

National Taiwan Normal University Outstanding Instructors Incentive Policy

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- 2009.11.25 Amendment passed during the 17th Academic Meeting
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- 2010.01.27 Passed during the 66th Academic Fund Committee Meeting
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- 2013.05.22 Amendment passed during the 9th Academic Meeting of the 2012 academic year
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- 2016.06.22 Amendment passed during the 9th Academic Meeting of the 2015 academic year
- 2017.03.22 Amendment passed during the 5th Academic Meeting of the 2016 academic year
- 2018.05.09 Amendment passed during the 8th Academic Meeting of the 2017 academic year
- 2018.12.19 Amendment passed during the 4th Academic Meeting of the 2018 academic year
- 2019.04.24 Amendment passed during the 8th Academic Meeting of the 2018 academic year

Article 1 This Policy was established to award teachers at NTNU with academic excellence, enhance the level of academic research, and improve teachers at NTNU.

Article 2 Any newly appointed full-time teacher with excellent or cumulative performance in academic fields and who possesses the following qualifications may apply for incentives. Depending on the teacher's performance, the teacher may be appointed by the President as a NTNU Chair Professor, Research Chair Professor, Distinguished Professor or Outstanding Professor:

- (I) Average score in the Student Opinion of Instruction Survey over the past three years reaches 3.5 points or above (does not apply to newly appointed teachers).
- (II) Averages one Ministry of Science and Technology (MOST) (formerly the National Science Council) research project (or exhibition or performance) each year.
- (III) Averages one academic paper published in a SCI, SSCI, A&HCI, or SCOPUS journal (or judging or work collection), or published one book rated outstanding or above within the past three years.

Article 3 Teachers must meet one of the following conditions to apply for the grant:

- (I) NTNU Chair Professor:
 1. Winner of the Nobel Prize or an equivalent academic award.
 2. Elected an academician of Academia Sinica, equivalent position at an overseas institution, or National Chair Professorship of the Ministry of Education (MOE).
 3. Awarded the Presidential Science Prize, MOE National Chair Professorship, or an equivalent academic award.
 4. Awarded the Academic Award from the MOE.
 5. Has received major awards from globally renowned institutions or artistic organizations (to be determined by the review committee).
 6. Awarded the National Cultural Award from the Executive Yuan.
 7. Awarded the Outstanding Research Fellow Award or Research Fellow Award of the Ministry of Science and Technology (formerly the National Science Council).

8. Awarded the Outstanding Research Award from the MOST (formerly the National Science Council) twice and received the Outstanding Research Fellow Project once.

(II) Research Chair Professor:

1. Awarded a national award (such as the Outstanding Scholar Award of the Foundation for the Advancement of Outstanding Scholarship, Award for Outstanding Contributions in Science and Technology of the Executive Yuan, Presidential Cultural Award, National Award for Arts, or equivalent award) in the past three years.
2. Awarded the MOST Outstanding Research Award or Outstanding Scholar Research Award in the past three years.
3. Has attained fellowship in globally renowned institution in the last three years (to be determined by the review committee).
4. Ranked among the top 20 most competitive scholars worldwide in each field in the SCOPUS database (based on the number of citations in the SciVal database in the past five years).

(III) Distinguished Professor:

1. Awarded important academic awards by domestic and overseas academic organizations in the most recent three years.
2. Has been invited to conduct personal exhibitions or has received awards from globally renowned artistic institutions, or has finished in the top three places or received major awards in a worldwide sports competition, and has demonstrated excellence in creativity and exhibitions in the last three years (to be determined by the review committee).
3. Has published two academic books in the last four years as the sole author, which have been rated by NTNU's University Press as excellent publications. Applications cannot repeat a submission for a book that has already won the award.
4. Has published an original academic thesis in journals with Impact Factor > 25 (such as *Science*, *Nature*, and *Cell*) and is the first author or corresponding author of the thesis in the past three years.
5. Published a total of 7 or more SSCI papers or 10 or more SCI papers in the past three years, and at least half of the papers were published in journals in the top 20% (SSCI) or 10% (SCI) of the JCR (IF) rating in various sub-fields; or published 6 or more papers in A&HCI international journals in the past three years. Or published 7 or more papers in SCOPUS journals in the past three years (must be published in a journal that ranks in the top 5% in terms of SJR for each sub-field). Must be the first author or the corresponding author of the papers above.
6. Awarded the Ta-You Wu Memorial Award in the past three years.
7. Obtained industry-academia collaboration projects sponsored by public/private profit seeking enterprises or corporate entities each year over the past three years with average funding of NT\$2,500,000 or more (inclusive) and average management fees of NT\$300,000 or more (inclusive). If an application was submitted for

management fee reduction for a project, the project may not be used in the application and included in the average amount above.

