

# Compensations and Benefits of National Chengchi University for Faculty Members

## Generous Benefits

(The following numbers are in TWD; the exchange rate used for US Dollar to TWD is 1:30)

Item		Description
Insurance	National Health Insurance	<ul style="list-style-type: none"> <li>● <b>Low premium</b> : monthly premium of NT 1,187~1,959 (USD40~65)!</li> <li>● <b>Wide coverage</b> : illness, injuries, accidents, childbirth, dental insurance; preventive health care for adults and free cancer screening included.</li> <li>● <b>Covers more than one person</b> : dependents can be insured as well.</li> </ul>
	Civil Servant and Teacher Insurance	<ul style="list-style-type: none"> <li>● <b>Low premium</b> : monthly premium of NT894~1,624 (USD30~54)!</li> <li>● <b>Wide coverage</b> : covers old age pension, disability, death, funeral, childbirth, and child care subsidy.</li> </ul>
Living Allowance		Provides subsidies for marriage, childbirth, funeral, child education.
School Facilities		Our university has its affiliated kindergarten, elementary school, and junior high school. Children, 3 years old or above, may enroll.
Accommodation		Our dormitory provides single room and family suites. All professors or teachers can apply. (up to 2 years; approval needed for further extension.)

## Excellent Retirement Package

Item <sup>1</sup>	Years of Service	Job level		
		Professor	Associate Professor	Assistant Professor
Monthly Retirement Payment <sup>2</sup> (Max)	25	53,325 (USD 1,778)	49,932 (USD 1,664)	46,719 (USD 1,557)
	30	62,213 (USD2,074)	58,254 (USD 1,942)	54,506 (USD 1,817)
Lump-sum Retirement Payment (Max)	25	4,443,750 (USD 148,125)	4,161,000 (USD 138,700)	3,893,250 (USD 129,775)
	30	5,332,500 (USD 177,750)	4,993,200 (USD 166,440)	4,671,900 (USD 1,55,730)

<sup>1</sup> : Local teachers and foreign teachers (holding permanent residency) can choose either monthly pension payments or lump-sum pension.

<sup>2</sup> : Monthly retirement payment is paid indefinitely. If the insurant passes away, dependents can receive another lump-sum payment up to NTD711,000, or receive monthly pension (The amount is half of the monthly retirement payment of the original beneficiary).

## Salary Compensation

(In 100 Thousands)

Item	Job level		
	Professor	Associate Professor	Assistant Professor
Statutory annual salary (including 1.5 month bonus)	14.06-16.40 (USD 0.46 – 0.54)	11.32-13.98 (USD 0.37 – 0.46)	10.08-12.68 (USD 0.33 – 0.42)
Annual Salary Including Merit Pay <sup>3</sup>	17.30-24.80 (USD 0.57 – 0.82)	14.56 – 15.78 (USD 0.48 – 0.54)	14.43 – 14.48 (USD 0.48 – 0.48)
Adjusted salary by Purchasing Power Parity <sup>4</sup>	USD 1.36 – 1.95	USD 1.14 – 1.24	USD 1.13 – 1.14

<sup>3</sup> : Merit pay may be adjusted by international standard and academic performance.

<sup>4</sup> : According to 2020 IMF survey, PPP of Taiwan is 2.362

※Extra fundings for relocation, start-up research support, and extra pay, etc., up to USD 40,000.