

# Wenzao Ursuline University of Languages Regulations Governing the Implementation of the Merit Pay Program

Approved by the Administrative Meeting on November 16, 2010  
Approved by the Board of Directors on June 28, 2011  
Approved by the Administrative Meeting on October 25, 2011  
Approved by the Board of Directors on November 17, 2011  
Approved for record by the Ministry of Education in Letter No. Tai-Ji (III) 1000228352 dated December 22, 2011  
Title revised following the University's renaming and approved by the President on August 25, 2013  
Amended and approved by the Administrative Meeting on November 3, 2015  
Amended and approved by the Board of Directors on June 28, 2016  
Amended and approved by the Administrative Meeting on February 7, 2017  
Amended and approved by the Board of Directors on March 3, 2017  
Approved for record by the Ministry of Education in Letter No. Tai-Jiao-Ji (III) 1060041965 dated April 5, 2017  
Amended and approved by the Administrative Meeting on May 1, 2018  
Amended and approved by the Board of Directors on June 15, 2018  
Amended and approved by the Administrative Meeting on November 6, 2018  
Amended and approved by the Board of Directors on November 22, 2018  
Amended and approved by the Administrative Meeting on April 2, 2019  
Amended and approved by the Board of Directors on June 19, 2019  
Amended and approved by the Administrative Meeting on October 1, 2019  
Amended and approved by the Board of Directors on November 21, 2019  
Approved for record by the Ministry of Education in Letter No. Tai-Jiao-Ji (III) 1080183169 dated December 3, 2019  
Amended and approved by the Administrative Meeting on May 4, 2021  
Amended and approved by the Board of Directors on June 17, 2021  
Approved for record by the Ministry of Education in Letter No. Tai-Jiao-Ji (III) 1100093009 dated July 13, 2021  
Amended and approved by the Administrative Meeting on March 10, 2026  
Amended and approved by the Board of Directors on July 17, 2026  
Approved for record by the Ministry of Education in Letter No. Tai-Jiao-Ji (III) 1150078067 dated August 5, 2026

**Article 1** Purpose: Wenzao Ursuline University of Languages (hereinafter “the University”) has established these Regulations Governing the Implementation of the Merit Pay Program (hereinafter “the Regulations”) to recruit and retain outstanding domestic and international personnel and to achieve the goal of developing into an outstanding university of foreign languages.

**Article 2** Eligible Recipients: Current and newly appointed chair professors, specially appointed faculty members, visiting faculty members, full-time faculty members, and project-based faculty members of the University are eligible for merit pay under these Regulations. However, where merit pay is funded by government subsidies, retirees from public colleges or universities are not eligible.

**Article 3** Definition of Merit Pay: Merit pay refers to a specified amount of monetary reward granted monthly or annually, or other administrative support, in addition to the monthly base salary (seniority-based salary), academic research allowance, supervisory position allowance, and other allowances.

**Article 4** The categories of rewards, sources of funding, payment standards, and rank distribution under these Regulations are as follows:

## 1. Categories of Rewards:

- (1) Teaching category.
- (2) Research and industry-academia collaboration category.
- (3) Service and counseling category.
- (4) Newly appointed outstanding international talent.

(5) Outstanding domestic talent.

**(6) Outstanding performance in full-time faculty evaluation.**

2. Sources of Funding: Funding required under these Regulations shall be provided from the Higher Education Sprout Project, Ministry of Education grants and subsidies, subsidies from the National Science and Technology Council (NSTC) or other government agencies, and University funds.
3. Payment Standards: The Wenzao Ursuline University of Languages Merit Pay Payment Standards Table (Appendix 1) shall serve as the reference.
4. The number of recipients at the rank of associate professor or below shall not be less than 20% of the total number of merit pay recipients.

No recipient may receive duplicate rewards under different categories specified in Subparagraph 1 of the preceding paragraph for the same matter.

