

# Directions Governing National Chung Hsing University Global Research & Industry Alliance Project Personnel Employment and Payment of Remuneration

Enacted at 412th Administrative Council on January 10, 2018

Enacted at 2nd School Fund Management Committee of Academic Year 2017 on April 16, 2018

Article 1 National Chung Hsing University (hereinafter referred to as the “School”) formulates the Directions in accordance with “Guidelines for Ministry of Science and Technology Subsidy to Global Research & Industry Alliance Project” for governing the global research & industry alliance project personnel employment and payment of remuneration.

Article 2 The Project personnel referred to herein include full-time industrial liaison experts (Chief Executive Officer and Chief Operating Officer), full-time research staff, adjunct research fellow, full-time assistants, concurrent assistants, temporary workers and research organizations, loaned personnel or joint appointment personnel.

Article 3 Employed Full-Time or Concurrent Personnel hereto shall be qualified as follows:

(I) Industry Liaison Expert: Shall have one of the following qualifications

1. Formerly associate professor at a domestic or foreign college or a three-year equivalent position in an industry.
2. Ph.D. at Domestic or foreign universities or research institutes and have worked in academic research or professional work for more than three years.
3. Master's degree at Domestic or foreign universities or research institutes and have worked in academic research or professional work for more than six years.
4. Graduated from a domestic or foreign university, has worked in academic research or professional work for more than nine years.
5. Graduated from domestic or foreign junior college, has worked in academic research or professional work for more than 12 years.

(II) Research Staff: Shall have one of the following qualifications

1. Research Fellow

- (1) Formerly associate professor at a domestic or foreign college or equivalent position for more than three years.
- (2) Doctoral degree at Domestic or foreign universities or research institutes and have worked in academic research or professional work for more than three years.
- (3) Master's degree at Domestic or foreign universities or research institutes and have worked in academic research or professional work for more than six years.
- (4) Graduated from a domestic or foreign university, has worked in academic research or professional work for more than nine years.
- (5) Graduated from domestic or foreign junior college, has worked in academic research or professional work for more than 12 years.

## 2. Associate Research Fellow

- (1) Formerly lecturer or equivalent position of research institution at a domestic or foreign college or university for more than three years.
- (2) Doctoral degree at domestic or foreign university or research institute.
- (3) Master's degree at Domestic or foreign universities or research institutes and have worked in academic research or professional work for more than three years.
- (4) Graduated from a domestic or foreign university, has worked in academic research or professional work for more than six years.
- (5) Graduated from domestic or foreign junior college, has worked in academic research or professional work for more than nine years.

(III) Full-Time Assistant: Full-time staff engaged in this Project. Classified into master's degree and bachelor's degree

(IV) Concurrent Assistant: Refers to the person who is part-time engaged in the Project, classified into the following six levels.

1. PhD Candidate: A doctoral candidate related to the nature of the Project and has obtained a doctoral candidate qualification.
2. Doctoral Student: Doctoral student in the doctoral program related to the nature of the Project.
3. Master's Degree: Graduate student in master's degree related to the nature of the Project.
4. College Student Assistant: A student in a university or junior college related to the nature of the Project.
5. Lecturer (or equivalent position): The staff of the School or other school required by the Project.
6. Assistant level Assistant (or equivalent position): The person of the School or other school required by the Project.

(V) Temporary Worker: employed in accordance with provisions of relevant Temporary Labor Standards Laws and Regulations.

The industrial liaison experts and research staff referred to in the preceding paragraph shall be employed after being adopted by the Global Research & Industry Alliance Project Promotion Committee of the School.

Article 4 Salary standards for the personnel hereof are as follows:

### (I) Industry Liaison Expert

Basically a maximum of NT\$165,855 per month. Up to a maximum of NT\$300,000 per month subject to the following regulations, if there is a demand for outstanding talents.

For those who exceed NT\$190,500, the School shall set up relevant regulatory mechanisms for the required procedures and qualifications for the required industry liaison experts, and report to the Ministry of Science and Technology for future reference.

Those who exceed NT\$165,855 shall be reported to the Ministry of Science and Technology for reference after the appointment process on campus.

(II) Full-Time Research Fellow

1. Researcher Level: A maximum of NT\$97,500 per month.
2. Associate Researcher Level: A maximum of NT\$72,500 per month.

(III) Adjunct Research Fellow

1. Researcher Level: A maximum of NT\$24,000 per month.
2. Associate Researcher Level: A maximum of NT\$18,000 per month.

(IV) Full-Time Assistant

1. Master's Degree: A maximum of NT\$43,990 per month.
2. Bachelor's Degree: A maximum of NT\$38,840 per month.

(V) Concurrent Assistant

1. Doctoral Candidate: A maximum of NT\$34,000 per month.
2. Doctoral Students: A maximum of NT\$30,000 per month.
3. Master's Students: A maximum of NT\$10,000 per month.
4. College Students: A maximum of NT\$6,000 per month.
5. Lecturer Level: NT\$6,000 per month.
6. Assistant Level: NT\$5,000 per month.

(VI) Temporary worker: Paid according to the hourly wage standard set in the Labor Standards Act.

Article 5 Any unsettled issues relating to the Directions shall be handled subject to relevant regulations specified in “Guidelines for Ministry of Science and Technology Subsidy to Global Research & Industry Alliance Project”, “Regulations Regarding National Chung Hsing University School Fund Employment Project of Teaching Staff and Research Fellow” and “National Chung Hsing University Full-Time Assistant Contractual Employment Precautions”, etc.

Article 6 The Directions shall be implemented after the adoption of the Administrative Council and the School Fund Management Committee’s review and approval, and the same shall apply as to amendments hereto.

Table 1 National Chung Hsing University Global Research & Industry Alliance Full-Time Personnel Payment of Remuneration (Currency: NTD)

Category	Contracting Position Salary Performance Appraiser			Contracting Education Salary Administration Appraiser	
	Full-Time Industrial Liaison Expert	Research Staff		Full-Time Assistant	
Position Title	Chief Executive Officer & Chief Operating Officer	Full-Time Research Fellow	Full-Time Associate Research Fellow		
Requisite	Article 3-(I)-1	Article 3-(I)-2-(1)	Article 3-(I)-2-(2)	Master's Degree (or higher)	Bachelor's Degree (or higher)
Level 10	300,000 to 100,000	97,500	72,500	43,990	38,840
Level 9		95,000	70,000	43,060	37,910
Level 8		92,500	67,500	42,130	36,980
Level 7		90,000	65,000	41,100	36,050
Level 6		87,500	62,500	40,380	35,330
Level 5		85,000	60,000	39,450	34,410
Level 4		82,500	57,500	38,530	33,580
Level 3		80,000	55,000	37,500	32,760
Level 2		77,500	52,500	36,570	31,930
Level 1		75,000	50,000	36,050	31,520
Remark		An employee starting salary from Level 1 of the Category required for their duties may be paid based on higher Level depending on his education, experience, expertise, professional licenses and language proficiency submitted to and adopted by Global Research & Industry Alliance Promotion Committee.			

Table 2 National Chung Hsing University Global Research & Industry Alliance Concurrent Personnel (Currency: NTD)

Concurrent / Adjunct Category	Concurrent / Adjunct Position Group	Maximum Salary
Adjunct Research Staff	Adjunct Research Fellow	24,000
	Adjunct Associate Research Fellow	18,000
Concurrent Assistant	Doctoral Candidate	34,000

	Doctoral Student	30,000
	Master's Students	10,000
	College Students	6,000
	Lecturer Level	6,000
	Assistant Level	5,000