附件1

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 专任教师岗位绩效工资调整建议方案 | | | | | | | | | | | | | | | |
| **基础津贴(分/月)** | **学历学位** | **博士** | | | | **硕士** | | | **本科及普通**  **大学** | | | | | **专科** | |
| **分值** | **5** | | | | **4** | | | **3** | | | | | **2** | |
| **职务** | **教授** | **副教授** | | | **讲师** | | | **助教** | | | | | **未评聘** | |
| **分值** | **37** | **30** | | | **23** | | | **18** | | | | | **15** | |
| **任职年限** | **每薪级0.2分** | | | | | | | | | | | | | |
| **工龄** | **基础工龄3分，每年计0.3分** | | | | | | | | | | | | | |
| **院龄** | **每年0.1分** | | | | | | | | | | | | | |
| **岗位津贴(分/月)** | **职务** | **教授** | | | **副教授** | | | **讲师** | | **助教** | | | **未评聘** | | |
| **分值** | **92** | | | **76** | | | **62** | | **49** | | | **35** | | |
| **任务津贴(分/月)** | **职务津贴** | **二级学院**  **院长** | **副院长** | | **院长助理** | | | **系主任** | | **副系**  **主任** | | **教研室主任** | | | |
| **25** | **20** | | **16** | | | **15** | | **8** | | **6** | | | |
| **项目津贴** | **一** | | | **二** | | | **三** | | | | **四** | | | |
| **30** | | | **15** | | | **8** | | | | **5** | | | |
| **远郊区县**  **挂职津贴** | **教授** | | **副教授** | | | | **讲师** | | | | **助教** | | | |
| **20** | | **16** | | | | **12** | | | | **8** | | | |
| **学术假津贴** | **教授** | | **副教授** | | | | **讲师** | | | | **助教** | | | |
| **20** | | **16** | | | | **12** | | | | **8** | | | |
| **业绩津贴（分/项)** | **项目管理人员（分/项）** | **A** | | | | |  | **B** | |  |  | **C** | | |  |
| **30** | | | | |  | **10** | |  |  | **5** | | |  |