

銘傳大學教學優秀人才彈性薪資辦法

Ming Chuan University Procedures regarding Flexible Salary for Teaching Excellence Talents

中華民國 100 年 4 月 18 日行政會議通過

Passed at the Administrative Council Meeting on April 18, 2011

中華民國 110 年 5 月 10 日行政會議通過

Revised and passed at the Administrative Council Meeting on May 10, 2021

中華民國 111 年 11 月 14 日行政會議通過

Revised and passed at the Administrative Council Meeting on November 14, 2022

第一條 為獎勵本校專任或專案教師在教學上優秀表現，提升本校教學績效，特制定「銘傳大學教學優秀人才彈性薪資辦法」（以下簡稱本辦法）。

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

第二條 本辦法之彈性薪資核發，依下列兩種方式支給：

- 一、 一次性給付獎勵金：凡獲得高教深耕計畫相關專案且表現優異之教師，可獲得一次性給付獎勵金。
- 二、 積點制給付獎勵金，依以下獎勵項目表及其採計點數。

獎勵項目	獎勵採計點數
私立教育事業協會弘道獎	2
教育部優良教師	1
教學傑出教師	2
教學特優教師	1
獲教育部補助教學相關專案並擔任計畫主持人	1/件
獲教育部教學實踐研究績優計畫獎	2/件
獲教育部補助大學社會責任專案並擔任計畫主持人	1/件
指導學生參與國際性競賽獲獎	1/項
指導學生在學期間或畢業後 1 年內取得公務人員高等考試或普通考試或一、二、三及四等特種考試及格證書	1/人次
指導學生參與產學合作計畫並擔任計畫主持人	1/計畫
指導學生取得技術移轉權利金	2/件
指導學生取得國科會大專生研究計畫	1/計畫

指導學生獲得國科會大專生研究創作獎	2/項
指導學生參與全國性競賽獲獎前三名	0.5/項

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 Higher Education Enhancement Project with outstanding performance may receive a lump-sum award.
2. Accumulated-points award, items to be rewarded and assigned points are as follows:

Items to be Rewarded	Points Assigned
Private Education Association, R.O.C. - Hung Dao Prize Recipient	2
Ministry of Education (MOE) Outstanding Teacher Recipient	1
Outstanding Teaching Recipients	2
Excellent Teaching Recipients	1
Granted MOE subsidized teaching project and served as principal investigator for the project	1/Case
Received the Ministry of Education's Award for Outstanding Achievement in Teaching Practice Research	2/Case
Received the Ministry of Education's subsidy for a university social responsibility 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, General Examination 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	2/Project
Advised a student in receiving National Science and Technology Council student research project grant	1/Project
Advised a student winning a Creativity Award in National Science and Technology Council Undergraduate Student Research Program	2/Item
Advised a student placing top 3 in a national competition	0.5/Item

第三條 本辦法彈性薪資由教育部高等教育深耕計畫經費或學校編列經費支應。但得依年度預算經高教深耕計畫委員會決議彈性調整基數之金額。惟本校專任或專案教師自軍、公、教(公立大專校院退休之人員)通過申請之經費需以學校編列經費支應。

Article 3 The flexible salary under the Procedures shall be supported by funds from the Ministry of Higher Education Sprout Project or funds allocated by the institution. However, the amount of the flexible adjustment base shall be determined by the Higher Education Sprout Project Committee through a review of the flexible salary budget in the annual budget. The funding for Full-time or Special Program Faculty at MCU who are military personnel, public servants, or educators (retired personnel from public higher education institutions) shall be supported by funds allocated within the institution upon approval of their application.

第四條 本辦法彈性薪資支給標準如下：

- 一、最近十年內每累積達 5 個積點（含）以上者，給予獎勵金每月 1 個基數。最高為近十年內累積 30 個（含）積點者，給予獎勵金每月 6 個基數。
- 二、前目之獎勵金，以最高基數獎勵，經高教深耕計畫辦公室認定為重覆計算者，則不得重複領取，並依每年申請時間，往前推算十年。

Article 4 The standards for providing flexible salary are as follows:

1. The University will reward those who have five or more points over the last 10 years with 1 base amount every month. The maximum for those who have 30 or more points over the last 10 years will be 6-fold base amount every month.
2. In the case of the aforementioned bonus, if it is determined by the Higher Education Sprout Project Office to be a duplicate calculation, faculty member shall not receive duplicate rewards. The calculation shall be retroactively applied for the past ten years as calculated from the annual application period.

