



# 高雄醫學大學

KAOHSIUNG MEDICAL UNIVERSITY

□ ■ □ 未來高醫 引領未來

Integrity 誠信、Intelligence 智慧、Innovation 創新

Integration 整合、Internationalization 國際化、Impact 影響力

## Starter Guide for New Full-time Faculty



# **CONTENTS**

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- 01. Frequently Used Systems
- 02. Rights and Obligations
- 03. Benefits
- 04. Salary Overview
- 05. Attendance Regulations
- 06. Start-up Funds and Project Grants

# 01 Frequently Used Systems

Path : [Official Website of KMU](#) → click 【Faculty & Staff】



高雄醫學大學

Kaohsiung Medical University

[Home](#) [ABOUT KMU](#) [ACADEMIC](#) [ADMINISTRATION](#) [RESEARCH](#) [ADMISSIONS](#) [REGULATIONS](#)

[Home](#) > [Faculty & Staff](#)

## Faculty & Staff

### Campus Information

- ▶ [Events Calendar](#)
- ▶ [Academic Calendar](#)
- ▶ [Campus Map](#)
- ▶ [Transportation](#)
- ▶ [Campus Safety Map](#)
- ▶ [Campus Accessible Facilities Map](#)
- ▶ [Campus Disaster Control Map](#)

### Service

- ▶ [KMU Information Service](#)
- ▶ [KMU Webmail](#)
- ▶ [Official Document System \(Ch\)](#)
- ▶ [Regulations \(Ch\)](#)
- ▶ [ISO](#)
- ▶ [Evaluation Section \(Ch\)](#)

### Resource

- ▶ [KMU Software Download Service](#)
- ▶ [e - Learning](#)
- ▶ [Institutional Repository \(Ch\)](#)
- ▶ [Electronic Resource System](#)
- ▶ [G Suite \(Google Apps\)](#)

### Teacher Information

- ▶ [My E-Portfolio \(Ch\)](#)
- ▶ [e-Portfolio \(Ch\)](#)
- ▶ [Electronic Theses & Dissertations Service \(E.T.D.S.\)](#)
- ▶ [KMU Wiki](#)
- ▶ [KMU Faculty Union \(Ch\)](#)
- ▶ [IRS \(Ch\)](#)

✓ [KMU Information Service System](#)

✓ [KMU Webmail](#)

✓ [Official Document System \(Ch\)](#)

✓ [Regulations \(Ch\)](#)



# 02 Rights and Obligations

## Faculty Appointment Rules

- ✓ **Appointment Duration**: Initial appointment: 1 year; Renewal: 1 year for the first renewal and 2 years per renewal from the third year onward.
- ✓ **Three-Year Evaluation**: Faculty members must undergo evaluation according to the university's faculty evaluation regulations.
- ✓ **Promotion Time Limits**: Lecturer must be promoted within 6 years. Assistant Professor must be promoted within 7 years. Associate Professor must be promoted within 8 years. Extensions are granted for exceptional circumstances but only for two years at most.
- ✓ **Teaching Hours**: Professors: Minimum 8 hours per week. Associate Professors and Assistant Professors: Minimum 9 hours per week. Lecturers: Minimum 10 hours per week.
- ✓ **Part-time Position Outside KMU**: Full-time faculty members may not hold other positions or teach outside the university unless the president approves. If approved, external teaching is limited to 4 hours per week.
- ✓ **Acceptance of Appointment**: Starting from the academic year 2025/26, Appointment Certificates will be issued electronically. Please log in to the University Information Service System and go to "T.1.0.39. Electronic Certificate of Appointment" to download your certificate.

Governing Regulation: [Faculty Appointment Rules](#)



