

National Tsing Hua University Research Talent Resource Center Incentive Salary Implementation Guidelines for Postdoctoral Researchers

Approved by the Review Committee on June 17, 2025

To strengthen the recruitment of distinguished and high-potential postdoctoral researchers, and to encourage the development of independent research capabilities, enhance research performance, and improve career competitiveness, the Research Talent Resource Center of National Tsing Hua University (hereinafter referred to as "the Center") has established the following guidelines for the Incentive Salary.

Eligible Applicants:

These guidelines apply to postdoctoral researchers appointed by the university and approved by the Center.

Application Period:

The application dates will be announced by the Center.

Application Method:

Applicants must complete the application process within the designated period following the procedures announced by the Center, and upload the required documents.

Review Process:

Applications will be reviewed by the Review Committee convened by the Center and submitted to the Office of R&D and the President for final approval. The committee is composed of representatives from various colleges within the university.

Types of Incentive Salary and Eligibility Criteria:

(1) Advisor-Matching Incentive Salary

- If the advisor is willing to provide an additional monthly salary of at least NT\$10,000 to the postdoctoral researcher, the researcher may apply within the announced period.
- The Review Committee will evaluate the applicant's research potential and performance. For approved candidates, the Center will provide a matching incentive salary up to a maximum of NT\$20,000 per month per person. In principle, the total number of awardees shall not exceed 20.

(2) Competitive Incentive Salary

- Postdoctoral researchers who do not receive the additional salary from their advisors may apply during the application period.
- The Review Committee will assess the research potential and actual performance of the applicant. Approved candidates will receive a monthly incentive salary of NT\$10,000. In principle, the number of awardees shall not exceed 10.

Award Duration:

The incentive salary will be granted for a period of one year. Reapplication and reevaluation are required after the term expires.

Title and Recognition:

Recipients of either type of incentive salary will be awarded the title "NTHU Postdoctoral Research Fellow". Those with outstanding performance, as selected by the Review Committee, will be further awarded the title "NTHU Distinguished Postdoctoral Research Fellow" for special recognition.

The incentive salaries will be funded from a dedicated budget allocated by the Center and may be adjusted based on the annual budget situation.

Any matters not covered by these guidelines shall be handled in accordance with relevant laws and regulations.

These guidelines shall be implemented upon approval by the Center's Review Committee and endorsement by the Office of R&D.