

# National Taiwan Normal University Flexible Salary and Incentive Policy for Recruitment and Retention of Distinguished Talent

- 2012.6.20 Passed during the 8th Academic Meeting of the 2011 academic year
- 2012.7.16 Revised and acknowledged by the Ministry of Education in Letter Tai-Gao-3-Zi No. 1010130210
  - 2012.9.12 Amendments passed during the 1st Academic Meeting of the 2012 academic year
    - 2012.10.26 Passed during the 76th Academic Fund Committee Meeting
- 2016.1.6 Amendments passed during the 5th Academic Meeting of the 2015 academic year
  - 2016.3.23 Passed during the 91st Academic Fund Committee Meeting
- 2016.4.26 Acknowledged by the Ministry of Education in Letter No. Tai-Gao-5-Zi No. 1050054469
- 2018.1.10 Amendments passed during the 5th Academic Meeting of the 2017 academic year
  - 2018.1.25 Passed during the 99th Academic Fund Committee Meeting
- 2018.5.9 Amendments passed during the 8th Academic Meeting of the 2017 academic year
  - 2018.7.4 Passed during the 102nd Academic Fund Committee Meeting
- 2018.8.3 Acknowledged by the Ministry of Education in Letter No. Tai-Gao-5-Zi No. 1070130617

- I. This policy has been introduced in accordance with the Ministry of Education's Flexible Salary Schemes for Retention of Collegiate Talent for the purpose of enticing and retaining domestic and international academic talent, thereby improving NTNU's global competitiveness.
- II. Applicability of flexible salary and incentive schemes
  - (I) The schemes apply to all new and existing full-time teachers and researchers at NTNU.
  - (II) Applicants for MOST university/college research grants must comply with regulations. The eligible new talent mentioned above must have been hired for the first time in Taiwan and may not work concurrently for any other public or private colleges or academic agencies (institutions) in Taiwan.
- III. Eligibility as distinguished instructors and researchers
  - (I) Those who satisfy Article 3 of NTNU's Outstanding Teachers Incentive Policy and have been hired as a NTNU Chair Professor, Research Chair Professor, Distinguished Professor, or Outstanding Professor.
  - (II) Those who satisfy Article 2 of NTNU's Distinguished Talent Incentive Policy with a scored, rated, and recommended academic performance.
- IV. Reviews for eligibility as distinguished teachers and researchers shall proceed in one of the following manners:
  - (I) Eligibility as an Outstanding Instructor shall be reviewed by NTNU's Outstanding Teachers Incentive Committee.
  - (II) Eligibility as a Distinguished Talent shall be reviewed by NTNU's Distinguished Talent Incentive Committee.
  - (III) For newly hired teachers and researchers, eligibility as an Outstanding Teacher or Distinguished Talent are subject to a preliminary review by the faculty review board, a secondary review by the college review board, approval by the President, and

acknowledgment by the NTNU Faculty Evaluation Committee.

- (IV) A Review Committee is formed to convene meetings or review written documents of outstanding international talent.
- V. Instructors and researchers who have been awarded flexible salaries or incentives shall have future performance rated on three main aspects: instruction, research, and service. Performance shall be reviewed on a regular basis and must comply with the following requirements and assessment period:
  - (I) Those who have been deemed eligible as an Outstanding Teacher are required to submit an annual performance self-assessment in accordance with NTNU's Outstanding Instructors Incentive Policy to the review committee, which provides the basis for the next year's incentives.
  - (II) Those who have been deemed eligible as a Distinguished Talent are required to submit regular performance reports in accordance with subsidy policies of the MOST.
- VI. Remuneration to the above talent shall conform to the following quotas, period, and salary differences:
  - (I) Outstanding Teacher: The number of recipients shall not exceed 25% of NTNU's total full-time teachers and researchers. Flexible salaries or incentives shall be approved for a duration of 3 years and an amount between NT\$120,000 to NT\$4,800,000. The salary of recipients is about 1.1-4.6 times the salary of NTNU personnel at the same job level.
  - (II) Distinguished Talent: The number of recipients shall not exceed 15% of NTNU's total full-time teachers and researchers. Flexible salaries or incentives shall be approved for a duration of 1-3 years and an amount between NT\$96,000 to NT\$960,000. The salary of recipients is about 1.1-1.7 times the salary of NTNU personnel at the same job level.
  - (III) International Distinguished Talent: Salary standards may reference the Maximum Remuneration for Foreign Consultants, Experts and Scholars in Taiwan promulgated by the Executive Yuan, and take into consideration international salary standards for the field and job level.
  - (IV) With regard to the percentage of recipients in (1) and (2), associate professor and lower grade personnel shall account for at least 20% of all recipients.
- VII. Tuition, research, and administrative support for new foreign talent.
  - (I) Teaching:
    1. New foreign talent may apply to become 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. New foreign talent may apply for reduced tuition hours according to NTNU's policy.
    2. New foreign talent may apply for the various academic subsidies offered by NTNU to support their research efforts and innovation.
  - (III) Administration:

New foreign talent 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. New foreign talents are given priority for accommodations, and they enjoy the preferential treatment for faculty members of NTNU.

VIII. Funding for this Policy shall be from funds raised by NTNU and subsidies from the MOE and MOST.

IX. Any matters that are not addressed in the policy shall be governed by other relevant NTNU policies.

X. This policy has been implemented with approvals sought from an Academic Meeting and an Academic Fund Committee Meeting, and has been acknowledged by the Ministry of Education. The same applies to all subsequent amendments.