第五條 申請方式：

- 一、申請時間：每年 9 月 1 日至 9 月 15 日。
- 二、以最近十年內獎勵項目表申請獎勵內容，檢附該獲獎項之證明文件。申請補助案件所提出之書面文件，未符合規定而應補件者，應於限期內補件；逾期未補件者，不予受理。
- 三、如有下列情形者，不支給彈性薪資：
  - (一) 教師於獲頒獎勵金期間，當年未獲符合年度獎勵項目者。
  - (二) 未按照申請時間繳交申請文件及獲獎證明者。
  - (三) 研究成果經查證違反學術倫理者。
  - (四) 獲獎人於領取彈性薪資期間，如有離職、留職停薪、死亡、補助計畫中止、違反政府法令或本校聘約等情節重大者。

Article 5 Application Method:

1. Application Period: From September 1 to September 15 each year.
2. Applicants should submit an application with content based on the recent ten-year award list and provide supporting documents for awards received. In case the submitted written documents for the application do not meet the requirements and need to be supplemented, the necessary documents should be provided within the specified deadline. No late submissions will be accepted.
3. Those with the following situations are not eligible for receiving flexible salary:

- (1) Faculty members have not met the annual criteria during the period they received the subsidy.
- (2) Failed to submit the application documents and award certificates within the specified application period.
- (3) Research outcomes have been verified to violate academic ethics.
- (4) Awardees who have resigned, taken unpaid leave, passed away, had the grant project terminated, violated government regulations or their employment contract with the university with significant consequences during the period of receiving the flexible salary.

第六條 本辦法經行政會議通過，校長核定後實施，修正時亦同。

Article 6 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.\*\***

### 附表:教師申請彈性薪資採計點數之參考項目

※以下為教師常取得點數項目，高教深耕計畫辦公室將可獲累計點數之獎勵項目列出，提供各位師長填列申請表之依據。

獎勵項目	可獲累計點數之獎勵項目
教育部優良教師	獲頒教育部資深優良教師 (1點)
私立教育事業協會弘道獎	獲頒私立教育事業協會弘道獎 (2點)
教學傑出教師	獲頒本校校級傑出教師
教學特優教師	獲頒本校校級特優教師
獲教育部補助教學相關專案並擔任計畫主持人	獲教育部補助教學相關專案並擔任計畫主持人 註:如有共同主持人、協同主持人、副主持人等相關主持人者，點數平均分配給數位主持人
獲教育部補助大學社會責任專案並擔任計畫主持人	獲教育部補助大學社會責任專案(含USR-HUB、萌芽型及深耕型等USR獨立計畫)並擔任計畫主持人
指導學生參與國際性競賽獲獎前三名	指導學生參與至少三個國家以上之國際型競賽獲獎前三名者 註：依「教育部補助大學校院學生出國參加國際性學術技藝能競賽及發明展作業要點」其補助範圍：本要點補助參加之國際競賽，指由各國所舉辦且其參賽組別最近三年有平均十個以上國家或地區參加之競賽。非屬國際性競賽、與高等教育無直接相關，或屬表演賽、邀請及觀賽等之國際性競賽，不予補助。如:時報金犢獎需獲得金、銀、銅獎，始得列計。 如有共同指導教師，點數平均分配給數位共同指導教師
指導學生在學期間或畢業後1年內取得考試院考選部舉辦之高等考試、普通考試或一、二、三及四等特種考試及格證書	指導學生在學期間或畢業後1年內取得考試院考選部舉辦「專門職業及技術人員」高等考試或一、二、三及四等特種考試及格證書 指導學生在學期間或畢業後1年內取得公務人員高等考試或普通考試及格證書
指導學生參與產學合作計畫並擔任計畫主持人	獲產學合作計畫案補助達新台幣 15 萬元以上，且有契約書與結案報告書者。 如有共同主持人、協同主持人、副主持人等相關主持人者，點數平均分配給數位主持人
指導學生取得技術移轉權利金	指導學生取得專利並有技術移轉權利金 (證明)
指導學生取得國科會大專生研究計畫	指導學生取得國科會大專生研究計畫
指導學生獲得國科會大專生研究創作獎	指導學生獲得國科會大專生研究創作獎

指導學生參與全國性競賽獲獎前三名	指導學生參與全國性競賽獲獎者。 註：本辦法所稱之全國性以上競賽，係指由教育部、中央或地方政府機關所主辦之全國性對外公開之專業學術或技（藝）能競賽，不包含「壁報論文比(競)賽」。每一作品參加同一競賽以獎勵一次為限。
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**Attached is a table listing the reference items for faculty members to apply for flexible salary points.**

※ There are the items for which you can receive accumulated points listed by the Higher Education Sprout Project Office for your reference in filling in your application form.

