

# 高雄醫學大學延攬及留住特殊優秀人才彈性薪資暨獎勵補助支給辦法 Regulations on Flexible Salary, Awards, and Subsidies for Recruiting and Retaining Special Outstanding Talents

- 99.09.09 九十九學年度第一次暨第二次行政會議通過  
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100.06.17 九十九學年度第三次校務暨第十一次行政聯席會議修正通過  
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100.07.18 教育部臺高(三)字第 1000123118 號函依說明修正後逕予備查  
2011.07.18 Revised for recordation in the TaiGao (III) Zi No. 1000123118 Letter released by the Ministry of Education  
100.10.20 一 00 學年度第一次校務暨第三次行政聯席會議修正通過  
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102.02.07 101 學年度第 2 次校務會議審議通過  
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102.03.12 教育部臺教高(三)字第 1020034481 號函同意備查  
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102.03.20 高醫人字第 1020001904 號函公布  
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102.07.04 101 學年度第 5 次校務會議審議通過  
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102.10.25 高醫人字第 1021103169 號函公布  
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103.06.19 102 學年度第 5 次校務會議審議通過  
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103.09.01 教育部臺教高(五)字第 1030127676 號函同意備查  
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103.09.17 高醫人字第 1031102917 號函公布  
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105.05.19 104 學年度第 4 次校務會議審議通過  
2016.05.19 Reviewed and passed in the 4th University Council of the 104th academic year  
105.06.16 教育部臺教高(五)字第 1050080807 號函同意備查  
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106.10.12 106 學年度第 2 次校務會議審議通過  
2017.10.12 Reviewed and Passed in the 2nd University Council of the 106th academic year  
106.11.03 教育部臺教高(五)字第 1060156961 號函同意備查  
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107.04.26 106 學年度第 6 次校務會議審議通過  
2018.04.26 Reviewed and Passed in the 6th University Council of the 106th academic year  
107.05.14 教育部臺教高(五)字第 1070070443 號函同意備查  
2018.05.14 Agreed for recordation in the TaiJiaoGao (V) Zi. No. 1070070443 Letter released by the Ministry of Education  
108.05.29 107 學年度第 4 次臨時校務會議修正通過，自 108 學年度起實施  
2019.05.29 Passed in the 4th Temporary University Council of the 107th academic year and took effect in 108th academic year  
108.06.27 107 學年度第 11 次行政會議修正通過，自 108 學年度起實施  
2019.06.27 Revised and passed in the 11th Administrative Meeting of the 107th academic year and took effect in 108th academic year  
108.07.18 董事會第十八屆第四十二次董事會議通過，自 108 學年度起實施  
2019.07.18 Passed in the 18th Board Meeting of Directors and took effect in 108th academic year  
108.08.30 教育部臺教高(五)字第 1080122680 號函備查  
2019.08.30 Agreed for recordation in the TaiJiaoGao (V) Zi. No. 1080122680 Letter released by the Ministry of Education  
108.09.09 高醫人字第 1081103116 號函公布  
2019.09.09 Announced in the GaoYiRenZi No. 1081103116 Letter  
110.11.11 110 學年度第 4 次行政會議通過  
2021.11.11 Passed in the 4th Administrative Meeting of the 110th academic year  
111.01.20 董事會第十九屆第二十二次董事會議通過  
2022.01.20 Passed in the 22nd Meeting of the 19th Board of Directors  
111.02.21 教育部臺教高(五)字第 1110017230 號函備查  
2022.02.21 Recorded in the TaiJiaoGao (V) Zi. No. 1110017230 Letter released by the Ministry of Education  
111.03.03 高醫人字第 1111100600 號函公布  
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## 第一章 總則

### Chapter General Principles

I

第 1 條 本校為延攬及留住頂尖教學、研究之特殊優秀人員，依據教育部「延攬及留住大專校院特殊優秀人才實施彈性薪資方案」，特訂定本辦法。

Article 1

KMU has formulated the Regulations on Flexible Salary, Awards, and Subsidies for Recruiting and Retaining Special Outstanding Talents (hereinafter referred to as "the

Regulations") in accordance with the Ministry of Education's "Flexible Salary Plan for Recruiting and Retaining Special Outstanding Talents for Colleges and Universities" to recruit and retain top teaching and research talents.

