

# National Chung Hsing University Regulations Governing Flexible Pay for Extraordinary Instructors

Enacted in the 257<sup>th</sup> Administrative Meeting on Apr. 22<sup>nd</sup>, 1998  
Amended in the 271<sup>st</sup> Administrative Meeting on Mar. 15<sup>th</sup>, 2000  
Amended in the 280<sup>th</sup> Administrative Meeting on Apr. 18<sup>th</sup>, 2001  
Amended (Article 8) in the 297<sup>th</sup> Administrative Meeting on Jun. 25<sup>th</sup>, 2003  
Amended (Articles 7 & 8) in the 298<sup>th</sup> Administrative Meeting on Sep. 24<sup>th</sup>, 2003  
Amended (Article 6) in the 303<sup>rd</sup> Administrative Meeting on Apr. 14<sup>th</sup>, 2004  
Amended (Articles 2, 5, 8 & 10) in the 320<sup>th</sup> Administrative Meeting on May. 24<sup>th</sup>, 2006  
Amended (Article 2) in the 324<sup>th</sup> Administrative Meeting on Nov. 29<sup>th</sup>, 2006  
Amended (Articles 1-11) in the 330<sup>th</sup> Administrative Meeting on Sep. 19<sup>th</sup>, 2007  
Amended (Articles 1,3-7,10-12) in the 345<sup>th</sup> Administrative Meeting on Jun. 24<sup>th</sup>, 2009  
Amended (Articles 2-10) in the 59<sup>th</sup> University Affairs Meeting on Dec. 24<sup>th</sup>, 2010  
Amended (Article 6) in the 71<sup>st</sup> University Affairs Meeting on Dec. 12<sup>th</sup>, 2014  
Amended (Articles 1,6-12) in the 74<sup>th</sup> University Affairs Meeting on Apr. 22<sup>nd</sup>, 2016  
Amended (Article 6) in the 79<sup>th</sup> University Affairs Meeting on Dec. 8<sup>th</sup>, 2017  
Amended (Articles 2,3 & 5) in the 80<sup>th</sup> University Affairs Meeting on Apr. 17<sup>th</sup>, 2018  
Amended (Article 8) in the 83<sup>rd</sup> University Affairs Meeting on Dec. 7<sup>th</sup>, 2018  
Amended (Article 6) in the 101<sup>st</sup> University Affairs Meeting on Jun. 9<sup>th</sup>, 2023

Article 1 The National Chung Hsing University (hereinafter referred to as 'the University') establishes these regulations to encourage instructors' commitment to teaching, emphasize student learning outcomes, enhance teaching quality, establish exemplary teaching models, and recognize outstanding teaching performance.

Article 2 Funding Sources:

1. Funding from the Ministry of Education's Higher Education Sprout Project and related funds.
2. Self-raised funds from the University's institutional funds, including donations, industry-academia cooperation, government research grants, or management fees for commissioned projects

Article 3 Recipients of the "Excellent Teaching" award shall be granted flexible salary bonuses according to the "National Chung Hsing University Regulations Governing Flexible Pay for the Recruitment, Retention, and Commendation of Extraordinary Talent".

Article 4 This award is limited to full-time faculty members at the rank of instructor or above who have been teaching continuously at the University for at least 3 years.

Article 5 The maximum quota for "Excellent Teaching I" awards is a maximum of ten and twenty for "Excellence Teaching II" awards.

Article 6 Recommended instructors must meet all of the following conditions:

1. The number of teaching hours in the past three academic years meets the regulations of the "National Chung Hsing University Regulations Governing Verification of Teaching Hours and Overtime Hourly Pay".

2. Within the last five years, completed the [National Science and Technology Council](#) project or published a book with a review system, academic works, or textbooks.
3. Teaching contribution ranking in the past three academic years is within the top half of the entire college.
4. Within the past three academic years, they must have taught at least six undergraduate courses, with actual teaching hours exceeding one-third of each semester.

The “teaching contribution: mentioned in the third condition is calculated by multiplying the number of students enrolled in each subject taught by the teaching hours. Teaching data is provided by the Office of Academic Affairs' Curriculum Division.

The evaluation criteria for the “Excellent Teaching” instructors are based on four aspects: 'teaching enthusiasm, philosophy, methods, improvement,” teaching materials and preparation,” “teaching achievements,” and “other outstanding teaching accomplishments.” The evaluation form is separately specified.

Article 7 The composition of the University's Excellent Teaching Award Review Committee consists of eleven members. Each college nominates one outstanding instructor for teaching excellence, and the remainder are appointed by the President, including the Vice President for Academic Affairs and outstanding teachers from within and outside the University. The Vice President for Academic Affairs serves as the convener. If a committee member is also a candidate for the “Excellent Teaching' award, in compliance with the principle of avoiding conflicts of interest, their committee membership will be revoked, and another member will be nominated by the respective college. The Review Committee should convene at least once a year.

Article 8 Review Procedures:

1. Recommendation and Preliminary Review: Before September of each year, the teacher recommended by the department's academic review committee shall be recommended to the Office of Academic Affairs through administrative procedures. The number of candidates recommended in each college-level unit shall not exceed three percent of the total number of full-time faculty members at the rank of instructors or above within that unit's establishment. If the total number of candidates recommended in each college is less than one, it shall be counted as one.

2. Review: The “Excellent Teaching Award Review Committee” shall invite candidates for the “Excellent Teaching Award” to explain their teaching achievements and teaching experiences during the meeting. Each recommendation shall be reviewed by at least two-thirds of the committee members present and must be approved by at least two-thirds of the attending members through voting

Article 9 During the period of receiving the Excellent Teaching Award, instructors should:

1. Share teaching experiences and insights at teacher workshops or teaching observation meetings.
2. Serve as mentors for new instructors or as teaching consultants.
3. Serve as consultants for the Office of Academic Affairs in teaching development planning and teaching program review committees.
4. Continuously participate in matters related to teaching improvement.

Article 10 The period of flexible salary bonuses for award-winning instructors is two years. During the reward period, teachers should submit written reports to the review committee annually. The committee should assess the achievements and performance of Excellent Teaching Award-winning instructors, and grant flexible salaries of different levels based on performance.

The duration of the above-mentioned assessment period may be adjusted according to the status of funding sources. If funding sources become difficult, the grant may be terminated at any time.

Article 11 Recipients of the “Excellent Teaching” award are ineligible for re-recommendation within three years from the academic year they receive the award. If a recipient receives the “Excellent Teaching I” award twice, they are considered lifetime recipients of the Excellent Teaching award. The University will present them with an honorary teaching award certificate, and they will not be eligible for re-recommendation thereafter.

Article 12 These regulations shall be implemented after passing through the University Affairs Meeting, and any revisions shall follow the same procedure.