

## 中國醫藥大學獎勵特殊優秀研究人才作業要點

### China Medical University Guidelines for the Incentive for Outstanding Research Talent

- 一、 中國醫藥大學（以下簡稱本校）為辦理國家科學及技術委員會(以下簡稱國科會)補助大專校院研究獎勵（以下簡稱本研究獎勵），特依「國科會補助大專校院研究獎勵作業要點」訂定本作業要點。

China Medical University (hereinafter referred to as "the University") has stipulated these Guidelines for the administration of the Research Incentive (hereinafter referred to as "the Incentives") subsidized by the National Science and Technology Council (NSTC) for colleges and universities, in accordance with the "Directions Governing the Subsidy for College and University Research Rewards."

- 二、 獎勵對象及獎勵人數：

（一）獎勵對象（需均符合以下五項者）：

1.本校現職編制內特殊優秀專任研究人員（指學術研究、產學研究、或跨領域研究傑出人員），不含教學績效傑出人員、行政工作績效卓著人員、自公立學校（或公立學術研究機構）退休人員。

2.申請機構編制內專任教學研究人員且符合國科會補助專題研究計畫作業要點第三點規定之計畫主持人，如依相關規定被借調人員，由借調機構提出申請。

3.近五年內曾主持國科會補助具研究性質之專題研究計畫四年(含)以上且於補助起始日前一年內曾執行國科會補助研究計畫者，其中助理教授級教師規範如下：

(a) 該年度有執行國科會補助具研究性質之多年期專題研究計畫者。

(b) 該年度以第一或通訊作者發表於期刊 IF 值大於或等於 12 之論文。

(c) 或近三年以第一或通訊作者發表之年平均論文數高於或等於 2 篇以上者。

(d) 以上(b)及(c)應至少符合其中一項。

4.該年度曾申請國科會補助之大專學生研究計畫者，惟第一年新進人員不受此條件限制。

5.近三年以第一或通訊作者發表之年平均論文數高於或等於 3 篇以上者。期刊領域排名前 5%，或 IF 值大於等於 12 之論文，每篇以 2 篇計列；期刊領域排名前 1%，或 IF 值大於或等於 20 之論文，每篇以 3 篇計列（本要點所指論文指收錄於 Web of Science™ Core Collection 之 original article 為準，且一篇論文只計列一人一次）。

（二）獎勵人數：以不超過本校編制內專任教師的 20%為限。

（三）本要點與「中國醫藥大學暨附設醫院學術論文發表獎勵辦法」之獎勵申請，以及已具領校內其他特殊彈性薪資，只能擇一，不得重覆。唯為鼓勵本校論文發表，於該學年度獲得本研究獎勵者並於同學年度論文發表數量超過以下表列各研究獎勵金之論文數最低門檻，始可支領學術論文獎勵金(含刊登費等其他費用)，論文計列時程同研究獎勵金補助期間，並依收錄於 Web of Science 資料庫之期刊論文為

準，每年 10 月至研究發展處「學術研究管理系統」完成線上登錄及提出申請。每篇論文只獎勵壹人，不得重覆支領。

排序級距	可支領論文獎勵金最低門檻	獎勵金論文計列
排名 $\leq$ 10%者	7 篇以上	第 8 篇
10%<排名 $\leq$ 25%者	6 篇以上	第 7 篇
25%<排名 $\leq$ 50%者	5 篇以上	第 6 篇
50%<排名 $\leq$ 75%者	4 篇以上	第 5 篇
75%<排名 $\leq$ 100%者	3 篇以上	第 4 篇

#### Eligibility and Number of Awardees:

##### 1. Eligibility (shall meet all of the following criteria):

- (1) Current full-time research personnel officially employed by the University with outstanding performance in academic, academia-industry cooperation, or interdisciplinary research. Those with outstanding performance in teaching and administrative work, and retired personnel from public or private academic institutions, are excluded.
- (2) Full-time faculty members eligible to serve as principal investigators (PIs) under Article 3 of the "NSTC Guidelines for Research Project Grants" and affiliated with institutions eligible to apply. If the applicant is on secondment, the application must be submitted by the host institution.
- (3) Have served as PI for NSTC-funded research projects for at least four of the past five years and have conducted NSTC-funded research within one year prior to the start date of the award. Assistant professors must meet the following:
  - i. Currently conducting a multi-year NSTC-funded research project.
  - ii. Published a journal article (as first or corresponding author) with an impact factor  $\geq$  12 during the year.
  - iii. Published an average of at least two papers per year over the past three years as first or corresponding author.
  - iv. Either ii. or iii. must be met.

