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NATIONAL TAIWAN UNIVERSITY Directives Governing the Funding of Flexible Salaries to Recruit and Retain Exceptional Talent in Semiconductor-Related Areas

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Article 1 National Taiwan University (NTU or "the University") formulates the *NATIONAL TAIWAN UNIVERSITY Directives Governing the Funding of Flexible Salaries to Recruit and Retain Exceptional Talent in Semiconductor-Related Areas* ("the Directives") to implement the donation contract signed with Taiwan Semiconductor Manufacturing Company (TSMC) to recruit distinguished scholars in semiconductor-related areas from domestic and abroad to serve at NTU while retaining exceptional talent in those areas to enhance the academic competitiveness of the University.

Article 2 For talent retention, exceptional quota-based full-time paid faculty members and research fellows in semiconductor-related areas who have served at NTU for at least one year are eligible for the Flexible Additional Pay ("the Pay").

For talent recruitment, newly hired quota-based full-time paid faculty members and research fellows who have prominent international reputations or demonstrate great R&D potential in semiconductor-related areas are eligible for the Award Incentive ("the Incentive").

Article 3 The number of recipients of the Pay and the Incentive for each year shall be subject to the annual budgetary condition.

Under general circumstances, recipients of the Pay for each year shall consist of at least 50% faculty members at or below the rank of Associate Professor or those who have been promoted to the rank of Professor for less than five years.

Candidates who have participated in top semiconductor conferences or published papers in top semiconductor journals shall have priority for the selection as the recipients of the Pay and the Incentive

Article 4 Candidates who meet the criteria specified in Article 2 may be referred to NTU Flexible Salaries for Talent in Semiconductor-related Areas Review Committee ("the Committee") by the colleges in semiconductor-related areas according to the schedule and terms promulgated by the Committee after passage at a college-level meeting, and, upon passage by the Committee, the candidates shall be selected to receive the Pay or the Incentive.

Unless specified below, the nomination shall be undertaken by the colleges candidates are affiliated to ("the Nominating College"):

1. For candidates holding positions at NTU Center for Condensed Matter

Sciences (CCMS), the nomination shall be undertaken by the College of Science.

2. For candidates holding positions at NTU Global Undergraduate Program in Semiconductors (GUPS), the nomination shall be undertaken by the International College.
3. For candidates jointly appointed by multiple units, the nomination shall be undertaken by the main appointer.

Article 5 The Review Committee shall comprise several members, with one NTU Executive Vice-President serving as the convenor and an ex-officio member, the Director of the TSMC-NTU Joint Research Center serving as an ex-officio member, and additional members appointed by NTU President.

Article 6 The Pay and Incentive shall be paid monthly according to the rank of the recipients as follows:

1. Flexible Additional Pay:
 - 1) Professor: 25 points per month.
 - 2) Associate Professor: 20 points per month.
 - 3) Assistant Professor: 15 points per month.
2. Award Incentive:
 - 1) Professor: NT\$80,000 per month.
 - 2) Associate Professor: NT\$60,000 per month.
 - 3) Assistant Professor: NT\$40,000 per month.

The conversion rate for the points of the Pay for each rank specified in Subparagraph 1 of the preceding paragraph shall take reference from the conversion ratio for flexible additional pay adopted by the Personnel Office.

Article 7 The Pay is paid monthly for one year, starting from August 1 of the calendar year in which the nomination is approved by the Review Committee. Before the conclusion of the payment periods, recipients may be re-nominated by the Nominating College and, upon approval by the Review Committee, be selected to receive the Pay for one more year, with no limit on the times of selections.

Article 8 The Incentive is paid monthly for one year, starting from August 1 of the calendar year in which the nomination is approved by the Review Committee. Before the conclusion of the payment periods, recipients may be re-nominated by the Nominating College and, upon approval by the Review Committee, be selected to receive the Incentive for one more year, with a maximum of three consecutive selections.

Article 9 For recipients of the Pay or the Incentive who are promoted during their payment periods, their payment shall increase according to their new rank for the remainder of the periods from the month in which the promotion is notified by the Nominating College.

Article 10 Recipients of the Pay or the Incentive who qualify to receive other grants from governmental bodies in accordance with respective regulations may concurrently receive those additional grants unless otherwise stipulated in the respective regulations.

Recipients of the Pay shall not concurrently receive grants of University-level Chair Professorships, differential pay for Distinguished Professors, flexible additional pay, and Incentives for Newly Hired Exceptional Talents.

Recipients of the Incentive shall not concurrently receive grants of University-level Chair Professorships and Scholar Fellowships, differential pay for Distinguished Professors, flexible additional pay, and Incentives for Newly Hired Exceptional Talents, unless, under extraordinary circumstances, otherwise approved by NTU President in writing.

For the Pay or the Incentive funded with self-raised funds of each unit, the limit prescribed in the preceding paragraphs of this Article shall not apply.

Article 11 The Pay or the Incentive shall cease if the recipients embark on unpaid leave, temporary transfer, resignation, retirement, or are denied reappointment on the day when the unpaid leave, temporary transfer, resignation, retirement, or denied appointment takes effect.

For recipients who embark on unpaid leave or temporary transfer according to the preceding paragraph, once they return to their positions and resume salaries, the Pay or the Incentive shall be reinstated for the remainder of their payment periods.

Article 12 For recipients of the Pay or the Incentive in any of the following situations, their grant payments shall cease mandatorily:

1. Those who are dismissed, denied reappointment, or suspended, their grant payments shall cease the day after the decision is authorized by the Ministry of Education.
2. Those who are temporarily suspended by the University in accordance with Article 19 and Article 22 of the *Teachers' Act*, their grant payments shall cease the day after the decision is made by the University Faculty Evaluation Committee.
3. Those who are subject to mandatory temporary suspension in accordance with Article 21 of the *Teachers' Act*, their grant payments shall cease the day after the occurrence of the concerned incident.

Article 13 For recipients who break laws, violate legal decrees, infringe administrative regulations, breach employment contracts, or commit other misconducts during their terms (including the periods on transfer or unpaid leave) and consequently receive disciplinary actions, punishments, and sanctions by the University, the respective college units may submit a written request to the Committee to cease their Pay or Incentive, which shall be implemented on the first day of the next month following the passage by the Committee.

Article 14 The Nominating College shall inform the recipients in writing that the Pay or the Incentive is funded with a donation from TSMC.

Article 15 Matters not addressed herein shall be subject to the donation agreement signed by and between NTU and TSMC as well as applicable regulations of the University.

Article 16 The Directives shall be passed by the Administrative Meeting before being implemented on the date of promulgation.