

National Chiao Tung University College of Electrical and Computer Engineering Special Outstanding Talent Recruitment and Retention Flexible Payroll–Incentive Considerations Specifications

Amended and approved on May 10, 2011, in the 9th TECC* meeting of the 2010 academic year
Amended and approved on May 13, 2011, at ECE** in the 17th administrative meeting of the 2010 academic year
Amended and approved on May 17, 2011, at ECE in the 3rd college affairs meeting of the 2010 academic year
Amended and approved on May 20, 2011, at ECE in the 18th administrative meeting of the 2010 academic year
*TECC: Teacher Evaluation Committee of the College
**ECE: College of Electrical and Computer Engineering

1. This specification was established based on the NCTU Special Outstanding Talent Recruitment and Retention Flexible Payroll Incentive Grant Support Principles.
2. Suitable applicants for flexible payroll incentive grants are determined based on Point 2 of the NCTU Special Outstanding Talent Recruitment and Retention Flexible Payroll–Incentive Grant Support Principles
3. Special outstanding instructors and researchers must fulfill the following conditions:
 - (1) Meet the conditions outlined in Article 2 of the NCTU Chair Professor Established Regulations and one of the following conditions:
 - a. Nobel Prize winner or similarly-level awardee.
 - b. Member of an internationally renowned national academy.
 - c. Awardee of an internationally renowned prize that can elevate the international reputation of NCTU.
 - d. Ministry of Education (Taiwan) National Chair Professor.
 - e. Ministry of Education (Taiwan) Academic Award.
 - f. National Science Council contract research fellow.
 - (2) Meet the conditions outlined in Article 2 of the NCTU Chair Professor Established Regulations and one of the following conditions:
 - a. Awardee of the National Science Council Outstanding Research Award in the past 5 years
 - b. Awardee of a combination of at least two Ministry of Education teaching awards or NCTU Distinguished Teaching Award(s), and recommended by the affiliated department and our college.
 - c. Other major international academic prizes in the past 5 years and are recommended by the affiliated department and our college
 - d. Members of major international academic societies and are recommended by the affiliated department and our college
 - (3) Excellent instructors and researchers are individuals who have demonstrated special achievements in teaching, research, and service performance, and are recommended by the affiliated department.
4. Review mechanism for special outstanding instructors and researchers:
 - (1) Chairs and distinguished professors are reviewed based on our Chair and Distinguished Professor Review Guidelines.
 - (2) Current and newly appointed excellent instructors and researchers are first recommended by each department before being referred to the College.
Chair professors who have been qualified based on the original review procedure before the implementation of this specification must obtain the principal's approval for flexible payroll or incentive grants.
5. The Flexible Payroll–Incentive Considerations Committee of the College comprises the following members:
The dean is the ex-officio member and convener; a chair professor is appointed by the principal as an ex-officio member. The remaining 3–5 members are publicly recognized excellent academic

figures in relevant domains invited by the dean.

6. Applicants must all complete and provide performance and achievement data based on school regulations; the application list is first arranged in a recommendation sequence by each department and then submitted to the College after approval by the supervisor(s). Based on a comprehensive consideration of the listed performance indices provided by Point 7 of this specification, a college-level meeting is conducted to resolve the flexible payroll–incentive considerations and the resulting list for the entire college is then recommended to the university, which is approved through university-level meetings.

7. Evaluation Standards for special outstanding instructors and researchers include the three dimensions of teaching, research, and services. Quantified evaluation performance tables for each dimension follow school-provided formats with the following items of considerations:

(1) School: Demonstrated outstanding teaching achievements, teaching hours and teaching response survey scores, awards for or performance in guiding student academic research, assistance in promoting teaching-related matters or administrative activities (i.e., participating in teaching-related committees and school development), and work in promoting internationalization-related teaching performance.

(2) Research: Received major international awards, published multiple papers in relevant dominant domains, competed for off-campus research grants and industrial cooperation projects (i.e., number of approved patents, amount of technology transfer), and demonstrated other specific research results.

(3) Services: Participated in various school committee services, administrative services, student counseling, professional services, and other services.

We separately establish the performance indices, weighting, and scoring methods for teaching, research, and services.

8. The payment quota (payment points) for special outstanding instructors' and researchers' flexible payroll or incentive payments are based on Point 8 of the NCTU Special Outstanding Talent Recruitment and Retention Flexible Payroll–Incentive Grant Support Principles; the payment periods and proportions (recommended number of individuals) of payrolls or incentives are based on Point 10 of the regulation or according to relevant regulations provided by the school.

9. Performance requirements for special outstanding instructors and researchers:

(1) Prospective performance must be considered through the dimensions of teaching, research, and services. Performance for each of the dimensions is based on each regulation provided by Point 7 of this specification.

(2) Those who apply for the Executive Yuan National Science Council Institutes of Higher Education Incentives for Special Outstanding Talent Grant Measures must submit performance reports 2 months prior to the grant deadline. This also applies to those dismissed during the granting period; the corresponding performance reports are organized and submitted by the school.

10. For newly appointed or retired special outstanding instructors and researchers or those on secondment or dismissed early from the College, the amounts of flexible payroll or incentive payments are calculated based on the annual proportion of months on the job. The amount of flexible payroll or incentives for those who are on secondment in off-campus units are based on the current annual proportion of months on the job since returning to school.