- (4) Have applied for the NSTC College Student Research Grant in the current year (not required for first-year faculty).
- (5) Have published an average of at least three papers per year over the past three years as first or corresponding author. Articles published in journals ranked in the top 5% of their field or with an IF  $\geq 12$  are counted as two papers; articles in journals ranked in the top 1% or with an IF  $\geq 20$  are counted as three papers. (Only original articles indexed in Web of Science™ Core Collection count. Each paper may only be claimed by one person.)
2. Number of Awardees: Shall not exceed 20% of the total number of full-time faculty at the University.
3. Applicants may not receive this incentive concurrently with the incentive applied under the “CMU and CMUH Guidelines for the Incentive for Academic Publication” or other flexible salary awards. However, recipients of this incentive may receive publication bonuses (including publication fees and related expenses) if the number of papers published in the same academic year exceeds the minimum threshold listed below, based on the ranking tier. The timeframe for counting eligible publications aligns with the subsidy period of the research incentive grant. Only journal articles indexed in the Web of Science database will be considered. Applications must be submitted online through the Academic Research Management System of the Office of Research and Development by October each year. Only one individual may claim incentive per paper.

Ranking Tier	Minimum Number of Papers to Qualify for Publication Bonus	Bonus Starts From
Top 10%	7 papers	From the 8th paper
10% < Rank $\leq$ 25%	6 papers	From the 7th paper
25% < Rank $\leq$ 50%	5 papers	From the 6th paper
50% < Rank $\leq$ 75%	4 papers	From the 5th paper
75% < Rank $\leq$ 100%	3 papers	From the 4th paper

三、 審議方式：由組成獎勵特殊優秀研究人才審查委員會(以下簡稱本委員會)審議，本委員會由校長指定一位副校長擔任召集人，以副校長、研發長、產學長、各學院院長及各學院選薦資深教授一人所組成。

Review Process: A Review Committee for Outstanding Research Talent (hereinafter “the Committee”) shall be established to evaluate applications. The Committee is chaired by a Vice President appointed by the President and includes the Vice Presidents, Dean of Research and Development, Dean of Academia-Industry Cooperation, Dean of Colleges, and one senior faculty representative from each college.

四、 獎勵補助支給原則：

(一) 依近 5 年 CJA (正式論文、專利、技術移轉) 總積分(計算方式如附表)及執行校外計畫總經費(校外各機構補助之研究計畫、技術移轉、產學合作實質收入)分別排序，依其佔總申請人數的百分比計算得分，CJA 分項佔總分之 70%，計畫經費分項佔總分之 30%，依比例加總計算後再行排序；上述計算之每篇論文，每件專利及每件技轉限一人申請。

(二) 非國科會生物處研究類及專門著作類者，由審查委員會審查排序分級。

(三) 依總分排序，經審查通過陳請校長核定者，依下列標準核發獎助金：

排序	每月獎勵金額		
排名 $\leq$ 10%者	30,000-50,000 元		
10% $<$ 排名 $\leq$ 25%者	「排名 $\leq$ 10%」獎勵金	×	0.8
25% $<$ 排名 $\leq$ 50%者	「排名 $\leq$ 10%」獎勵金	×	0.6
50% $<$ 排名 $\leq$ 75%者	「排名 $\leq$ 10%」獎勵金	×	0.4
75% $<$ 排名 $\leq$ 100%者	「排名 $\leq$ 10%」獎勵金	×	0.2

(四) 為鼓勵年輕研究人員，並保障不同職涯階段研究人員投入研究，副教授級或相當職級以下人數應至少占本校獎勵對象人數之 20%。

(五) 獎勵補助金額與名額得視國科會補助額度調整之。

Incentive Grant Calculation:

- Applicants shall be ranked separately based on their total CJA score over the past five years (including peer-reviewed journal articles, patents, and technology transfers) and the total funding amount of externally funded projects (including research projects subsidized by external institutions, technology transfers, and academia-industry cooperation revenue). Scores are then calculated according to the applicant's percentile ranking among all candidates, with the CJA component accounting for 70% of the total score and the project funding component accounting for 30%. A combined score is calculated based on these weightings for the final ranking. Each journal article, patent, and technology transfer may only be used by one applicant in the calculation.
- Projects not categorized under NSTC Biological Sciences or specialized publications will be evaluated and ranked by the Review Committee.

