

Yuan Ze University Regulations Governing Incentive Awards for Special Distinguished Talent

July 9, 2025, Approved by the 20th Executive Council Meeting of the 2025 Academic Year

April 22, 2026, Amended and approved by the 17th Executive Council Meeting of 2025 Academic Year

Article 1 These Regulations are enacted for the purposes of recruiting and retaining outstanding talent of the University, encouraging faculty members to enhance their professional capacity, improving faculty members' performance in teaching and research, rewarding distinguished faculty members, and promoting the implementation of flexible salary schemes for faculty members.

Article 2 Eligibility: Full-time faculty members of the University.

1. Faculty members who have been promoted to the rank of Professor for more than five years shall, within the most recent five academic years, have served as principal investigator for four academic years in projects funded by the National Science and Technology Council, the National Health Research Institutes Integrated Medical and Health Technology Research Program, the Ministry of Agriculture Agricultural Science and Technology Project, or the Ministry of Education Teaching Practice Research Program.
2. Faculty members who have been promoted to the rank of Professor for five years or less, or who are at the rank of Associate Professor or below, shall, within the most recent five academic years, have served as principal investigator for three academic years in the projects set forth in the preceding paragraph.

Article 3 Application Procedure: In coordination with the operational schedule of the Ministry of Education, applicants shall submit the application form to the Office of Human Resources.

Article 4 Evaluation Criteria:

1. Recommendations shall be made on a merit basis according to the applicant's performance under the Faculty Performance Incentive Program for the preceding two (2) academic years, including teaching, research, counseling, and service.
2. In order to take into account overall college development and equitable allocation of resources, where any college has no candidate recommended under the preceding subparagraph, such college may nominate one (1) guaranteed quota. The guaranteed quota shall be an additional quota and shall not be included in the quota calculation under the preceding subparagraph.

Article 5 Review Procedure: A "Special Distinguished Talent Incentive Award Review Committee" shall be established, consisting of nine to eleven members, comprising the Vice President, the Secretary General, the Director of the Office of Human

Resources, the Vice President for Research and Development, and the Deans of the Colleges. The Vice President shall serve as the Convener.

Article 6 Award Provisions:

1. For faculty members who have been promoted to the rank of Professor for more than five (5) years, the incentive award amount shall be calculated as two (2) times the average Faculty Performance Incentive Award for the preceding two (2) academic years (or the Faculty Performance Incentive Award for the preceding academic year), plus the Yuan Ze Allowance or the Incentive Award for Recruiting Distinguished Faculty. The total amount shall be rounded to the nearest whole number. The base amount shall be NT\$400,000, and each increment of NT\$100,000 shall constitute one grade.
2. For faculty members who have been promoted to the rank of Professor for less than five (5) years, or who are at the rank of Associate Professor (inclusive) or below, the incentive award amount shall be calculated in accordance with the preceding subparagraph multiplied by two and a half (2.5). The base amount shall be NT\$300,000, and each increment of NT\$100,000 shall constitute one grade.
3. For the purpose of strengthening the recruitment of outstanding talent, faculty members meeting the criteria set forth in Article 2, Paragraph 2 of the Ministry of Education's Operational Guidelines for Subsidizing Universities and Colleges in Implementing Flexible Salary Programs for Special Distinguished Talent may enter into a flexible salary agreement prior to appointment. In principle, the incentive award amount shall range from NT\$600,000 to NT\$900,000 per year.

Article 7 Award recipients shall remain in service at the University during the period of receipt of the incentive award. Where a recipient resigns and transfers to another institution during the retention period, the recipient shall repay the full amount of the incentive award received within one month after applying for resignation.

Article 8 Faculty members receiving the incentive award shall submit performance reports in accordance with the regulations of the Ministry of Education.

Article 9 Recipients of this incentive award shall not concurrently receive research incentive grants subsidized by the National Science and Technology Council, the Yuan Ze Allowance (Incentive Award for Recruiting Distinguished Faculty), or the Faculty Performance Incentive Award for the preceding academic year.

Article 10 The funding for the incentive awards under these Regulations shall be provided by the flexible salary-related funds of the Ministry of Education. Matters not provided herein shall be handled in accordance with the relevant regulations of the Ministry of Education and the University.

Article 11 These Regulations shall enter into force upon approval by the Executive Council Meeting. The same shall apply to any amendments hereto.

In case of any discrepancy between Chinese and English version, the Chinese version shall prevail.