

銘傳大學教學優秀人才彈性薪資辦法

中華民國 100 年 4 月 18 日行政會議通過

中華民國 110 年 5 月 10 日行政會議修正通過

中華民國 111 年 11 月 14 日行政會議修正通過

中華民國 113 年 9 月 9 日擴大行政會議修正通過

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）。

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
教育部資深優良教師	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（含大學特色類萌芽型、深耕型或永續發展類）並擔任計畫主持人	2/件
獲教育部補助大學社會責任專案（含大學特色類萌芽型、深耕型或永續發展類）並擔任計畫共同主持人	1/件
獲教育部補助大學社會責任專案（含USR-Hub）並擔任計畫主持人	1/件
指導本校學生參與國際性競賽獲前三名	1/項
指導本校學生參與全國性競賽獲前三名	0.5/項
指導本校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	1/人次
指導本校學生參與產學合作計畫並擔任計畫主持人	1/計畫
指導本校學生取得技術移轉權利金	2/件
指導本校學生取得國科會大專學生研究計畫	1/計畫
指導本校學生獲得國科會大專學生研究創作獎	2/項

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。

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、前項之獎勵金，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。

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；逾期末補件者，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。

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。

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
私立教育事業協會弘道獎	獲頒私立教育事業協會弘道獎。
教育部資深優良教師	獲頒教育部資深優良教師。
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。
獲教育部教學實踐研究績優計畫獎	獲教育部教學實踐研究績優計畫獎並擔任計畫主持人。
獲教育部補助大學社會責任專案（含大學特色類萌芽型、深耕型或永續發展類）並擔任計畫主持人	獲教育部補助大學社會責任專案（含大學特色類萌芽型、深耕型或永續發展類等USR獨立計畫）並擔任計畫主持人。
獲教育部補助大學社會責任專案（含大學特色類萌芽型、深耕型或永續發展類）並擔任計畫共同主持人	獲教育部補助大學社會責任專案（含大學特色類萌芽型、深耕型或永續發展類等USR獨立計畫）並擔任計畫共同主持人。

<p>獲教育部補助大學社會責任專案（含USR-Hub）並擔任計畫主持人</p>	<p>獲教育部補助大學社會責任專案（含USR-Hub）並擔任計畫主持人。</p>
<p>指導本校學生參與國際性競賽獲前三名</p>	<p>指導本校學生參與至少三個國家以上之國際性競賽獲前三名或等同前三名者。</p> <p>註1：國際性競賽係指由國際性組織協會、各國政府機關、學術團體或企業機構所舉辦，最近三學年度有平均十個以上國家或地區參加之專業學術或技（藝）能競賽，大陸地區、香港及澳門之人員（隊伍）參賽僅能列算一個國家。非屬國際性競賽、與高等教育無直接相關，或屬表演賽、邀請賽及觀摩賽等之國際性競賽，不予補助。如：時報金犢獎屬國際性競賽，須獲得金、銀、銅獎，始得列計。</p> <p>註2：每一作品參加同一競賽以獎勵一次為限。</p> <p>註3：如有共同指導教師，點數平均分配給數位共同指導教師。</p>
<p>指導本校學生參與全國性競賽獲前三名</p>	<p>指導本校學生參與全國性競賽獲前三名或等同前三名者。</p> <p>註1：全國性競賽係指由國內政府機關、學術團體或企業機構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」、表演賽、邀請賽及觀摩賽，且除主辦單位外，該學年度應至少有五所大專校院（含）以上且十個隊伍以上參與。</p> <p>註2：每一作品參加同一競賽以獎勵一次為限。</p> <p>註3：如有共同指導教師，點數平均分配給數位共同指導教師。</p>
<p>指導本校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</p>	<p>指導本校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。</p> <p>指導本校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。</p>
<p>指導本校學生參與產學合作計畫並擔任計畫主持人</p>	<p>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。</p> <p>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。</p>
<p>指導本校學生取得技術移轉權利金</p>	<p>指導本校學生取得專利並有技術移轉權利金（證明）。</p> <p>註：如有共同指導教師，點數平均分配給數位共同指導教師。</p>
<p>指導本校學生取得國科會大專學生研究計畫</p>	<p>指導本校學生取得國科會大專學生研究計畫。</p>
<p>指導本校學生獲得國科會大專學生研究創作獎</p>	<p>指導本校學生獲得國科會大專學生研究創作獎。</p>

Ming Chuan University Procedures regarding Flexible Salary for Teaching Excellence Talents

Passed at the Administrative Council Meeting on April 18, 2011

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

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

Revised and passed at the Expanded Administrative Council Meeting on September 9, 2024

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.

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) Senior 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 (including Emerging University Features, Higher Education Sprout, or independent projects on Sustainable Development) and served as principal investigator for the project	2/Case
Received the Ministry of Education's subsidy for a University Social Responsibility project (including Emerging University Features, Higher Education Sprout, or independent projects on Sustainable Development) and served as co-principal investigator for the project	1/Case
Received the Ministry of Education's subsidy for a University Social Responsibility project (including USR-Hub) and served as principal investigator for the project	1/Case
Advised one of our university's students placing top 3 in an international competition	1/Item
Advised one of our university's students placing top 3 in a national competition	0.5/Item

Advised one of our university's students during his/her study or within one year of graduation who earned a certificate of passing a Senior Examination for the Civil Service, General Examination or Special Examination Level I, II, III, IV held by the Examination Yuan	1/Time/Person
Advised one of our university's students participating in an academia-industry cooperation project and served as principal investigator for the project	1/Project
Advised one of our university's students in obtaining a technology transfer premium	2/Project
Advised one of our university's students in receiving a National Science and Technology Council student research project grant	1/Project
Advised one of our university's students winning a National Science and Technology Council College Student Research Creativity Award	2/Item

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.