11. Please refer to relevant regulations for matters not covered in this guideline.

12. This specification has been approved through the college affairs meeting and implemented after reporting to the school teacher evaluation committee; this procedure also applies for relevant amendments.

2011 ECE Flexible Payroll–Incentive Evaluation Methods (May 17, 2011)

1. The three major dimensions of evaluation standards:

Teaching performance during the previous 5 years (February 1, 2006–January 31, 2011)

Research performance during the previous 5 years (January 1, 2006–December 31, 2010)

Service performance during the previous 5 years (February 1, 2006–January 31, 2011)

Teaching responses must all receive a score greater than 3.0 during the year of application.

2. The weighting and scoring methods for teaching, research, and service evaluations are shown in the following table:

Three major dimensions Application category	Total score ($T \times \text{weighting} + R \times \text{weighting} + S \times \text{weighting}$)			
	Teaching T weighting	Research R weighting	Service S weighting	Weighting total
Teaching	60%	20%	20%	100%
Services	20%	20%	60%	100%
Research*	20% Teaching performance must reach basic requirement	60%	20% Teaching performance must reach basic requirement	100%

*The teaching and service basic requirements must be separately fulfilled when applying for excellent instructors–researchers in the research category; the total maximum score is 80 (which is the total score \times 80%). Unqualified teaching or service performance will influence the research performance evaluation.

3. Please refer to our teaching, research, and service performance items for the evaluation items.

4. The applicant performance table: Please provide a signed printed copy after completing the NCTU online teaching, research, and services data, and submit the application according to the deadlines specified by the affiliated department. Recommendation lists are generated after considering comprehensive performance of the three major dimensions (payment points are recommended based on performance rankings).

I. Teaching Performance Indices

1. Basic teaching performance indices (50%)

- (1) Lecturing performance
 - a. Lecturing hours (meeting NCTU-specified instructor lecture hour principles)
 - (i) Teaching load
 - (ii) Research load
 - (iii) Teaching-related work checklist
 - b. Average points scored on the teaching response survey (average scores must all be greater than 3.0 during the year of the application in the courses taught)
 - c. Uploaded syllabus (including all courses taught)
 - d. Graduation rate of instructed students (Masters and PhD)

2. Advanced teaching performance indices (50%)

- (1) Teaching awards
 - a. Internationally renowned teaching-related awards
 - b. NCTU teaching awards
- (2) Awards won by instructed students
 - a. Major international academic or conference paper awards (i.e., Best Student Paper Award)
 - b. International competition awards
- (3) Participation in teaching affairs for promoting college or school developments
 - a. **Promoting the Ministry of Education Course Improvement Plan**
 - b. Lecturing in English (for instructors who speak English as a second language)
 - c. Teaching gender equality courses
 - d. Teaching general or popular science courses (for nongeneral full-time instructors)
 - e. Teaching service learning courses
 - f. Teaching open-type courses
 - g. Teaching intellectual property courses
 - h. Assisting in promoting and elevating enhanced teaching or featured teaching plans
- (4) Other professional teaching performance
 - a. Lecturing undergraduate prerequisite courses
 - b. Lecturing continuing professional growth and development courses (such as knowledge and skills workshops and knowledge-transfer projects)
 - c. Publishing textbooks
 - d. Other (e.g., participating in teaching improvement projects or compiling high-quality teaching materials)

II. Research Performance Indices (100%)

1. Major awards
2. Editor of international journal(s)
3. Performing (or have performed) major duties in international academic conference(s); records of invited talks
4. Competed for off-campus research grants
 - (1) **Ministry of Science and Technology** projects (must be the applicant and the principal investigator to be considered)
 - (2) Projects from **other units** (must be the applicant and the principal investigator to be considered)
 - (3) **International cooperation projects**
 - (4) **Industry–university cooperation and cooperative education projects**
5. Journal papers
6. Major domestic or foreign academic journals or conference paper awards (i.e., Best Paper Award)
7. Published specialized books
8. Patent approval
9. Technology transfer
10. Creative works
11. Other specific results (a self-description of recorded items)

III. Service Performance Indices

1. Basic service performance indices (including administrative services and student counseling performance) (50%)

- (1) Performing major on-campus administrative duties.
- (2) Serving as committee or group members at various levels.
- (3) Attending on-campus meetings and participating in administrative activities.
- (4) Serving as instructors, club instructors, or school team coaches at various levels.
- (5) Other specific contributions to student counseling.
- (6) Participating in recruitment advertising, preparing for test questions, marking papers, supervising exams, and reviewing educational matters.
- (7) Assisting in fundraisers or other school-development programs for NCTU.

2. Advanced service performance indices (including professional services and other service performance) 50%

- (1) Participating in off-campus academic group service activities; serving as a reviewer.
- (2) Competing for contracts, **grants**; organizing academic conferences.
- (3) Performing international organization duties.
- (4) Providing off-campus counseling or evaluations.
- (5) Organizing academic conferences.
- (6) Incentives rewarded by government agencies, academic societies, or relevant initiative organizations or legal persons for excellent service performance.
- (7) Participating in social welfare affairs; notable performance in social education activities.
- (8) Other service performance that promotes internationalization development or elevates school reputation.