Guidelines for Award Payments for the Recruitment and Retainment of Special Outstanding Talent

Approved by the Executive Yuan on September 21, 2018

Amended on September 1, 2026, effective on August 1, 2026

Article 1 Objectives:

Academia Sinica (hereafter referred to as "AS") is committed to recruiting and retaining outstanding research fellows and research specialists to achieve the goal of cultivating talent and enhancing scholarly standards. The “Guidelines for Award Payments for the Recruitment and Retainment of Special Outstanding Talent” (hereafter referred to as the “Guidelines”) have been established to promote this end, based on Articles 2 and 4 of the "National Science and Technology Council Guidelines Governing Subsidies for College and University Research Awards.”

Article 2 Eligibility:

(a) Full-time research staff within the official establishment of AS (excluding distinguished research fellows) who have executed National Science and Technology Council (hereafter referred to as "NSTC")-subsidized research projects within one year prior to the award start date, who qualify as Project Directors under Article 3 of the NSTC Guidelines Governing Subsidies for Specific Research Projects, and who are evaluated and approved by AS as having outstanding performance in academic research, industrial-academic collaborative research, or interdisciplinary research. Personnel with outstanding performance in teaching or administrative work, as well as those who have retired in accordance with relevant laws and regulations, are excluded.

(b) AS research staff temporarily transferred to other institutions or universities may not accept simultaneous awards from both AS and the receiving unit.

Article 3 Number of awardees and approval ratio:

The number of awards should not exceed 40% of the total number of Project Directors executing NSTC-subsidized research projects during the previous year. In order to ensure that AS staff at different career stages can engage in research, no less than 30% of staff who receive awards should be at the rank of associate research fellow or below.

Article 4 Award Amounts:

The maximum monthly rate for each person is NT$200,000, with a minimum of NT$5,000.

Article 5 Source of Funding:

“Executive Yuan National Science and Technology Development Fund” from NSTC.

Article 6 Award Period:

The award period starts from August 1 of the current year to July 31 of the following year.

Article 7 Amount Funding Quotas:

(a) NSTC will calculate the amount of award funding that AS can apply for.

(b) AS will decide the total number of applications. Each institute and research center should apply based on the number of recipients and funding limits. Each division should receive award funding no less than 20% of the current year’s NSTC funding.

Article 8 Performance evaluation standards:

Institutes and research centers should set evaluation standards according to their respective fields based on research staff’s academic performance in industrial collaborative, international collaborative, and interdisciplinary research, as well as the institute or research center’s mid-term and long-term development goals. Research staff should achieve outstanding performance according to the following requirements (listed for reference):

(a) Attain highly acclaimed research results and technology achievements awarded by distinguished domestic or international academic organizations.
(b) Attain major research results and technology achievements with notable contributions recognized by the scholarly community.
(c) Attain research results and technology achievements assessed as excellent by relevant units.
(d) Attain outstanding performance while participating in AS efforts to set research objectives or government policies.
(e) Publish monographs that make significant contributions to the scholarly community.
(f) Publish research papers (technology reports or products) that make significant contributions to the scholarly community.
(g) Lead or engage in outstanding research.
(h) Serve as Director or Co-Director of outstanding research projects.
(i) Participate as keynote speaker at major international academic conferences.
(j) Receive prominent academic awards.
(k) Serve with distinction on editorial boards of leading international academic journals.
(l) Make notable contributions to assisting research work at institutes and research centers.

Article 9 Review process:

The director of each institute or research center should recommend candidates for approval. Funding subsidies may be disbursed upon review and approval by both the AS Academic Research Performance Assessment Committee and the AS Review Committee for Newly-Appointed Staff Academic Research Grants. Review results for both award programs should then be submitted to the AS President for approval prior to disbursement of funding.

Article 10 Award disbursement and returning funds:

(a) AS should disburse awards in two installments. In accordance with notification letters of NSTC approval, disbursement receipts and requisition lists of awardees should be attached.
(b) Awards listed in the "Guidelines" should be disbursed to recipients on a monthly basis, with amounts verified and paid according to actual situations. Award funding should be managed as specific accounts for specific purposes.
(c) During the award period, recipients will have to return funds in proportion to the violation period if the following circumstances occur. In cases of serious violations, the full award should be returned.
    (1) Failure to comply with Article 3 of the Guidelines for NSTC Funded Research Projects;
    (2) Being suspended by NSTC;
    (3) Violation of academic ethics.
(d) Management of all funds should be processed according to the Accounting Law, Audit Law and Accounting System. Tax deductions should be processed according to the Income Tax Act.

Article 11 Performance evaluation:

(a) Award recipients should submit annual performance reports two months prior to the expiration of the award period for review by both the AS Academic Research Performance Assessment Committee and the AS Review Committee for Newly-Appointed Staff Academic Research Grants.
(b) NSTC may revoke or terminate approved funding and deny any future applications if any of the following occurs at AS:
    (1) Submission of NSTC award applications associated with forged documents or false information.
    (2) Failure to submit performance reports on time after receiving notification from NSTC.
    (3) Failure to disburse funding to award recipients on a monthly basis.
    (4) Other violations of funding regulations.