第 2 條 經費來源：

Article 2 Sources of funding:

一、教育部「高等教育深耕計畫」經費或其他相關經費。

1. Funding from the Ministry of Education's "Higher Education Sprout Project" or other related funding.

二、科技部「行政院國家科學技術發展基金補助專款」經費。

2. Funding from the Ministry of Science and Technology's "Special Subsidies from Executive Yuan National Science and Technology Development Fund"

三、本校相關經費及其他。

3. Relevant funding from KMU and others.

第 3 條 本辦法不牽動現行月支本俸(含年功俸)、學術研究費(工作津貼)等基本薪資結構之改變，以透過發給法定加給以外之給與，達成實質薪資彈性化之目標。

Article 3

The Regulations do not affect the changes in the current base salary structure such as monthly salary (including seniority pay), academic research fees (work allowances), etc., to achieve the goal of substantial salary elasticity by providing additional benefits beyond statutory allowances.

第 4 條 適用對象：

Article 4 Applicable objects:

一、本校現職及新聘專任特殊優秀教研人員(含編制內教師、專案教師、研究人員及專業技術人員)。

1. The current and newly hired special outstanding teaching and research personnel of KMU (including regular full-time teachers, project-based teachers, researchers, and professional and technical personnel).

二、本校新聘專任特殊優秀教研人員，具有國際聲望且原任職國外之傑出專家學者。

2. The newly hired special outstanding teaching and research personnel of KMU who have international reputations and previously served as outstanding experts and scholars abroad.

三、本校現職及新聘編制外經營管理人才。

3. Current and newly hired contract management talents of KMU.

第 5 條 特殊優秀教研人員之資格標準：

Article 5 Qualification criteria for special outstanding teaching and research personnel:

一、符合本校講座設置辦法者。

1. Those who comply with KMU's regulations on the establishment of chair professorship.

二、符合本校特聘教授設置辦法者。

2. Those who comply with KMU's regulations on the establishment of specially appointed professors.

三、符合本校延攬國外傑出人才獎助辦法者。

3. Those who comply with KMU's scholarship and funding regulations for recruiting outstanding foreign talents.

四、符合本校青年講座學者(Junior Chair Scholar)設置辦法者。

4. Those who comply with KMU's regulations on the establishment of junior chair scholars.

五、符合本校教師研究論文獎勵要點者。

5. Those who meet KMU's reward criteria for research papers.

六、符合本校專題研究計畫獎勵辦法者。

6. Those who meet KMU's reward criteria for special research programs.

七、符合本校教學優良與教學傑出教師遴選獎勵辦法者。

7. Those who meet KMU's selection and reward criteria for excellent and outstanding teachers in teaching.

八、符合本辦法第二章獎勵優秀教研人才。

8. Those who meet the reward criteria for outstanding teaching and research talents in accordance with Chapter II of the Regulations.

九、符合本辦法第三章科技部補助大專校院研究獎勵者。

9. Those who are eligible for research awards subsidized by the Ministry of Science and Technology for talents in colleges and universities in accordance with Chapter III of the Regulations.

第 6 條 特殊優秀教研人員之審查機制：

Article 6 Review mechanism for special outstanding teaching and research personnel:

一、前條第一項第一至七款者，依其法規規定程序辦理。

1. Subparagraphs 1 to 7 of Paragraph 1 of the preceding article shall be handled in accordance with the procedures prescribed by the relevant laws and regulations.

