

# Regulations Governing the Recruitment of Visiting Science and Technology Personnel with Subsidies from the National Science Council, Executive Yuan, Republic of China

Amended by the 393rd NSC senior staff meeting on August 16, 2000

Amended by the 407th NSC senior staff meeting on January 10, 2001

Amended by the 413th NSC senior staff meeting on April 18, 2001

Amended by the 438th NSC senior staff meeting on May 2, 2002

Amended by the 456th NSC senior staff meeting on April 17, 2003

Amended by the 491st NSC senior staff meeting on December 15, 2004

Amendments publicly announced in Letter Tai-hui-zong-yi-zi No. 0940017878 on February 1, 2005

Amended by the 540<sup>th</sup> NSC senior staff meeting on September 13, 2006

Amendments publicly announced in Letter Tai-hui-zong-yi-zi No. 0950048349 on September 15, 2006

Amended by the 639<sup>th</sup> NSC senior staff meeting on February 5, 2009

Amendments publicly announced in Letter Tai-hui-zong-yi-zi No. 0980014883 on February 24, 2009

A. To meet the needs of scientific and technological development, the National Science Council, Executive Yuan (hereinafter referred to as the "NSC") of the Republic of China (hereinafter referred to as the "ROC") has determined these Regulations concerning subsidization of the recruitment of talented science and technology personnel to participate in science and technology research projects, to teach in specialized fields, and to help promote science and technology R&D and management work.

B. Applicant organizations:

1. Public and private colleges and universities and public research organizations.
2. Academic research foundations recognized by the NSC.
3. Government organizations (agencies) with attached scientific or technological R&D or management units.

Scientific or technological R&D or management units refer to government units in charge of the implementation of technological policies or engaged in the formulation, research, or management of technological policies.

An applicant organization in Paragraph 1, Subparagraph 3 shall not apply to recruit science and technology personnel whose domicile is in the mainland China area or who are mainland China citizens living abroad.

C. Applicants:

Those persons applying for subsidies for the recruitment of science and technology personnel (hereinafter referred to as "applicants") shall engage in teaching or research at the applicant organization or be level 1 administrative managers (including the principal investigators of NSC-funded specific-topic research projects).

D. Science and technology personnel recruited with subsidies governed by these Regulations shall consist of the following three categories:

1. Fellow personnel:

a. Distinguished Visiting Fellow, who shall meet one of the following qualifications:

(1) Is a Nobel Prize laureate.

(2) Is a fellow of a national science institute and has earned international prestige (limited to foreign science and technology personnel).

b. Fellow Professor (limited to foreign science and technology personnel), shall currently hold or have previously held the position of a fellow professor at a university, and has in the past three years published research results that have won international acclaim.

2. Visiting Personnel (limited to foreign science and technology personnel), shall consist of the following four types depending on their qualifications:

a. Visiting Professor (or Visiting Research Fellow), shall have held the position of professor at a university or a researcher at a research organization, and have made major academic contributions or published major specialized works.

b. Visiting Associate Professor (or Visiting Associate Research Fellow), shall have held the position of an associate professor at a university or an associate researcher at a research organization, displayed superior performance, and published specialized works.

c. Visiting Assistant Professor (visiting assistant research fellow), shall have held the position of an assistant professor at a university or an assistant researcher at a research organization, displayed superior performance, and published specialized works.

d. Visiting Expert, shall meet one of the following qualifications:

(1) After obtaining a Ph.D. degree, has for at least four years continuously engaged in professional work, conducted research at a research organization, or engaged in R&D or management work at a science and

technology organization, and has achieved notable results.

(2) Possesses unique talents that are rare in Taiwan or abroad for a special technology or for R&D or management work at a science and technology organization.

3. Postdoctoral Research Fellow, shall possess a Ph.D. degree, and is either a talented ROC national demonstrating development potential or a talented foreign person whose area of expertise is not readily available in Taiwan.

#### E. Application method:

The applicant shall enter the " Subsidies for recruitment of science and technology manpower and cross-strait scientific and technological interchange" web site, and, after producing the following documents online, shall submit an application to the applicant organization. The applicant organization shall compile and submit the application; documents that are incomplete or not in compliance with regulations shall not be accepted:

##### 1. Fellow personnel or visiting personnel:

a. An applicant organization may recommend a fellow or visiting personnel after reviewing the person's qualifications to receive a subsidy in accordance with relevant academic review procedures. The NSC may adjust and approve subsidy qualifications in view of the actual review circumstances.

b. The Applicant organization shall submit a specific work plan in the format determined by the NSC focusing on the research, teaching, or technology R&D or management project in which the candidate will be participating. In addition to the work plan, the applicant organization shall submit the following documents when applying to the NSC:

(1) Application form.