# 02 Rights and Obligations

## Faculty Evaluation ([Faculty E-portfolio System](#))

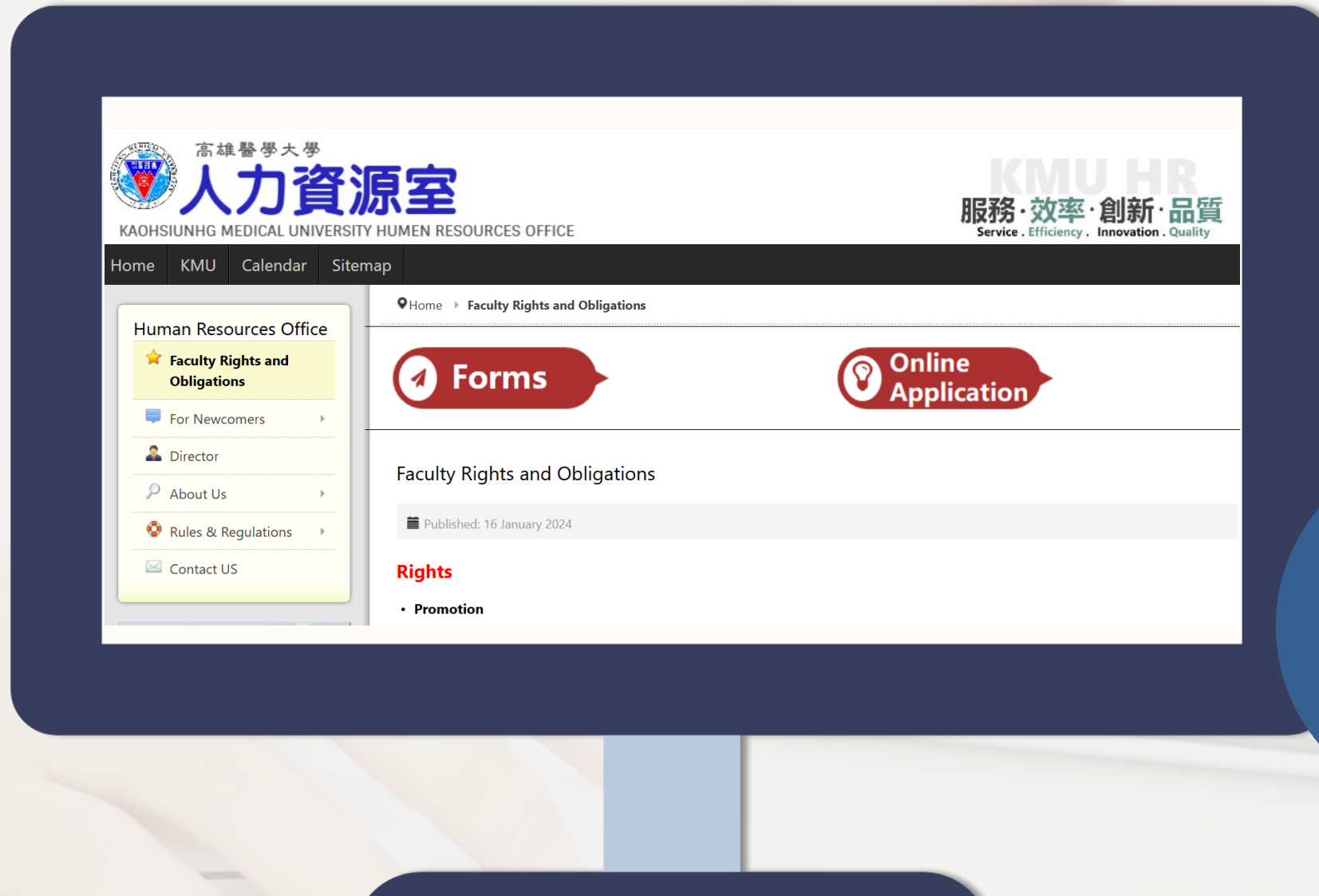
- ❑ **Faculty of all ranks** must undergo evaluation every three academic years based on **Teaching, Research, and Guidance & Service**.
- ❑ Faculty failing the evaluation must undergo re-evaluation in the following academic year and shall not be eligible for salary increase and grade advancement, off-campus part-time employment, additional teaching assignments, or applications for sabbatical or domestic and overseas further studies. Those who **fail the re-evaluation for two consecutive academic years, except in cases where an extension of the evaluation period is permitted under pertinent regulations** (an extension of one academic year may be applied for, with a maximum of two extensions), may be subject to dismissal or non-renewal of appointment following the procedures of the departmental faculty evaluation committee.
- ❑ Faculty members who are promoted shall have their **evaluation period recalculated from the date of promotion**. However, if a promoted faculty member seeks an administrative remedy, they shall still undergo evaluation during the remedy period. The evaluation period shall be recalculated only after the Ministry of Education approves and issues the certification.

- ❑ **Minimum Passing Criteria:**
  - ✓ **Teaching:** 70 points over three years
  - ✓ **Research:** 65 points over three years
  - ✓ **Guidance and Service:** 30 points over three years
  - ✓ **Overall score** (weighted proportionally): Minimum of 65 points
  - ✓ **Faculty who have not conducted research projects within three years must apply for at least two research, teaching, or service projects.**



# 02 Rights and Obligations

## HR Office Website



Faculty Rights  
and Obligations  
Section



# 03 Benefits

## Birthday Gift

NT\$500 for **faculty on the established staff and project teachers** during their birthday month.

## Employee Travel Subsidy

The scope and standards are subject to annual announcements.

