

Yuan Ze University Faculty Annual Performance Reward Implementation Rules

Passed at the 4th Administrative Meeting of the 84th Academic Year on November 27, 1995
Amended and passed at the 11th Administrative Meeting of the 85th Academic Year on June 16, 86
Amended and passed at the 6th Administrative Meeting of the 87th Academic Year on November 30, 1998
Amended and passed at the 6th Administrative Meeting of the 90th Academic Year on October 22, 2001
Amended and passed at the 17th Administrative Meeting of the 90th Academic Year on May 13, 2002
Amended and passed at the 16th Administrative Meeting of the 92nd Academic Year on April 19, 2004
Amended and passed at the 8th Administrative Meeting of the 94th Academic Year on January 2, 2006
Amended and passed at the 9th Administrative Meeting of the 95th Academic Year on January 8, 2007
Amended and passed at the 10th Administrative Meeting of the 97th Academic Year on February 23, 2009
Amended and passed at the 7th Administrative Meeting of the 101st Academic Year on November 19, 2012
Amended and passed at the 20th Administrative Meeting of the 101st Academic Year on June 19, 2013
Amended and passed at the 18th Administrative Meeting of the 103rd Academic Year on April 1, 2015
Amended and passed at the 20th Administrative Meeting of the 104th Academic Year on June 8, 2016
Amended and passed at the 17th Administrative Meeting of the 105th Academic Year on April 19, 2017
Amended and passed at the 10th Administrative Meeting of the 106th Academic Year on December 20, 2017
Amended and passed at the 17th Administrative Meeting of the 106th Academic Year on April 25, 2018
Amended and passed at the 6th Administrative Meeting of the 108th Academic Year on October 23, 2019
Amended and passed at the 21st Administrative Meeting of the 108th Academic Year on May 13, 2020
Amended and passed at the 10th Administrative Meeting of the 109th Academic Year on December 16, 2020
Amended and passed at the 6th Administrative Meeting of the 110th Academic Year on October 20, 2021
Amended and passed at the 24th Administrative Meeting of the 110th Academic Year on June 8, 2022
Amended and passed at the 11th Administrative Meeting of the 111th Academic Year on December 21, 2022

- Article 1 These rules are established in accordance with Article 5 of the University's Faculty Evaluation and Rewards Regulations.
- Article 2 Faculty evaluation and rewards are divided into three categories: teaching, research, consultation, and service. According to the faculty's expertise, each category is further divided into six major categories: engineering, management, informatics, humanities, electrical and communication engineering, and medical (nursing). The President appoints the conveners of each category. Faculty in departments (or equivalent units) select categories based on their college affiliation. The International Language and Culture Center, the Physical Education Office, and the Military Education Office belong to the humanities category. Full-time instructors in the Military Education Office only participate in the "consultation and service" performance awards. The faculty in the General Studying college determines the categories based on their expertise. Faculty cannot change their selected categories arbitrarily without approval from the University's Faculty Evaluation and Reward Review Committee.
- Article 3 Awards are classified into "outstanding," "excellent," and "good" categories. For the teaching, consultation, and service categories, performance bonuses or other rewards are granted based on the achieved category. The research category grants awards directly based on international key evaluation indicators. Performance bonuses are allocated according to the budget for the current year.
- Article 4 Each category can recommend a maximum of one faculty for the "outstanding award." The University's Faculty Evaluation and Reward Review Committee will review the recommended faculty. The committee will publish the list of winners approved after the review, and the recipients will receive public recognition and medals. Approved faculty are obligated to participate in demonstration activities for the seminar related to that category for the academic year.
- Article 5 The number of faculty rated as "excellent" in each category shall not exceed 10 percent of the total

number of faculty participating in the performance rewards. The number of faculty rated as "good" shall not exceed 30 percent of the total number of faculty participating in the performance rewards. The total number of teaching, consultation and service faculty does not include senior administrators or administrators. The total number of consultation and service faculty includes full-time military training instructors. The performance awards for senior administrators or administrators for the current academic year shall be determined by the President after being compiled by the Office of the Secretary.

Article 6 The performance bonus for the "outstanding award" in each teaching category is 100,000 New Taiwan Dollars (NTD); for the "excellent award," it is 50,000 NTD; for the "good award," it is 20,000 NTD. For each consultation and service category, the "outstanding award" is 60,000 NTD; the "excellent award" is 20,000 NTD; the "good award" is 10,000 NTD.

Article 7 The evaluation of research projects is based on the scoring criteria for various research categories. The total score for each faculty's research is calculated uniformly by the Research and Development Office according to the scoring criteria for various research categories and is rated accordingly.