(2) Personal identification document, and documents proving the academic background and work experience of the candidate, or verifying current position if the aforementioned academic and work experience documents are not available. Chinese translations shall be provided together with academic and work experience verification documents.

(3) Offprints or photocopies of the candidate's works published during the most recent three years.

(4) Documents proving the completion of the review procedures completed by the applicant organization.

##### 2. Postdoctoral research fellows:

- a. For persons participating in NSC-funded specific-topic research projects:
  - (1) When applying for research project funding from the NSC, the applicant organization shall simultaneously submit a "Postdoctoral Researcher Subsidized Recruitment Quota/Manpower Hiring Application Form" to the NSC for review. The NSC will only approve the personnel quota when it approves the project, and the applicant organization must submit an application to the NSC after finding candidates.
  - (2) If the applicant organizations applies for recruitment of a Postdoctoral Research Fellow after it has applied for research project funding, the applicant organization shall, in reference to the research project in which the candidate will be participating, upload the items in (1)-(3) of Item b. of the foregoing subparagraph when applying to the NSC.
- b. When candidate personnel will participate in a science and technology research project funded by the applicant organization or engage in technology management work, the applicant organization shall upload the items in (1)-(3) of Item b. of the foregoing subparagraph, and submit a specific work plan in the format determined by the NSC when applying to the NSC.
- c. If a recruited candidate in this subparagraph possessing R&D substitute service status, a photocopy of the candidate's R&D substitute service ID card must be attached to the application.
- d. If a recruited postdoctoral research fellow will soon graduate, the applicant organization must submit the following documents to the NSC with its application; when the candidate reports for service, the candidate's Ph.D. certificate must be submitted to the applicant organization for inspection:
  - (1) When the candidate is pursuing a Ph.D. degree overseas, the applicant organization must provide provisional academic attainment documents verifying the candidate's passing oral examination and dissertation review, issued by the foreign university. Chinese translations must be provided for all verifying documents attached to the application.
  - (2) When the candidate is pursuing a Ph.D. degree in Taiwan, the applicant organization must provide a document printed by the department verifying that the candidate has passed review by the Ph.D. degree examination committee and a provisional academic verification document containing a record of the candidate's oral examination meeting.

The applicant organization shall carefully inspect any academic verification documents provided by the candidate; if the candidate is found to have engaged in deception, or if inspection determines that such documents contain untruthful information, after verification by the NSC, applications for science and technology personnel recruitment subsidies from that applicant organization shall not be accepted by the NSC for a certain period of time.

F. Review: The NSC shall complete review procedures within a period of two months from the day after receiving application materials; when necessary, however, the review period may be extended once.

G. Subsidy period:

1. Fellow personnel: Each subsidy period shall last from one month to one year. The subsidy period may be extended at its expiration, but the total cumulative subsidy period shall not exceed three years. If requesting a short-term visit to Taiwan to lecture, direct a research project, or serve as a consultant, the number of visits shall, in principle, not exceed two times each year, and each visit shall not be shorter than ten working days.
2. Visiting personnel: Each subsidy period shall last from three months to one year. The subsidy period may be extended at its expiration, but the total cumulative subsidy period shall not exceed three years.
3. Postdoctoral research fellows: Each subsidy period shall last from three months to one year. The subsidy period may be extended at its expiration.

When calculating the total cumulative subsidy period in the foregoing paragraph, the lengths of two sequential subsidy periods shall be combined when the interval between them does not exceed one year.

An application for renewal of subsidy shall be submitted one month before the expiration of the previous subsidy period. Renewal applications shall be made by logging on to the NSC's research manpower web site and entering subsidy tasks; a work report concerning research (teaching, R&D, or management) in which the individual participated during the previous subsidy period can be submitted online, and an application made as prescribed in Point E.

H. Subsidy items: Subsidy items include teaching and research fees, airfare, insurance premiums, salary differential subsidy, retirement pension or severance pay reserve fund, and R&D fees. The standards for these items are as follows:

1. Teaching and research fees:

Teaching and researching fees for recruited persons shall comply with the NSC's "Teaching and Research Fee Standards for Visiting Science and Technology Personnel Recruited with NSC Funding." The applicant organization shall withhold income tax from teaching and research fees on a monthly basis in accordance with the tax laws of the ROC. The recruited person shall be responsible for filing his/her income tax, but the applicant organization shall provide assistance

2. Airfare:

a. Airfare subsidies shall be calculated in accordance with the following standards based on the most direct round-trip airfare from the person's place of residence to the destination; airfare subsidies shall be provided for the recruited person and his/her spouse and two direct relations:

(1) Distinguished visiting fellows and fellow professors: Round-trip business class airfare.