## Medical Benefits

The scope and standards of preferential medical treatment are subject to the regulations of affiliated institutions and related businesses

Applicable to :

- Faculty on the established staff** and their dependents
- Project teachers**

EMPLOYEE  
BENEFITS

## Childbirth Allowance/ Childbirth Incentive

[T.1.8.02.Benefit Subsidy Application](#)

**Faculty & staff on the established staff or their spouses:**

First child: NT\$2,000, Second child: Additional NT\$1,000, Third child or more: Additional NT\$2,000

**Project teachers or their spouses:**

First child: NT\$2,000, Second child: NT\$3,000, Third child or more: NT\$4,000

## Child Education Subsidies

[T.1.8.01.Children's Education Subsidy Application](#)  
(Apply according to the announced schedule)

**Faculty on the established staff:** applicable to full-time enrolled children attending educational institutions recognized by the Ministry of Education, from kindergarten to university (below graduate level)

## Childcare Subsidy

[T.1.8.04.Childcare Subsidy Application](#)

**Faculty on the established staff and project teachers:** NT\$1,000 per child per month for children under six years old

For more benefits and details please refer to [Regulations on Faculty and Staff Welfare](#)

# 04 Salary Overview



Beginner teachers' salaries should start from the minimum salary scale of the rank they are hired for (NT\$330 for assistant professors and lecturers with doctoral degrees)

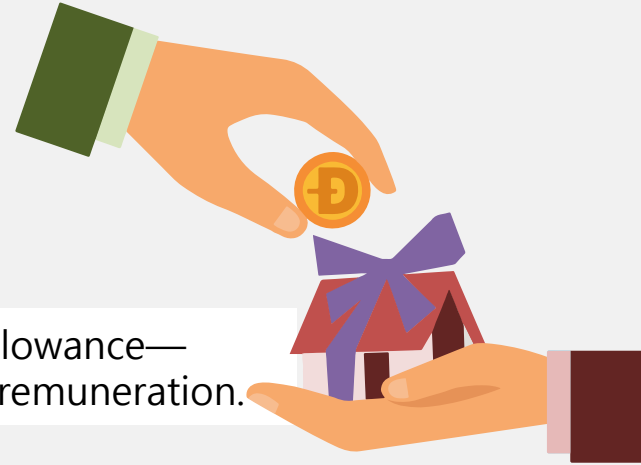
**Base Salary + Academic Research Allowance + Meal Allowance NT\$500):**

| Professor            | Associate Professor | Assistant Professor                                         | Lecturer                                                   |
|----------------------|---------------------|-------------------------------------------------------------|------------------------------------------------------------|
| NT\$119,270 ~137,870 | NT\$95,920 ~116,980 | NT\$84,220 ~106,050<br>Doctoral Degree Holder<br>NT\$85,370 | NT\$65,350 ~90,240<br>Doctoral Degree<br>Holder NT\$71,090 |

- ✓ Full-time faculty members receive their salaries on a monthly prepaid basis, with the salary for the current month disbursed on the 1st of each month. °
- ✓ Faculty members who have previously served as faculty on the established staff at public or private universities in Taiwan or as project teachers at KMU (excluding project teaching contract personnel), whose prior service is equivalent to their current position level and whose performance was excellent, and whose qualifications have been officially approved by the Ministry of Education, shall be granted one salary grade advancement for each full academic year of teaching experience.
- ✓ The recognition and salary grade advancement for prior full-time service at private institutions in Taiwan or abroad shall be processed following the Ministry of Education's Regulations on the Recognition and Salary Advancement for Teachers' Prior Work Experience.



# 04 Flexible Salary and Incentive Measures



Without affecting the existing basic salary structure—including monthly Basic Pay and Academic Research Allowance—additional compensation beyond statutory allowances will be provided to achieve greater flexibility in actual remuneration.

Outstanding  
Foreign Talent  
Recruitment Award

NT\$20,000~80,000  
per month

Junior Chair Scholar  
Award

NT\$30,000  
per month

Research Paper  
Incentive Pay

Up to NT\$500,000  
per person per  
academic year

Special Research  
Project Incentive Pay

Up to NT\$500,000  
per person per year

Outstanding  
Research Award

up to NT\$300,000  
per year

Young Scholar  
Research Award

up to NT\$100,000  
per year

Outstanding and Exceptional  
Teacher Incentive Pay

NT\$60,000~150,000  
per person per year

NSTC Flexible Salary for  
Distinguished Talents

1st Level: of 3 base amounts  
2nd Level: of 2 base amounts  
3rd Level: of 1 base amount

MOE Flexible Salary for  
Distinguished Talents

1st Level: of 3 base amounts  
2nd Level: of 2 base amounts  
3rd Level: of 1 base amount

Outstanding Full-time  
Distinguished  
Professor Award

NT\$40,000  
per month

Chair Professor  
Research Allowance

NT\$50,000~220,000  
per month



Remarks: Each incentive is subject to specific eligibility criteria and a review mechanism. Incentive payments may be granted only upon approval through the respective review process.

