

Ming Chuan University Procedures regarding Flexible Salary for Teaching Excellence Talents

Passed at the Administrative Council Meeting on April 18, 2011

Article 1. These procedures were established to encourage Ming Chuan University (MCU) full-time faculty members with excellent teaching to elevate the university's teaching outcomes.

Article 2. Two means of flexible salary allotments are as follows:

1. Lump-sum award: Faculty members who have implemented sub-projects relevant to Strive for Excellence Project with outstanding performance may receive a lump-sum award. The award amount and relevant regulations are determined by the Strive for Excellence Project Committee.

2. Accumulated-points award:

(1) Items to be rewarded and assigned points are as follows:

Items to be Rewarded	Points Assigned
Ministry of Education (MOE) Outstanding Teacher Recipient	2
Private Education Association, R.O.C. - Hung Dao Prize Recipient	2
Outstanding Teaching Recipients	2
Excellent Teaching Recipients	1
Granted MOE subsidized teaching project and served as principal investigator for the project	1/Case
Received awards for advising students participating in international competitions	1/Item
Advised a student during his/her study or within one year of graduation who earned a certificate of Senior Examination for the Civil Service or Special Examination Level I, II, III, IV	1/Time/Person
Advised a student participating in an academia-industry cooperation project and served as principal investigator for the project	1/Project
Advised a student in obtaining technology transfer premium	1/Project
Advised a student in receiving Ministry of Science and Technology student research project	1/Project

(2) MCU full-time faculty members whose points reach the following standards will be awarded accordingly, except those have retired from public colleges or universities.

- a. The University will reward those who have five or more points over the last five years with 1 base amount every month.
- b. The University will reward those who have ten or more points over the last ten years with 2 base amounts every month.
- c. The University will reward those who have 15 or more points over the last ten years with 3 base amounts every month.
- d. The University will reward those who have 20 or more points over the last ten years with 4 base amounts every month.
- e. Individuals can choose the highest base amount among the abovementioned rewards but cannot receive multiple rewards concurrently, as they are calculated according to either the five or ten years prior to the application in October every year.

(3) The Strive for Excellence Project Committee will determine the award standards in Clause 2.

If any of the abovementioned rewards has been determined to be duplicated by the Strive of Excellence Project Committee, the individual will not receive concurrent awards.

- Article 3. In principle, the awarded base amount is 5,000 NTD, to be adjusted according to the annual budget as reviewed by the Flexible Salary Review Committee.
- Article 4. The University may cease to distribute rewards to individuals who have not continued to earn award points for two consecutive years.
- Article 5. The rewards, supported from the Strive for Excellence Project budget, will begin in the 2011-12 academic year and be reviewed in accordance with the application status each year. The awards review will be examined or determined by the Strive for Excellence Project Committee.
- Article 6. These procedures will be piloted during the 2011-13 academic years. Thereafter, upon being passed at the Administrative Council Meeting and approved by the president, these procedures will be extended or ceased after evaluation of the implementation results, the University financial status and other relevant circumstances.
- Article 7. Upon being passed at the Administrative Council Meeting and approved by the president, these procedures were implemented. Any revision must follow the same procedure.

****In the event of any inconsistency or discrepancy between the Chinese and other language versions of this document, the Chinese version shall prevail.****