二、前條第一項第八至九款者，由校長擔任召集人(兼主席)自校內外教授中遴選 11~15 人擔任委員組成本校延攬及留住特殊優秀人才彈性薪資審查委員會(以下簡稱本委員會)審查之。

2. In the case of Subparagraphs 8 to 9 of Paragraph 1 of the preceding article, the President shall act as the convenor (and chairman) and select 11 to 15 professors from both inside and outside KMU as members to form the Flexible Salary Review Committee (hereinafter referred to as "the Committee") for the recruitment and retention of special outstanding talents.

第 7 條 特殊優秀教研人員之績效要求及定期審查評鑑機制：

Article 7 Performance requirements and regular review and evaluation mechanism for special outstanding teaching and research personnel:

一、應兼顧教學、研究、服務各面向，獎勵期滿依據本辦法第 5 條之資格標準經成效評鑑後作為繼續核發或再獎勵之依據。

1. It shall take into account all aspects of teaching, research, and service, and shall be used as the basis for further issuance or re-award after the award period according to the qualification criteria in Article 5 of the Regulations.

二、符合本辦法第二章獎勵優秀教研人才者，定期評鑑方式為獎勵期滿後2個月受獎勵人員須繳交期末報告，由所屬學院(通識教育中心)彙整後送本委員會備查。未繳交者，次學年度不受理推薦。

2. For those who meet the requirements of Chapter II of the Regulations for awarding outstanding teaching and research talents, the regular evaluation shall be conducted by submitting a final report by the awardee two months after the expiration of the award period, which shall be compiled by the affiliated college (General Education Center) and sent to the Committee for recordation. Those who fail to submit shall not be recommended in the following academic year.

三、申請科技部補助大專校院研究獎勵者，期初按學術研究、產學研究及跨領域研究三個構面自訂關鍵績效指標(KPI值)送交研究發展處彙整；期末評鑑於獎勵期滿前2個月繳交績效報告予研究發展處彙整後送交科技部進行考評。

3. Applicants for subsidies from the Ministry of Science and Technology for talents in colleges and universities shall set their KPIs (Key Performance Indicators) for academic research, industry-university research, and interdisciplinary research at the beginning of the award period and submit them to the Office of Research and Development (ORD) for compilation. The final evaluation is conducted two months prior to the expiration date of the award period by submitting the performance report to the ORD for compilation and sending it to the Ministry of Science and Technology for evaluation.

第8條 Article 8 特殊優秀教研人員之彈性薪資支給額度或獎勵金最低與最高差距比例、核給人數比例、核給期程及獎勵薪資與同職等人員薪資差距比例如附表。

The ratio of the minimum to maximum difference in flexible salary or bounty for special outstanding teaching and research personnel, the ratio of the number of people to be awarded, the period of payment, and the ratio of the difference between the reward salary and the salary of the same level personnel are shown in the annex.

第9條 Article 9 為延攬及留住特殊優秀教研人員，本校提供教學、研究及行政支援。

To attract and retain special outstanding teaching and research personnel, KMU provides teaching, research, and administrative support.

一、教學支援：本校設有教學發展與資源中心，規劃辦理教師專業成長課程，提供教師教學方面所需的各項服務，如新進教師講習、教師傳習制度及教學助理制度等。

1. Teaching support: KMU has a Teaching and Learning Development and Resource Center, which plans and handles courses related to teacher professional growth and provides various services required for teacher teaching, such as lectures for new teachers, teacher training systems, and teaching assistant systems.

二、研究支援：本校訂有新聘教師專案計畫補助要點、教師研究論文獎勵要點等相關辦法優先提供專業成長、研究空間、計畫經費補助、研究論文獎勵等。

2. Research support: KMU has formulated relevant directives such as subsidy directives for the projects of newly hired teachers, reward directives for research papers of teachers, etc. Priority will be given to providing professional growth, research space, project subsidies, research paper rewards, etc.

