

# **Incentive Guidelines for Research and Development Promotion at Academia Sinica**

Approved on May 20, 2021

Amended on June 23, 2022

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1. Academia Sinica (AS) has established these Guidelines to promote research and development and to attract, retain and provide incentives to outstanding talents.
2. The source of funding used in these Guidelines is as follows:
  - (a) The remaining 79% of the royalty income of the R&D results attributable to the AS after making distributions to the creators.
  - (b) Donations from non-domestic governmental agencies. However, such donations do not include those from the Civil Corporations, State-owned Enterprises, and government-endowed foundations referred to in the Foundations Act.
  - (c) The balance remaining at AS from executing research projects subsidized by non-domestic governmental agencies (institutions).
3. Funding stated in Point 2 may be used in the following usages that are related to the R&D of the AS:
  - (a) Incentives.
  - (b) Fees related to R&D promotion.
4. Subsidized rewards for individuals shall be administered in accordance with the provisions outlined below:
  - (a) Subsidy target: Full-time employees of AS, domestic and international joint research fellows or students who are studying and participating in research at AS.
  - (b) The subsidized rewards: In principle, shall not exceed five times of the monthly salary, and will be paid on a monthly basis for each person. For students, the reward amount is capped at 50% of the subsidy standards set out in the Guidelines for Academia Sinica Scholarship Payments and is not subject to the payment restrictions specified in item 3 of those guidelines.
  - (c) The subsidies must meet one of the following conditions:

- (1) Attracting or retaining outstanding talent.
  - (2) Achieving significant results in research projects conducted in accordance with AS regulations, with the waiver of rights to income from research and development outcomes, and subject to AS supervision.
  - (3) Contributing concretely to advancing research development or related business activities in accordance with AS regulations.
5. Subsidized individuals shall be nominated by the Central Academic Advisory Committee or the Secretary-General. The candidate's specific work performance, or complete curriculum vitae and list of all publications (including the full texts of three representative works) should be submitted for review.
6. An AS Vice-President will convene an ad hoc meeting to review the above nominees' specific work or academic performance and recommend the amount and duration of the subsidy to the AS President for approval.
7. The incentive measures for R&D promotion of an AS institute, research center or laboratory using the funds referred to in Point 2 are otherwise established.