8. Has been involved in a total of 25 MOST (formerly the National Science Council) projects, subject to one project per year.
9. Has exhibited more than 15 new articles in one year, for a total of 25 years.
10. Has accumulated 25 musical performances in one year, in which 60 minutes is calculated as one performance.
11. Ranked among the top 50 most competitive scholars worldwide in each field in the SCOPUS database (based on the number of citations in the SciVal database in the past five years).

(IV) Outstanding Professor:

1. For those who meet the conditions in Items 1 and 2 of the preceding Subparagraph 3 on Distinguished Professors, the Review Committee will determine the list of award winning teachers based on review scores and funding.
2. Has served as the chairperson of an international institution in the past three years (to be determined by the review committee).
3. Has published two academic books in the last four years as the sole author, which have been rated by NTNU's University Press as outstanding publications. Applications cannot repeat a submission for a book that has already won the award.
4. Published a total of 5 or more SSCI papers or 8 or more SCI papers in the past three years, and at least half of the papers were published in journals in the top 50% (SSCI) or 20% (SCI) of the JCR (IF) rating in various sub-fields; or published 4 or more papers in A&HCI international journals in the past three years. Or published 6 or more papers in SCOPUS journals in the past three years (must be published in a journal that ranks in the top 7% in terms of SJR for each sub-field). Must be the first author or the corresponding author of the papers above.
5. Obtained industry-academia collaboration projects sponsored by public/private profit seeking enterprises or corporate entities each year over the past three years with average funding of NT\$1,500,000 or more (inclusive) and average management fees of NT\$200,000 or more (inclusive). If an application was submitted for management fee reduction for a project, the project may not be used in the application and included in the average amount above.
6. Has been involved in a total of 20 MOST (formerly the National Science Council) projects, subject to one project per year.
7. Has exhibited more than 15 new articles in one year, for a total of 20 years.
8. Has accumulated 20 musical performances in one year, in which 60 minutes is calculated as one performance.
9. Ranked among the top 100 most competitive scholars worldwide in each field in the SCOPUS database (based on the number of citations in the SciVal database in the past five years).
10. Awarded the Exceptional Teaching Award in the current year.

11. Awarded the Excellent Teacher Award from the Ministry of Education in the current year.

Applicants for NTNU chair professorship using the conditions in Items 1 and 2 of the previous Subparagraph (1) are not required to meet the conditions in Article 2.

For Subparagraphs (3) and (4) above, publication of one paper in SSCI is equivalent to 1.5 papers in SCI, TSSCI and the new THCI (which was changed in 2016; originally THCI Core). One thesis on A&HCI is equivalent to one thesis on SSCI or 1.5 theses on SCI; One paper published on TSSCI or the new THCI (which was changed in 2016; originally THCI Core) is equivalent to one paper published on SCI; only papers that were published may be counted.

The three-year timeframe shall cover the period dating back from the application end date.

Article 4 Application and appointment process:

- (I) This incentive is processed once a year, and the application period shall be based on the date announced in an official document. The applicant shall fill out the application form and submit the list of academic publications, copies of important publications, detailed academic achievement certifications, and other related documents from the past five years (excluding parental leaves taken), which will be submitted to the Office of Research and Development after gaining approval from the college dean. Those who have voluntarily suspended from work or temporarily seconded to work in another unit are not eligible to apply.
- (II) Appointments of excellent teachers at all levels are made by the Review Committee, for which the President is the ex officio member and convener, and invites scholars with outstanding academic achievements in relevant fields. Review Committee meetings are regularly convened, and applications passed in a committee meeting will be submitted to the President for approval and appointment. Winners who have yet to attain the status of professor will not be given distinguished titles, but compensated with an equivalent sum of incentives. However, the president may assign distinguished roles on a case-by-case basis under special circumstances.

