

## Yuan Ze University Key points for implementing the Award for Outstanding Research Talents (AORT)

Sep 6, 2010:	Adopted at the 1st Administrative Council Meeting, Academic Year 2010
May 9, 2011:	Revised and adopted at the 14th Administrative Council Meeting, Academic Year 2010
Apr 9, 2012:	Revised and adopted at the 12th Administrative Council Meeting, Academic Year 2011
Apr 17, 2014:	Revised and adopted at the 19th Administrative Council Meeting, Academic Year 2013
Jun 6, 2018:	Revised and adopted at the 20th Administrative Council Meeting, Academic Year 2017
Apr 13, 2022:	Revised and adopted at the 19th Administrative Council Meeting, Academic Year 2021
Aug 3, 2022:	Revised and adopted at the 1st Administrative Council Meeting, Academic Year 2022

1. These key points are specifically formulated to attract and retain exceptional talents and improve the performance of YZU's teaching and research personnel in academic, industry–academia, and interdisciplinary research. These are based on the National Science and Technology Council's (NSTC) key points for subsidizing awards for research work conducted in institutes of higher learning and YZU's measures for implementing flexible remunerations.
2. Award categories, amounts, and quota:  
*Category 1:* The NSTC award amounts to NT\$15,000 a month. The quota is no more than 5% of the total number of approved award winners. The total annual amount allocated is NT\$180,000.  
*Category 2:* The NSTC award amounts to NT\$10,000 a month. The quota is no more than 15% of the number of approved award winners for Category 1. The total annual amount allocated is NT\$120,000.  
*Category 3:* The NSTC award amounts to NT\$6,000 a month. The maximum annual amount is determined by subtracting the total amount of the two aforementioned categories of awards from the NSTC's maximum award amount approved. The balance amount is then divided by the annual amount for this category (NT\$72,000) to determine the quota of award winners.  
*New faculty members:* The award amount shall be determined in accordance with the provisions stated in Item iii of Key Point 4 below. Although the quota is one winner, this number may be adjusted depending on the number of qualified candidates and the budget for the current year. The number of awards granted to YZU faculty members who are below the appointment of associate professor or an equivalent grade shall not be less than 20% of the total number of award winners. The purpose is to encourage young researchers and ensure that researchers at different career stages continue to participate in research. The total amounts for the aforementioned awards and the total numbers of award winners shall not exceed the maximum limit approved by the NSTC for the current year.
3. Award amounts granted by YUZ: The total amounts shall be those that are approved by the NSTC for the academic year.
4. Qualifying criteria:
  - i. Full-time YZU teaching and research personnel who have received a subsidy for at least one NSTC special research project within one year from the start date of the award and who possess the following qualifications:
    - a. The project leaders must comply with the requirements of Item 3 of NSTC's "Key Points for the Grant of Subsidies for Special Research Projects" and are recognized as being outstanding in academic, industry–academia, or interdisciplinary research by the review mechanism of the applicants' respective colleges.

The following categories of personnel are excluded: those with outstanding teaching or administrative performance and those who have retired in accordance with the relevant laws and regulations.

- b. The appointment of those personnel hired after August 1 of the year prior to the start date of the award must be their first appointment in Taiwan, and they shall not be recruited from other public or private colleges or academic and research institutions in Taiwan.
  - c. The research performance evaluation of the applicants for the academic year prior to the start date of the award shall be excellent or above.
  - ii. Applicants shall also comply with one of the following conditions:
    - Category 1:* Currently appointed as YZU's academic lecturers or have been designated Yu-Ziang-Yuan Ze Chair Professors or above in the past three years.
    - Category 2:* Have been granted the Yu-Ziang Distinguished Professor Award or the YZU's AORT or above in the past three years.
    - Category 3:* Have won the Young Scholar Research Award (YSRA) in the past three years, achieved excellent research performance in YZU in the past year, or achieved important achievements of an equivalent level outside YZU.
  - iii. To strengthen our assurance of newly recruited excellent researchers and promote the reasonable allocation of award resources, the targeted recipients are project leaders who are newly hired and have received subsidies for NSTC special research projects in the last three years. The award amounts for those appointed at the levels of professor, associate professor, and assistant professor shall be NT\$80,000, NT\$60,000, and NT\$30,000 per person per month, respectively.

