

Regulations on Flexible Payments and Research Incentives for Faculty Members and Researchers, College of Liberal Arts, National Cheng Kung University

Formulated on October 4th, 2018 in the 1st College Council Meeting of the 1st semester of the Academic Year 2018.

1. In order to employ and reward internationally prestigious and special talents of excellence, the College of Liberal Arts of National Cheng Kung University (hereinafter referred to as the College) formulated these regulations according to <<Regulations for the Flexible Payments and Research Grants for Faculty Members and Researchers of National Cheng Kung University>> and <<Regulations for the Implementation of MOST-Subsidized College Research Grants in National Cheng Kung University>>.

2. Flexible payments and research incentives can be applied by the following:

(1) Special outstanding faculty members and research personnel (including teachers, researchers, professional and technical personnel) within the establishment of the College and operational / management talents outside the establishment.

(2) The subsidy funds of the Ministry of Science and Technology (MOST) shall be applied by those with outstanding performance in academic research, academic-industrial research or interdisciplinary research, excluding those with outstanding teaching performance, outstanding administrative performance and personnel who have retired in accordance with relevant laws and regulations. People who are awarded with the funds of Ministry of Science and Technology are those who have been engaged in MOST Program a year before the start date of the subsidy and have also met one of the following qualifications:

1. Those who meet the requirements of Project Coordinator stated in the third point of the operation regulations of the Ministry of Science and Technology Subsidized Special Research Projects.
2. Personnel employed after August 1 of the previous year preceding the start date of the subsidy shall be appointed for the first time in Taiwan. They shall not be recruited from public or private colleges or academic research institutions (institutes) in Taiwan.
3. If being seconded to another unit in accordance with relevant regulations, the research incentive of the university and the seconded unit shall not be concurrently received during the same period.

(3) The University may employ excellent faculty members or researchers outside of

the establishment according to <<National Cheng Kung University Recruiting Talents of Excellence for the Aim for Top University Project>>

3. The criteria for determining the qualifications of outstanding faculty members and researchers are as follows:

- (1) Those who meet the criteria described in Article 4 of the NCKU Measures for the Establishment of Lecture Program.
 - (2) Those who meet the criteria described in the third point of the NCKU Regulations for the Establishment of Distinguished Professors of the University.
 - (3) Those who meet the criteria described in the second point of the NCKU Regulations for the Awarding and Selection of Outstanding Faculty Members
 - (4) Those who meet the criteria described in the second point of the Regulations for the Awarding and Selection of Excellent Teachers of General Education courses.
 - (5) Those who meet the criteria described in the second point of the Implementation Regulations for Excellent Counseling and Outstanding Academic Advisor Awarding and Selection.
 - (6) Those who meet the criteria described in the second point of Regulations for Awarding and Selection of NCKU Outstanding Teachers in Academic-Industrial Collaboration.
 - (7) Those who meet the criteria described in the second point of the NCKU Regulations for the Implementing of MOST subsidy to Colleges and Universities for research incentives.
 - (8) Those who meet the criteria described in the fourth point of the University's Participation in University Innovation and University Social Responsibility Outstanding teacher's awarding and selection.
 - (9) Faculty members and research personnel with outstanding performance.
- The methods and principles of assessment in each item of the preceding paragraph shall be handled in accordance with each of the provisions.

4. The items of evaluation for the faculty members and research personnel with excellent performance in the previous provision shall be provided by the Office of Research and Development (hereinafter referred to as the Office of R&D). Each college determines on review items and scoring benchmarks of the college and have them submitted to the Office of R&D for reference. The Evaluation Form of Research and Academic Performance is included as attachment.

Considering the status quo across Taiwan Strait, the service unit signed by the faculty members of the University who publish academic papers, provided they are treated with equality and respect, and it does not hurt our pride, is accepted in principle.

5. In order to review on the faculty members and research personnel submitted by each department, the College may set up a flexible salary and research incentive review committee (hereinafter referred to as the review committee), with eleven to thirteen members, and the Dean as an ex officio member and convener, at least one person from each department (institute), Chinese language center and foreign language center, and the remaining members shall be composed of scholars and experts in related fields in or off campus appointed by the Dean.

6. Faculty members who apply according to these regulations first goes through the preliminary review meeting of each department, the relevant materials and meeting minutes were sent to the institute for review on May 21st, 2020. In the 1st College Council meeting of the 2nd semester of Academic Year 2020 and were sent to the Office of R&D for follow-up and handling. Applicants who are not affiliated with the College shall be examined by the review committee.

All departments (institutes) should submit related information to the College before the announced deadline. Overdue applications will not be accepted.

7. Those who receive flexible salary or incentive subsidies in point 3 of this regulation shall cease to apply in conditions of unpaid suspension, resignation, retirement, suspension of authority or non-appointment during the period of approval. Those who are on unpaid leave shall resume flexible payment on the date of reinstatement of salary until the term of approval is fulfilled.

Faculty members or researchers of the University who are determined by the Ministry of Education, the Ministry of Science and Technology or the University to have violated academic ethics will not be granted flexible salaries or research incentives for one to three years.

8. The number of people who may receive flexible salaries or incentives at all levels according to these regulations shall be announced and handled in accordance with the amount of subsidies by the Office of R&D every year. The total of the sum to be paid by the College to the awardees shall not exceed the quota that may be allocated by the College. The first time the additional allowance is issued from August 1st 2018 to July 31st, 2019. Flexible salaries are subsequently granted from August 1st of the year for the duration of a year provided flexible salaries from the government is available.

9. To encourage young researchers' devotion into their research, associate professors

and below should take up at least 20% of annual allowance.

10. Newly hired full-time faculty members (researchers), within one year from the date of employment, or within three years since the employment and has served as the coordinator of projects from Ministry of Science and Technology, upon the application of the faculty members (researcher), the preliminary examination of the department meeting is carried out before the application is sent to the review committee of the College, and it is then recommended to the University. The number of rewards and the amount of rewards shall be handled according to the quota allocated by the University. The reward recipients shall meet one of the following qualifications:

- (1) Full-time faculty members or researchers who have not served or are not currently employed by domestic academic research institutions.
- (2) For five years prior to the date of application, applicants have been working in foreign academic research institutions.

11. Those who have received flexible salary or incentive subsidies in point 3 of this regulation shall cease to apply if there is a situation of unpaid suspension, resignation, retirement, suspension or non-appointment during the period of approval. Those who are on unpaid leaves shall have the flexible salary resumed on the date of reinstatement of salary.

12. Matters not covered in these regulations shall be handled in accordance with relevant regulations such as "Measures for Subsidized College Research Award Works by the Ministry of Science and Technology Implemented by National Cheng Kung University" and "Measures for the Implementation of Flexible Salary and Research Award for Faculty Members and Researchers of National Cheng Kung University".

13. These regulations have been approved by the College Council meeting and have been filed with the Office of Research & Development before being implemented. The same shall apply when amended.