

National Yang-Ming University Guidelines for Academic Excellence Incentives

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

- I. The National Yang-Ming University Guidelines for Academic Excellence Incentives (hereinafter referred to as the "Guidelines") were established to award teachers with academic excellence and to enhance the academic level of the School.
- II. Full-time faculty of the School (including distinguished project teachers) who has achieved concrete results in academic research, with the exception of distinguished chair professors, chair professors, recruits of the MOST Subsidies for Schools of Higher Education to Recruit Distinguished Scholars and the convener and members of the Review Team of Outstanding Instructors and Distinguished Professors of the School, may apply for the incentive upon meeting the requirements of the Guidelines.
- III. 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.
- IV. Qualifications:
 - (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 a 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.
- V. Review mechanism:
 - (I) The review shall be conducted by the Review Team of Outstanding Instructors and Distinguished Professors under the Human Resource Development Committee of the School.
 - (II) The ranking by the School is based on the information of the National Yang-Ming University Office of Research & Development Researcher's Website. The tiers of the incentive are decided based on such results and submitted to the dean for approval.
 - (III) The ranking formula is as follows: (The maximum is 100.)
$$\text{"Number of projects" points} * 1/5 + \text{"project total budget" points} * 2/5 + \text{RPI} * 1/5 + \text{PR value of the number of papers} * 1/5$$
 1. The statistical mean of the past 3 years of the full-time faculty of the entire School is calculated. Then, the teacher's personal data are ranked and turned into percentile rank (PR) as the teacher's points.
 2. Only the projects applied through the NYMU Office of Research & Development and the Office of Academic Affairs and have a review mechanism shall be calculated.
 3. Both the "number of projects" and the "project total budget" exclude: (1) Program for Promoting Academic Excellence of Universities, (2) Subsequent Promoting Academic Excellence of Universities, (3) core facilities, and (4) precision instruments program; In addition, the budget and number of projects of industry-academia programs and the Veterans General Hospital Taiwan Joint Universities Integrative Research Project shall be multiplied by 0.2.
 4. "Research outcomes" include the number of papers published in periodicals, the number

of books (authorship) and articles in books, number of patents or technology transfers and other relevant performance values, and are calculated based on the research performance index (RPI.)

(IV) Detailed rules for the ranking operation:

Stage one - tier ranking: The incentive tier shall be decided based on the ranking results.

Stage two - floating zone ranking:

1. Ranking method: For teachers whose points fall near the cut-off point between tiers, the mean and the standard deviation shall be calculated for the teachers in the neighboring two tiers; Teachers whose points fall within plus or minus one standard deviation from the cut-off point shall be reviewed to decide their tier. Teachers whose points fall within minus two standard deviations from the tier four cut-off point shall be reviewed. Those approved shall be included in the additional quota of tier four incentive.

2. The ranking results shall be used for external review:

(1) Not exceeding the standard deviation: External review shall be conducted and submitted to the Review Team of Outstanding Instructors and Distinguished Professors for review.

Number of reviewers: Each floating zone shall be reviewed by 2 members of the committee.

The Assessment Committee: The review shall be conducted by the members of the Review Team of Outstanding Instructors and Distinguished Professors. The dean may invite committee members outside of the School when necessary.

Review content: Application form

Scoring standard: The scoring is divided into Extremely Recommended (3 points), Recommended (2 points), Somewhat Recommended (1 point) and Not Recommended (0 point).

(2) Exceeding the standard deviation: The results shall be sent directly to the Review Team of Outstanding Instructors and Distinguished Professors for review.

(V) The incentive quota and payment amount may be adjusted based on Article 3 - distribution limit and budget sources of the National Yang-Ming University Faculty and Researcher Academic Excellence Incentive Policy.

VI. Regular review and evaluation mechanism: Conducted every two years.

VII. Performance requirements: The teachers' performance in all of the aspects shall meet or exceed the requirements stipulated in point four of the Guidelines.

VIII. Payment amount and payment schedule of flexible salary: The payment standard is categorized in four tiers. Each term is limited to 2 years.

1. First tier: 40 points per month.

2. Second tier: 30 points per month.

3. Third tier: 20 points per month.

4. Fourth tier: 10 points per month.

IX. The incentive is applied for online. For the application forms and relevant materials, go to the Office of Research & Development website.

X. 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.

- XI. Any matters that are not addressed in the Guidelines or otherwise regulated regarding the funding shall be governed by relevant regulations.
- XII. The Guidelines are implemented after approval by a School Affairs Meeting. The same shall apply to all subsequent amendments.