(2) Visiting personnel and postdoctoral research fellows: Round-trip economy class airfare.

b. Airfare subsidies shall be provided only once. The NSC shall not provide additional airfare subsidies following application for subsidy renewal pursuant to Point G, Paragraph 1 or after obtaining travel expense subsidies from another domestic unit.

3. Insurance premiums:

a. During the NSC subsidy period, the applicant organization shall arrange for the recruited person to participate in Labor Insurance and National Health Insurance as prescribed in the Labor Insurance Act and National Health Insurance Act. The NSC shall subsidize the employer's insurance premiums.

b. If a recruited person is not eligible for either Labor Insurance or National Health Insurance during the NSC subsidy period, the applicant organization shall assist the recruited person to obtain maximum total coverage of NT\$4 million under the "Omnibus Insurance Program for International Technical Cooperation Personnel," and the NSC shall subsidize 65% of insurance premiums.

c. If recruited person resigns early or ceases to purchase insurance, the NSC

shall cease providing subsidies for insurance premiums, from the date of resignation or interruption of insurance purchase.

4. Salary differential subsidy:

When a distinguished visiting fellow, fellow professor, or visiting professor (or visiting research fellow) assumes a full-time position within the regular payroll organization of a unit receiving NSC subsidies during the subsidy period, the NSC may subsidize all or part of the differential between the person's teaching and research fees and salary within the aforementioned unit. This subsidy shall be provided for no longer than three years. Subsidies shall no longer be provided for other subsidized expenses specified in these Regulations, however.

5. Retirement pension or severance pay reserve fund contributions:

The applicant organization shall, in accordance with the actual contractual relationship with the recruited postdoctoral research fellow, contribute either retirement pension or severance pay reserve fund contributions during the NSC subsidy period in accordance with the following regulations:

- a. When the Labor Standards Act is applicable, the employer shall contribute payments for a labor pension fund as prescribed in the Labor Pension Act, and the NSC shall fund the employer's share of monthly contributions.
- b. When the Labor Standards Act is not applicable:
  - (1) Severance pay reserve funds shall be established applying the regulations of the Regulations for Severance Fund Payments for Government Organization or School Employees, and the NSC shall fund the public portion of reserve fund contributions.
  - (2) If the applicant organization complies with the voluntary contribution circumstances in Article 7, Paragraph 2 of the Labor Pension Act, it may change to making labor retirement pension contributions, and the NSC shall fund the employer's share of monthly contributions.

6. R&D fees:

- a. R&D fees refer to fees paid by the applicant organization to the competent authority on a monthly basis as prescribed in the Enforcement Statute for Substitute Services.
- b. When an applicant organization recruits a postdoctoral research fellow, if the research fellow is in the second stage of R&D substitute service, the NSC shall fund that person's R&D fees.
- c. The NSC shall no longer subsidize the items listed in the first through fifth

subparagraphs of this paragraph when subsidizing R&D fees.

- I. The applicant organization shall issue the recruited person an employment contract, and the person's rights and duties during the period of employment shall be explicitly specified in contract. Contract content shall include the subsidized recruitment period, subsidy funding, rights and duties of both parties, leave management, international travel matters, and work content.
- J. Within two months after the end of a recruited person's subsidy period, the applicant shall log on to the area for these subsidies on the NSC's research manpower web site and submit an online research (or teaching, R&D, or management) work report to the NSC for use in case closure.
- K. The appropriation of funding shall be handled in accordance with NSC's approval notification letter and funding approval list regulations.

When an application is made employing the provisional academic attainment verification documents Point E, Paragraph 1, Subparagraph 2, Item 4, a photocopy of the recruited person's Ph.D. degree certificate shall be attached at the time of appropriation.

L. Write-off of funding:

An applicant organization shall, within two months after the expiration of the subsidy period, apply to the NSC with attached evidences for funding case closure in accordance with the following regulations; any remaining balance must be returned; a receipt shall be submitted if there is a shortage, and the NSC shall pay the short amount:

- 1. The applicant organization may submit original evidences of expenditures during the subsidy period for write-off at different times.
- 2. After the applicant organization has classified original evidences of funding expenditures in accordance with subsidy items, and bound them in volumes, they shall be submitted together with the following documents to the NSC for write-off of funding:
  - a. Funding approval list.
  - b. Duplicate copies of summarized receipt and expenditure reports.
  - c. Duplicate copies of work remuneration collection list.

