

# Taipei Medical University Enforcement Rules on Faculty Merit Pays for Faculty and Research Personnel

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## Article 1 (Objective)

Implementation Guidelines for Flexible Research Remuneration Paid to Taipei Medical University Teachers and Researchers (hereinafter referred to as the “Guidelines”) were formulated by the Taipei Medical University (TMU) to hire and reward teachers and researchers with and international reputation or special academic achievements in order to enhance TMU’s academic competitiveness.

## Article 2 (Objects of reward)

Full-time teachers (hereinafter referred to as “teachers”; excluding teachers co-employed with partner hospitals) and full-time researchers (hereinafter referred to as “researchers”) of the TMU who have attained specific academic achievements; met the basic conditions in Article 3; and one of the specific conditions in Article 4 may apply for flexible research remuneration (hereinafter referred to as the “remuneration”) in accordance with the Guidelines.

Those who are qualified to apply for the reward subsidized by the Ministry of Science and Technology and stipulated in TMU’s Measures to Recruit and Reward Outstanding Talents shall apply for

the said reward as well as the remuneration.

#### Article 3 (Basic conditions)

The basic conditions for applying for the remuneration are as follows: newly hired teachers and researchers having served as the principal investigator of at least one research project for a government agency (institution) in the past three years; other teachers and researchers having served as the principal investigator of at least three research projects for one or more government agencies (institutions) for the past five years.

The research projects for the government agencies (institutions) mentioned in the preceding paragraph are limited to those contracted with the TMU as the signing party.

“Newly hired teachers and researchers” in these Guidelines refers to those who have served for less than three years.

#### Article 4 (Reward criteria)

The specific conditions for applying for the remuneration and the award amounts are as follows:

1. Serving as an academician of the Academia Sinica: NT\$200,000 per month (NT\$ applies below).
2. Having been bestowed the National Chair Professorship: NT\$100,000 per month.
3. Having won the Academic Award issued by the Ministry of Education (MOE) and the Outstanding Researcher Award of the Ministry of Science and Technology: NT\$70,000 per month.
4. Having received the Outstanding Research Award issued by the Ministry of Science and Technology in the previous year: NT\$50,000 per month.
5. Research achievement points  $\geq 900$ : NT\$30,000 per month.
6.  $900 >$  research achievement points  $\geq 825$ : NT\$25,000 per month.
7.  $825 >$  research achievement points  $\geq 750$ : NT\$20,000 per month.
8.  $750 >$  research achievement points  $\geq 675$ : NT\$15,000 per month.
9.  $675 >$  research achievement points  $\geq 600$ : NT\$10,000 per month.

Research achievements refer to papers, technology transfers, and patents. The points accumulation interval is between January 1 of the year five years prior to the date of application and the date of application. The number of

papers is limited to ten. The points accumulation determination for research achievements is announced by the Office of Research and Development (hereinafter referred to as the “Office”). The research achievements are not limited to those produced after the applicant started to work at the TMU; those obtained before the applicant’s TMU term starts and within the accumulation interval can be included.

Except for the circumstances of the honorees stipulated in Paragraph 3, Article 6, the remuneration period specified in Subparagraphs 1–3 of Article 4 is from the time of the remuneration approval to retirement; and that specified in Subparagraphs 4–9 of Article 4 lasts one year.

#### Article 5 (Application and examination procedure)

Applicants shall apply via the research performance index system within the application period announced by the Office. The application is reviewed and approved during the research and development meeting. After the review results are approved by the principal, the roster of honorees is sent by the Office to the Office of Human Resources. The remuneration will be paid with salaries starting from August of the year of the reward.

Newly hired teachers and researchers who apply past the deadline may submit project applications within the first year of their term.

#### Article 6 (Reward restrictions)

The remuneration amounts will be reduced proportionally if the total remuneration amount minus the amounts specified in Subparagraphs 1–3, Paragraph 1, Article 4 exceeds the annual budget. The proportion of the reduction (up to 20%) is to be approved by the principal.

Among the remuneration and the following subsidies or awards, an honoree can choose to receive only one:

1. Subsidy of “Guidelines for MOE Subsidies Granted to Universities to Recruit the World’s Elite.”
2. Reward of “Taipei Medical University’s Measures for Recruiting and Rewarding Outstanding Talents.”
3. Grant of “Taipei Medical University Appointment Regulations for Distinguished Professors.”

When the honoree is involved with any of the following situations, the TMU will terminate the reward:

1. Termination of employment by TMU due to dismissal, nonrenewal, resignation, layoff, or any other reasons.
2. Suspension of hire.
3. Leave without pay.
4. Temporary transfer to a unit other than TMU-affiliated institutions.

Article 7 (Matters not covered)

Matters not covered in the Guidelines shall be handled in accordance with relevant regulations of the TMU and the laws and regulations of the R.O.C.

Article 8 (Approval authority)

Once adopted during the administrative meeting, the Guidelines shall be announced and implemented. The same rule applies when revisions are made.