三、行政支援：提供研究室、電腦等基本設備，網路資訊、出版服務、圖書館及得視需要以專案簽准補助租屋津貼等行政資源服務。

3. Administrative support: KMU has provided basic facilities such as laboratories, computers, Internet information, publishing services, libraries, and administrative resources, including rental allowances on a case-specific basis.

第二章 獎勵優秀教研人才

Chapter II Reward outstanding teaching and research talents

第 10 條 獎勵資格：

Article 10 Reward eligibility:

須通過本校教師評鑑且在教學、研究、服務、輔導等面向績優外，亦需符合下列條件之一：

In addition to passing KMU's teacher evaluation and having excellent performance in teaching, research, service, and tutoring, awardees shall meet one of the following conditions:

一、近三年內曾榮獲本校教學傑出教師或教學優良教師者。

1. Those who have been honored as excellent teachers in teaching or outstanding teachers in teaching in the past three years.

二、近三年內榮獲本校優良教材獎勵者。

2. Those who have won the award for excellent teaching materials in the past three years.

三、其他具優良教學事蹟或在學術上有傑出表現者。

3. Other individuals with outstanding teaching achievements or excellent academic performance.

新聘教師尚未到達評鑑年限及符合免評鑑條件之教授者，經本委員會審議通過者不在此限。

Newly hired teachers who have not reached the evaluation period and professors who have met the conditions for exemption from evaluation are not subject to this restriction after being reviewed and approved by the Committee.

受獎勵人員為校長舉薦之特殊優秀教研人才者，其獎勵金由本委員會核定。獎勵金得由教育部經費全額或部份補助之，或由本校募款經費補助，且獲獎員額得不列入核給人數比例及各級獲獎人數比例之計算。

The reward for special outstanding teaching and research talents recommended by the President shall be determined by the Committee. The reward may be fully or partially funded by the Ministry of Education, or subsidized by KMU's fundraising funds. The number of awardees shall be excluded from the calculation of the ratio of the number of recipients and the ratio of the number of awardees at each level.

第 11 條 推薦方式及審查程序：

Article 11 Recommendation methods and review procedures:

一、申請時間依教務處公告為主。

1. The application time is mainly based on the announcement of the Office of Academic Affairs.

## 二、推薦方式：

### 2. Recommendation methods:

- (一)由校長舉薦本校專任特殊優秀教研人才。
  - (1) Recommended by the President as a full-time special outstanding teaching and research talent in our school.
- (二)由教務長推薦本校教學傑出與教學優良教師，以及特殊優秀教研人才。
  - (2) Recommended by the Vice President for Academic Affairs as the excellent teacher in teaching, outstanding teacher in teaching, or special outstanding teaching and research talent.
- (三)由所屬學院院長、通識教育中心主任推薦，或教師自我推薦並經該學院、通識教育中心內專任教師至少 5 人連署之優秀教師。
  - (3) Recommended by the dean of the college or the director of the General Education Center, or recommended by teachers themselves and co-signed by at least 5 full-time teachers within the college or the General Education Center.

## 三、審查程序：

### 3 Review procedures.

- (一)初審：前款第三目被推薦者需經所屬學院之院務會議、通識教育中心之中心會議審議通過，並排列優先推薦順序。
  - (1) Preliminary review: The recommended candidates in Subparagraph 3 of the preceding paragraph shall be reviewed and approved by the College Affairs Meeting and the meeting of the General Education Center, and shall be ranked in order of priority for recommendation.
- (二)複審：
  - (2) Re-examination:
    - 1. 前款推薦名單及相關證明文件經教務處彙整，提送本委員會審議。  
The recommended list and relevant supporting documents mentioned in the preceding paragraph shall be compiled by the Office of Academic Affairs and submitted to the Committee for review.
    - 2. 除校長舉薦之特殊優秀教研人才外，獲獎教師之獎勵金額及名額，由本委員會依據當年度被推薦人之各面向績效及年度補助經費之收支狀況為綜合評定基準，經校長核定後核發獎勵金。  
Except for the special outstanding teaching and research talents recommended by the President, the amount and quota of awards for awardees shall be evaluated comprehensively by the Committee based on the performance of each aspect of the recommended person in the current year and the income and expenditure of the annual subsidy funds. After being approved by the President, the bounty shall be issued.