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.

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.

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.****

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
Private Education Association, R.O.C. - Hung Dao Prize Recipient	Private Education Association, R.O.C. - Hung Dao Prize Recipient
Ministry of Education (MOE) Senior Outstanding Teacher Recipient	MOE Senior Outstanding Teacher Recipient
Outstanding Teaching Recipients	MCU University-level Outstanding Teaching Recipients
Excellent Teaching Recipients	MCU University-level 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 Award for Outstanding Achievement in Teaching Practice Research	Received the Ministry of Education's Award for Outstanding Achievement in Teaching Practice Research and served as principal investigator for the project.
Received the Ministry of Education's subsidy for a University Social Responsibility project (including Emerging University Features, Higher Education Sprout, or independent projects on Sustainable Development) and served as principal investigator for the project	Received the Ministry of Education's subsidy for a University Social Responsibility project (including Emerging University Features, Higher Education Sprout, or independent projects on USR Sustainable Development) and served as principal investigator for the project.
Received the Ministry of Education's subsidy for a University Social Responsibility project (including Emerging University Features, Higher Education	Received the Ministry of Education's subsidy for a University Social Responsibility project (including Emerging University Features, Higher Education Sprout, or independent projects on USR Sustainable Development) and served as co-principal investigator for the project.

Items to be Rewarded	Rewarded Items for Accumulated points
<p>Sprout, or independent projects on Sustainable Development) and served as co-principal investigator for the project</p>	
<p>Received the Ministry of Education's subsidy for a University Social Responsibility project (including USR-Hub) and served as principal investigator for the project</p>	<p>Received the Ministry of Education's subsidy for a University Social Responsibility project (including USR-Hub) and served as principal investigator for the project.</p>
<p>Advised one of our university's students placing top 3 in an international competition</p>	<p>Received awards for advising students placing among the top 3 in international competitions comprising at least 3 countries.</p> <p>Note 1: International competitions refer to those organized by international organizations, government agencies of various countries, academic groups, or corporate entities, with an average participation of more than 10 countries or regions over the past three academic years in professional academic or technical (arts) competitions. Participants (teams) from Mainland China, Hong Kong, and Macau can only be counted as one country. Competitions that are not an international contest, not directly related to higher education, or classified as performance competitions, invitationals, or demonstration-based competitions, are not eligible for subsidies. Note: The Times Golden Calf Award is considered an international competition; only those who earn gold, silver, or bronze awards can be counted.</p> <p>Note 2: Each work is eligible for reward/recognition only once in the same competition.</p> <p>Note 3: If there are co-advisors for the competition, the points will be equally shared.</p>
<p>Advised one of our university's students placing top 3 in a national competition</p>	<p>Received awards for advising students placing among the top 3 in national competitions.</p> <p>Note 1: National competitions refer to those national-level competitions that are open to the public and organized by domestic government agencies, academic groups, or business entities, excluding "Poster Paper Presentation Competitions. Aside from the organizer, there should be participation from at least 5 higher education institutions and more than 10 teams in that academic year.</p> <p>Note 2: Each work is eligible for reward/recognition only once in the same competition.</p> <p>Note 3: If there are co-advisors for the competition, the points will be equally shared.</p>

Items to be Rewarded	Rewarded Items for Accumulated points
<p>Advised one of our university's students during his/her study or within one year of graduation who earned a certificate of passing a Senior Examination for the Civil Service, General Examination or Special Examination Level I, II, III, IV held by the Examination Yuan</p>	<p>Advised one of our university's students during his/her study or within one year of graduation who earned a certificate of Specialized Professionals and Technicians" or passed a Special Examination Level I, II, III, IV held by the Examination Yuan.</p>
	<p>Advised one of our university's students during his/her study or within one year of graduation who earned a certificate of passing a Senior Examination or General Examination for the Civil Service.</p>
<p>Advised one of our university's students participating in an academia-industry cooperation project and served as principal investigator for the project</p>	<p>Granted an academia-industry cooperation project with more than 150,000 subsidy and obtained a contract and conclusion report. Note: If there are co-principal investigators for the project, the points will be equally shared.</p>
<p>Advised one of our university's students in obtaining a technology transfer premium</p>	<p>Advised a student in obtaining patent and technology transfer options (proof needed). Note: If there are co-advisors for the competition, the points will be equally shared.</p>
<p>Advised one of our university's students in receiving a National Science and Technology Council student research project grant</p>	<p>Advised one of our university's students in receiving a National Science and Technology Council (NSTC) student research project grant.</p>
<p>Advised one of our university's students winning a National Science and Technology Council College Student Research Creativity Award</p>	<p>Advised one of our university's students winning a National Science and Technology Council (NSTC) College Student Research Creativity Award.</p>