**Article 5** The review, reward period, and amount of merit pay shall be determined by the Merit Pay Review Committee (hereinafter “the Committee”).

The Committee shall consist of the President, Vice President, Dean of Research and Development, Dean of Academic Affairs, and three faculty representatives appointed by the President. The President shall serve as convener, and the Director of the Personnel Office shall serve as executive secretary. The Dean of Student Affairs and the Director of Accounting may attend as nonvoting participants.

**Article 6** Current faculty members who have met any of the following qualifications within the past year may be granted merit pay upon review and approval:

1. Teaching category: faculty members who meet any of the following qualifications:
  - (1) Having received a national-level outstanding teaching award.
  - (2) Having received funding under a Ministry of Education program related to teaching, education, faculty development, or curriculum development, with outstanding performance.
  - (3) Having achieved excellent results in implementing a curriculum or teaching improvement project at the University, college, department, or center level.
  - (4) Having achieved outstanding results in curriculum or teaching innovation with value for sharing, promotion, and application.
  - (5) Having demonstrated other specific and outstanding teaching performance.
2. Research and industry-academia collaboration category: faculty members who meet any of the following qualifications:
  - (1) Having received the Ministry of Education Academic Award, the NSTC Outstanding Research Award, or another national-level outstanding research award.
  - (2) Having been recognized by the University as an outstanding faculty member in academic research or industry-government-academia collaboration.
  - (3) Having satisfied the requirements of the University’s Regulations Governing the Management of Faculty Research and Development Outcomes, with outstanding results.

(4) Having achieved other special and outstanding results in research or industry-academia collaboration.

3. Service and counseling category: faculty members who meet any of the following qualifications:

(1) Having received the University's Outstanding Homeroom Teacher Award at least twice.

(2) Having achieved outstanding results in promoting major policies or University-level projects.

(3) Having concurrently held an administrative position with outstanding performance and made specific contributions to the University.

(4) Having participated in on-campus or off-campus service or counseling activities that enhance the University's reputation, with specific supporting evidence.

(5) Having demonstrated other special and outstanding achievements in service or counseling.

4. Outstanding performance in full-time faculty evaluation: as determined pursuant to Article 9, Paragraph 1 of the University's Regulations Governing Full-time Faculty Evaluation.

As a general principle, the reward categories specified in the preceding paragraph shall account for 60% of the total annual merit pay budget.

**Article 7** Newly appointed outstanding international talent, outstanding domestic talent, or current faculty members who meet any of the following qualifications may be granted merit pay directly upon review and approval by the Committee:

1. Academicians of Academia Sinica.

2. Recipients of a Ministry of Education National Chair Professorship.

3. Recipients of national- or international-level honorary awards equivalent in nature to the academic standing specified in the other subparagraphs of this paragraph.

4. Professionals in higher education management.

5. Outstanding professionals from industry.

6. Chair professors of the University.

7. Visiting professors or associate professors of the University.

8. Specially appointed professors or associate professors of the University.

As a general principle, the reward categories specified in the preceding paragraph shall account for 40% of the total annual merit pay budget.

**Article 8** In principle, the Committee shall meet once each academic year. When necessary, it may convene an additional review meeting and invite the head of the applicant's unit to attend as a nonvoting participant to present a report or supplementary information. The list approved by the Committee shall be announced after approval by the President.

**Article 9** Applications for merit pay shall, in principle, be processed once a year. For both individual applications and applications by recommendation, the required application form and relevant supporting documents shall be prepared and submitted through the following procedures within the application period announced by the Personnel Office. The Committee shall then make a decision:

1. Individual applications:

Applications under Article 6, Paragraph 1, Subparagraph 1 or 2 shall be submitted by the applicant. After review and approval by the applicant's department or center, college, and the Office of Academic Affairs or Office of Research and Development, the application shall be forwarded to the Personnel Office for consolidated processing.

2.Applications by recommendation:

(1) Applications under Article 6, Paragraph 1, Subparagraph 3 shall be submitted by the recommending unit to the Personnel Office for consolidated processing.

