

National Yunlin University of Science and Technology Guidelines for the Operation of Flexible Salary Payment under the Higher Education Sprout Project

I. In order to effectively utilize the flexible salary of the Higher Education Sprout Project to enhance the teaching, counseling, research, and industry-academia performance of YunTech, these guidelines (hereinafter referred to as "the Guidelines") are established in accordance with the principles of the subsidy for the flexible salary reward for the recruitment and retention of special talents at National Yunlin University of Science and Technology (hereinafter referred to as "YunTech").

II. The flexible salary payment process stipulated in the Guidelines includes the following four categories of special talents:

- (1) Teaching and counseling category.
- (2) Research category.
- (3) Project-based task category.
- (4) Industry-academia category.

The flexible salary payment regulations for the four categories of personnel, including Endowed Professors, Distinguished Professors, newly recruited international talents, and special talents rewarded by the Ministry of Science and Technology, shall be handled in accordance with other relevant regulations.

III. Eligibility criteria and review standards:

(1) Teaching and counseling category:

1. Faculty members who were invited to take charge of school or college-level teacher communities in the previous year and performed well.
2. Faculty members who were invited to take charge of and implement teaching or counseling improvement activities in the previous year and performed well.
3. Faculty members who received the Ministry of Education's teaching practice research project in the previous year.

(2) Research category:

Faculty members whose reward money calculated based on the "National Yunlin University of Science and Technology Guidelines for Rewards for Publishing Academic Journal Papers and Participating in International Art and Design Competitions" exceeds 120,000 NTD.

(3) Project-based task category:

1. Those who made significant contributions to the implementation of school development goals in the previous year.

2. Those who obtained or implemented project funds of more than 20 million NTD from outside the school in the previous year and used them for the whole school.

(4) Industry-academia category:

Faculty members whose reward money calculated based on the "National Yunlin University of Science and Technology Guidelines for Rewards for Faculty Members Undertaking Project Plans and Industry-Academia Cooperation Cases" exceeds 120,000 NTD.

IV. Payment standards: It is issued monthly and is limited to a period of 1 year.

(1) Teaching and counseling category:

1. Faculty members who were invited to take charge of school or college-level teacher communities in the previous year and performed well: The principle is to issue a reward of 10,000 NTD per month.
2. Faculty members who were invited to take charge of and implement teaching or counseling improvement activities in the previous year and performed well: The principle is to issue a reward of 3,000 NTD per month.
3. Faculty members who received the Ministry of Education's teaching practice research project in the previous year: The principle is to issue a reward of 3,000 NTD per month.

(2) Research category: The top 20% of personnel are issued 15,000 NTD per month as a principle, and the rest are rewarded with 10,000 NTD as a principle.

(3) Project-based task category: The principle is to issue a reward of 15,000 NTD per month.

(4) Industry-academia category: The top 20% of personnel are issued more than 15,000 NTD per month as a principle, and the rest are rewarded with 10,000 NTD as a principle.

V. Review period and mechanism: The review is conducted once a year and is divided into two stages: preliminary review and secondary review. The preliminary review is to review the eligibility conditions of each category and recommend appropriate quotas, and the secondary review is to confirm whether the eligibility conditions are correct and to determine the quotas and reward amounts.

(1) Preliminary review: The review and recommendation should be completed before the end of May each year as a principle. The review is conducted by the preliminary review committee for the flexible salary of the Higher Education Sprout Project which is composed of the Vice President, Dean of Academic Affairs, Dean of R&D, Chief Secretary, Chief Director of the Teaching Excellence Center, Chief Director

of the Institutional Research and Planning Center, and Director of the Personnel Office. The responsibilities of each category for review and recommendation are as follows:

1. Teaching and counseling category: Managed by the Teaching Excellence Center.
2. Research category: Managed by the Office of Research and Development.
3. Project-based task category: Managed by the Secretary Office.
4. Industry-academia category: Managed by the Office of Research and Development.

(2) Secondary review: The review should be completed before the end of June each year as a principle. The review is conducted by the review committee for the flexible salary of the Higher Education Sprout Project, which is composed of the President, Vice President, Dean of Academic Affairs, Chief Secretary, Chief Director of the Teaching Excellence Center, Dean of R&D, Chief Director of the Institutional Research and Planning Center, Director of the Personnel Office, and Deans of each college.

VI. The payment of the four categories of flexible salaries referred to in the Guidelines is recommended by each preliminary review unit, and faculty members do not need to apply separately.

VII. For the four categories of flexible salaries referred to in the Guidelines, faculty members will receive the reward that grants the highest value in the same year, and cannot receive it repeatedly.

VIII. The source of the reward money issued in accordance with the Guidelines is the Ministry of Education's Higher Education Sprout Project. The review committee for the flexible salary of the Higher Education Sprout Project may adjust the quotas or reward amounts according to the annual budget.

IX. The affairs of the review committee for the flexible salary of the Higher Education Sprout Project are handled by the Personnel Office; each preliminary review unit is responsible for budgeting and handling the reward money payment process after the secondary review.

X. The preliminary review unit may establish supplementary process regulations for the Guidelines, but they must not conflict with the Ministry of Education's Higher

Education Sprout Project or the Guidelines, and the supplementary process regulations should be discussed and passed by the Center (Office) Affairs Meeting and approved by the President before they can be implemented.

XI. The Guidelines are implemented after being approved by the Administrative Meeting, reviewed and approved by the School Fund Management Committee, and approved by the President.