Article 8 Research awards are granted different amounts of performance bonuses based on the following international key evaluation indicators:

- I. Articles in Nature or Science journals are awarded 250,000 NTD each.
- II. Articles in SCI/SSCI journals: According to the Impact Factor in the recent year's WOS database, articles ranking in the top 5% (inclusive) receive 40,000 NTD each; those ranking in the top 5% to 20% receive 30,000 NTD each; those ranking in the top 20% to 50% receive 20,000 NTD each; those ranking over 50% receive 10,000 NTD each. A&HCI paper classifications and award amounts are determined case-by-case by the committee chairman and category conveners. For faculty whose work is recognized as highly cited or hot papers by InCites Essential Science Indicators dataset for three years within five years, each paper receives 60,000 NTD as a one-time award upon first recognition. The authorship is determined based on the paper's first author or corresponding author. In the case of collaborative work with external institutions, the proportion of authorship by university professors is considered, and foreign professors are not counted as part of the author count.
- III. TSSCI/THCI (Level 1 and Level 2) journal articles receive 8,000 NTD each. Authorship is determined based on the first author or corresponding author for the paper. In the case of collaborative work with external institutions, the proportion of authorship by university professors is considered, and foreign professors are not counted as part of the author count.
- IV. Academic books and translation and annotation projects funded by the National Science Council (excluding edited books, chapters, and textbooks): The award for internationally renowned publishers is 0 to 50,000 NTD per book, and for domestically renowned publishers, it is 0 to 30,000 NTD per book. In the case of collaborative work with external institutions, the award is allocated based on the proportion of authorship.
- V. Competition awards: Awards in international and domestic competitions organized by government departments or well-known enterprises are granted based on the number of substantial participants (excluding supervising faculty). Awards range from 0 to 30,000 NTD per competition; multiple internal awards are not allowed.
- VI. Large-scale artistic creation and exhibitions: With the review and approval of a panel comprising

the Chairman of the Review Committee and conveners of discipline categories, awards for projects reported in the media and organized by public agencies or well-known art foundations that enhance the school's reputation are granted based on individual cases and range from 0 to 30,000 NTD each.

- VII. Academic or industry research projects: For individual Faculty projects, each 400,000 NTD in project funding receives a 10,000 NTD award, but the award amount cannot exceed half of the project's budget after deducting all expenses (including rent, utilities, cleaning, repairs, insurance, relocation). The award is granted upon project completion and is not included in the annual Faculty performance bonus calculation. Research center project awards are determined separately per the "Yuan Ze University Research Center Establishment and Management Regulations."
- VIII. Invention patents (excluding utility model or design patents): Patents applied in the name of Yuan Ze University are eligible. The same case is counted only once. Foreign patents receive 20,000 NTD, and domestic patents receive 10,000 NTD. In the case of collaborative applications with external parties, the award is distributed proportionally based on the number of contributors.
- IX. Technology transfer income: After deducting all royalties and expenses, each 400,000 NTD in technology transfer income receives a 10,000 NTD award. In the case of collaboration with external partners, the award is distributed proportionally based on the number of contributors.
- X. Conference papers: International conference papers receive 1,000 NTD each, and domestic conference papers receive 500 NTD each. Supervising students and project postdoctoral assistants are excluded, and faculty must be the first author or corresponding author of the paper. Only papers presented by Yuan Ze University can be considered. Each conference paper is awarded to one presenter (if the first author and corresponding author at the University are different, the corresponding author coordinates). The first conference paper by each faculty is not eligible for an award, and the total conference paper award for the academic year is capped at 4,000 NTD.

Article 9 The research performance reward for the chair professor is calculated as 50% of the total research performance bonus. Jointly-appointed faculty is only eligible for the research performance rewards mentioned in Article 8, Subparagraphs I and II. Full-time visiting professors and Faculty-level Technical specialists can choose to participate in research evaluations and receive research performance bonuses.

Article 10 The evaluation of teaching and consultation and service items is based on the faculty' teaching and consultation and service evaluation regulations set by various faculties or colleges, departments, divisions (or equivalent units), centers, and offices.

Article 11 The chairpersons of various departments, divisions (or equivalent units), centers, and offices should submit the faculty evaluation results to category conveners and then submit them to the University's Faculty Evaluation and Reward Review Committee for confirmation.

Article 12 The chairpersons of various departments, divisions (or equivalent units), centers, and offices should inform their faculty about the evaluation process, procedures, and results for the current year. Faculty who have doubts about the evaluation and performance reward assessment process for the current year can submit a written application for review to the category to which they belong and communicate with the category conveners. If consensus cannot be reached, they may bring the

matter to the University's Faculty Evaluation and Reward Review Committee for discussion, and the decision results will be communicated to the parties concerned by the committee chairman.

Article 13 Faculty and administrative staff participating in evaluations must adhere to the University's "Confidentiality Regulations for Faculty and Staff" and fulfill their responsibility to maintain confidentiality.

Article 14 These Rules are implemented after approval by the Administrative Meeting, and any amendments shall be treated similarly.

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