College of Bioresources and Agriculture at the National Taiwan University

Audit standards and review operation regulations of Faculty Flexible Allowance / Bonus Salary

Adopted at the 229th Academic Affairs Meeting on September 13, 2010

Adopted at the 2637th Academic Affairs Meeting on September 14, 2010

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1. In order to improve the level of teaching and research, recruit scholars with outstanding academic achievements at home and abroad to serve in the College, and retain special talents, this operation regulation is formulated in accordance with the provisions of the fifth point and the fourth point of NTU’s teaching and research staff Bonus Salary Regulations.

2. Full-time staff at the lecturer level or above in this College who have good teaching, research, and service records, who meet at least one of the qualification conditions below, and who are recommended to NTU after being reviewed by the special review team of the College, are eligible for this bonus.

3. The qualification conditions for the current level of flexible bonus are as follows:

(1) Professor:

a. Have been hired as special professors of NTU.

b. Won the Ministry of Science and Technology’s Outstanding Research Award [傑出研究獎] more than once, or NTU's Outstanding Teacher Award [教學傑出獎] more than once, or NTU's Outstanding Service Award [傑出服務獎] more than once, or NTU's Excellent Tutor Award [優良導師獎] more than once.

c. Published papers in *Nature* or *Science* or equivalent journals in the last five years.

d. In the last five years, have been first author or corresponding author on more than five papers in international SCI or SSCI journals ranking in the top 15% in their main category or sub-category.

e. In the past five years, have been listed as highly cited authors or have a significantly higher number of citations in the main category or sub-category in international SCI or SSCI journals.

f. Those who are exempt from teacher evaluations.

g. Within one year prior to the application date, hosted or co-hosted three or more (inclusive) research projects or large-scale, integrated research projects from the Ministry of Science and Technology, the Council of Agriculture, relevant ministries (institutions), Academia Sinica, international cooperative research or industry-university cooperation projects.

h. In the most recent five years of their tenure as a professor, have been awarded NTU's Excellent Teaching Award [教學優良獎] more than three times or NTU's Excellent Service Award [優良服務獎, 服務優良獎] more than two times.

i. Is a fellow of important foreign societies.

j. Other outstanding teaching, research and service deeds.

(2) Associate Professor:

a. Won the Ministry of Science and Technology Outstanding Research Award more than once, Mr. Wu Dayou Memorial Award [吳大猷先生紀念獎] more than once, NTU's Outstanding Teaching award more than once, NTU's Outstanding Service award more than once, or NTU's Excellent Tutor Award more than once.

b. Published papers in *Nature* or *Science* or equivalent journals in the last five years.

c. In the last five years, have been first author or corresponding author on more than three papers in international SCI or SSCI journals ranking in the top 15% in their main category or sub-category.

d. In the past five years, have been listed as highly cited authors or have a significantly higher number of citations in the main category or sub-category in international SCI or SSCI journals.

e. Those who are exempt from teacher evaluations.

f. Hosted or co-hosted two or more (inclusive) research projects or large-scale, integrated research projects from the Ministry of Science and Technology, the Council of Agriculture, the Department of Health, relevant ministries (institutions), international cooperative research or industry-academic cooperation within one year before the application date.

g. During the last five years as an associate professor, was awarded NTU's Excellent Teaching Award three or more times or NTU's Excellent Service Award two or more times.

h. Is a fellow of important foreign societies.

i. Other outstanding teaching, research and service deeds.

(3) Assistant Professor:

a. Received the Ministry of Science and Technology Outstanding Research Award more than once, Mr. Wu Dayou Memorial Award more than once, NTU's Outstanding Teaching Award more than once, NTU's Outstanding Service Award more than once, or NTU's Excellent Tutor Award more than once.

b. Published papers in *Nature* or *Science* or equivalent journals in the last five years.

c. In the last five years, have been first author or corresponding author on more than two papers in international SCI or SSCI journals ranking in the top 15% in their main category or sub-category.

d. In the past five years, have been listed as highly cited authors or have a significantly higher number of citations in the main category or sub-category in international SCI or SSCI journals.

e. In the most recent five years of serving as an assistant professor, have been awarded NTU's Excellent Teaching Award three or more times or more or NTU's Excellent Service Award two or more times.

f. Within one year prior to the application date, hosted or co-hosted two or more (inclusive) research project hosts from the Ministry of Science and Technology, the Council of Agriculture, relevant ministries (institutions), Academia Sinica, international cooperative research or industry-university cooperation or large-scale, integrated research projects.

g. Is a fellow of important foreign societies.

h. Other outstanding teaching, research and service deeds.

(4) Lecturer:

a. Won the National Science Council Outstanding Award more than once or NTU's Teaching Excellence Award more than once or NTU's Outstanding Service Award more than once or NTU's Excellent Teacher Award more than once.

b. Published papers in *Nature* or *Science* or equivalent journals in the last five years.

c. In the last five years, have been first author or corresponding author on more than two papers in international SCI or SSCI journals ranking in the top 15% in their main category or sub-category.

d. In the past five years, have been listed as highly cited authors or have a significantly higher number of citations in the main category or sub-category in international SCI or SSCI journals.

e. In the most recent five years as a lecturer, has been awarded NTU's teaching excellence award three or more times or NTU's excellent service award two or more times.

f. Within one year prior to the application date, hosted or co-hosted two or more (inclusive) research project hosts from the Ministry of Science and Technology, the Council of Agriculture, relevant ministries (institutions), Academia Sinica, international cooperative research or industry-university cooperation or large-scale, integrated research projects.

g. Is a fellow of important foreign societies.

h. Other outstanding teaching, research and service deeds.

4. The allocated quota of applicants for bonus salary will be recommended by the College’s project review team after review. The proportion of the number of applicants at all levels is allocated by the project review team according to the quota allocated by the University to the College and the number of applicants at all levels. The start date and payment standard of the flexible allowance shall be handled in accordance with the third point of NTU’s "Key points for the flexible allowance of teaching and research personnel."

5. Recommendations and review matters of the special review team of this College are handled by the "Distinguished Professor Review Committee" of this College.

6. Those who have won the National Taiwan University Chair Professor Scholarship, bonus salary for distinguished professors based on the first to fourth paragraphs of this document, or the bonus salary for newly hired persons of outstanding talents, cannot apply for this bonus. However, those who one College of Bioresources and Agriculture scholarships and bonuses are still eleigible.

7. This regulation shall be implemented from the date of promulgation after being approved by the council and administrative meetings.

(The English translation is for reference only. In case of any discrepancy between the Chinese version and English version, the Chinese language version shall prevail.)