Items to be Rewarded	Rewarded Items for Accumulated points
Ministry of Education (MOE) Outstanding Teacher Recipient	MOE <b>Senior</b> Outstanding Teacher Recipient (1 point)
Private Education Association, R.O.C. - Hung Dao Prize Recipient	Private Education Association, R.O.C. - Hung Dao Prize Recipient
Outstanding Teaching Recipients	<b>MCU University-level</b> Outstanding Teaching Recipients
Excellent Teaching Recipients	<b>MCU University-level</b> Excellent Teaching Recipients
Granted MOE subsidized teaching project and served as principal investigator for the project	Granted MOE subsidized teaching project and served as principal investigator for the project Note: If there are co-principal investigators for the project, the points will be equally shared.
Received the Ministry of Education's subsidy for the university's social responsibility project and served as principal investigator for the project	Received the Ministry of Education's subsidy for the university's social responsibility project (including USR-HUB, Budding and Sprout independent projects under USR-HUB) and served as principal investigator for the project.
Received awards for advising students participating in international competitions ranked in Top 3	Received awards for advising students participating in international competitions <b>comprising at least 3 countries</b> ranked in Top 3 Note: According to the "Guidelines for Subsidizing University Students' Participation in International Academic and Technical Skills Competitions and Invention Exhibitions" provided by the Ministry of Education, the range of subsidies is as follows: The subsidies under these guidelines apply to international competitions where the competition categories have had an average participation of ten or more countries or regions in the past three years. Competitions that are not an international contest, not directly related to higher education, or classified as performance competitions, invitations, or observation-based competitions, are not eligible for subsidies. For example, <b>Gold, Silver, or Bronze Awards</b> in Golden Awards of Taiwan Times Awards to receive points.

Items to be Rewarded	Rewarded Items for Accumulated points
	If there are co-advisors for the competition, the points will be equally shared.
Advised a student during his/her study or within one year of graduation who earned a certificate of Senior Examination for the Civil Service, General Examination or Special Examination Level I, II, III, IV held by the Examination Yuan	Advised a student during his/her study or within one year of graduation who earned a certificate of Specialized Professionals and Technicians" and Special Examination Level I, II, III, IV held by the Examination Yuan,  Advised a student during his/her study or within one year of graduation who earned a certificate of <b>Senior Examination</b> or General Examination for the Civil Service
Advised a student participating in an academia-industry cooperation project and served as principal investigator for the project	Granted academia-industry cooperation project with <b>more than 150,000 subsidy</b> and obtained a contract and conclusion report. If there are co-principal investigators for the project, the points will be equally shared.
Advised a student in obtaining technology transfer premium	Advised a student in obtaining patent and <b>technology transfer options</b> (proof needed)
Advised a student in receiving NSTC student research project grant	Advised a student in receiving National Science and Technology Council (NSTC) student research project grant
Advised a student winning a Creativity Award in NSTC Undergraduate Student Research Program	Advised a student in receiving NSTC Undergraduate Student Research Program prize
Advised a student placing top 3 in a national competition	Advised a student participating in a national competition and winning a prize Note: All professional, academic or skills competitions open to participants nationwide which are organized by the Ministry of Education, Central Government or Local Government are considered national competitions. Excludes "Poster Paper Presentation Competition." Each work is eligible for reward/recognition only once in the same competition.

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第一條 為獎勵本校專任及專案教師在教學上優秀的表現，提升本校教學績效，特制定「銘傳大學教學優秀人才彈性薪資辦法」（以下簡稱本辦法）。