(2) Applications under Article 7 shall be submitted by the department or center. After review and approval by the college to which the department or center belongs, the application shall be forwarded to the Personnel Office for consolidated processing.

For rewards under Article 6, Paragraph 1, Subparagraph 4, the Personnel Office shall compile the list of full-time faculty members with outstanding evaluation results and submit it to the Committee for determination.

**Article 10** Merit pay shall be awarded for one-year terms. The program may be reviewed annually and adjusted periodically in light of government subsidies, the University's financial condition, changes in University policy, and the demand for various types of talent. When necessary, the reward period may be adjusted flexibly by resolution of the Committee and with the approval of the President.

**Article 11** For newly appointed outstanding international talents who receive merit pay under these Regulations, the relevant unit may request necessary teaching, research, and administrative support from the University. Support may include the following:

1. Teaching support: teaching-related services, including teaching and research consultation, digital teaching material production, distance-learning course development, and media resource support.
2. Research support: corresponding funding for research projects, rewards for research outcomes, patent research and development, paper publication, applications for official leave for research, participation in international conferences, academic consultation, and the establishment of specialized research centers.
3. Administrative support: faculty housing, faculty research offices, basic computer equipment, information networks, library resources, and other resource services.

**Article 12** Merit pay shall cease to be paid when a recipient is in any of the following circumstances:

1. The recipient leaves the University during the reward period.
2. The recipient violates academic ethics through document forgery or submission of false information.
3. The recipient violates the merit pay agreement or faculty appointment requirements.
4. The recipient fails to pass faculty evaluation during the merit pay period.

**Article 13** Recipients of merit pay shall fulfill the following basic obligations during the reward period:

1. Share their research, teaching, or service experiences and insights at least once during a relevant on-campus seminar or workshop.
2. Serve as a mentor, advisor, or consultant.

Recipients in the teaching category or the research and industry-academia collaboration category shall additionally fulfill one of the following obligations:

1. Assist University faculty members in conducting academic research projects, such as submitting proposals for NSTC research projects or Ministry of Education Teaching Practice Research Programs.
2. Establish a teaching or industry-academia research community and serve as a mentor, advisor, or consultant in the community.
3. Advise students participating in NSTC undergraduate student research projects.

Recipients shall submit an annual self-evaluation performance report within three months after the expiration of the merit pay period, which shall serve as a basis for evaluating the implementation performance of the merit pay program. Faculty members who fail to fulfill their obligations shall not be eligible to apply for merit pay rewards for the following two academic years.

**Article 14** Recipients of merit pay shall enter into a merit pay agreement with the University and comply with these Regulations and the relevant provisions of the agreement.

**Article 15** These Regulations shall be promulgated and implemented after adoption by the Administrative Meeting, approval by the Board of Directors, and submission to the Ministry of Education for record. The same procedure shall apply to amendments.

#### **Appendix 1: Wenzao Ursuline University of Languages Merit Pay Payment Standards Table**

| <b>Categories of Rewards</b>                                   | <b>Minimum Payment Standard per Month (NT\$)</b> | <b>Maximum Payment Standard per Month (NT\$)</b> |
|----------------------------------------------------------------|--------------------------------------------------|--------------------------------------------------|
| Newly Appointed Outstanding International Talent               | 20,000                                           | 40,000                                           |
| Outstanding Domestic Talent                                    | 10,000                                           | 40,000                                           |
| Teaching Category                                              | 5,000                                            | 40,000                                           |
| Research and Industry-Academia Collaboration Category          | 5,000                                            | 40,000                                           |
| Service and Counseling Category                                | 5,000                                            | 40,000                                           |
| <u>Outstanding Performance in Full-time Faculty Evaluation</u> | <u>5,000</u>                                     | <u>40,000</u>                                    |

**(The English translation is for reference only. In the event of any discrepancy between the Chinese and English versions, the Chinese version shall prevail.)**