

# NATIONAL TAIWAN UNIVERSITY

## Application for the Incentives for Newly Hired Exceptional Talent

[March 2023 version]

Final processing unit		Preliminary processing unit		National ID (passport/ARC) No.		
Chinese name		Date of birth	____(yyyy)/____(m m)/____(dd)	Starting date of incentives	From ____(yyyy)/____(mm)/____(dd)	
English name		First nationality	<input type="checkbox"/> TWN <input type="checkbox"/> ____(3-letter country code)	Second nationality	(3-letter country code)	
Eligibility	<p>The newly-hired quota-based faculty member (research fellow) meets one of the following requirements:</p> <p><input type="checkbox"/> Has never served and is not currently serving as a quota-based full-time faculty member or research fellow at any domestic academic research institution</p> <p><input type="checkbox"/> Has served at an overseas academic research institution for five consecutive years preceding official quota-based appointment at the University</p>					
Highest educational credentials	Country/Institution			Degree	<input type="checkbox"/> Doctorate <input type="checkbox"/> Master's <input type="checkbox"/> Bachelor's	
	Academic program			Month and year of graduation	____(yyyy) / ____ (mm)	
Major work experience	Domestic/abroad	Organization (name, country)	Full-time/part-time	Job title	Quota-based/Non-quota-based	Period of employment
						____(yyyy) / ____ (mm) – ____ (yyyy) / ____ (mm)

<p>Recommen- ding unit remarks</p>	<p>We are planning to hire the applicant as a quota-based [<input type="checkbox"/> professor (research fellow) <input type="checkbox"/> associate professor (associate research fellow) <input type="checkbox"/> assistant professor (assistant research fellow)] at the unit starting on ____ (yyyy)/__ (mm)/__ (dd) (or <input type="checkbox"/> a separate appointment application is under processing), and the application and all of the supporting documents have been verified as true and correct.</p> <p>This application for incentive pay for newly hired exceptional talent was passed by the College-/Center-level Faculty Evaluation Committee on ____ (yyyy)/__ (mm)/__ (dd).</p> <p>Preliminary processing unit processing clerk: _____ Administrator: _____  ____ (yyyy)/__ (mm)/__ (dd) (Tel: _____ )</p> <p>Final processing unit processing clerk: _____ Senior Administrator: _____  ____ (yyyy)/__ (mm)/__ (dd) (Tel: _____ )</p>
<p>Personnel Office remarks</p>	<p>The applicant is a new (prospective) quota-based [<input type="checkbox"/> professor (research fellow) <input type="checkbox"/> associate professor (associate research fellow) <input type="checkbox"/> assistant professor (assistant research fellow)] whose period of employment began (begins) on ____ (yyyy)/__ (mm)/__ (dd) (or <input type="checkbox"/> a separate appointment application is under processing) and who meet the requirements for the incentives. Upon approval, this application will be submitted to the University’s Task Force for the Secondary Review of Incentives for Newly Hired Exceptional Talent (hereinafter the “Task Force”) and the Administrative Meeting for review.</p> <p>Processing Division Senior executive Director:  clerk: director: officer:</p> <p>(Countersignature of:  Processing clerk of appointment: _____ Division chief: _____ )</p>
<p>Remarks</p>	<p><b>All dates shall be based on the Gregorian calendar. Do not move the “Personnel Office remarks” field to the next page.</b></p>
<p>Required documents</p>	<ol style="list-style-type: none"> <li>1. Application for the Incentives for Newly Hired Exceptional Talent (on the following page) <ol style="list-style-type: none"> <li>1) Description of recruitment</li> <li>2) Description of the newly recruited exceptional talent’s outstanding research achievements and the applying unit’s evaluation and reasons for recommendation</li> <li>3) List of publications</li> <li>4) Intellectual property rights for R&amp;D outcomes and the performance of their applications</li> </ol> </li> <li>2. Meeting minutes from the College Faculty Evaluation Committee</li> <li>3. For those who have yet to apply for a faculty appointment, one photocopy each of the diploma for their highest degree, proofs of current employment and previous experience, and both sides of their National ID (or passport information page for foreigners) Those who are unable to provide proof of previous experience may provide proof of current employment instead.</li> </ol>

Notes

1. Duration:

- 1) The incentives shall be disbursed monthly for a period of one year beginning from the date of official quota-based employment of the recipient at the University, the amount of which shall be determined by the recipient's faculty rank.
- 2) Incentive 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 deliberate on the recipient's incentive disbursement for the following year after considering the recipient's performance as well as the balance of the incentive budget.
- 3) Those who have passed the periodic evaluations may continue receiving incentive disbursements for another year, with the maximum disbursement period being three years.

