

長榮大學彈性薪資實施辦法

Chang Jung Christian University Implementation Regulations for Flexible Wage

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第一條 本校為延攬及留住教學、研究、服務與輔導卓著或國內外特殊優秀人才，以提昇整體績效及競爭力，訂定「長榮大學教師彈性薪資實施辦法」（以下簡稱本辦法）。

Article I To recruit and retain outstanding talents in teaching, research, service and counseling or special domestic and international talents for enhancing overall performance and competitiveness, the University has formulated the Chang Jung Christian University Implementation Regulations for Flexible Wage(hereinafter referred to as the Regulations).

第二條 本辦法適用對象包括現職專任(含專案)教師在教學、研究、服務與輔導等各方面獲有具體績效之人員、新聘專任(含專案)教師，與經營管理人才。

Article II The Regulations are applicable to current full-time (including project) teachers who have achieved specific performance outcome in the teaching, research, service and counseling, newly hired full-time teachers (including project), and operation and management personnel.

第三條 本辦法所稱彈性薪資，係指除每月薪資(包括月支標準、學術研究費、主管加給及各項津貼)外，每月或每年增加一定數額之薪資給與。

前項彈性薪資給與由教育部、科技部補助款及本校編列預算支應。由教育部及科技部經費補助者，其資格須符合各該部之相關規定。

Article III The “flexible wage” in the Regulations refers to the certain amount of monthly or annual increase in salary other than monthly remuneration (including monthly salary grade, academic and research grants, supervisory pay and other subsidies).

The aforementioned flexible wage is supported by the Ministry of Education, the Ministry of Science and Technology, and the University budget. Those subsidized by the Ministry of Education and the Ministry of Science and Technology must meet the relevant requirements of

the respective ministries.

第 四 條 本校彈性薪資類別及資格：

Article IV Categories and qualifications for University flexible wage

一、教學類：

1. Teaching:

(一)符合「長榮大學教學獎勵辦法」者。

(1) Those who meet the Chang Jung Christian University Teaching Awards Regulations.

(二)符合「長榮大學數位教材製作獎勵辦法」者。

(2) Those who meet the Chang Jung Christian University Teaching Materials Awards Regulations.

本款彈性薪資佔年度彈性薪資總額百分之廿五為原則。

The flexible wage for this category shall generally account for 25% of total annual flexible wages.

二、研究類：

2. Research:

(一)符合「長榮大學獎勵特殊優秀人才獎勵金辦法」者。

(1) Those who meet the requirements of the Chang Jung Christian University Distinguished Talents Awards Regulations.

(二)符合「長榮大學教師傑出研究獎勵辦法」者。

(2) Those who meet the requirements of the Chang Jung Christian University Teachers Outstanding Research Awards Regulations.

(三)符合「長榮大學學術研究獎(補)助辦法」相關獎助規定者。

(3) Those who meet the relevant award(subsidy) or grants requirements of the Chang Jung Christian University Academic Research Awards(Subsidy) Regulations.

(四)(刪除)

(4) (Deleted)

(五)符合「長榮大學教師產學合作獎勵辦法」第四條第一項者。

(5) Those who meet the requirements of Paragraph 1 in Article 4 of the Chang Jung Christian University Teachers Industry-University Cooperation Awards Regulations.

本款彈性薪資佔年度彈性薪資總額百分之廿五為原則。

The flexible wage for this category shall generally account for 25% of total annual flexible wages.

三、服務與輔導類：

3. Service and counseling:

(一)符合「長榮大學績優導師獎勵辦法」者。

(1) Those who meet the requirements of Chang Jung Christian University Excellent Advisor Awards Regulations.

(二)符合「長榮大學教師兼任主管評鑑績效考核辦法」第六條者。

(2) Those who meet the requirements of Article 6 of the Chang Jung Christian

University Performance Review Regulations for Teachers Concurrently Serving
as Directors

本款彈性薪資佔年度彈性薪資總額百分之二十為原則。

The flexible wage for this category shall generally account for 20% of total annual flexible wages.

四、新聘專任特殊優秀教師：

4. Newly employed distinguished full-time teachers:

(一)獲選為中央研究院院士者。

(1) Those selected as an academician of the Academia Sinica.

(二)曾獲頒國家講座或教育部學術獎者。

(2) Those awarded National Chair Professor or academic award from the Ministry of Education.

(三)曾獲科技部傑出研究獎者

(3) Those who have won outstanding research awards from the Ministry of Science and Technology

(四)曾獲國際著名學術獎者

(4) Those who have won internationally renowned academic awards

(五)符合教育部玉山計畫所列玉山學者聘任條件者。

(5) Those who meet the Yushan Scholar eligibility criteria listed in the Ministry of Education's Yushan Project.

