

**National Central University**  
**Procedures for the Invitation of Outstanding Visiting Talents**

Approved by 2014 1<sup>st</sup> Research and Development Meeting (2014.10.03)  
Approved by 2016 1<sup>st</sup> Research and Development Meeting (2016.10.04)  
Approved by 2016 4<sup>th</sup> Meeting of University Endowment Fund Management Committee (2017.03.21)  
Approved by 2017 1<sup>st</sup> Provisional Research and Development Meeting (2017.11.10)  
Approved by 2017 3<sup>rd</sup> Meeting of University Endowment Fund Management Committee (2017.12.07)  
Approved by 2019 1<sup>st</sup> Research and Development Meeting (2019.09.18)  
Approved by 2019 1<sup>st</sup> Meeting of University Endowment Fund Management Committee (2019.10.15)

1. To become an international top university, recruit outstanding talents and reinforce industry-academic cooperation helping the promotion of technological development and management, teaching and academic research, National Central University hereby establishes these procedures in accordance with Implementation Of Elasticity Of Salary For Recruitment And Retention Of Special Talents In Colleges of Executive Yuan and NCU Regulations Governing the Rewards to Education, Research, Counselling and Services.

Unless there is agreement or regulations provided by subsidy or entrust unit otherwise, these procedures shall govern all matters not agreed or regulated.

2. The source of budget herein shall be supported by self-financed fund of applicant in principle.

If the copayment of school is necessary for the project application which is satisfactory to the development of school affairs or the subsidy received is insufficient such special event, the application may be filed according to administrative procedures and the school may provide the subsidy depending on the budget application status upon the approval.

3. The visiting talents as referred herein means experts and scholars with achievements in industry, academic and research circles, and they are divided into six categories:
  - (1) Distinguished visiting chair professor: the person had been received Nobel Award or with international reputation
  - (2) Visiting chair professor: the person now serves at or had been served as chair professor of university (or in equivalent level) with internationally recognized research results
  - (3) Visiting professor/visiting research fellow: the person now serves at or had been served as professor, research fellow of research (industrial) institution (or in equivalent level) who has important contribution to industrial development or academic research.
  - (4) Visiting associate professor/visiting associate research fellow: the person now serves at or had been served as associate professor, associate research fellow of research (industrial) institution (or in equivalent level) who has

outstanding performance in industrial development or academic research.

- (5) Visiting assistant professor/visiting assistant research fellow: the person now serves at or had been served as assistant professor, assistant research fellow of research (industrial) institution (or in equivalent level) who has outstanding performance in industrial development or academic research.
- (6) Visiting expert shall be satisfactory to one of following conditions:
  - i. After receiving the PhD degree, continuously execute professional occupation or engage in research or management work for two years and above with outstanding performance.
  - ii. Engage in special technology, research (industrial) institution or management work with outstanding talent and certificate issued by original service unit or other document as sufficient for proof.

Except for distinguished visiting chair professor and visiting chair professor, the recruitment period of other talents shall be at least 2 months in general.

4. The applicant may pay following item to the recruit:

(1) Education research fee

The fee may be paid to talents recruited pursuant to these procedures within the scope of education research fee schedule (see attached table 1). If the compensation and living allowance are included in the education research fee, no speech, consultation, review, advisement fee and living allowance shall be paid otherwise.

(2) Airfare

It shall be managed in accordance with “Highest Payment Standard for Foreign Consultants, Experts and Scholars Invited during the Working Period in Taiwan”

(3) Insurance premium

- 1. Enroll the recruit in the labor insurance and national health insurance pursuant to Labor Insurance Act and National Health Insurance Act.
- 2. The application unit shall assist those who are not eligible for the enrollment of labor insurance or national health insurance on purchase “General Insurance for International Sci-Tech Cooperation Personnel” with highest insurance amount NT\$4 million.

(4) Labor pension fund or pay-as-you-go contribution benefit

The recruited visiting talents shall contribute labor pension fund or pay-as-you-go contribution pursuant to relevant regulations. For labor pension fund or pay-as-you-go contribution borne by the employer, the applicant shall pay via self-financed fund.

(5) Other items approved

The applicant may pay preceding subsidy as referring to the condition of recruit for and payment standard in previous service unit to the extent of limit.

Where there is special event of recruit, the payment may be paid no more than 1.5 times of limit against special approval.

5. The recruitment of visiting talents pursuant to these procedures shall not applicable to the regulations governing the employment of full-time (project) teachers and research fellows. However, the employment contract could be issued after the recruitment, while all the rights and obligations, including the employment, subsidy items and budget during the service period at school and the rights and obligations of parties, travel and leave management, overseas trip and work content may be concluded in the contract otherwise.  
The application shall be filed for the recruitment of visiting talents, which shall be submitted altogether with relevant information via administrative procedures for approval:
  - (1) For recruitment by using unit management fee or surplus shall have relevant meeting minute of unit enclosed.
  - (2) If partial or all the budget is subsidized by the school, the resolution of lecture or research reward review committee shall be enclosed.
  - (3) For recruitment based on regulations governing the subsidy for recruitment of technological talents of MOST, it shall be managed in accordance with regulatory procedures after the Table of Classification & Division of Labor for Teacher Review Committee is approved by the Teacher Evaluation Committee in department level.
  - (4) Where there is agreement or provision provided by subsidy or entrust unit otherwise, such agreement or provision shall govern.
6. The talents recruited in accordance with paragraph 2 or item 2 herein shall submit the performance report to research and development office before leaving the school. If the service period is over one year, the annual report shall be submitted by year.
7. These procedures shall be implemented upon the approval of Research and Development Meeting and reported to University Endowment Fund Management Committee for record, which shall be applied to the amendment also.

**Attached Table 1: Research Payment Schedule for Recruitment of Visiting Talents of National Central University**

Recruitment Category	Education Research Fee
Distinguished visiting chair professor	The payment of education research fee may be paid up to the pay of original domestic or foreign service unit
Visiting chair professor (or in equivalent level)	NT\$ 140,000 to 252,000 per month
Visiting professor/visiting research fellow (or in equivalent level)	NT\$75,000 to 188,435 per month
Visiting associate professor/visiting associate research fellow (or in equivalent level)	NT\$70,000 to 144,950 per month
Visiting assistant professor/Visiting assistant research fellow (or in equivalent level)	NT\$65,000 to 101,365 per month
Visiting expert	NT\$65,000 to 188,435 per month
<p>Notes:</p> <ol style="list-style-type: none"> <li>1. The applicant may determine the amount of education research fee based on the education and experience, academic (industrial) position, special technology and working experiences, value of recent writings, research (development) education or management achievements, the benefit and contribution to domestic academic technology or industrial development. However, for special event, the applicant may specify the reasons and raise the amount upon special approval as the case may be.</li> <li>2. The education research fee shall be paid monthly, and paid proportionally over actual service days if it is less than one month. The payment by days shall be calculated by the total education research fee divided by the days of entire month.</li> <li>3. The education research fee may include year-end bonus, and the calculation and distribution of year-end bonus should be managed in accordance with “Notices for the Distribution of Year-End Working Bonus of Civil Servants” published by Executive Yuan every year.</li> <li>4. The application institute shall withhold the income tax pursuant to tax laws by month, and the recruits shall manage the filing of income tax.</li> </ol>	

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