第 12 條 獎勵方式：

Article 12

Reward methods:

- 一、獎勵金共分三級：第一級佔獲獎人數的 20~30%，每月發給 3 個基數獎勵金、第二級佔獲獎人數的 45~55%，每月發給 2 個基數獎勵金、第三級佔獲獎人數的 20~30%，每月發給 1 個基數獎勵金。
1. The bounty is divided into three levels: the first level accounts for 20-30% of the awardees, and three base bounties are given each month. The second level accounts for 45-55% of the awardees, and two base bounties are given each month. The third level accounts for 20-30% of the awardees and one base bounty is given each month.
- 二、為加強國外攬才，若獲獎人為國外延攬之傑出人才者，每月發給符合其獲獎級別基數 3 倍之獎勵金。
2. To strengthen talent recruitment abroad, if the awardee is an outstanding talent recruited from abroad, a monthly bounty of three times the base of their bounty level will be given.
- 三、符合本辦法第 5 條其他獎勵資格者，得受領本獎勵金。
3. Those who meet the eligibility criteria for other rewards under Article 5 of the Regulations may receive the bounty.
- 四、本校得視年度補助專款經費或募款經費之收支狀況，因應調整彈性薪資之給與。
4. KMU may adjust the flexible salary based on the income and expenditure status of annual subsidies or fundraising funds.

### 第三章 科技部補助大專校院研究獎勵

#### Chapter III Ministry of Science and Technology grants research awards to colleges and universities

#### 第 13 條 獎勵資格：

##### Article 13 Reward eligibility:

須通過本校教師評鑑且近三年須有科技部計畫及符合科技部補助大專校院研究獎勵作業要點規定者。

Those who pass KMU's teacher evaluation, have projects funded by the Ministry of Science and Technology in the past three years and meet the key requirements for research awards for talents in colleges and universities subsidized by the Ministry of Science and Technology.

新聘教研人員尚未到達評鑑年限及符合免評鑑條件之教授者，經本委員會審議通過者不在此限。

Newly hired teaching and research personnel who have not reached the evaluation period and professors who have met the conditions for exemption from evaluation are not subject to this restriction after being reviewed and approved by the Committee.

#### 第 14 條 推薦方式及審查程序：

##### Article 14 Recommendation methods and review procedures:

申請日期依研究發展處公告為主，分別由校長舉薦、各學院及通識教育中心依學術研究、產學研究及跨領域研究三面向，依其特色領域明訂推薦標準並經院務會議或同級會議審議後推薦人選。送經研究發展處彙整後，提送本委員會審查。

The application date is mainly based on the announcement of the Office of Research and Development. Candidates are recommended by the President, the college, and the

General Education Center based on the three aspects of academic research, industry-university research, and interdisciplinary research. The recommendation standards are clearly defined according to the characteristic fields and approved by the College Affairs Meeting or candidates are recommended after deliberation by meetings at the same level. After being compiled by the Office of Research and Development, it will be submitted to the Committee for review.

由本委員會針對各學院及通識教育中心提出之初審名單進行複審，再依據下列各款進行評定獎勵金：

The Committee shall review the preliminary review list proposed by each college and General Education Center, and then evaluate the bounty based on the following items:

一、曾獲總統科學獎、行政院傑出科技人才獎、教育部國家講座教授、教育部學術獎、科技部傑出研究獎、科技部吳大猷先生紀念獎等國內外重大獎項者。

1. Those who have won the Presidential Science Prize, the Executive Yuan Award for Outstanding Scientific and Technological Talents, the National Chair Professor of the Ministry of Education, the Academic Award issued by the Ministry of Education, the Outstanding Research Award issued by the Ministry of Science and Technology, and the Mr. Wu Dayou Memorial Award from the Ministry of Science and Technology, etc.