The aforementioned report shall include details of the following concrete outcomes during the incentive period (the form is downloadable from the Personnel Office's website: Homepage > Procedures and Forms > Retirement, Pension and Insurance Division > Flexible Salary—Incentives for Newly Hired Exceptional Talent):

- 1) Concrete outcomes, significant contributions, or specific benefits brought to the University or to the academic/scientific field, industry-academia collaboration, or interdisciplinary research program that are made possible by this incentive program
- 2) Description of research performance (such as research outcomes, awards, or accolades)
- 3) **A list of research grants issued by the National Science and Technology Council (NSTC), the Council of Agriculture, etc. during the incentive period, which were granted on the basis of having passed a NSTC review, a peer review, or a competition with other researchers, and for which the applicant serves as the principal investigator (not including co-investigators)**

2. Incentives and quotas by faculty rank

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

3. Internal review procedures:

Recommended applications for incentive pay shall be reviewed and passed by each 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 Talent, and then submitted to the Administrative Meeting for reporting purposes.

4. 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.

5. Each college (or center) shall exercise due diligence in verifying all application and supporting documents submitted by the incentive applicants. 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.

6. Recipients who resign, apply for unpaid leave, are seconded to another unit, or face non-appointment during their award period shall return a prorated portion of their incentive disbursement commensurate with the duration that they are not serving at the University.
7. Please refer to the University's Directives Governing the Incentives for Newly Hired Exceptional Talent for more information.

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## Application for the Incentives for Newly Hired Exceptional Talent (continued)

### 1. Description of recruitment process (Please address each of the following points separately. Type in Times New Roman (12 pts) with a fixed line height of 18 pts.)

- 1) Reason(s) for recruitment (How important are the duties that are to be undertaken? How will the applicant's expertise benefit the applying unit?)
- 2) Recruitment goals, execution methods and plans, teaching/research/administrative support provided by the applying unit to the applicant, expected results and outcomes, standards for analysis of future benefits, etc.
- 3) Recruitment analysis (analysis of competition from international talent and the applying unit's recruitment prospects)

### 2. Description of the newly recruited exceptional talent's outstanding research achievements and the applying unit's evaluation and reasons for recommendation

#### Description of outstanding research achievements: (Please address each point separately. Type in Times New Roman (12 pts) with a fixed line height of 18 pts, and keep it to 1 page.)

1. Up to 5 most representative research articles published in the past 5 years; please itemize and list the following information in the order stated: author(s), year of publication, work title, journal title, volume, page, Impact Factor (IF) and category rank, number of citations (excluding self-citations). Use an asterisk to indicate the corresponding author.
2. Up to five accolades or keynote speeches at major conferences:
3. Other achievements: (e.g., service on the directorial/supervisory board of a major international scholarly society, service as a (deputy) editor-in-chief or a reviewer for an internationally renowned scholarly journal, having had significant outcomes in patents or technology transfers, other major academic research, industry-academia collaboration, or interdisciplinary research achievements)
4. Please briefly describe the applicant's individual contributions to the achievements listed above:

**Reasons for recommendation by the applying unit:**

**Signature and seal of the unit head:**

### 3. List of publications:

- 1) Please list every scholarly publication of the applicant released in the five-year period leading up to the application deadline, including journal articles, monographs, book chapters/articles, conference papers, technical reports, etc., and arrange the categories in order of significance. (The eligible period may be extended to seven years for those who have taken maternity/paternity leave during the period. It may also be extended for those who have served compulsory military duty, for the same amount of time as their compulsory duty. Supporting documents are required in both cases.)
- 2) Within each category, list the publications from most recent to earliest. Please include the following information in the order indicated: author(s) (in the order shown in the original publication; use an asterisk to indicate the corresponding author), year of publication, month of publication, article/chapter/book title, journal title (for books and monographs, name of the publisher), starting and ending page numbers. Please affix an acceptance letter for works that have been accepted by a journal or publisher but are yet to be officially published.
- 3) Please indicate if the journals are indexed by the SCI, EI, SSCI, or A Please also indicate the NSTC project number at the end if a publication is derived from a research project funded by the NSTC.

4. Intellectual property rights for R&D outcomes and the performance of their applications:

- 1) Please list the items under the appropriate categories and rows (pages) as necessary. (1. Patents; 2. Technology transfers; 3. Copyright licenses; and 4. Other). You may affix additional rows (pages) as necessary.
- 2) Please arrange the items in order of effective date (for patents) or signing date (for technology transfers and copyright licenses).

**a. Patents:**

Please include currently effective patents only. Use the following codes in the “Category” column: (A) invention patent, (B) utility model patent, (C) design patent.

Category	Patent name	Country	Patent #	Inventor	Patent holder	Approval date	NSTC project #

**b. Technology transfers:**

Target technology	Patent name	Licensor	Licensee	Signing date	NSTC project #

Application results: (Affix additional pages if necessary)

**c. Copyright licenses:** Use the following codes for the “Category” column: (1) printed works (2) computer software (3) audiovisual (4) audio (5) other.

Name of the work	Category	Author	Copyright holder	Licensee	NSTC project #

Application results: (Affix additional pages if necessary)

**d. Other concrete outcomes conducive to industrial/technological development**




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