

東海大學新進教師研究獎勵補助要點

THU Guidelines for Rewarding New Teachers for Research

101 年 9 月 6 日第 12 次行政會議通過
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112 年 12 月 6 日第 112-09 次行政會議修正通過
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一、為鼓勵優秀新進教師，特制定「東海大學新進教師研究獎勵補助要點」(以下簡稱本要點)。

Article 1 THU Guidelines for Rewarding New Teachers for Research (hereinafter referred to as the “Guidelines”) is formulated in order to provide encouragement and rewards for new faculty members.

二、本要點獎勵對象為本校正式納編三年內新進教師，且符合下列資格之一者：

- (一)非曾任或非現任國內學術機構編制內之專任教學、研究人員。
- (二)於本校正式納編前五年間均任職於國外學術研究機構。

正式納入編制內按月支給待遇之專任教師，始得支給本要點之獎勵金，但不包括以「客座」名稱延聘者。

Article 2 The target recipients of the Guidelines are newly recruited faculty members officially enrolled at Tunghai University for less than three years and meet one of the following qualifications:

1. Individuals who have not previously held or are currently not employed as full-time teaching or research personnel within domestic academic institutions.
2. Those who have served in academic research institutions abroad continuously for the five years prior to their official enrollment at Tunghai University.

Full-time faculty members who are officially included in the payroll and receive monthly compensation are eligible to receive the incentives outlined in the Guidelines, excluding those employed under the designation of “visiting” faculty.

三、新進教師之研究獎勵補助資格標準為符合下列之一者：

- (一)曾獲國內外重要學術獎項者。
- (二)納編前三年內主持政府機關研究計畫至少一件者(不限於本校或前服務機構)。
- (三)納編前三年內發表依本校「專任教師學術著作獎勵分級原則」B 級以上著作至少兩件者(不限以本校或前屬機構名義發表)。

Article 3 The eligibility criteria for research incentives and subsidies for new faculty members are as follows:

1. Individuals who have received significant academic awards both domestically and internationally.
2. Those who have led at least one research project for a government agency within three years prior to their enrollment (not limited to Tunghai University or previous organizations).
3. Those who have at least two publications rated B or higher according to Tunghai

University's Principles Governing Rewards to Full-time Teachers for Academic Publications within three years prior to their enrollment (not limited to publications under the name of Tunghai University or previous organizations)

四、新進教師在本校聘任程序應先依教師聘任及服務規程辦理。

Article 4 Newly recruited faculty members should first undergo the Faculty Appointment and Service Procedures in accordance with the University's regulations.

五、獎勵期間分為第一學期與第二學期。但實際以新進教師正式納編起聘日至該學期終止。期滿得申請繼續補助，不論聘期是否中斷、受聘期間未申請或未獲補助，至首次起聘屆滿六學期止即不再給予本項補助。

起聘滿一年後繼續申請補助，須以本校名義主持政府機關研究計畫至少一件，且以本校名義發表(或被接受)依本校「專任教師學術著作獎勵分級原則」B級以上著作至少一件。

以「講座教授」名稱延聘者，其待遇與福利另依據「東海大學講座設置辦法」辦理。

Article 5 Awarding period is divided into the Fall Semester and the Spring Semester. However, the actual awarding period starts on the date of enrollment of the new faculty member to the end of that semester. Upon reaching the end of the term, individuals may apply for continued assistance, regardless of whether the employment period was interrupted, no applications were made during the term of employment, or no assistance was granted. However, this assistance will no longer be provided after the enrollment term has reached a total of six semesters since the first term.

To apply for continued incentives and subsidies after one year of enrollment, individuals must have led at least one research project for a government agency under the name of Tunghai University and have published (or been accepted for publication) at least one work rated B or higher according to Tunghai University's Principles Governing Rewards to Full-time Teachers for Academic Publications under the name of Tunghai University.

Those recruited under the title "Chair Professor" will have their compensation and benefits governed separately according to Regulations Governing the Establishment of Chair.

六、由各學院彙整造冊後，提送補助新進教師研究獎勵審查委員會進行審查。

委員會由副校長、教務長、人事室主任、研發長組成。

Article 6 After compilation and bookkeeping by each college, the research incentive applications for newly recruited faculty members are submitted to the Review Committee for Rewarding New Teachers for Research for a review.

Members of the committee include Vice President, Dean of Academic Affairs, Director of the Personnel Office, and Dean of Research & Development.

七、依下列標準審核：

(一)學歷。

(二)經歷。

(三)研究績效，包含主持研究計畫件數、獲國內外重要獎項之肯定、相關優勢領域之論文篇數、產學合作(如獲證專利數、技轉金額等)及其他具體研究成果等。

Article 7 Review criteria are as follows:

1. The candidate's education.

2. The candidate's experience.

3. The candidate's research performance, including the number of projects they had led, recognitions of important domestic or international awards received, the number of publications in their specialized fields, industry-academia cooperation (such as the number of patents awarded and technology transfer amounts), and other tangible research achievements.

八、獲核定補助之新進教師，不得同時重複領取「國家科學及技術委員會補助大專校院研究獎勵」。

Article 8 New faculty members granted with the incentives and subsidies cannot be concurrently awarded with the Rewards for Researchers with NSTC-funded Research Projects.

九、各學院於補助結束前 1 個月內應繳交績效報告，作為下年度是否繼續補助及補助額度之審查依據，獎勵期間中途離退者亦需繳交。

Article 9 Each college should submit a performance report within the last month before the end of the grant period, serving as the basis for reviewing whether the grant will continue in the following year and the amount of the grant. This requirement also applies to individuals who retire or leave during the incentive period.

十、本要點經行政會議審議通過後實施。

Article 10 The Guidelines herein shall be promulgated upon approval by the Administrative Affairs Meeting.