

# **Guidelines for Implementing Research and Development Incentives of Translational Research, Academia Sinica**

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1. To motivate task-oriented research teams that are engaged in translational research and development, and to achieve or exceed expected milestones within a set timeframe, Academia Sinica (AS) has established these Guidelines in accordance with the funding sources outlined in Article 2 of the Guidelines for Promoting Research and Development Rewards at Academia Sinica to implement incentives. The aim of these Guidelines is to promote the transformation of significant translational research outcomes from AS into socially valuable outputs.
2. The recipients of these Guidelines are research teams and their members who forgo rights to income distribution from research and development achievements and who accept supervision by AS.
3. The incentives under these Guidelines include translational research and development fellowships, team incentives, and individual incentives. Research and development fellowships may be donated and named by non-domestic governmental agencies for designated purposes. Team incentives aim to encourage team collaboration; individual incentives aim to reward individual contributions.
4. The head of the research team is responsible for regularly updating or submitting the list of team members, the time commitment ratio of each member, and the work objectives of each member to the Translational Research Office (the Office) for quarterly evaluation.

The Office will assess research teams and their members on the basis of the schedules and objectives of the approved translational research projects and recommend incentive recipients to the Central Academic Advisory Committee (CAAC). The incentives are granted in accordance with the Guidelines for Promoting Research and Development Rewards at Academia Sinica. The Office may alter or terminate project objectives, schedules, or incentives. Incentive recipients who resign or withdraw from the project are not eligible to receive previously approved incentives.

5. After evaluation by the Office, the principal researcher of the research team will be recommended to the CAAC for a translational research and development fellowship.

This fellowship is granted for a two-year term, with the possibility of extension upon review of the research achievements.

Recipients of the fellowship are entitled to a fellowship incentive. The incentive consists of two components (a basic incentive and a performance incentive); the basic incentive is divided into three levels: NT\$500,000, NT\$750,000, and NT\$1,000,000 per year; the performance incentive is awarded based on the achievement of project objectives and team management in the previous year. The total amount of the basic and performance incentives of the fellowship incentive is assessed annually and disbursed over twelve months, with the monthly amount not exceeding twice the recipient's monthly salary, in principle. The previously approved incentives may be terminated if the donating agency ceases its contributions during this period.

The monthly maximum amount provided in the previous section should be calculated in conjunction with the R&D results derived from

research projects approved by the Office, as well as Principal Investigator fee or project execution fee obtained from executing the research projects. This principle applies to Points 6 and 7.

6. Starting from the approval of project schedules and objectives, research teams will undergo evaluation by the Office every six months. Those who achieve the predetermined objectives will be recommended to the CAAC for incentives.

Members of the awarded research teams, aside from those receiving translational research and development fellowships, are entitled to a team incentive, with equal amounts for each individual. The incentive is approved every six months and disbursed monthly.

7. Starting from the approval of their project schedules and objectives, the head of the research team may submit the specific achievements of the research team members (excluding those receiving translational research and development fellowships), and recommend them every six months to the Office, which evaluates and presents its recommendation to the CAAC. Incentive recipients are entitled to an individual incentive. The incentive is awarded on the basis of individual contributions and the achievement of personal objectives and is approved every six months and disbursed monthly. The total amount of both individual and team incentives should not exceed twice the recipient's monthly salary, in principle.