Article 5 Ratio of recipients (number of individuals to maintain the honorary title):

- (I) NTNU Chair Professor: The number of recipients shall not exceed 3% of NTNU's total full-time teachers.
- (II) Research Chair Professor: The number of recipients shall not exceed 5% of NTNU's total full-time teachers.
- (III) Distinguished Professor: The number of recipients shall not exceed 7% of NTNU's total full-time teachers.
- (IV) Outstanding Professor: The number of recipients shall not exceed 9% of NTNU's total full-time teachers.

Article 6 Rewards and Term:

- (I) Excellent teachers at each level will receive the following grants during their term:
1. Appointed as a NTNU Chair Professor: A monthly grant of NT\$300,000-NT\$400,000 for meeting the conditions specified in Article 3, Paragraph 1, Subparagraph 1, Item 1. A monthly grant of NT\$210,000-NT\$290,000 for meeting the conditions specified in Article 3, Paragraph 1, Subparagraph 1, Item 2. A monthly grant of NT\$120,000-NT\$200,000 for meeting the conditions specified in Article 3, Paragraph 1, Subparagraph 1, Item 3. A monthly grant of NT\$90,000-NT\$110,000 for meeting the conditions specified in Article 3, Paragraph 1, Subparagraph 1, Item 4. A monthly grant of NT\$60,000-NT\$80,000 for meeting the conditions specified in Article 3, Paragraph 1, Subparagraph 1, Items 5-8. If the teacher meets conditions for promotion, the amount of the grant is reviewed during the application period each year.
 2. Appointed as a Research Chair Professor: A monthly grant of NT\$40,000-NT\$50,000.
 3. Appointed as a Distinguished Professor: A monthly grant of NT\$20,000-NT\$30,000.
 4. Appointed as an Outstanding Professor: A monthly grant of NT\$10,000-NT\$20,000.
 5. The amount of grants above are determined based on NTNU's budget and the recipient's contribution to NTNU.
- (II) The term of NTNU Chair Professor and grants is until retirement or resignation. The term for remaining levels of excellent teachers is three years. A new application must be submitted and reviewed after the end of each term, and corresponding grants are provided for each level. If the teacher does not pass the review, then grants will no longer be provided. Teachers will retain their honorary title after being appointed a NTNU Research Chair Professor or Distinguished Professor until they receive a higher level honorary title. During their period of appointment, they receive free parking in NTNU, and their children can study in the affiliated senior high school of NTNU with priority entry. Upon the expiration of their term, an application for renewal may be submitted in accordance with Article 4 of the Policy. Persons who resign, retire, or are dismissed or involuntarily suspended in the duration of their distinguished roles shall have all incentives and privileges terminated. Those who have voluntarily suspended from work or temporarily transferred to work in another unit shall have incentives discontinued for the duration of absence, and resumed upon reinstatement. If the teacher receives grants for a higher level, the original grant will be automatically discontinued. If the recipient concurrently obtains other chair professorships outside NTNU, the recipient may only receive grants under this Policy after the chair professorship ends.
- (III) Teachers that are also eligible for MOST subsidies for outstanding talent may only

choose one. Any shortfall of MOST subsidies will be made up by grants under the Policy.

Article 7 Performance requirements:

- (I) In addition to teaching and research, the performance of excellent teachers is also determined by consultation and review services for academic activity subsidies, assisting in academic workshops organized by NTNU, and sharing teaching and research experience.
- (II) Submit an annual performance self-assessment to the Review Committee, which provides the basis for the next year's incentives.

Article 8 Teaching, research, and administrative support:

(I) Teaching:

- 1. Excellent teachers may apply for teaching assistants according to NTNU's Teaching Assistance Guidelines.
- 2. NTNU's Center for Teaching and Learning Development provides a number of supports, such as the Instructors' Manual, Teaching Resource Manual, and Digital Platform Manual.

(II) Research:

- 1. Excellent teachers may apply for reduced teaching hours according to NTNU's policy.
- 2. Excellent teachers may apply for the various academic subsidies offered by NTNU to support their research efforts and innovations.

(III) Administration: Excellent teachers may receive support such as laboratory space, IT equipment, a digital teaching environment and technical services, and are encouraged to make use of the digital teaching platform.

Article 9 Source of funds:

- (I) Incentives shall be funded by funds raised by NTNU and funding approved by government projects.
- (II) Funds or periodic donations from corporations, private enterprises, or charitable organizations or individuals. Regulations shall be separately prescribed.

Article 10 This Policy was implemented after being passed with resolutions sought from an Academic Meeting. The same applies to all subsequent amendments.