

National Taiwan Normal University Regulations on Contributions for Full-time Faculty Members Concurrently Employed by Profit-seeking Enterprises

October 3, 2007 Passed during the 317th Administrative Meeting

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Article 1 National Taiwan Normal University (NTNU) has established these Regulations pursuant to the Concurrent Employment Guidelines for Faculty Members of Public Institutions, Guidelines on Faculty Members' Temporary Transfers and the Regulations on Concurrent Employment of Researchers and Capital Contribution in the Form of Technology to govern the concurrent employment of faculty members at, and academic contributions received from, profit-seeking organizations.

Article 2 The term "concurrent employment" in these Regulations shall refer to any part-time or full-time position undertaken by a full-time faculty member at a profit-seeking enterprise or organization, spin-off company, or biotechnology company involved in new-drug development partnered with NTNU, or as defined in the Regulations on Concurrent Employment of Researchers and Capital Contribution in the Form of Technology.

Article 3 NTNU shall collect academic contributions from profit-seeking enterprises that employ full-time NTNU faculty members either full-time or part-time. The duration for which these contributions are collected and the amount to be collected shall be based on the following rules:

- (I) The concurrent temporary or permanent employment of faculty members at any profit-seeking organization for six or more months (inclusive) must be based on a collaboration agreement signed between NTNU and the organization, from which NTNU is entitled to receive academic contributions.
- (II) If a faculty member is employed for six months or more (inclusive) but less than one year, the academic contribution to be paid shall be calculated proportionally to the months worked in the year. An employment period of less than one month is counted as one full month.
- (III) Academic contributions shall not be paid for faculty members who have not been temporarily or permanently concurrently employed for less than six months. However, if the employment duration is extended and the total employment duration exceeds six months (inclusive) as a result, a retroactive agreement shall be signed to collect academic contributions for the whole period.

Article 4 The minimum requirements for the collection of academic contributions by NTNU are as follows:

- (I) For full-time employment:
 1. The annual academic contributions shall in principle be no less than 30% of the instructor's

existing annual salary at NTNU or the instructor's offered annual salary in the profit-seeking organization, whichever is higher (including administrative management fees from academia-industry collaboration projects).

2. For faculty members transferred to but who do not receive salaries from a spin-off company established pursuant to the National Taiwan Normal University Regulations for R&D Result Spin-offs, academic contributions may be separately handled by the Office of Research and Development.

(II) For concurrent part-time employment at a profit-seeking organization:

1. NTNU shall collect academic contributions not less than the total monthly salary of faculty members concurrently employed part-time at a profit-seeking organization.
2. The amount of academic contribution collected by NTNU each year shall be based on the paid-in capital of the profit-seeking organization:
 - (1) If the profit-seeking organization has paid-in capital of NT\$10 billion or more (inclusive), annual academic contribution may not be less than NT\$250,000.
 - (2) If the profit-seeking organization has paid-in capital of NT\$5 billion or more (inclusive) but less than NT\$10 billion, annual academic contribution may not be less than NT\$200,000.
 - (3) If the profit-seeking organization has paid-in capital of less than NT\$5 billion, annual academic contribution may not be less than NT\$150,000.

(III) For concurrent part-time employment at a spin-off company established under the National Taiwan Normal University Regulations for R&D Result Spin-offs: Academic contributions shall be proportional to the faculty member's monthly salary at NTNU, and the total amount to be collected shall be based on the number of months the faculty member is employed part-time for. However, only for the purposes of encouraging the successful development of NTNU spin-off companies, exceptions can be made to waive the collection of academic contributions for up to three years based on the size of the spin-off company. The duration for which academic contributions are waived shall be decided on by the NTNU Startup Review Committee Meeting.

Article 5 After being collected, academic contributions shall be distributed based on the following percentages:

- (I) Academic contributions collected for faculty transferred into full-time employment: NTNU shall receive 30%, the faculty member's college 20%, and the faculty member's department (institute) 50%.
- (II) Academic contributions collected for faculty members concurrently employed part-time:
 1. For faculty members attached to a college and department (institute): NTNU shall receive 70%, the faculty member's college 15%, and the faculty member's department (institute) 15%.
 2. For faculty members attached to college/department-level research centers: NTNU shall receive 70% and the college/department-level research center 30%.
 3. For faculty members attached to an administrative department: All contributions shall be paid to the Academic Fund to be managed and utilized by the Fund as it sees fit.

Article 6 The exact amount of academic contribution shall be negotiated between the faculty member's attached department (institute) and the profit-seeking organization, and is subject to approval by the corresponding college, the Office of Research and Development, and the President. Collaboration agreements are to be signed between the Office of Research and Development and the profit-seeking organization.

Article 7 During the faculty member's concurrent employment, any research completed using NTNU's resources shall be governed by NTNU's Research, Development and Technology Licensing Regulations.

Article 8 If NTNU faculty members are transferred to a private higher-education institution or a foundation, NTNU shall collect academic contributions from this institution or organization pursuant to Articles 3, 4, 5, 6, and 7 of these Regulations.

Article 9 These Guidelines have been implemented with approvals sought from an Administrative Meeting. The same applies to all subsequent amendments.