# 05 Attendance Regulations

## Leave Application Requirements

According to Article 12 of the Leave Regulations for Faculty and Staff of KMU, requests must be submitted at least three days in advance, with the reason for the leave stated.

Retroactive leave requests must be submitted within three days of the event, with the reason documented in the "Reason for Failure to Submit Three Days Before" field.



### Before the first leave request, new faculty must:

- Assign a proxy in the system via [T.1.2.03.Substitute maintenance for leave](#)
- Set up the leave approval workflow via [T.1.2.04.Leave request online review process setting](#) (please refer to [the Leave Approval Levels for KMU Faculty & Staff](#))



### Leave requests

- Full-day/Half-day Leave: use [T.1.2.05.Leave Request\(by day\)](#)
- Hourly Leave: use [T.1.2.15.Leave Request\(by hour\)](#)



Governing Regulation: [Leave Regulations for Faculty and Staff](#)

For more information, please refer to the [HR webpage on Leave Request](#) [Leave Entitlement](#)

# 06 Start-up Funds and Project Grants

## Start-up Funds

Newly appointed faculty members at the rank of Assistant Professor or above (excluding those under preliminary appointments) may apply to the Office of Research and Development for a Flexible Start-up Fund of NT\$100,000 within one month from the date of appointment.



### Subsidy Principle

# 1

▶ One-time funding

# 2

▶ **Scope of Use: Office supplies and research-related items. Procurement specifications are standardized by the Office of General Affairs and must comply with KMU's accounting procedures and relevant regulations for reimbursement.**

Person in charge: Office of Research and Development Ms. Shu-Chen Chen (Ext. 2340)



# 06 Start-up Funds and Project Grants

## Project Grants



### Eligibility

New faculty (within two years of appointment) at the assistant professor level or higher.  
Must provide proof of applying for government-funded research projects.



### Application Deadlines

Applicants must submit a research project proposal and achievements from the past five years to the Division of Academic Research of the Office of Research and Development by the end of September each year.



### Grant Amount

In principle, the funding for the first year is set at NT\$500,000 (including the Flexible Start-up Fund). The funding for the second year ranges from a minimum of NT\$300,000 to a maximum of NT\$500,000.



Person in charge: Office of Research and Development Ms. Shu-Chen Chen(Ext. 2340)



# HR Support and Services

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Director  
Yi-Ling Tsai  
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Human Development  
Division  
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sexual harassment  
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evaluation  
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affairs

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job rotation application, teacher' s  
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Summer Vacation

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sabbatical leave application, joint  
appointment application,  
application for faculty' s  
extramural teaching/ part-time job,  
English service certificate

Pei-Shan Jhan 詹佩嫻  
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[paison@kmu.edu.tw](mailto:paison@kmu.edu.tw)  
part-time faculty employment, full-  
time faculty employment renewal,  
payroll/bonus processing, service  
certificates

For more details please visit [HR webpage](#)



# HR Support and Services

**HR Office  
Director  
Yi-Ling Tsai  
蔡宜玲  
Ext.2060**

**Welfare and  
Appraisal Division  
Division Head/  
Yi-Pei Chu 朱怡蓓  
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staff promotion,  
contract staff  
staffing, supervising  
division affairs

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insurance, travelling expenses,  
employee appraisal, absence  
deduction, overtime pay,  
preferential discounts for medical  
services, happy hour activity

**Ya Wen Chen 陳雅雯  
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retirement, pension, faculty & staff  
insurance, annual employee outing,  
childcare allowance application

**Meng-Chun Hsieh 謝孟君  
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[mchsieh@kmu.edu.tw](mailto:mchsieh@kmu.edu.tw)**  
part-time student assistants,  
temporary workers & financial aid  
recipients' registration, insurance,  
attendance and service certificate,  
employee/temporary ID Card

**Ya-Ling Yang 楊雅伶  
Ext.2069  
[irene@kmu.edu.tw](mailto:irene@kmu.edu.tw)**  
full-time assistants' registration, ,  
insurance, attendance and service  
certificate, child education subsidy,  
benefit subsidy, second-generation  
NHI(National Health Insurance)

For more details please visit [HR webpage](#)

Welcome to Kaohsiung Medical University!  
Glad to have you on board!

