

NATIONAL TAIWAN UNIVERSITY

Directives Governing Incentives for Newly Hired Exceptional Talents

January 10, 2023 Passed by the 3138th Administrative Meeting
March 23, 2023 Passed by the University Endowment Fund Management Committee at its 1st meeting of 2023
March 29, 2023 Promulgation of amended Articles 1 through 12

(Full amendment history at the end of this document)

Article 1 National Taiwan University (NTU or “the University”) formulates the NTU *Directives Governing Incentives for Newly Hired Exceptional Talents* (“the Directives”) in accordance with the Ministry of Education *Flexible Salary Program for Recruiting and Retaining Exceptional Talent for Tertiary Educational Institutions*, for the purpose of recruiting exceptional domestic and overseas talent with remarkable academic achievements so as to enhance the University’s academic competitiveness.

Article 2 The incentives for newly hired exceptional talents (“the Incentives”) shall be funded by the dedicated National Science and Technology Council budget, funds provided by the Ministry of Education, and the University Endowment Fund’s self-raised funds.

Article 3 Newly hired quota-based full-time faculty members (or research fellows) who meet any of the following criteria shall be eligible for the consideration for the Incentives:

1. Have never served as a quota-based full-time faculty member or research fellow at any domestic academic research institution
2. Have served at an overseas academic research institution for a continuous period of five years immediately preceding formal quota-based employment at the University

In principle, the number of international awardees shall account for no fewer than 25% of the total Incentives recipients each year.

In principle, the number of international nominees and awardees shall account for no fewer than 30% of the total number of candidates nominated by each college (or center) in the current year, and the total number of Incentives recipients in the preceding two years combined.

Article 4 The Incentives shall be disbursed monthly in commensurate with the recipient's faculty appointment, in accordance with the following standards:

1. Full professors (or research fellows): No less than NT\$80,000 per month in principle
2. Associate professors (or associate research fellows): No less than NT\$60,000 per month in principle
3. Assistant professors (or assistant research fellows): No less than NT\$30,000 per month in principle

Article 5 Incentives recipients shall receive disbursements in accordance with the preceding Article for a period of one year beginning from the date of official quota-based employment at the University.

Incentives recipients who have passed the review stipulated in Article 9 herein may continue receiving Incentives disbursements for another year, with the maximum disbursement period being three years.

Article 6 Applications for the Incentives shall be reviewed and approved by the respective college's (or center's) faculty evaluation committee, as well as the University's Task Force for the Secondary Review of Incentives for Newly Hired Exceptional Talents ("the Task Force"), and then submitted to the Administrative Meeting.

The Task Force described in the preceding Paragraph shall consist of the dean of each college, as well as the director of the Center for General Education, with an executive vice president of the University serving as convener.

Article 7 Each college (or center) shall submit its nominations to the University for review by the Task Force before the end of February and the end of August each year, in conjunction with the University's employment period.

Article 8 Each college (or center) shall exercise due diligence in verifying all application and supporting documents submitted by newly hired faculty members. Applications that are found, following an investigation, to have concealed or falsified information may be suspended from consideration for the Incentives for a specified duration.

Article 9 Incentives recipients shall undergo periodic evaluations and submit an annual performance report one month prior to the conclusion of the award period each year. The report shall be reviewed by the faculty evaluation committee of the recipient's affiliated academic program, and then submitted to the Task Force, which shall review the recipient's Incentives disbursement for the following year after considering the recipient's performance as well as the balance of the Incentives budget.

The annual performance report described in the preceding Paragraph shall detail the application for and implementation of research projects undertaken by recipients during their award period so as to serve a basis for evaluation.

Article 10 Incentives recipients who resign, undertake unpaid leave, transfer temporarily to another unit, or face non-appointment during their award period shall return a prorated portion of their Incentives disbursement commensurate with the duration that they are not serving at the University.

Incentives recipients who have undergone a faculty promotion during their award period shall, from the month of said promotion, have their Incentives disbursement increased in accordance with their new faculty appointment.

Article 11 Matters not addressed herein shall be handled in accordance with applicable regulations.

Article 12 The Directives shall be passed by the Administrative Meeting and University Endowment Fund Management Committee, and then implemented on the date of promulgation.

(Full amendment history)

December 25, 2012 Passed by the 2,744th Administrative Meeting

October 08, 2013 Passed by the 2,781st Administrative Meeting

June 10, 2014 Passed by the 2,815th Administrative Meeting

- December 22, 2015 Passed by the 2,886th Administrative Meeting
- January 13, 2016 Passed by the University Endowment Fund Management Committee at its 2nd meeting of 2015
- December 26, 2017 Passed by the 2,977th Administrative Meeting
- March 20, 2018 Passed by the 2,988th Administrative Meeting
- March 27, 2018 Passed by the University Endowment Fund Management Committee at its 1st meeting of 2018
- February 19, 2019 Passed by the 3,030th Administrative Meeting
- June 13, 2019 Passed by the University Endowment Fund Management Committee at its 2nd meeting of 2019
- November 12, 2019 Passed by the 3,055th Administrative Meeting
- May 07, 2020 Passed by the University Endowment Fund Management Committee at its 1st meeting of 2020
- May 12, 2020 Passed by the 3,068th Administrative Meeting
- September 30, 2020 Passed by the University Endowment Fund Management Committee at its 2nd meeting of 2020