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

第二條 本辦法之彈性薪資核發，依下列兩種方式支給：

(一) 一次性給付獎勵金：凡獲得高教深耕計畫相關專案且表現優異之教師，可獲得一次性給付獎勵金，獎勵金額及相關規定另由高教深耕計畫委員會決議定之。

(二) 積點制給付獎勵金：

1. 積點制之獎勵項目及其採計點數如下表：

獎勵項目	獎勵採計點數
私立教育事業協會弘道獎	2
教學傑出教師	2
教育部優良教師	1
教學特優教師	1
獲教育部補助教學相關專案並擔任計畫主持人	1/件
指導學生參與國際性競賽獲獎	1/項
指導學生在學期間或畢業後 1 年內取得公務人員高等考試或一、二、三及四等特種考試及格證書	1/人次
指導學生參與產學合作計畫並擔任計畫主持人	1/計畫
指導學生取得技術移轉權利金	1/件
指導學生取得大專生科技部計畫	1/計畫
指導學生獲得科技部大專生研究創作獎	1/項
指導學生參與全國性競賽獲獎前三名	0.5/項

2. 本校專任教師除自公立大專校院退休之人員外，凡累計獎勵達以下標準者，其彈性薪資支給標準如下：

(1) 最近 5 年內達 5 個積點（含）以上者，給予獎勵金每月 1 個基數。

(2) 最近 10 年內累計達 10 個（含）積點者，給予獎勵金每月 2 個基數。



- (3)最近 10 年內累計達 15 個（含）積點者，給予獎勵金每月 3 個基數。  
 (4)最近 10 年內累計達 20 個（含）積點者，給予獎勵金每月 4 個基數。  
 (5)前四目之獎勵金，擇一最高基數獎勵，不得重複領取，並依每年 10 月申請時間，往前推算 5 或 10 年。

3.第二款之獎勵基準，由高教深耕計畫委員會決議定之。

前款之獎勵項目如經高教深耕計畫委員會認定為重覆計算者，不得重複支領。

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 Higher Education Enhancement Project with outstanding performance may receive a lump-sum award. The award amount and relevant regulations are determined by the Strive for Higher Education Enhancement Project Committee.

2. Accumulated-points award:

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

Items to be Rewarded	Points Assigned
Private Education Association, R.O.C. - Hung Dao Prize Recipient	2
Outstanding Teaching Recipients	2
Ministry of Education (MOE) Outstanding Teacher Recipient	1
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 National Science Council student research project	1/Project
Advised a student wining a Creativity Award in MOST Undergraduate Student Research Program	1/Item
Advised a student placing top 3 in a national competition	0.5/Item

(2) MCU full-time faculty members whose points reach the following standards will be awarded accordingly.

- 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 Higher Education Enhancement Project Committee will determine the award standards in Clause 2.

If any of the above mentioned rewards has been determined to be duplicated by the Strive of Higher Education Enhancement Project Committee, the individual will not receive concurrent awards.

第三條 獎勵金之基數以新台幣伍仟元為原則，但得依年度預算經彈性薪資審查委員會決議彈性調整基數之金額。

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.

第四條 教師於獲頒獎勵金期間，連續二年未獲再符合年度獎勵項目者，校方得暫停頒發本獎勵金。

Article 4 The University may cease to distribute rewards to individuals who have not continued to earn award points for two consecutive years.

第五條 本獎勵金自高教深耕計畫經費支應，自 100 年度起頒發，每年依申請概況進行檢討。獎勵金之審核，悉由高教深耕計畫委員會審核或決議定之。

Article 5 The rewards, supported from the Strive for Higher Education Enhancement 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 Higher Education Enhancement Project Committee.

第六條 本辦法自 100 年度至 101 年度先行試辦。經評估本辦法實施之效果，衡量本校財務狀況及其他相關情形，得於試辦期限到期前，經行政會議決議通過，校長核定後，延長或停止實施年限。

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.

第七條 本辦法經行政會議通過，校長核定後實施，修正時亦同。

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.

## 彈性薪資\_教師常取得積點之項目

※以下為教師常取得點數項目，高教深耕計畫將可獲累計點數之獎勵項目列出，提供各位師長 填列申請表之依據，此外尚有更多可獲積點之項目高教深耕計畫並未詳列完全，敬請各位師長 盡量多填列，以累積更多積點，而後將由高教深耕委員做最後審查：

