

# **Yuan Ze University Regulations for the Flexible Salary Scheme for Recruiting and Retaining Exceptional Talent**

September 6, 2010, Approved by the 1st Executive Council Meeting of the 2010 Academic Year

July 17, 2013, Amended and Approved by the 22nd Executive Council Meeting of the 2012 Academic Year

December 2, 2015, Amended and Approved by the 9th Executive Council Meeting of the 2015 Academic Year

July 4, 2018, Amended and Approved by the 22nd Executive Council Meeting of the 2017 Academic Year

August 15, 2018, Filed with the Ministry of Education, Official Letter No. 1070138718

November 29, 2023, Amended and Approved by the 9th Executive Council Meeting of the 2023 Academic Year

December 19, 2023, Filed with the Ministry of Education, Official Letter No. 1120125081

August 27, 2025, Amended and Approved by the 2nd Executive Council Meeting of the 2025 Academic Year

October 13, 2025, Filed with the Ministry of Education, Official Letter No. 1140107849

**Article 1** To recruit and retain top talent, strengthen the University’s faculty quality, and effectively enhance overall academic performance and standards, Yuan Ze University hereby establishes the “Regulations for the Flexible Salary Scheme for Recruiting and Retaining Exceptional Talent” (hereinafter referred to as “the Regulations”) in accordance with the Ministry of Education’s “Flexible Salary Scheme for Recruiting and Retaining Outstanding Talent in Higher Education Institutions.”

**Article 2** The Regulations apply to the recruitment and retention of exceptional full-time faculty members, researchers, professional technicians, technical instructors, and contract-based project faculty. The scheme aims to achieve substantive salary flexibility without affecting the existing base salary structure—including monthly salary (seniority-based pay) and academic research allowances.

## **Article 3 Awards and Subsidies**

1. Chair Professorship: Eligibility and review procedures shall follow the “Regulations for Establishing Academic Chair Professorships at Yuan Ze University.”
2. Yu-Hsiang Yuan Ze Chair: Eligibility and review procedures shall follow the “Operational Guidelines for the Selection and Recommendation of Full-time Faculty Applying for the Yu-Hsiang Yuan Ze Chair.”
3. Yu-Hsiang Distinguished Professor Award: Eligibility and review procedures shall follow the relevant selection and recommendation guidelines.
4. Outstanding Research Award, Outstanding Teaching Award, Outstanding Advising & Service Award: Standards follow the “Faculty Evaluation and Reward Regulations,” the “Annual Faculty Performance Incentive Guidelines,” and relevant college-level selection rules.
5. Young Scholar Research Award: Eligibility follows the “Young Scholar Research Award Regulations,” limited to full-time faculty at the rank of Associate Professor or below.

6. Innovative Teaching Award: Eligibility follows the “Innovative Teaching Award Regulations.”
7. Excellence in English-Medium Instruction (EMI) Teaching Award: Eligibility follows the “EMI Outstanding Teaching Award Regulations.”
8. Excellent and Distinguished Mentor Awards: Eligibility follows the “Mentor Excellence and Distinction Award Regulations.”
9. Institutional Research Award: Eligibility follows the “Institutional Research Award Regulations.”
10. World’s Top 2% Scientists Selection: Eligibility follows the University’s reward regulations for faculty listed in the global top 2% scientists ranking.
11. Exceptional Talent Incentive Grant: Eligibility follows the “Exceptional Talent Incentive Grant Regulations.”

#### **Article 4 Review Mechanisms**

1. Chair Professorship: reviewed by the Academic Chair Professorship Review Committee.
2. Yu-Hsiang Yuan Ze Chair: reviewed by the Yu-Hsiang Yuan Ze Chair Review Committee.
3. Yu-Hsiang Distinguished Professor Award: reviewed by the respective review committee.
4. Outstanding Research/Teaching/Advising & Service Awards: reviewed by the Faculty Evaluation and Reward Review Committee.
5. Young Scholar Research Award: reviewed by the Young Scholar Award Review Committee.
6. Innovative Teaching Award: reviewed by the Innovative Teaching Award Review Committee.
7. EMI Teaching Award: reviewed by the EMI Teaching Award Review Committee.
8. Excellent & Distinguished Mentor Awards: reviewed by the Mentor Evaluation Committee.
9. Institutional Research Award: reviewed by the Institutional Research Award Review Committee.
10. Top 2% Scientists: selected by Stanford University based on the Scopus author database.
11. Exceptional Talent Incentive Grant: reviewed by the Exceptional Talent Incentive Grant Review Committee.

