

# **YZU Regulations Governing The Subsidy for Recruiting Faculty with Outstanding Achievements**

Passed by the 13<sup>th</sup> Administrative Committee of the 2017 School Year, January 31, 2018  
Amended by the 12<sup>th</sup> Administrative Committee of the 2018 School Year, January 23, 2019

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) who are appointed after (or at) the school year of 2018.

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 September 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. Faculty can only choose to receive either the subsidy or YZU Allowance stipulated in “YZU Guidelines for Salary Payments to Faculty And Staff”; it is not permissible to receive both or receive them concurrently.
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	NT \$80,000 dollars per year

Article 5 Withhold the payment of subsidy

Within the maximum payment period for full-time faculty, if any of the following circumstances occur, including suspension, dismissal, non-renewal, temporary transfer, leave without pay, resignation (including those who have already resigned during the review period), failure to pass teacher evaluation, or violation of relevant regulations of the University, the University may withhold the payment of subsidy. If the subsidy has already been received, it shall be unconditionally returned for the current year.

Article 6 These guidelines are adopted by Administrative Committee, as shall amendments when they are made.

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