- d. When writing off airfare, duplicate copies of the airfare collection list shall be submitted; airfare shall be written off as prescribed by the Directions for the Overseas Travel Allowance Disbursement.
  - e. When writing off R&D fees, fee payment receipts and a disbursing agency apportionment form must be attached.
3. An applicant organization's original evidences of expenditures corresponding to subsidy items shall be handled as prescribed the Management Guidelines for the Disposal of Expenditure Vouchers.
- M. An applicant organization or applicant shall, within two months after the expiration of the subsidy period, perform write-off of funding and submit a research (or teaching, R&D, or management) work report. If an applicant organization still fails to perform these matters after being reminded by the NSC, the NSC may deduct the funds in question from subsidy funding for other recruited persons at that applicant organization, and may also temporarily disallow the applicant organization from applying for NSC subsidies for the recruitment of science and technology personnel.
- N. An applicant organization shall bear responsibility for the veracity of original evidences of expenditures corresponding to subsidy items, and shall carefully audit original evidences of subsidy item expenditures. If it is found that any payments are spurious or were not used for the subsidy purpose, or that under-reporting or over-reporting has occurred, such payments shall not be written off, and the applicant organization shall bear appropriate responsibility.

If the NSC's audit of an applicant organization's original evidences of expenditures reveals payment for a use apart from the subsidy purpose, the NSC shall demand the return of the payment in question.

If the NSC's audit of an applicant organization's original evidences of expenditures reveals that under-reporting or over-reporting has occurred, the NSC shall notify the applicant organization and applicant to submit a written reply, and shall convene the case task force to review the case as follows:

1. The case task force meeting shall be chaired by an NSC vice minister, and shall include the managers of relevant NSC offices and departments, and experts from outside the NSC.

2. If the conclusion of the case task force meeting is that the evidence is clear, the following disciplinary actions shall be taken in accordance with the severity of the case, and the applicant organization and applicant shall be notified:
  - a. The NSC shall cease accepting subsidy applications from the applicant for a certain period of time (or, when necessary, indefinitely).
  - b. Starting in the next year, the NSC may reduce the applicant organization's NSC-funded specific-topic research project management fees subsidy ratio.
  - c. Demand return of some or all subsidy funding.
  - d. Requirement that applicant organization and applicant perform review and make improvement.

O. The ownership, management, and utilization of R&D results obtained by a recruited person due to participation in research shall be handled in accordance with the Government Scientific and Technological Research and Development Results Ownership and Utilization Regulations and other applicable laws and regulations.

P. Any matter not set forth in these Regulations shall be governed by applicable laws and regulations.

Attached Table 1:  
Teaching and Research Fee Standards for Visiting Science and Technology  
Personnel Recruited with NSC Funding

Type of subsidized recruitment	Teaching and research fees
Distinguished visiting fellow	The maximum amount may be the work compensation paid by the person's previous employer abroad. When the subsidy period is less than one month, the actual number of days is divided by 30 and multiplied by the monthly teaching and research fee amount.
Fellow professors	NTD140,000 to NTD252,000 per month. When the subsidy period is less than one month, the fellow professor shall be paid NTD9,000 daily for the first ten days; starting on the 11 <sup>th</sup> day, the teaching and research fee shall be the actual number of days of work divided by 30 and multiplied by the monthly teaching and research fee amount.
Visiting professor (visiting research fellow)	NTD75,000 to NTD159,500 per month.
Visiting associate professor (visiting associate research fellow)	NTD70,000 to NTD119,600 per month.
Visiting assistant professor (visiting assistant research fellow)	NTD65,000 to NTD100,000 per month.
Visiting expert	NTD65,000 to NTD159,500 per month.
Postdoctoral Research Fellow	NTD55,000 to NTD75,000 per month (including year-end bonus).
<p>Notes:</p> <ol style="list-style-type: none"> <li>1. The aforementioned teaching and research fee grades shall be determined through assessment of factors such as educational experience, academic status, special skills and work experience, the value of recent papers, and the benefit and degree of contribution of the recruited person's research or teaching to domestic academic, scientific, and technological fields. The NSC shall determine the amount of teaching and research fees depending on the situation. However, under special circumstances, the amount of teaching and research fees may be raised in consideration of the recruited person's special skills after submitting specific reasons and obtaining special approval.</li> <li>2. The applicant organization shall withhold income tax from teaching and research fees on a monthly basis in accordance with the tax laws of the ROC. The recruited person shall be responsible for filing his/her income tax, but the applicant organization shall provide assistance.</li> </ol>	