

元智大學延攬優秀教師獎勵金辦法

YZU Regulations Governing The Subsidy for Recruiting Faculty with Outstanding Achievements

Passed by the 13th Administrative Committee of the 2017 School Year, January 31, 2018

Amended by the 12th Administrative Committee of the 2018 School Year, January 23, 2019

Amended by the 21th Administrative Committee of the 2023 School Year, June 26, 2024

Amended by the 3th Administrative Committee of the 2025 School Year, September 10, 2025

Article 1 Yuan Ze University (hereafter, ‘the University’) formulates “YZU Regulations Governing The Subsidy for Recruiting Faculty with Outstanding Achievements” (hereafter, ‘these regulations’) for the purpose of recruiting and retaining faculty with outstanding academic achievements to boost the University’s academic competitiveness by providing additional subsidy (hereafter, ‘the subsidy’) to newly employed faculty who are appointed after the school year of 2018

Article 2 These regulations apply to the following subjects: newly employed full-time faculty (including Associate Professor, Assistant Professor, Lecturer; not including Professor, Teacher’s Assistant, Project-Based Teaching Faculty) who are appointed after (or at) the school year of 2018.

These regulations apply to the following subjects: newly employed full-time faculty (including Associate Professor, Assistant Professor; not including Professor, Lecturer, Teacher’s Assistant, Project-Based Teaching Faculty, Project-Based Industry Faculty) who are appointed after (or at) the school year of 2024.

Article 3 Payment methods:

1. After being appointed as full-time faculty, those who have served for two or more semesters (including) and have been approved by the department (or the same level), college (institute), and the University in August each year, without any circumstances specified in Article 5 that would render them ineligible, will be provided with subsidy according to the amount and payment period specified in Article 4 of these regulations (to be paid once a year, based on the eligible period). The eligible service period for the first semester is from August 1st to January 31st of the following year, and for the second semester is from February 1st to July 31st of the same year. Each eligible service period shall be a full semester, and those who serve for less than one semester will not be eligible for consideration.

2. Full-time faculty who receive the subsidy in accordance with these regulations shall not exceed the maximum payment period specified in Article 4 of these regulations for each position (rank).
3. The incentive award provided under these Regulations shall not be concurrently received with either the Yuan Ze Allowance stipulated in the “Yuan Ze University Guidelines for Salary Payments to Faculty And Staff”, or the incentive award prescribed in the “Yuan Ze University Subsidy for Retaining Outstanding Faculty”. Recipients shall be eligible to receive only one of the foregoing awards.
4. For the promotion of faculty governed by these regulations:
 - (1) The effective date of promotion shall be the month indicated on the teacher's certificate. In the year of promotion, if the faculty member has not received the subsidy and does not fall under the circumstances specified in Article 5 that would render them ineligible, they shall be eligible to receive the subsidy within the payment period. The received subsidy shall be based on the payment standard corresponding to the faculty member’s original position (rank) before the promotion, proportionate to the number of months of service at the University. Fractions of a month shall not be considered for payment.
 - (2) Those who are promoted to the position as Professor at the University shall be eligible to receive YZU Allowance stipulated in “YZU Guidelines for Salary Payments to Faculty And Staff”.
5. For full-time faculty who retire, go abroad for lecturing, doing research or taking further studies, without any circumstances specified in Article 5 that would render them ineligible, they shall be eligible to receive the subsidy within the payment period, proportionate to the number of months of service at the University. Fractions of a month shall not be considered for payment in the current month.

Article 4 Payment standard for full-time faculty of certain positions:

Position (rank)	Maximum payment period	Subsidy
Associate Professor	six years	NT \$170,000 dollars per year
Assistant Professor	six years	NT \$150,000 dollars per year
Lecturer	six years (Note: Newly appointed Lecturers from Academic Year 2024 onwards are not eligible for the Incentive Grant)	NT \$80,000 dollars per year

Article 5 – Circumstances in Which the Subsidy Shall Not Be Granted

1. Within the maximum years of eligibility, if a faculty member is suspended, dismissed, not reappointed, seconded to another institution, on leave without pay, has resigned (including cases where resignation occurs during the review process), fails to pass faculty evaluation, or commits a serious violation of University regulations, the University shall not grant the Subsidy. If the Subsidy has already been received, the recipient must return it unconditionally for that year.
2. Starting from August 2026, newly recruited Assistant Professors or Associate Professors (excluding those promoted within the University to Associate Professor) who, within three years of appointment, fail to apply for and be approved as Principal Investigator for any of the following projects in the name of Yuan Ze University, shall no longer be eligible for the Subsidy:
 - National Science and Technology Council (NSTC) Academic Research Projects.
 - Ministry of Education Teaching Practice Research Projects.
 - Ministry of Education University Social Responsibility (USR) Projects.
 - Any of the following projects with a cumulative amount of NT\$300,000 or more:
 - Industry – Academia Collaboration Projects.
 - NSTC Undergraduate Research Projects (as supervising advisor).
 - Ministry of Education “Dream-Building through Study Abroad” Projects.
 - Ministry of Education TEEP Projects (as supervising advisor).
 - NSTC IIPP Projects.
 - Other government agency projects.

For large-scale competitive projects where the applicant is approved as a Co-Principal Investigator (Co-PI) with substantive participation and receives budget allocation, the PI may submit an explanation of the Co-PI’s contribution and funding distribution. Upon special approval by the President, the Co-PI shall be deemed equivalent to a PI for the purposes of these Regulations

Article 6 These Regulations shall take effect upon approval by the Administrative Council.
Amendments shall follow the same procedure.

The English translation is for reference only. In case of any discrepancy between Chinese version and English version, the Chinese version shall prevail.