

# **Taipei Medical University Guidelines on Grants for Recruiting and**

## **Rewarding Talented Individuals with Outstanding Performance**

Established and approved during the university administrative meeting on June 6, 2018  
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Article 1 To recruit and retain unique and outstanding talents and in following the Ministry of Science and Technology Guidelines on Subsidizing Researches in College and Universities, Taipei Medical University (hereafter, TMU) established the Taipei Medical University Guidelines on Grants for Recruiting and Rewarding Talented Individuals with Outstanding Performance (hereafter, the Guidelines).

Article 2 Individuals eligible for grants

Full-time teachers and researchers at TMU who have undertaken research projects subsidized by the Ministry of Science and Technology (MOST) 1 year prior to the starting date of these grants and meet the following criteria:

- I. Principle investigators that satisfy Article 3 of the Directions Governing MOST Subsidies for Research Projects and are being considered by TMU's review mechanism as having outstanding performance levels in academic research, industry-academia research, or cross-domain research (excluding outstanding teaching personnel, outstanding administrators, and personnel who have retired according to related regulations).
  - II. If they have been hired after August 1 of the previous year since the grants began, they must have been hired for the first time in Taiwan and not be employed by other domestic public or private universities, colleges, or academic institutes.
  - III. To strengthen support for newly hired outstanding teachers and research personnel and ensure award resources are reasonably distributed, the grant amounts for principal investigators of MOST research projects for less than 3 years for the positions of professor, associate professor, and assistant professor must not be lower than NT\$80,000, NT\$60,000, and NT\$30,000 per month. Grant recipients from this category must satisfy one of the following criteria:
    - (I) Not be a former or current full-time teacher or researcher at a domestic research institute.
    - (II) Have spent 5 years before formally joining TMU working for foreign academic research institutes.
- Number of grant recipients: the number of individuals receiving

these grants should not exceed 40% of the number of principal administrators of projects subsidized by the MOST at TMU in the previous year. The proportion of associate professors or individuals of the same rank may not be below than 40% of the grant recipients.

Article 3 The payment standard is separated into rewarding and recruiting special outstanding talents. The details are as follows:

I. The standards for rewarding special outstanding talents are as follows:

(I) Academicians of Academia Sinica: A grant of NT\$200,000 per month until retirement.

(II) Establishment of the National Professorship, Ministry of Education (MOE): A grant of NT\$100,000 per month until retirement.

(III) Establishment of the Academic Award, MOE and the Merit MOST Research Fellow Award: A grant of NT\$70,000 per month until retirement.

(IV) Awardees of the Academic Research Award, MOST”: NT\$50,000 per month during the awarded period.

(V) Individuals with  $\geq 900$  research paper points: a grant of NT\$30,000 per month.

(VI) Individuals with  $<900$  and  $\geq 825$  research paper points: a grant of NT\$25,000 per month

(VII) Individuals with  $<825$  and  $\geq 750$  research paper points: a grant of NT\$20,000 per month

(VIII) Individuals with  $<750$  and  $\geq 675$  research paper points: a grant of NT\$15,000 per month

(IX) Individuals with  $<675$  and  $\geq 600$  research paper points: a grant of NT\$10,000 per month

(X) The basis for calculating research paper points is ten papers in 5 years, and the papers must be published under the name of TMU.

(XI) Grants in Items 5–9 require annual reevaluation.

II. Payment standards for recruiting special outstanding talents (new teachers) are as follows:

(I) Professor (Researcher): The monthly grant quota may not be less than NT\$80,000.

(II) Associate professor (associate researcher): The monthly grant quota may not be less than NT\$60,000.

(III) Assistant professor (assistant researcher): The monthly grant quota may not be less than NT\$30,000.

(IV) The grants listed in aforementioned items (I)–(III) should be reevaluated yearly.

#### Article 4 Application method and review process

- I. The procedure follows the related annual notice process from the MOST. Applicants should fill out application forms and prepare related proofs before submitting them to the Department of Research and Development before the deadline.
- II. Preliminary review: prepare application forms and documents related to recent 5-year performance to apply to the Department of Research and Development for review.
- III. Secondary review: The Department of Research and Development submits the application to the Special Outstanding Talent Review Team for a secondary review. Successful applications will be approved at research and development meetings and then sent to the Human Resource Department. The grants will be given together with the recipients' salaries.

#### Article 5 Effectiveness assessment

- I. A performance report should be submitted 3 months before the end of the year.
- II. If a grant recipient resigns, take leaves without salary, or has ceased to be hired, the grant should be returned to the MOST, with the proportion returned based on the length of time the recipient was absent from their post.
- III. During the grant period, if the grant recipient violates Article 3 of the Directions Governing MOST Subsidies for Research Projects, have their rights suspended by the MOST, or violate academic ethics significantly, this grant will be returned to the MOST proportionally according to the period of suspension or violation.
- IV. If a grant recipient is secondment to other units, they may not receive research grants from both units during the same period.

Article VI To recruit and reward special outstanding teaching and research personnel, in addition to the grants noted in this guideline, TMU also provides teaching, researching, and administrative resources according to related regulations, such as the Taipei Medical University Enforcement Rules on Faculty Merit Payments for Faculty and Research Personnel.

Article 7 During the grant period, if the grant recipient applies to the Yushan Project of the MOE and receives subsidies from the MOE, or receives a TMU Distinguished Professor grant and the Flexible Salary for TMU

Faculty and Research Personnel, they may only receive one of the flexible salaries.

Article 8 In the case of this regulation not being comprehensive, please follow the Ministry of Science and Technology Guidelines on Subsidizing Researches in College and Universities and related TMU regulations.

Article 9 These regulations are passed during a university administrative meeting and then announced for application. Amendments follow the same process.