However, the targeted recipients shall meet one of the following qualifications:

    - a. Have not been previously or currently appointed as full-time teaching and research personnel under the establishment of any academic or research institutions in Taiwan.
    - b. Have worked in academic and research institutions located overseas for five years before being officially a part of YZU's establishment.
5. Application method and procedure for the review of recommendations:
- i. Application timeline: The applications shall be processed in accordance with the timeline set by the NSTC.
  - ii. Application method: The application forms shall be duly completed before the prescribed deadline, and submitted to the Office of Research and Development (ORD) for compilation. The forms are then sent to the respective colleges for preliminary reviews and recommendations before submission to the review committee for the final review.
  - iii. Review and recommendation procedures
    - a. Preliminary review:
      - The colleges shall convene a meeting of their respective preliminary review committees to determine the applicants' category for approval and order of recommendation. Applicants from the College of General Studies and Physical Education Office shall be reviewed jointly with those from the College of Humanities and Social Sciences.
      - The preliminary review committees shall prepare a list of recommended applicants from their respective colleges according to the international standards for their professional fields, taking into account the applicants' past research performance, past awards, funding obtained for research projects, published academic works, and previous performance at winning awards. The recommendations from the various colleges shall be reviewed by the ORD.
      - The quota for each college's recommendation is 30% of the total number of its researchers. The order of recommendation may be adjusted but the supporting reason(s) must be duly stated. Withdrawn candidates, if any, shall be duly replaced with alternative recommendations.

- The various colleges shall submit their orders of recommendation and meeting minutes to the ORD within the prescribed time frame to facilitate the convening of the final review meeting.
- b. Final review:
- An AORT review committee shall be convened with 5–11 members. The deans of the various colleges shall recommend one committee member each from within and outside YZU. The committee members shall be appointed by the ORD after it has obtained official approval from YZU’s President (who may appoint an additional review committee member).
- The final review process is as follows:
- The AORT review committee shall review the applicants’ past research performances and the orders of recommendation made by the various colleges. After deciding on YZU’s list of recommendations, the committee shall submit its application to the NSTC.
  - The guidelines for the numbers of award winners shall be adjusted in accordance with the NSTC’s regulations and the allocation of funds for the current year.
  - The purpose of these key points is to attract and retain excellent research talents. When there are insufficient qualified candidates for any of the categories, the stipulated quota need not be filled and vacancies are permitted.
- c. The aforementioned performance data shall be reviewed against the information registered in the performance database of YZU’s faculty members.
6. Implementation guidelines:
- i. Upon approval, the NSTC awards shall be disbursed to the award winners on a monthly basis.
  - ii. If there are circumstances such as resignation, going on leave without pay, secondment to other units, or ineligibility for employment during the subsidy period, the subsidy to be refunded shall be proportionate to the period of non-employment.
  - iii. Financial matters pertaining to the NSTC award amounts shall be processed in accordance with the regulations under the “Accounting Act” and the accounting system. Matters pertaining to income tax and other tax withholding payable shall be processed in accordance with the “Income Tax Act” and other related regulations.
  - iv. The subsidy for award winners shall be suspended when they are involved in serious violations, including their qualification(s) being found to not comply with the provisions in Item 3 of NSTC’s “Key Points for the Grant of Subsidies for Special Research Projects,” being suspended by the NSTC, or having violated academic ethics or other norms. The subsidy amounts to be refunded shall be in proportion to the period of suspension and other violations; the full subsidy shall be recovered for serious violations.
  - v. These key points are formulated according to the NSTC’s implementation of award measures and are to be implemented following the years that the award measures of the Ministry of Science and Technology are implemented.
7. Teaching, research, and administrative support
- i. Teaching support:
    - a. YZU’s Teaching Excellence Center plans and conducts courses for the professional growth of faculty members, and provides various services that help them improve their teaching competencies.
    - b. YZU has implemented a teaching assistant system where students assist faculty members in their teaching activities, and are responsible for reviewing the contents of lessons, explaining assignment questions, answering queries, and after-class tutoring.
    - c. Personal portals and various systems for teaching and research services are available to assist faculty members when evaluating their students’ learning outcomes and enhancing their own teaching capabilities.
  - ii. Research support:

- a. After YZU's faculty members have applied for external funding according to the regulations to subsidize their research projects, they may also apply for the start-up fund to assist new faculty members undertake academic research.
  - b. Teaching and research equipment are purchased annually to meet departmental needs and the research needs of faculty members. There are also numerous research centers and core research laboratories led by senior teaching and research personnel to guide researchers when they engage in the research and development of innovative and scientific research technologies.
  - c. Various research awards and subsidy schemes—such as performance bonuses, subsidies for faculty members' research projects, and the YSRA—have been implemented to encourage faculty members to engage in research work.
- iii. Administrative support:
- a. Faculty members may apply for family dormitories according to their needs, so as to stabilize their lives and concentrate on teaching and research.
  - b. YZU provides basic equipment for faculty members such as research rooms and computers, as well as resource services such as information networks and libraries.
  - c. The various YZU departments—the Office of General Affairs, Office of Student Affairs, Office of Research and Development, Office of Library and Information Services, General Accounting Office, and Personnel Office—provide assistance to faculty members in handling various teaching and research matters.
8. Performance appraisal  
Award winners are required to submit two reports—mid-term and final—during the subsidy period as the basis for review in the following year. The report contents shall include their academic papers and projects, performance in industry–academia collaborations, international visibility, and the overall achievement rate of their declared goals.
9. These key points, as well as all subsequent revisions therewith, shall be duly adopted by the Administrative Council prior to implementation.