

# National Taiwan Normal University Distinguished Talent Incentive Policy

2010.09.01 Passed during the Academic Meeting

2011.04.27 Amendment passed during the Academic Meeting

2011.11.09 Amendment passed during the Academic Meeting

2013.03.20 Amendment passed during the Academic Meeting

2014.03.12 Amendment passed during the Academic Meeting

2015.01.14 Amendment passed during the Academic Meeting

2016.03.09 Amendment passed during the Academic Meeting

2018.04.11 Amendment passed during the Academic Meeting

2018.12.19 Amendment passed during the Academic Meeting

2020.01.08 Amendment passed during the Academic Meeting

Article 1 The National Taiwan Normal University (NTNU) National Taiwan Normal University Distinguished Talent Incentive Policy (hereinafter referred to as the “Policy”) were established to lay a foundation for internationalization, cultivate competitive talent, and encourage the retention and recruitment of such talents in accordance with the Ministry of Science and Technology's (MOST) Guidelines for University/College Research Grants and Ministry of Education's (MOE) Flexible Salary Schemes for Recruitment and Retention of Collegiate Talent. A full-time teacher who has been approved to be an outstanding talent in NTNU according to the Policy may receive a subsidy in addition to their monthly salary.

Article 2 Eligible subjects and number of recipients:

- (I) Eligible subjects: Exceptional and outstanding full-time instructors and researchers in the school system, who have received an average score of 3.5 points or above in the Student Opinion of Instruction Survey during the year before application (does not apply to newly appointed instructors).
  1. Distinguished instructor or researcher refers to an individual with outstanding performance in academic research, industry-academia collaboration, or interdisciplinary research. Staff with outstanding teaching performance, staff with excellent administrative performance, or retired staff from public universities, colleges or public academic research organizations (institutes) are not eligible for this subsidy.
  2. Provisions related to existing, newly appointed, and seconded personnel shall be in accordance with subsidy measure announcements of the MOST.
- (II) Maximum number of recipients: In principle, the number of recipients may not exceed 25% of the total number of instructors and researchers in the NTNU organization.
- (III) Associate professors and lower grade personnel shall account for at least 20% of all recipients.

- Article 3 Subsidy Criterion: The criterion is determined by the performance in academic research, industry-academia collaborative research, or interdisciplinary research. The subsidy amount per month varies from a maximum of NT\$60,000, NT\$40,000, NT\$30,000, NT\$20,000, to NT\$10,000, and NT\$8,000. The research performance evaluation is listed in detail in the application form (Appendix 1).
- Article 4 Review Principles: Subsidies are divided into five categories based on MOST disciplines (biomedicine and agriculture, engineering technology, humanities and social sciences, natural sciences, and science education). The number of recipients for each category is determined by the Review Committee based on the amount approved for operating expenses of MOST Projects and academic performance in the previous year.
- Article 5 Review: NTNU has established a Review Committee with the President as the convener. The Academic Vice President and Vice President of the Office of Research and Development are ex-officio members; other members comprise eight to ten outstanding scholars from different fields, selected by the President from within and outside NTNU based on their expertise. The number of recipients in each category and distribution of subsidies shall be determined by the Review Committee based on number of academic performance points, and then submitted to the President for approval.
- Article 6 Claim and payment of subsidies:
- (I) The source of funding for the Policy shall be subsidies from the MOST, subsidies from the MOE, and the Office of Research and Development's account for academic research promotion.
  - (II) The Personnel Office shall compile a list at the beginning of each month for payment of subsidies.
  - (III) In the case of resignation, leave without pay, secondment to other units, temporary termination of employment or employment denial during the subsidy period, the subsidy shall be returned in proportion to the absence of employment.
  - (IV) In the case of using forgery, falsification, or violation of academic ethics in the application for the subsidy, NTNU reserves the right to revoke the recipient's qualification and recover the full amount of subsidy.
- Article 7 For outstanding domestic and overseas instructors and researchers whose academic performance meets requirements in accordance with the Policy, in addition to a monthly salary, a subsidy suitable for the instructor or researcher's level will be provided to support teaching, research, and administration. Instructors and researchers who are also eligible to receive incentives from the Outstanding Instructors Incentive Policy of NTNU may only choose one.
- Article 8 In order to meet performance requirements, subsidy recipients must submit a performance report two months before the subsidy expires. The performance report serves as reference to decide whether the recipient may continue to receive the subsidy. Any matters not specified in the

Regulations shall be handled in accordance with the MOST's Guidelines for University/College Research Grants.

Article 9 The Policy has been passed in a NTNU Academic Meeting and implemented with the President's approval. The same applies to all subsequent amendments.