(六)符合教育部玉山計畫所列玉山青年學者聘任條件者。

(6) Those who meet the Yushan Young Scholar eligibility criteria listed in the Ministry of Education's Yushan Project.

本款彈性薪資佔年度彈性薪資總額百分之二十為原則。

The flexible wage for this category shall generally account for 20% of total annual flexible wages.

五、新聘專案特聘教師

5. Newly employed special project teachers

(一)符合「長榮大學護理學系師資延聘辦法」者。

(1) Those who meet the requirements of Chang Jung Christian University Department of Nursing Teacher Recruitment Regulations.

(二)其他因應校務發展、國際學術發展、充實師資陣容之需擬聘任之特聘外籍與特聘高階專案教師。

(2) Other foreign or senior project teachers specially recruited for University affairs development, international academic development, and faculty enrichment.

本款彈性薪資佔年度彈性薪資總額百分之十為原則。

The flexible wage for this category shall generally account for 10% of total annual flexible wages.

本辦法所訂各類彈性薪資之比例，該年度若有餘款，經校長核定後得移作其他彈性薪資項目使用，但須依據經費來源使用相關規範之規定辦理。

Any balance remaining from the proportion set out in this Regulations for each flexible

wage category in the current year may be transferred to other flexible wage items upon approval by the University President, and shall be subject to the relevant provisions of the funding source.

本辦法所訂各類彈性薪資類別，副教授(含)以下職級人數佔獲獎勵人數之最低比率以不低於 40% 為原則。

For each of the flexible wage categories set out in this Regulations, no less than 40% shall be awarded to associate professorship positions or below.

第 五 條 各類彈性薪資之申請及審查機制程序如下：

Article V The application procedures and review mechanisms for the various types of flexible wage are as follow:

- 一、符合第四條第一項第一款至第三款者，由相關單位依據各該辦法辦理。
 1. Those who fulfill the requirements of Subparagraph 1 to 3 of Paragraph 1 in Article 4 shall handled according to the regulations of their respective units.
- 二、新聘專任特殊優秀教師彈性薪資審查，比照國際人才於其領域及職級之國際薪資核給標準，由人力資源發展處簽請校長核定後，送請「彈性薪資審議委員會」審查。
 2. Flexible wages for newly employed distinguished full-time teachers shall be reviewed according to international salary standards for international talents in their respective domain and position grade. The Office of Human Resources Development shall submit application to the University President for approval, and the Flexible Wage Review Committee for review.
- 三、新聘專案特聘教師彈性薪資審查，由各教學單位擬訂「專案計畫書」上簽，由人力資源發展處送請「彈性薪資審議委員會」審查。
 3. Teaching units shall formulate and sign their respective Project Proposal for the flexible wage review for newly employed distinguished full-time teachers, which the Office of Human Resources Development shall submit to the Flexible Wage Review Committee for review.

第 六 條 本辦法所稱「彈性薪資審議委員會」設委員十一至十九人，由校長、副校長、秘書長、教務長、學務長、研發長、教學資源中心主任、各學院院長、部主任、財務處財務長及人力資源發展處人力資源長組成之；校長為召集人，並擔任會議主席。

委員聘期一年，得連任之。開會時並得邀請相關單位主管列席。

Article VI The Flexible Wage Review Committee referred to in this Regulations shall comprise 11 to 19 members, including the University President, University Vice-President, Secretary General, Dean of Academic Affairs, Dean of Student Affairs, Dean of Research and Development, Dean of Teaching and Learning Support Center, deans of colleges, directors of schools, Chief Financial Officer of Office of Finance and Dean of Office of Human Resources Development. The University President shall be the convener, and shall also serve as chair of meetings. Members are appointed for one year and may be re-elected. Relevant unit directors shall be invited to attend the meetings.

第七條 依本辦法獲補助之薪資與本校同職等人員之最低薪資差距至少為百分之五，彈性薪資之核給以每年十二個月為原則。

Article VII The salary difference between the subsidies received under the Regulations and the minimum salary of University employees with the same position level shall be at least 5%. The remuneration of flexible wages is generally based on 12 months per year.

第八條 績效要求：

Article VIII Performance requirements:

一、榮獲本校教學優良獎、教學特優獎、教學卓越獎者，依該辦法第十條規定辦理；榮獲本校數位教材製作獎勵者依該辦法第八條規定辦理。

1. Those who have won the University's teaching excellence awards, teaching distinguished awards and teaching outstanding awards shall be handled in accordance with the provisions of Article 10 of the Regulations; those who have won the University's digital teaching materials awards shall be handled in accordance with the provisions of Article 8 of the Regulations.

二、榮獲本校獎勵特殊優秀人才獎勵金者，依該辦法第七條規定辦理。

2. Those who have won the University's awards for distinguished talents shall be handled in accordance with the provisions of Article 7 of the Regulations.