二、曾獲本校研究傑出教師、專利獲證教師等獎項。

2. Those who have won titles such as outstanding teachers in teaching or obtained patents.

三、近三年執行科技部計畫、本校產學合作計畫或技術移轉案件之件數及金額。

3. The number and amount of cases involving the implementation of the Ministry of Science and Technology's projects, KMU's industry-university cooperation projects, or technology transfer in the past three years.

四、參與校外大型整合計畫或跨領域計畫者。

4. Participants in large-scale off-campus integration projects or cross-disciplinary projects.

五、研究績效(相關研究績效指標)。

5. Research performance (related research performance indicators).

獎勵金之評定以各學院及通識教育中心推薦人選研究績效及計畫經費為綜合評定基準，依序核給。

The evaluation of the bounty is based on the comprehensive evaluation criteria of research performance and project funds of the candidates recommended by various colleges and General Education Centers, and the bounty is awarded in sequence.

第 15 條 獎勵方式：

Article 15

Reward methods:

一、獎勵金共分三級：第一級佔獲獎人數的 20~30%，每月發給 3 個基數獎勵金、第二級佔獲獎人數的 45~55%，每月發給 2 個基數獎勵金、第三級佔獲獎人數的 20~30%，每月發給 1 個基數獎勵金。



1. The bounty is divided into three levels: the first level accounts for 20-30% of the awardees, and three base bounties are given each month. The second level accounts for 45-55% of the awardees, and two base bounties are given each month. The third level accounts for 20-30% of the awardees and one base bounty is given each month.

二、為加強國外攬才，若獲獎人為國外延攬之傑出人才者，每月發給符合其獲獎級別基數3倍之獎勵金。

2. To strengthen talent recruitment abroad, if the awardee is an outstanding talent recruited from abroad, a monthly bounty of three times the base of their bounty level will be given.

三、為強化對新聘任優秀研究人員之保障，若獲獎人為新聘任三年內且執行科技部研究計畫之計畫主持人，教授級、副教授級、助理教授級之獎勵對象其獎勵額度每人每月各不得低於八萬元、六萬元、三萬元，但此類獎勵對象應符合下列資格之一：

3. To strengthen the guarantee for the newly hired outstanding researchers, if awardees are principal investigators who have been appointed for three years and are executing the research project of the Ministry of Science and Technology, the reward amount for recipients at the professor level, associate professor level, and assistant professor level shall not be less than 80,000, 60,000, and 30,000 NTD per person per month, but such recipients shall meet one of the following qualifications:

(一) 非曾任或非現任國內學術研究機構編制內之專任教學、研究人員。

(1) Those who are not former or current regular full-time teaching and research personnel of domestic academic research institutions.

(二) 於本校正式納編前五年間均任職於國外學術研究機構。

(2) Those who have worked in foreign academic research institutions for five years before working at KMU as regular full-time employees.

四、符合本辦法第5條其他獎勵資格者，得受領本獎勵金。

4. Those who meet the eligibility criteria for other rewards under Article 5 of the Regulations may receive the bounty.

五、本校得視年度補助專款經費之收支狀況，因應調整彈性薪資之給與。

5. KMU may adjust the flexible salary based on the income and expenditure status of project funds.

#### 第四章 其他事項

#### Chapter IV Other matters:

第16條 本辦法未盡事宜，悉依教育部頒布之「延攬及留住大專校院特殊優秀人才實施彈性薪資方案」、科技部「補助大專校院研究獎勵作業要點」、本校相關規定或經費補助單位規定辦理。

#### Article 16

Any matters not covered in the Regulations shall be handled in accordance with the "Flexible Salary Plan for Recruiting and Retaining Special Outstanding Talents for Colleges and Universities" promulgated by the Ministry of Education, the "Directives for Granting Research Awards to Colleges and Universities" issued by the Ministry of

Science and Technology, relevant regulations of KMU, or regulations of fund providers.

