

Yushan Project

To strengthen the recruitment and retention of exceptional academic and research talent, the Ministry of Education (MOE) plans to launch the Yushan Project in 2018. By making teaching and research salaries in Taiwan more competitive internationally and easing restrictions on the salary system to make wages more flexible, Taiwan will be able to build a superior academic environment and provide sufficient resources to attract and retain exceptional talent.

There are three parts to the project : the selection of foreign “Yushan Scholars”, staffing fund for universities to make flexible wage payments for top talent, and a 10 percent hike in the research pay of full-time professors.

A.Yushan scholars: Recruit globally

This program aims at recruiting top academic and research personnel newly hired from abroad. The program will select both established scholars and young and upcoming academics, without focusing on a particular age group. Yushan scholars will be eligible for up to NT\$5 million per year on top of existing salaries. The grants will continue at least three years, with the possibility of renewal.

B.Flexible wage payments: Promote excellence in universities

Subsidies worth NT\$2 billion per year will be provided to give greater flexibility in paying top talent. The funds may be used to pay existing academics and researchers as well as new hires. Universities will control their own flexible salary structures for faculty as part of efforts to recruit and retain talent. The pay rules they establish must then be submitted to the MOE for reference.

C.Research allowance increase for professors: Widen pay gap to reflect talent

To help retain excellent professors, annual investments of NT\$600 million (US\$19.8 million) will go to public colleges and universities to increase allowances for professors by 10 percent, with monthly allowances to rise from NT\$54,450 to NT\$59,895. Starting in 2018, an additional NT\$550 million will be awarded to private colleges and universities