

The Regulations of KMU Global Networking Talent Plan

1. To improve KMU's academic reputation and research competitiveness, facilitate the recruitment of outstanding domestic or foreign "Research Scholars", and strengthen the academic impact and improve the quality of global talents, The Regulations of KMU Talent Plan is legislated, hereafter referred to as "The Regulations".
2. The retirement age of the Research Scholars recruited in KMU Talent Plan shall not be restricted by KMU's general retirement rules; the Research Scholars appointed in KMU Talent Plan, including the Research Chair Professors and the Research Advisors, are as follows:

2.1 Research Chair Professors:

- 2.1.1 Academicians of Academia Sinica, Taiwan, or academicians of the equivalent institutes/organizations abroad.
- 2.1.2 Outstanding researchers/professors who have been appointed as Chair Professors in globally top universities/institutes or awarded for excellent inventions, innovations, or important academic prizes.

2.2 Research Advisors:

For those who cannot be appointed as KMU's joint professors may be appointed as Research Advisors; the qualifications of the appointment are identical to that of Research Chair Professors.

2.3 The candidates of Research Scholars:

Preliminary project proposals shall be submitted by the Research Scholar candidates to the Board for a proper review (via the President of KMU), followed by the submission of full project proposals.

3. Regulations for budget and manpower planning of the research projects:

3.1 Budget planning of the projects:

Research Scholars should propose a 3-year research project in which the budget is planned year-by-year; one business-class international round-trip flight (per year), research facilities, and miscellaneous expenditure may be included.

3.2 Manpower planning of the projects:

Research Scholars may request necessary manpower in the proposal; Project Research Assistant Professors, Project Research Associate Professors, Project Research Professors, Project Post-doctoral research fellows, or Project Research Assistants can be recruited via KMU to facilitate the implementation of the project. Salaries for the Research Scholars and the required additional research personnel should be proposed in the research project proposal. The Research Scholars may bring post-doctoral research fellows or PhD students from their institutes along with

him/her, and the daily allowance and economic-class flight tickets can be reimbursed according to the guidelines specified by the Ministry of Science and Technology (MOST); the expenditure should be proposed in the research project proposal.

3.3 The budget limit of each research project is 30,000,000 (thirty-million) NTD per year.

4. Regulations for the appointment and the salaries of the Research Scholars

4.1 Recruitment procedure:

4.1.1 Petitions for the appointment of Research Scholars and Research Advisors shall be submitted by each host KMU Research Center, complying with KMU's regulations for the recruitment of Chair Professors.

4.1.2 The term of the appointment is one year in principal; foreign researchers, those who can stay on-site at KMU for longer than 3 months every year will be preferentially appointed.

4.1.3 Should the research project proposals submitted by the Research Scholars failed to be granted according to Article 9, the Research Scholars may be appointed as Adjunct Chair Professors without salaries.

4.2 Salaries and pay scales:

4.2.1 The salaries and the pay scales of the Research Chair Professors comply with the guidelines set by the MOST or otherwise defined.

4.2.2 The Research Advisors are volunteers without wages, though the travel expenses and the daily allowances can be reimbursed for their attending meetings and executing research projects.

Authorized absences, benefits, insurance, pension, *etc.* are defined by KMU's general regulations accordingly.

5. Appraisal of the Research Scholars:

5.1 The Research Scholars should establish, operate, and maintain research platforms that are open to all of the KMU's faculties/researchers. Key performance indicators should be set in the research project proposal.

5.2 The R&D performance of the Research Scholars should be annually reviewed by the host Research Centers of KMU; incompetent scholars may be discharged with an approval from the President of KMU, and the according research projects shall be terminated.

6. Salaries and pay scales of the Project Research Assistant Professors, Project Research Associate Professors, and Project Research Professors:

6.1 The appointment of the Project Research Assistant Professors, Project Research Associate Professors, and Project Research Professors in KMU Global Networking Talent Plan should be proposed in the research projects submitted by the host KMU

Research Centers to the General Research Center of KMU. The appointment shall take effect after the proposals have been reviewed by the Academic Research Committee of KMU and agreed by the Faculty Evaluation Committee of KMU. The Project Scholars mentioned above are all contract personnel; the contract duration is set to be one year.

- 6.2 The salaries and the pay scales of the Project Research Assistant Professors, Project Research Associate Professors, and Project Research Professors in KMU Global Networking Talent Plan are equivalent to the Assistant Professors, Associate Professors, and Professors hired as faculties in KMU, respectively. The particularly outstanding scholars may acquire higher wages (The maximum is 150% of the standard scale) which shall be specified in the research project proposal.
7. The review and evaluation procedure of the Project Research Assistant Professors, Project Research Associate Professors, and Project Research Professors:
 - 7.1 The Project Scholars should be able to carry out studies independently; implementation of research projects is his/her primary task, and he/she shall establish, maintain, and operate at least one study platform that is open to all of the KMU's researchers/faculties.
 - 7.2 The review and evaluation shall be taken in the last two months of his/her second contract year; he/she has to publish, as the first and/or the corresponding author, at least one SCI research article with the affiliation of KMU, of which the publishing journal has an impact factor higher than 5.0 or ranks within the top 10% among all of the journals categorized in a certain research field; alternatively, two SCI journal papers published in the journals ranking top 40% can be taken as adequate.
 - 7.3 Contract extension for the Project Research Assistant Professors, Project Research Associate Professors, and Project Research Professors should be reviewed by the Academic Research Committee of KMU and agreed by the Faculty Evaluation Committee of KMU. Contracts of disqualified Project Scholars should not be extended, and he/she shall be discharged according to KMU's regulations.
8. The Project Research Assistant Professors, Project Research Associate Professors, and Project Research Professors in KMU Global Networking Talent Plan with outstanding performance can be formally appointed as follows:
 - 8.1 Appointed as KMU faculties:

The Project Scholars who have been appointed for two years can be recommended by the host centers to related departments, graduate schools, or Research Centers of KMU, and the outstanding Project Scholars can be appointed as faculties through KMU's faculty recruitment procedure. However, their previous seniority as being the Project Research Assistant Professors, Project Research Associate Professors, or

Project Research Professors does not count for their new positions.

8.2 Those who are unable to be re-appointed as KMU's faculties:

When the three-year contract ends, the Project Scholars may have a new contract to fulfill other research missions in KMU; the new appointment shall comply with KMU's general regulations accordingly.

8.3 Those who are not qualified by the 2 eligibilities stated above shall be discharged from their positions and leave KMU accordingly.

9. The Research Project Proposals proposed by the Research Scholars shall be permitted by the President of KMU via petitions submitted by the host Research Centers accordingly, followed by the recognition of the Board and the budget planning shall be initiated.

10. The Regulations of KMU Global Networking Talent Plan hereof are duly enacted by the Administrative Committee and the Board of KMU and put into enforcement after being announced by the President of KMU; the same goes for the amendment(s) of The Regulations.