第 17 條 本辦法經行政會議、董事會會議審議通過，報教育部備查後公布實施，修正時亦同。

Article 17 The Regulations have been reviewed and approved by the Administrative Meeting and Board of Directors and will be implemented after being approved for recordation by the Ministry of Education. The same applies to amendments.

高雄醫學大學彈性薪資暨獎勵補助支給標準表  
Table of Flexible Salary, Awards, and Subsidies

項目 Item		支給額度/ Amount (Unit: NT\$)/ 獎勵金最低與最高比例 The ratio of minimum to maximum bounty	核給人數 比例 Ratio of awardees	核給期程 Award period	獎勵薪資與 同職等人員 薪資差距比例 The ratio of difference between bounty and salary of employees of the same level
1	符合本校講座設置辦法 Those who comply with KMU's regulations on the establishment of chair professorship.	每人每月 50,000~220,000 元 50,000~22,000 NTD per person per month	不限 No limit	3 年 3 years	1.38 : 1~2.95 : 1
2	符合本校特聘教授設置辦法 Those who comply with KMU's regulations on the establishment of specially appointed professors.	每人每月 40,000 元 40,000 NTD per person per month	不限 No limit	3 年 3 years	1.30 : 1~1.35 : 1
3	符合本校延攬國外傑出人才獎助辦法 Those who comply with KMU's scholarship and funding regulations for recruiting outstanding foreign talents.	每人每月 20,000~80,000 元 20,000~80,000 NTD per person per month	不限 No limit	3 年 3 years	1.20 : 1~1.71 : 1
4	符合本校青年講座學者(Junior Chair Scholar)設置辦法 Those who comply with KMU's regulations on the establishment of junior chair scholars.	每人每月 30,000 元 30,000 NTD per person per month	不限 No limit	3 年 3 years	1.27 : 1~1.38 : 1
5	符合本校教師研究論文獎勵要點 Those who meet KMU's reward criteria for research papers by teachers.	每人每件以 500,000 元為限 Limited to 500,000 NTD per person per project	不限 No limit	1 年 1 year	1.31 : 1~1.64 : 1
6	符合本校專題研究計畫獎勵辦法 Those who meet KMU's reward criteria for special research programs.	每人每件以 500,000 元為限 Limited to 500,000 NTD per person per project	不限 No limit	1 年 One year	1.31 : 1~1.64 : 1
7	符合本校教學優良與教學傑出教師遴選獎勵辦法 Those who meet KMU's selection and reward criteria for excellent and outstanding teachers in teaching.	每人每年 60,000~150,000 元 60,000 to 150,000 NTD per person per year	4%	1 年 One year	1.04 : 1~1.14 : 1
8	符合本辦法第二章獎勵優秀教研人才 Those who meet the reward criteria for outstanding teaching and research talents in accordance with Chapter 2 of the Regulations.	約 1 : 9 Approximately 1:9	6~20% (副教授以下教師不得少於獲獎勵人數 50%) (At least 50% of reward recipients shall be teachers with a job level below associate professor)	以 1 年為原則 one year in principle	1.03 : 1~1.66 : 1
9	符合本辦法第三章科技部補助大專校院研究獎勵 Those who are eligible for research awards subsidized by the Ministry of Science and Technology for talents in colleges and universities in accordance with Chapter 3 of the Regulations.	約 1 : 9 , Approximately 1:9 惟符合科技部規定新聘任三年內獎勵對象者，每人每月 30,000~80,000 元 Only those who meet the regulations of the Ministry of Science and Technology and are newly appointed as reward recipients within three years are entitled to receiving a monthly reward of 30,000~80,000 NTD per person.	10~20% (副教授以下教師不得少於獲獎勵人數 25%) (At least 25% of reward recipients shall be teachers with a job level below associate professor)	1 年 One year	1.03 : 1~1.71 : 1