

Salary and benefits for new faculty

2020/09

I. Salary Structure

(I) Base salary and academic research allowances

Please refer to the Appendix 1 :Table of Teacher Salary Grades

Position	Basic salary grade (dollar amount)	Academic research allowances	Total payment per month
Professor	475 (NT\$40,270)	NT\$59,895	NT\$100,165~
Associate professor	390 (NT\$34,440)	NT\$46,230	NT\$80,670~
Assistant professor	330 (NT\$31,355)	NT\$40,455	NT\$71,810~

(II) Flexible salary (Office of research and development)

The flexible salary and subsidization for the purpose of enhancing the recruitment new and top talents

Qualifications 1:

- (A) Staff members whose position is listed as part of the current staffing complement of a school.
- (B) Meet the following requirements
 - a. Not formerly or currently employed in any national academic research institutions.
 - b. Employed in foreign academic research institutions in the past five years before employing in NTHU.

Content 1:

Position	Subsidization (per month)	Up to years
Professor	NT\$40,000~NT\$150,000	3years
Associate professor	NT\$30,000~NT\$100,000	2years
Assistant professor	NT\$10,000~NT\$60,000	3years

Qualifications 2:

If the teacher doesn't meet **Qualifications1**, the department still can recommend him/her in the school teachers recruitment meeting. After getting the approval, the teacher can also have the Flexible salary.

II. Rent subsidization (Division of Property Management):

Staff members whose position is listed as part of the current staffing complement of a school will get the subsidization(NT\$10,000 per month up to three years).

III. New Research subsidization for new faculty (Office of research and development)

Maximum NT \$1.5 million (equally subsidized by school and department budgets)

IV. Dormitory (Division of Physical Facility)

New teachers have the priority to live in the faculty dormitory (Xue-Ren).Please contact the Division of Physical Facility for the information about the room type and fees.

V. Priority enrollment in NTHU experimental elementary school and kindergarten :

Staff members whose position is listed as part of the current staffing complement of a school will get priority enrollment for their children. The Office of Personnel will forward the newest information to all departments in NTHU and announce it in the school website/Bulletin Board.

VI. Benefits

(I)Birthday vouchers:

Staff members whose position is listed as part of the current staffing complement of a school will get postal voucher (NT1000 per year); others (not part of the current staffing complement of a school) should get approval from the principal.

(II)Health examination subsidization:

staff members(over the age of 40) whose position is listed as part of the current staffing complement of a school will get the subsidization (maximum NT3500 every 2 years); others (not part of the current staffing complement of a school) should get approval from the principal.

(III)Voluntary Group Insurance:

Please find more information in the personnel office website.

(IV) Preferential Interest Deposits:

Please find more information in the post office, Mega bank, and E.SUN BANK

Appendix 1: Table of Teacher Salary Grades

Salary Grade	Salary Points	Professional Rank of Position				Notes		
Grade 1	770	770	710	650	625	625	<p>1. The basic salary of a teacher at an elementary school, junior high school, or senior secondary school who has a master's degree from a graduate school of a university or college, or of a foreign university or college recognized by the Ministry of Education may be advanced to a maximum of 525 salary points, and maximum seniority salary at grade 5 and 650 salary points.</p> <p>If the teacher has a doctorate from a graduate school of a university or college, or of a foreign university or college recognized by the Ministry of Education, the teacher may be advanced to a maximum basic salary of 550 salary points and seniority salary at grade 5 and 680 salary points.</p> <p>2. An assistant professor or lecturer at a junior college, tertiary college, or university who has a doctorate may be assigned a starting salary grade of 330 salary points.</p> <p>3. The area within dotted lines above each maximum basic salary level represents seniority salary.</p> <p>4. An assistant professor appointed before the March 21, 1997 amendments to the Act Governing the Appointment of Educators took effect will be assigned a starting salary grade of 200 salary points, and this may be advanced to a maximum basic salary of 330 salary points. Their seniority salary may be advanced to 450 salary points, to grade 10 basic salary and grade 6 seniority salary.</p>	
Grade 2	740							
Grade 3	710							
Grade 4	680	Professor	Associate Professor	600	500	310		Lecturer
Grade 5	650							
Grade 6	625							
Grade 7	600							
Grade 8	575							
Grade 9	550							
Grade 10	525							
Grade 11	500							
Grade 12	475							
Grade 13	450							
Grade 14	430							
Grade 15	410							
Grade 16	390							
Grade 17	370							
Grade 18	350							
Grade 19	330							
Grade 20	310							
Grade 21	290							
Grade 22	275							
Grade 23	260							
Grade 24	245							
Grade 25	230							
Grade 26	220							
Grade 27	210							
Grade 28	200							
Grade 29	190							
Grade 30	180							
Grade 31	170							
Grade 32	160							
Grade 33	150							
Grade 34	140	450 120						
Grade 35	130							
Grade 36	120							