

# **CYCU Directions for Review on Merit Pay to Distinguished Teachers in Service (including Counseling)**

September 28, 2011, 100-1 Passed by the Excellent Service Review Committee  
June 13, 2012, 100-3 Amended by the Excellent Service Review Committee  
May 23, 2013, 101-2-2 Amended by the Excellent Service Review Committee  
February 24, 2016, 105-1 Amended by the Excellent Service Review Committee  
Amended per the letter under Yuan-Mi-Zi No. 1050002657 dated August 25, 2016  
May 16, 2017, 105-2 Amended by the Excellent Service Review Committee  
April 23, 2018, 106-2 Amended by the Excellent Service Review Committee

Article 1. The Directions are established in accordance with CYCU “Regulations Governing Merit Pay for Recruitment and Retention of Distinguished Talents”.

Article 2. Each department (institute, office, center) and college of CYCU shall recommend teachers voluntarily or the teachers may file the application in person each year, by submitting the “Application Form for Merit Pay to Distinguished Teachers in Service (including Counseling) of CYCU”, together with related information, to the Office of Student Affairs after having the same sealed/signed by the supervisor of the department (institute, office, center) or college. The Excellent Service Review Committee will complete the preliminary review and recommend the candidates to the Merit Pay Review Committee for reexamination.

Article 3. The distinguished achievements in service (including counseling) of the excellent teachers inside and outside CYCU to be adopted shall be limited to those completed within the most recent three years. The “most recent three years” shall be counted based on a “yearly” basis and exclusive of the year in which the application is filed. Where the applicant is pregnant or in labor in the same period, an extension of two years is allowed.

Article 4. Scores shall be granted to distinguished achievements in service (including counseling) in the following manners:

- I. Honored the awards related to advisors: 10 scores per national award, and 8 scores per award conferred by the Center of Student Affairs for North 1st District.
- II. Honored the awards related to service learning: 8 scores per teaching plan for national distinguished curriculum and distinguished teacher awards.
- III. No more than 6 scores per other distinguished achievement in service or contribution, e.g. important awards, important awards related to service for providing instruction to students, enrollment service, academia-industrial services provided without consideration or without yielding income, student counseling (for employment, life, and career), promotion of internationalized projects, promotion of department (college)-wide projects, and promotion of social services, with evidence attached, provided that no more than 3 awards shall apply. Notwithstanding, the Committee may grant no more than 4 additional scores upon review on any distinguished achievement.
- IV. No achievements already adopted under the Directions will be re-adopted.

Article 5. The number of recommended candidates shall be no more than 25 persons per year.

The number of distinguished teachers in service (including counseling) as associate professor (inclusive) or below who may be granted the merit pay shall account for more than 70% (inclusive) of the persons who receive incentives in the same year.

Article 6. The Directions are passed by the Excellent Service Review Committee, and shall be

promulgated and enforced upon authorization by the President.