

## **National Yang-Ming University School of Medicine Flexible Salary and Incentive Guidelines for Special or Outstanding Teachers**

Approved on March 13, 2019 by the School Affairs Meeting of the School of Medicine in the second semester of the 2018 academic year

Article 1. The School has formulated the National Yang-Ming University School of Medicine Flexible Salary and Incentive Guidelines for Special or Outstanding Teachers (hereinafter referred to as the "Guidelines") for the purposes of recruiting outstanding talent, encouraging teachers to pursue extraordinary academic research, and rewarding teachers with extraordinary performance in teaching.

Article 2. Full-time faculty of the School (including distinguished project teachers) who has achieved concrete results in teaching or research may be awarded the salary specified in the Guidelines in addition to the monthly salary (including the base salary and academic research grants).

Article 3. The budget required for the Guidelines shall be funded by the self-financed sources of the NYMU Academic Fund or the subsidies of other programs. The incentive amount may be adjusted based on the financial status of the School.

Article 4. Qualifications:

### **I. Distinguished professor**

Full-time faculty of NYMU who has performed well in teaching, research or services and has been awarded one of the following honors or achievements may be designated distinguished professors of the School:

- (I) Having been awarded the first level of the Academic Excellence Award.
- (II) Having won one of the following awards:
  1. National Chair Professorship.
  2. Academic Award of the Ministry of Education (MOE).
  3. National Award for Distinguished Contribution to Industry-Academia Cooperation.
  4. Presidential Science Prize
  5. Ministry of Science and Technology Distinguished Researcher Award
  6. Ministry of Science and Technology Outstanding Research Award
  7. Other extraordinary achievements along with recommendation from the respective unit.

The number of recommended distinguished professors may not exceed 20% of the number of full-time professors of the School.

### **II. Outstanding Instructor**

- (I) Full-time faculty of the School (including distinguished project teachers) who has been working on at least one project (inclusive) of the Ministry of Science and Technology within the past two years or has been working on subsidized research projects averaging NT\$1,000,000 per year that were applied through and reviewed by the NYMU within the past two years as well as having published at least three papers (inclusive) as the first author or the corresponding author within the past five years. (Only the papers published in the name of the NYMU will be recognized.)
- (II) New full-time faculty (including distinguished project teachers) hired within the past three years who have published at least three papers (inclusive) as the first author or a corresponding author within the past two years.

- (III) Distinguished chair professors and chair professors, except those recruited with subsidies from the Ministry of Science and Technology to assist with the recruitment of special talents into universities and colleges and except the convener and members of the Review Team of Outstanding Instructors and Distinguished Professors of the School.

### III. Recruitment of special talent

- (I) Outstanding scholarly project teachers who meet one of the following requirements:
  - 1. Ten or more years of experience working in internationally top-tier academic research institutions or internationally renowned companies, with international academic reputation or knowledge of core technologies at internationally leading as well as experience in leading academic research teams.
  - 2. Winner of the Nobel Prize, academician of a national research institute, member of internationally important academic organizations or winner of prizes at the equivalent level.
  - 3. Extraordinary performance in academic contribution in one's own field in the past 5 years.
  - 4. Contribution to the overall development, the internationalization, or the research and teaching of the School.
- (II) Outstanding young scholarly project teachers who meet one of the following requirements:
  - 1. Five or more years of experience working in internationally top-tier academic research institutions or internationally renowned companies and having developmental potential.
  - 2. Experience in executing important research projects.
  - 3. Extraordinary performance in academic contribution in one's own field in the past 5 years.
  - 4. Contribution to the overall development, the internationalization, or the research and teaching of the School.
- (III) Distinguished project teachers: Distinguished teachers who have special developmental potential as approved by the School, and who have made contribution to the overall development, the internationalization, or the research and teaching of the School.
- (IV) New full-time faculty: Those recommended by the department or institute.
- (V) Visiting professors of the School of Medicine: Those with special social contribution, special mastery, or achievements as approved by the School.

### IV. Excellent teachers or teachers with excellent or outstanding performance in teaching.

- (I) Faculty who has taught at the School for two or more years (including project teachers but excluding teaching assistants) and has actually taught an average of 3 hours weekly in the two semesters prior to the selection (excluding flexibly adjusted teaching hours but may include clinical teaching hours for clinical full-time faculty.)
- (II) Those with teaching outcome concretely recognized by the students, and with the average score ranking among the top 50% in one's department or institute or being evaluated as distinguished in the teaching evaluations in the two semesters prior to the selection.

(III) Those with teaching ideology and enthusiasm recognized by peers.

