	47000-49000	
1	37700-38600	42500-43500	45000-47000	

				<p>management staff recruited to teach at the University, shall be hired with the job title of assisting professional manager.</p> <p>4. The management staff recruited to teach at the University shall be promoted to a higher rank or increase/ decrease the salary depending on the results after the teaching performances are evaluated.</p>
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