三、榮獲本校績優導師獎勵者：依該辦法第九條第一項第六款規定辦理。

3. Those who have won the University's excellent advisor awards shall be handled in accordance with the provisions of Subparagraph 6 of Paragraph 1 in Article 9 of the Regulations.

四、新聘專任特殊優秀教師：受領彈性薪資之教師應於獎勵期間最後一個月內提出教學、研究、服務與輔導之成果報告，經「彈性薪資審議委員會」審議通過後，作為下學年度繼續核給彈性薪資的依據。

4. Newly employed distinguished full-time teachers: Teachers receiving flexible wages shall submit their teaching, research, service and counseling outcome reports within the last month of the award period. The review and approval of the Flexible Wages Review Committee shall be the basis for continuing flexible wages in the following academic year.

五、新聘專案特聘教師：

5. Newly employed special project teachers:

(一)依「長榮大學護理學系師資延聘辦法」延聘之教師：其聘約期間以一年為原則，續約以一年為限。聘期屆滿應辦理績效評量，作為續約案審議及繼續核給彈性薪資之依據。

(1) Teachers employed in accordance with the Chang Jung Christian University Department of Nursing Teacher Recruitment Regulations: Employment period is generally one year, with a maximum extension of one year. Performance review shall be conducted at the end of term, and shall be the basis for extension and continuing flexible wages.

(二)其他因應校務發展、國際學術發展、充實師資陣容之需擬聘特聘

外籍與特聘高階專案教師：聘期屆滿前兩個月，由聘任單位檢附「年度工作成效報告書」及「續約專案計畫書」，經簽請校長同意後，提送各級教師評審委員會審議，通過後始得續約並作為下年度繼續核給彈性薪資之依據。

- (2) Other foreign or senior project teachers specially recruited for University affairs development, international academic development, and faculty enrichment: Two months before the expiration of employment term, the hiring unit shall submit the Annual Work Effectiveness Report and the Contract Renewal and Project Proposal for approval by the University President and review by various levels of teachers review committees. Contract may be renewed only upon approval, and shall be the basis for continuing flexible wages in the following academic year.

第九條 受領彈性薪資之教師，如有下列情形者，停止發放彈性薪資：

Article XI The flexible ways of teachers shall no longer be issued under the following condition:

一、於獎勵期間留職停薪、休假進修、借調、離職及退休等情事。

1. Unpaid leave, study leave, temporary transfer, resignation or retirement during the reward period.

二、教師評鑑未通過。

2. Failure to pass teacher review.

三、違反本校相關規定情節重大者。

3. Major violation of University regulations.

第十條 本校提供新進教師之教學、研究及行政支援如下：

Article X The University provides new teachers with the following teaching, research and administrative support:

一、教學：本校設有教學資源中心，規劃辦理教學及專業成長課程、教師諮詢、教學輔導與改善等，提供教師提升教學方面所需之各項服務。培訓優良教學助理協助教師進行教學活動、實習演練、分組實驗等。

1. Teaching: The University has a Teaching and Learning Support Center to organize teaching and professional development courses, teacher consultation, teaching counseling and improvement; provide teachers with various services needed to enhance teaching; and train excellent teaching assistants to assist teachers with teaching activities, internship exercises and group experiments.

二、研究：得依本校「新進教師研究補助辦法」申請補助。

2. Research: Teachers may apply for subsidies in accordance with the University's Regulations for Research Subsidies for New Teachers.

三、行政：提供研究室、電腦、圖書館等資源服務。

3. Administration: Resources and services such as research labs, computers, and libraries are available.

四、住宿：得依本校「教職員接待室設置管理辦法」辦理。新聘專任特殊優秀教師本人得視需要專案簽准免費申請接待室。

4. Accommodation: Application can be made in accordance with the University's Faculty

and Staff Reception Rooms Management Regulations. Newly employed distinguished full-time teachers may apply for free reception room in accordance with the needs of their special project.

五、自國外延攬之國際人才，本校得視情況提供每學年往返最直接航程經濟艙機票 1 次，機票費實報實銷。

5. For international talents recruited from outside the country, the University shall reimburse one two-way economy cabin air ticket on the most direct flight per academic year, as conditions allow.

第十一條 本辦法未盡事宜，依教育部、科技部及本校相關法規辦理。

Article XI Any matters not addressed in the Regulations shall be handled in accordance with relevant provisions of the Ministry of Education, Ministry of Science and Technology and the University.

第十二條 本辦法經行政會議通過，陳請校長核定後公告實施。修正時亦同。

Article XII The Regulations are issued and implemented upon approval by the Administrative Meeting, and subsequent approval by the University President; the same procedures shall be applied to any amendment.