3. Incentive amounts based on the final ranking approved by the President:

Ranking Tier	Monthly Incentive Amount
Top 10%	NT\$30,000–50,000
10% < Rank ≤ 25%	The Amount of Top 10% x 80%
25% < Rank ≤ 50%	The Amount of Top 10% x 60%
50% < Rank ≤ 75%	The Amount of Top 10% x 40%
75% < Rank ≤ 100%	The Amount of Top 10% x 20%

4. To support early-career researchers, the number of recipients at the level of or below associate professor (or equivalent rank) shall account for at least 20% of the total number of awardees.

5. The number and amount of awards are subject to adjustment based on the actual subsidy from NSTC.

五、 未來績效要求：

- (一) 教師升等年限規定：依據「中國醫藥大學教師聘任及升等評審辦法」規定。
- (二) 教師教學研究表現規定：依據「中國醫藥大學教師彈性薪資實施辦法」規定。

Future Performance Requirements:

1. Faculty promotion deadlines shall follow the “CMU Regulation for Faculty Appointment and Promotion.”
2. Faculty teaching and research performance shall comply with the “CMU Regulations for the Implementation of Flexible Salary.”

六、 定期評估標準：依據「中國醫藥大學教師評估辦法」規定。

Periodic evaluation standard shall follow the “CMU Regulations for Faculty Evaluation.”

七、 教學、研究及行政支援：

- (一) 新進教師學術研究經費補助：為協助新進教師投入學術研究，補助經費充實教學與研究能量，以期提昇本校之學術研究水準；其補助金額最高以 50 萬元為原則。
- (二) 其他各項獎助：學術論文發表獎勵、補助專任教師出席國際會議、研究經費補助、學術論文獎勵金等。
- (三) 教師培育：除由教師發展中心辦理各項提升教學技能及效率課程外，亦鼓勵教師赴國外大學、研究機構或專業機構從事講學、進修或研究，除留職留薪外，並給予每年 100 萬生活補助費(菁英教師)。

Teaching, Research, and Administrative Support:

1. Start-up Funding: New faculty members may receive up to NT\$500,000 in research support to enhance teaching and research capacity.

2. Other Incentives: Including academic publication bonuses, conference travel grants, research grants, and publication awards.
3. Faculty Development: In addition to teaching skill enhancement programs organized by the Center for Faculty Development, faculty are encouraged to give lectures, study, or conduct research abroad. Elite faculty may receive a living stipend of NT\$1,000,000 per year, with paid leave.

八、 獲本獎勵補助者在補助期間內有離職或不予聘任等情況，該項補助即按其未在職期間比例繳回。

Recipients who resign or are not reappointed during the funding period must return the remaining amount based on the proportion of time not served.

九、 獲本獎勵補助者應致力於本校學術研究水準之提升，並應於補助期間結束前二個月繳交研究成果報告（格式另定之）。前項研究成果包含專書、期刊論文、主持研究計畫等。

Recipients must commit to advancing the University's academic standards and submit a research report two months before the end of the funding period (format separately specified). The report shall include books, journal articles, and research projects undertaken.

十、 本要點所需經費由「國科會補助大專校院研究獎勵」補助經費支應。

All expenses under these Guidelines are funded by the "NSTC Subsidy for College and University Research Rewards."

十一、 本要點如有未盡事宜，悉依國科會相關規定辦理。

Matters not covered by these Guidelines shall be handled in accordance with relevant NSTC regulations.

十二、 本要點經行政會議通過後，陳請校長發布實施。

These Guidelines shall be implemented upon approval by the Administrative Affairs Meeting and promulgation by the President of the University.