

**國立中興大學延攬、留住及獎勵特殊優秀人才彈性薪資  
醫學院初審審查要點**

**National Chung Hsing University College of Medicine Initial Review  
Guidelines for the Recruitment, Retention, and Reward of  
Exceptional Talents with Flexible Salary**

112年5月25日院務會議通過(112年7月4日簽奉校長核備)

Approved by the College Affairs Meeting on May 25, 2023 (Signed and ratified by the President on July 4, 2023).

一、國立中興大學（以下簡稱本校）醫學院（以下簡稱本院）為鼓勵教師增進教學、研究及服務之績效，提昇學術競爭力，並配合本校「延攬、留住及獎勵特殊優秀人才彈性薪資辦法」及其相關法規，特訂定「國立中興大學延攬、留住及獎勵特殊優秀人才彈性薪資醫學院初審審查要點」（以下簡稱本要點）。

1. National Chung Hsing University (hereinafter referred to as "the University") College of Medicine (hereinafter referred to as "the College") has established these guidelines (hereinafter referred to as "the Guidelines") in accordance with the University's "Flexible Salary System for the Recruitment, Retention, and Reward of Exceptional Talents" and related regulations. These guidelines are aimed at encouraging faculty to enhance their performance in teaching, research, and service, thereby improving academic competitiveness.

二、申請資格：凡本院專任(案)教師教學、研究及服務表現優良，且符合本校相關獎勵法規訂定之特殊優秀人才資格標準者，得依規定向本院申請或推薦。

2. Eligibility for Application : Faculty members in the College who have demonstrated exceptional performance in teaching, research, and service and meet the qualifications for "exceptional talents" as defined by the University's related reward regulations are eligible to apply or be nominated according to the relevant provisions.

三、審查機制：

(一)講座教授逕依程序提送本校講座遴聘審議委員會審查，原則上本院不辦

理初審。

- (二)特聘教授、優聘教師先經本院特聘教授暨優聘教師遴聘審議委員會議初審通過後，再提送本校特聘教授暨優聘教師遴聘審議委員會審查，本院特聘教授暨優聘教師遴選辦法另訂之。
- (三)產學績優教師逕依程序提送本校產學績優教師評審委員會審查，原則上本院不辦理初審。
- (四)教學特優教師先經本院教師評審委員會議初審通過後，再提送本校教師教學獎審查委員會審查。
- (五)服務特優教師先經本院教師評審委員會議初審通過後，再提送本校教師服務獎審議委員會審查。
- (六)新進教師獎勵先經本院教師評審委員會議初審通過後，再提送本校教師評審委員會審查。
- (七)編制外經營管理人才表現傑出者由本校延攬經營管理人才遴聘審議委員會審查，原則上本院不辦理初審。

本院各獎勵類別之初審標準、審查方式，原則上由當年度各小組或委員會議研商決定。

### 3. Review Mechanism

- 01. Endowed Professors: Endowed professors will directly submit their applications to the University's Endowed Professorship Review Committee for evaluation. In principle, the College does not conduct the initial review.
- 02. Distinguished Professors and Distinguished Teaching Staff: These candidates must first pass the initial review by the College's Distinguished Professors and Distinguished Teaching Staff Selection Committee before being submitted to the University's review committee for evaluation. The College's selection procedures for distinguished professors and teaching staff are separately established.
- 03. Industry-Academia Outstanding Teachers: These candidates will directly submit their applications to the University's Industry-Academia Outstanding

Teacher Review Committee. In principle, the College does not conduct the initial review.

04. Exceptional Teaching Teachers: These candidates must first pass the initial review by the College's Faculty Evaluation Committee before being submitted to the University's Teaching Award Review Committee.
05. Exceptional Service Teachers: These candidates must first pass the initial review by the College's Faculty Evaluation Committee before being submitted to the University's Service Award Review Committee.
06. New Faculty Awards: New faculty candidates must first pass the initial review by the College's Faculty Evaluation Committee before being submitted to the University's Faculty Review Committee for further review.
07. Outstanding External Management Talent: Outstanding external management talent candidates will be evaluated by the University's Talent Recruitment and Management Review Committee. In principle, the College does not conduct the initial review.

The initial review standards and methods for each award category will be decided by the respective groups or committees based on annual deliberations.

四、本要點未規定事項，悉依本校相關辦法規定辦理。

4. Matters not specified in these guidelines shall be handled in accordance with the relevant regulations of the university.

五、本要點經本院院務會議通過後，報請校長核備後實施，修正時亦同。

5. These guidelines shall be implemented upon approval by the College Affairs Meeting and ratification by the President. The same procedure applies to any amendments.