

# National Taiwan Normal University Distinguished Talent Incentive Regulations

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  
2020.10.14 Amendment passed during the Academic Meeting  
2021.09.22 Amendment passed during the Academic Meeting  
2022.01.05 Amendment passed during the Academic Meeting  
2023.3.15 Amendment passed in the Academic and Administrative Directors Committee  
2023.12.13 Amendment passed in the Academic and Administrative Directors Committee  
2024.12.11 Amendment passed in the Academic and Administrative Directors Committee

Article 1 The National Taiwan Normal University (NTNU) National Taiwan Normal University Distinguished Talent Incentive Regulations (hereinafter referred to as the “Regulation”) were established to lay a foundation for internationalization, cultivate competitive talent, and encourage the retention and recruitment of such talents in accordance with the National Science and Technology Council’s (NSTC) “Directions governing NSTC subsidies for college and universities research rewards” and Ministry of Education’s (MOE) “Flexible Salary Program for Recruiting and Retaining Exceptional Talents for Tertiary Educational Institutions”. A full-time faculty member who has been approved to be an outstanding talent in NTNU according to the Regulation 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 faculty members 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 faculty members).
  1. Distinguished faculty 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 NSTC.

(II) Maximum number of recipients: In principle, the number of recipients may not exceed 30% of the total number of certified faculty in the NTNU.

(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 in the three years prior to the application year . The monthly subsidy amount ranges from 1 to 12 points across five levels. (The conversion rate of points will be determined based on the funding subsidy situation). The research performance evaluation is listed in detail in the application form (Appendix 1).

Article 4 Review Principles: Subsidies are divided into four categories based on NSTC disciplines (biomedicine and agriculture, engineering technology, humanities and social sciences, and natural sciences). The number of recipients for each category is determined by the Review Committee based on the amount approved for business expenses of NSTC 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 for 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 Regulation shall be subsidies from the NSTC, subsidies from the MOE, and the Office of Research and Development's account for academic research promotion.

i Recipients of funding under the " Directions governing NSTC subsidies for college and universities research rewards" must comply with the regulations of the Council.

ii Recipients of funding under the "Subsidy Guidelines for Flexible Salaries for Exceptional Talent at Universities and Colleges" by the MOE must comply with the regulations of the Ministry.

(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, temporary termination of employment or employment denial during the subsidy period, the subsidy

shall be returned in proportion to the absence of employment. For faculty members on secondment to other units, distinguished roles may be assigned to receive flexible salary from NTNU; in the meantime, faculty members shall not receive flexible salary from the unit for secondment.

- (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 faculty members whose academic performance meets requirements in accordance with the Regulation, in addition to a monthly salary, a subsidy for suitable level will be provided to support teaching, research, and administration. Faculty members who are simultaneously eligible to receive incentives under the NTNU "Regulations for Appointing Chair and Distinguished Professors" the "Newly Appointed Distinguished Talent Incentive Regulations" or receive the "Outstanding Teaching Award" in accordance with the NTNU "Regulations Governing Instructors' Teaching Awards" by the Center for Teaching and Learning Development may only select one incentive.
- 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 Regulation shall be handled in accordance with the Guidelines of NSTC and MOE for University/College Research Reward.
- Article 9 The Regulation has been passed in a NTNU Academic and Administrative Directors Committee and implemented with the President's approval. The same applies to all subsequent amendments.