Article 5. Review or selection mechanism:

- I. Distinguished professor: The dean may recommend distinguished professors based on the needs of the academic development of the School, and the recommendation shall be reviewed by the Review Team of Outstanding Instructors and Distinguished Professors under the Human Resource Development Committee of the School.
- II. Outstanding Instructor: The review shall be conducted by the Review Team of Outstanding Instructors and Distinguished Professors under the Human Resource Development Committee of the School, and the relevant matters shall be handled based on the Guidelines for Academic Excellence Incentives of the School.
- III. Recruitment of special talent: The review shall be conducted by the Human Resource Development Committee of the School, with the exception of distinguished project teachers and new full-time faculty, who shall be recommended by the department or institute and approved by the dean. The matters of the appointment shall be handled based on the relevant regulations and procedures of the teacher qualification review of the NYMU.
- IV. Excellent teachers and teachers with excellent performance in teaching: To be selected by the Faculty Evaluation Committee of the School based on the Selection Guidelines of Teachers with Excellent and Outstanding Performance in Teaching of the School; Teachers with outstanding performance in teaching shall be selected by the Faculty Development Committee of NYMU.

Article 6. Regular review and evaluation mechanism:

- I. Regular review and evaluation:
  - (I) Distinguished professor: Every two years.
  - (II) Academic excellence incentives: Every two years.
  - (III) Recruitment of special talent: Every three years.
  - (IV) Excellent teachers and teachers with excellent or outstanding performance in teaching: Yearly.
- II. Performance requirements:
  - (I) The performance of special or outstanding teachers in teaching, research, and services shall meet or exceed the requirements stipulated in point four of the Guidelines.
  - (II) Distinguished project teachers who meet the following requirements after three years may choose to become teachers in the NYMU organization or apply to remain as distinguished project teachers for another three years and to receive flexible salary.
    1. Courses taught entirely in English / 2 credits.
    2. Participation in cross-field (basic clinical integration) research team.
    3. Participation in research projects outside of the NYMU (with sufficient research budget to independently instruct a graduate student or hire a research assistant from the fourth year on.)

Article 7. Payment amount and payment schedule of flexible salary or incentive:

- I. Distinguished professors shall not receive extra payment.
- II. Outstanding Instructor: The payment standard is categorized in four tiers. Each term is limited to 2 years.

- (I) First tier: 40 points per month.
- (II) Second tier: 30 points per month.
- (III) Third tier: 20 points per month.
- (IV) Fourth tier: 10 points per month.

III. Recruited special or outstanding talent (only applicable to special or outstanding talent recruited by the School)

- (I) Excellent, top scholarly distinguished project teachers: In addition to the base salary (salary of full-time faculty at the equivalent level of the NYMU,) a maximum of NT\$5,000,000 of additional flexible salary may be paid as well as a maximum of NT\$5,000,000 of administrative support per year. Each term is limited to 3 years.
- (II) Outstanding young scholarly distinguished project teachers: In addition to the base salary (salary of full-time faculty at the equivalent level of the NYMU,) a maximum of NT\$3,000,000 of additional flexible salary may be paid as well as a maximum of NT\$500,000 of administrative support per year. Each term is limited to 3 years.
- (III) Distinguished project teachers: In addition to the base salary (salary of full-time faculty at the equivalent level of the NYMU,) a maximum of NT\$1,500,000 of additional flexible salary may be paid as well as a maximum of NT\$500,000 of administrative support per person per year. Each term is limited to 3 years.
- (IV) New full-time faculty: In addition to the base salary, a maximum of NT\$480,000 of additional flexible salary may be paid per person per year. Each term lasts 1 to 3 years.
- (V) The recruits under this point cannot simultaneously apply for the NYMU academic excellence incentive. Additionally, the new full-time faculty may not apply for MOST Subsidies for Schools of Higher Education to Recruit Distinguished Scholars.

IV. Excellent teachers or teachers with excellent or outstanding performance in teaching.

- (I) Teachers with excellent or outstanding performance in teaching shall be selected based on the National Yang-Ming University Selection Guidelines of Teachers with Excellent or Outstanding Performance in Teaching.
- (II) Excellent teachers shall receive 10 points per month. Each term is limited to 1 year. The number shall be decided by the Faculty Evaluation Committee of the School.

Article 8. If recruits receiving this flexible salary have resigned, are on unpaid leave of absence, are temporarily assigned to another unit, or have been dismissed, the subsidy shall be suspended after the resignation or for the duration during which the recruits are not fulfilling their duties or have their rights suspended.

Article 9. If the applicants are found or reported to have submitted false materials, the School will recover the full amount of the relevant flexible salary or incentive and make an announcement on the matter.

Article 10. The incentive and points calculation (amount) of the flexible salary may be adjusted based on the subsidy of the Executive Yuan National Science and Technology Development Fund as well as the financial status of the NYMU. The amount corresponding to each point shall be no more than NT\$1,000 as a principle.

Article 11. Any matters that are not addressed in the Guidelines or otherwise regulated regarding the funding shall be governed by relevant regulations.

Article 12. The Guidelines are implemented after approval by a School Affairs Meeting. The same shall apply to all subsequent amendments.