

Taipei Medical University Enforcement Rules on Faculty Merit

Pays for Faculty and Research Personnel

Amended at the university assembly on September 24, 2008

Amended at the university assembly on October 28, 2009

Amended at the university assembly on May 25, 2011

Amended at the university assembly on December 17, 2014

Amended at the university assembly on March 28, 2018

Amended at the university administrative meeting on February 13, 2019

Amended at the university administrative meeting on June 2, 2021

Amended at the university administrative meeting on July 7, 2023

Amended at the university administrative meeting on October 1, 2025

Amended according to Bei Yi Xiao Mi Zi No. 1141200288 on Oct. 27, 2025 Including a total of 8 articles

Article 1 (Purpose)

To recruit and reward individuals with international renown or special academic achievements, thereby increasing the academic competitiveness and implement the provisions of Article 5 of the "Flexible Salary Measures for Teachers and Researchers of Taipei Medical University" of Taipei Medical University (hereafter TMU) , TMU established the “Taipei Medical University Enforcement Rules on Faculty Merit Payments for Faculty and Research Personnel” (hereafter, the Rules).

Article 2 (Reward Object)

Full-time teachers (excluding teachers co-hired with partner hospitals) and full-time researchers who have achieved consistently high performance levels may be provided with grants in addition to his or her monthly salary (this includes standard monthly expenses, academic research fees, related bonuses, and additional payments.) Applicants meeting the application criteria of the Rules must first apply for subsidies from the National Science and Technology Council . Applicants may only select one of the awards for special talents and the flexible pay in these Rules. During the award period, if an awardee resigns, takes leave without salary, is seconded to other units, or is no longer hired, the grant will cease to be provided.

Academic institutions that receive funding from the Ministry of Education's "World's Top 100 Support Program" may establish separate reward regulations. If the Ministry of Education adjusts the

content of the subsidies, academic institutions should also make corresponding adjustments; if the Ministry of Education terminates the aforementioned subsidies, academic institutions should also cease issuing rewards at the same time.

Article 3 (Petition form)

The application qualifications for this award are as follows:

1. Newly hired teachers and researchers have served as project leaders for more than one research project of a government agency (institution) in the past three years.
2. Other teachers and researchers have served as project leaders for more than three research projects of government agencies (institutions) in the past five years.

The research plan of the government agency (institution) in the preceding paragraph is limited to the school as the contracting party; the last three years refer to the three complete years from August 1 of the application year, and the last five years refer to the last three years from August 1 of the application year. The forward calculation is a full five years.

In these rules, newly hired teachers and researchers refer to those who have been in office buildings for less than three years.

Article 4(Reward criteria)

Flexible salary payment standards 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 NSTC Research Fellow Award: A grant of NT\$70,000 per month until retirement.
- IV. Previous year won Awardees of the Academic Research Award, NSTC: a grant of \$50,000 per month.
- V. Establishment of Distinguished Professors of TMU: a grant of \$40,000 per month.
- VI. Research achievement points ≥ 900 : a grant of NT\$30,000 per month.

VII.< 900 and \geq 825 Research achievement points: a grant of NT\$25,000 per month.

VIII.<825 and \geq 750 Research achievement points: a grant of NT\$20,000 per month.

IX.<750 and \geq 675 Research achievement points: a grant of NT\$15,000 per month.

X.<675 and 600 Research achievement points: granted with NT\$10,000 per month.

Previous research results refer to papers, technology transfer and patents. The calculation range of the points is from January 1st of the year five years before the date of application to the date of application. The number of articles is limited to ten. Research results The scoring method of points will be announced by the R&D Department. The research results within the calculation range before the applicant takes the job can be included in the calculation, and are not limited to the research results produced after joining the school.

Unless the recipient has the circumstances specified in Paragraph 3 of Article 6, the award period from aforementioned Items I–III are approved, the recipients will receive these grants until they retire, and the award period for items IV-V shall be three years. The reward period for items VI to X is one year.

Article 5 (Application and review procedures)

Applicants should apply in the teacher research indicator system within the application period announced by the R&D Office. The application will be reviewed and approved by the Research Development Meeting. After the review results are approved by the principal, the R&D Office will send the award list to the Human Resources Office. The award will be awarded from Salary will be paid starting from August of the year when the award is awarded.

Newly hired teachers and researchers can submit applications on an on-site basis within one year of taking office, and are not subject to the restrictions in the preceding paragraph.

Article 6 (Reward limit)

If the total award amount after deducting the award amounts from Paragraph 1 to Paragraph 3 of Article 4, Paragraph 1, exceeds the

annual budget, the award amount will be reduced proportionally, up to 20% as approved by the principal.

This award and the following subsidies or awards can only be received one of the following:

1. Subsidies from the "Ministry of Education's subsidy to colleges and universities to recruit top international talents."
2. Rewards from the "Measures for Recruiting and Rewarding Special Outstanding Talents of Taipei Medical University".
3. Scholarships from the "Measures for the Establishment of Distinguished Professors of Taipei Medical University".

If the recipient has any of the following circumstances, the school will terminate the award:

1. Termination of employment relationship with the school due to dismissal, non-renewal, resignation, layoff or any other reasons.
2. Suspension of employment.
3. Retention without pay.
4. Secondment to units other than affiliated institutions of the school.

Article 7 (Unsettled affairs)

Issues that are not comprehensively listed in these Rules shall conform to those in related regulations.

Article 8 These rules are approved in a university administrative meeting and then announced for application. Amendments shall go through the same process.