#### **Article 5 Performance Requirements and Evaluation Mechanisms**

1. Performance Requirements:  
Personnel recruited or retained under the Regulations shall demonstrate excellence in teaching, research, and service, maintain or exceed the qualification standards listed in Article 3, and will undergo periodic evaluation by the University as reference for future renewal.
2. Evaluation Mechanisms:

- (1) Chair Professorships: reviewed every three years in accordance with the relevant regulations.
- (2) Other awards (Young Scholar Award, Innovative Teaching Award, EMI Award, Mentor Awards, etc.) and Top 2% Scientist recognitions: evaluated annually.
- (3) Other awards shall be evaluated according to applicable rules.

#### **Article 6 Award Periods**

1. Chair Professorship: three-year term.
2. Yu-Hsiang Yuan Ze Chair: one year.
3. Yu-Hsiang Distinguished Professor Award: one year.
4. Outstanding Research/Teaching/Service Awards: one year.
5. Young Scholar Research Award: one year.
6. Innovative Teaching Award: one year.
7. EMI Excellence Teaching Award: one year.
8. Mentor Excellence & Distinction Awards: one year.
9. Institutional Research Award: one year.
10. Top 2% Scientist Award: one year.
11. Exceptional Talent Incentive Grant: one year.

#### **Article 7 Award Amounts**

1. Chair Professorship: NT\$600,000–1,200,000 per person per year.
2. Yu-Hsiang Yuan Ze Chair: NT\$600,000 per year.
3. Yu-Hsiang Distinguished Professor Award: NT\$400,000 per year.
4. Outstanding Awards:
  - (1) Research: average approx. NT\$130,000 (varies by evaluation indicators).
  - (2) Teaching: NT\$100,000
  - (3) Advising/Service: NT\$60,000
5. Young Scholar Research Award: NT\$200,000 per year.
6. Innovative Teaching Awards:
  - (1) Special Excellence: NT\$100,000
  - (2) Excellence: NT\$70,000
  - (3) Merit Award: NT\$40,000
  - (4) Higher Education Sprout Project Incentive: NT\$20,000
7. EMI Teaching Awards:
  - (1) Special Excellence: NT\$100,000
  - (2) Excellence: NT\$70,000
  - (3) Merit Award: NT\$40,000
  - (4) Bilingual (EMI) Program Incentive: NT\$20,000
8. Mentor Awards:
  - (1) Excellent Mentor (Regular): Certificate
  - (2) Excellent Mentor (Special): NT\$20,000 + Plaque
  - (3) Distinguished Mentor: NT\$60,000 + Plaque
9. Institutional Research Awards:

- (1) Special Excellence: NT\$30,000
- (2) Excellence: NT\$20,000
- (3) Merit: NT\$10,000
- 10. Top 2% Scientists: NT\$10,000 per year (lifetime or annual award, selectable).
- 11. Exceptional Talent Incentive Grant: NT\$300,000–1,200,000 (increments of NT\$100,000).

#### **Article 8 Salary Gap Ratio & Awardee Quota Limits**

1. Maximum salary gap ratio between award recipients and peers of the same rank:
  - (1) Chair Professors: approx. 1.57:1
  - (2) Yu-Hsiang Yuan Ze Chair: approx. 1.28:1
  - (3) Distinguished Professor Award: approx. 1.19:1
  - (4) Outstanding Research/Teaching/Service Awards: approx. 1.08:1
  - (5) Young Scholar Award: approx. 1.09:1
  - (6) Innovative Teaching Award: approx. 1.05:1
  - (7) EMI Teaching Award: approx. 1.05:1
  - (8) Mentor Awards: approx. 1.03:1
  - (9) Institutional Research Awards: approx. 1.01:1
  - (10) Top 2% Scientists: approx. 1.005:1
  - (11) Exceptional Talent Incentive Grant: approx. 1.45:1
2. Award Quota Ratios:
  - (1) Chair Professors: up to 1% of total full-time faculty.
  - (2) Yu-Hsiang Yuan Ze Chair: up to 1%.
  - (3) Distinguished Professor Award: up to 1%.
  - (4) Outstanding Research/Teaching/Service Awards: each category up to 2%.
  - (5) Young Scholar Research Award: up to 2% of eligible full-time faculty (Assoc. Prof. or below).
  - (6) Innovative Teaching Award: up to 10%.
  - (7) EMI Teaching Award: up to 5%.
  - (8) Mentor Awards: up to 3%.
  - (9) Institutional Research Award: determined based on annual selection themes and committee decisions.
  - (10) Top 2% Scientists: based on the annual Stanford University global ranking.
  - (11) Exceptional Talent Incentive Grant: up to 10%.

**Article 9** Award recipients shall remain committed to improving teaching, research, and service. The University shall provide necessary academic, administrative, and research support to exceptional talent in accordance with relevant regulations.

**Article 10** Funding for the Regulations shall come from government subsidies, University self-generated funds, or other approved sources for flexible salary schemes. If external funding agencies impose additional requirements or contract terms, those provisions shall prevail.

**Article 11** The Regulations shall be implemented upon approval by the Administrative Meeting and filing with the Ministry of Education. Amendments shall follow the same procedure.