獎勵項目	可獲累計點數之獎勵項目
教育部優良教師	教育部資深教師(1點)
私立教育事業協會弘道獎	私立教育事業協會弘道獎(2點)
教學傑出教師	校層級傑出教師(係指由教資中心所遴選出者)
教學特優教師	校層級特優教師(係指由教資中心所遴選出者)
獲教育部補助教學相關專案並擔任計畫主持人	獲教育部補助教學相關專案並擔任計畫主持人
	如有共同主持人者、協同主持人、副主持人...等相關主持人者，點數將平均分配給數位計畫主持人
指導學生參與國際性競賽獲獎	指導學生參與至少三個國家以上之國際型競賽獲獎者 ● PS：依「教育部補助大專校院學生出國參加國際性學術技藝能競賽及發明展作業要點」其補助範圍：本要點補助參加之國際競賽，指由各國所舉辦且其參賽組別最近三年有平均十個以上國家或地區參加之競賽。非屬國際性競賽、與高等教育無直接相關，或屬表演賽、邀請及觀賽等之國際性競賽，不予補助。
	時報金犢獎需獲得金、銀、銅獎，始得列計
	如有共同指導教師者，點數將平均分配給數位共同指導教師
指導學生在學期間或畢業後 1 年內取得公務人員高等考試或一、二、三及四等特種考試及格證書	指導學生在學期間或畢業後 1 年內取得 <b>司法官、律師、會計師、書記官等一、二、三及四等特種考試</b> 及格證書
	指導學生在學期間或畢業後 1 年內取得公務人員 <b>高等考試</b>
指導學生參與產學合作計畫並擔任計畫主持人	獲產學合作案補助 <b>10 萬元以上</b> ，且取得契約書者
	如有共同主持人、協同主持人、副主持人...等相關主持人者，將其點數將平均分配給數位計畫主持人
指導學生取得技術移轉權利金	指導學生學取專利並有 <b>技術移轉</b> (證明)
指導學生取得大專生科技部計畫	指導學生取得大專生科技部計畫
指導學生獲得科技部大專生研究創作獎	指導學生取得大專生科技部計畫並獲獎
指導學生參與全國性競賽獲獎前三名	指導學生參與全國性競賽獲獎者。 本辦法所稱之全國性以上競賽，係指由教育部、中央或地方政府機關所主辦之全國性對外公開之專業學術或技(藝)能競賽。

※ Faculty members often earn points in items shown in the following table. They are listed here for your reference in filling in your application form. There are more items for which you can receive accumulated points, so please try to fill in as much as possible. The Strive for Higher Education Enhancement Project Committee will conduct the final review and examination.

Items to be Rewarded	Rewarded Items for Accumulated points
Ministry of Education (MOE) Outstanding Teacher Recipient	MOE <b>Senior</b> Teacher Recipient (1 point)
Private Education Association, R.O.C. - Hung Dao Prize Recipient	Private Education Association, R.O.C. - Hung Dao Prize Recipient
Outstanding Teaching Recipients	<b>University-level</b> Outstanding Teaching Recipients (Selected by the Teaching and Learning Resources Center)
Excellent Teaching Recipients	<b>University-level</b> Excellent Teaching Recipients (Selected by the Teaching and Learning Resources Center)
Granted MOE subsidized teaching project and served as principal investigator for the project	Granted MOE subsidized teaching project and served as principal investigator for the project
	If there are co-principal investigators for the project, the points will be equally shared.
Received awards for advising students participating in international competitions	Received awards for advising students participating in international competitions <b>comprising at least 3 countries</b>
	Must receive <b>Gold, Silver, or Bronze Awards</b> in Golden Awards of Taiwan Times Awards to receive points
	If there are co-advisors for the competition, the points will be equally shared.
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	Advised a student during his/her study or within one year of graduation who earned a certificate of Special Examination Level <b>I, II, III, IV</b> such as <b>judge, attorney, certificated accountant, or a clerk of court</b>
	Advised a student during his/her study or within one year of graduation who earned a certificate of <b>Senior Examination</b> for the Civil Service
Advised a student participating in an academia-industry cooperation project and served as principal investigator for the project	Granted academia-industry cooperation project with <b>more than 100,000 subsidy</b> and obtained a contract
	If there are co-principal investigators for the project, the points will be equally shared.

Items to be Rewarded	Rewarded Items for Accumulated points
Advised a student in obtaining technology transfer premium	Advised a student in obtaining patent and <b>technology transfer</b> (proof needed)
Advised a student in receiving MOST student research project grant	Advised a student in receiving Ministry of Science and Technology (MOST) student research project grant
Advised a student winning a Creativity Award in MOST Undergraduate Student Research Program	Advised a student in receiving MOST student research project grant and winning a prize
Advised a student placing top 3 in a national competition	Advised a student participating in a national competition and winning a prize All professional, academic or skills competitions open to participants nationwide which are organized by the Ministry of Education, Central Government or Local Government are considered national competitions