

National Chung Hsing University

Regulations for Academic Research Incentives

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- Article 1 The *Regulations for Academic Research Incentives* (hereinafter referred to as “the Regulations”) have been formulated by National Chung Hsing University (NCHU or “the University”) to improve academic research performance and quality, boost the University’s reputation and international standing, and advance the University’s drive to become a world-class educational institution.
- Article 2 The scope of the Regulations includes incentives offered to full-time, part-time, co-appointed, visiting, and research personnel (including contract hires and postdoctoral researchers) of the University who published academic research in the preceding year in affiliation with the University.
Applicants must be teaching or research personnel currently appointed at the University to receive incentives. Full-time faculty members must have met the minimum teaching hours in the most recent academic year in order to be eligible. Contract faculty members are subject to the same minimum teaching hour requirements as full-time faculty members of the same academic rank. Part-time and chair professors shall be subject to the *National Chung Hsing University Regulations for Rewarding Adjunct Chair Professor’s Research Publication*
- Article 3 In order to implement a more comprehensive assessment of faculty members’ contributions to research outcomes and to reward them accordingly, academic research shall be evaluated based on the following criteria:
1. Publication in regular journals
 2. Publication of outstanding journal papers and monograph papers in the fields of the humanities and social sciences
 3. Monographs: 5 to 30 points for each publication
 4. Citation performance
 5. Total number of academic papers
 6. Academic papers produced in collaboration with non-NCHU individuals
 7. Awards for Personal Development in Research
 8. Guiding students to win the National Science and Technology Council’s College Student Research Creativity Award
- Article 4 The term “publication in regular journals” mentioned in Article 3 of the Regulations refers to papers published in academic journals indexed in the Science Citation Index Expanded (SCIE), Social Sciences Citation Index (SSCI), or Art & Humanities Citation Index (A&HCI), or journals ranked in the top 10% of the SCOPUS database. Such papers can be further classified into the following categories:
1. Top-tier journal papers: Papers published in *Science*, *Nature*, or other top international academic journals of similar or higher standing (with an impact factor [IF] of 30 or higher). For each academic paper in this category, the applicant shall be awarded a monetary prize based on the order of their authorship, as follows: NT\$300,000 for first or corresponding author, NT\$100,000 for second author, NT\$50,000 for third author, and NT\$20,000 for fourth or subsequent authors. Incentives for this type of journal paper shall be submitted to the next academic financial review meeting of the Office of Research and Development for review and shall be awarded immediately after approval; however, such incentives shall not

count towards the points awarded.

2. A-tier journal papers:
 - 1) Each paper published in an SCIE- or SSCI-indexed journal shall be awarded points based on the journal's impact factor as published in the latest Journal Citation Reports (JCR) on the date of the application submission deadline. The number of points awarded shall be the journal's impact factor rounded to the first decimal place.
 - 2) Applicants who have already received a flexible pay incentive (awarded to the University's chair or distinguished professors) or who are serving as part-time, co-appointed, or visiting faculty members at the time of application submission may only apply based on papers that meet any of the following criteria:
 - a. Papers published in journals with an impact factor of 4 or higher and NOT published in collaboration with international scholars
 - b. Papers published in journals with an impact factor of 3 or higher and published in collaboration with international scholars

3. B-tier journal papers:

- 1) Each paper published in an SCIE- or SSCI-indexed journal shall be awarded points based on the journal's latest JCR ranking (by percentage) published on the date of the application submission deadline. The table below lists the number of points awarded for different rankings:

Ranking (R) (in percent)	Number of points
$R \leq 1\%$	12
$1\% < R \leq 10\%$	10
$10\% < R \leq 25\%$	8
$25\% < R \leq 50\%$	3

- 2) Applicants who have received flexible pay incentives (awarded to the University's chair or distinguished professors) or who are serving as part-time, co-appointed, or visiting faculty members at the time of application submission may only apply based on papers that meet any of the following criteria:
 - a. Papers published in journals ranking in the top 25% or above and NOT published in collaboration with international scholars
 - b. Papers published in journals in the top 50% or above and published in collaboration with international scholars
4. C-tier journal papers: For each paper published in a journal indexed in the A&HCI, the applicant shall be awarded 10 points.
5. D-tier journal papers: For each paper published in a journal ranked in the top 10% of the SCOPUS database, the applicant shall be awarded 8 points.

For articles classified under Category A as specified in Item 2 of Paragraph 1, if published in an SSCI journal, the score shall be calculated as 1.2 times the impact factor (IF) of the journal. For articles classified under Category B as specified in Item 3 of Paragraph 1, if published in an SSCI journal, the score shall be calculated based on the journal's ranking percentile within its field: 1.5 times the base score for Q1 journals and 1.2 times the base score for Q2 journals.

For all categories of articles specified in Paragraph 1, if published in a journal listed under the "Q1-Only Reward Publishers List" announced on the Academic Development Division's webpage, only Q1 journal articles shall be eligible for rewards.

If a newly published journal article has not yet received an impact factor (IF) or ranking for the publication year at the time of application, the applicant may submit the application materials for review at the Academic Research Funding Review Meeting held in

September or December of the year when the Journal Citation Reports (JCR) announces the new IF and ranking.

For the same journal article, the applicant may choose the most favorable category for point calculation, but duplicate counting is not allowed.

Reward Guidelines for Journal Articles Published in Collaboration with Industry or International Scholars:

1. The article must include at least one author affiliated with an industry or international academic institution (excluding Mainland China, Hong Kong, and Macau).
2. Articles published in collaboration with international scholars are eligible for a 1.5x base score.
3. Articles published in collaboration with industry partners are eligible for a 1.2x base score.

The list of recognized industry partners will be compiled based on the SCOPUS database and published on the official webpage of the Academic Development Division.

Article 5

The term “outstanding journal papers and monograph papers in the fields of the humanities and social sciences” mentioned in Article 3 of the Regulations refers to the following:

1. Journal papers: Papers published in journals listed in the National Science and Technology Council Evaluation of Taiwan Humanities and Social Science Journals and the Collection of Core Journals, which includes journals listed in the Taiwan Humanities CORE Index (THCI) and the Taiwan Social Sciences Core Index (TSSCI). The list of eligible journals and the number of points awarded (between two and eight points, depending on the journal tier) shall be decided in meetings convened by the Office of Research and Development and held between the University’s College of Liberal Arts, College of Management, and College of Law and Politics. However, chair and distinguished professors may only apply for papers published in Tier-1 core journals. Points shall be awarded according to the following principles:
 - 1) THCI-indexed Tier-1 journals: 8 points
 - 2) THCI-indexed Tier-2 journals: 4 points
 - 3) TSSCI-indexed Tier-1 journals: 8 points
 - 4) TSSCI-indexed Tier-2 journals: 4 points
 - 5) THCI- or TSSCI-indexed Tier-3 journals: 0 points
 - 6) To incentivize publication in NCHU journals, papers published in THCI- or TSSCI-indexed Tier-3 journals published by the University shall be awarded 2 points.
2. Monograph papers
 - 1) Eligibility criteria:
 - a. Papers included in monographs published by domestic or international publishing houses
 - b. Monographs published by domestic or international publishing houses with an academic editorial and review process
 - c. Papers must undergo anonymous peer review by at least two reviewers before publication.
 - 2) Point awarding criteria: Two points shall be awarded if criterion a or b is met; an additional one to two points shall be awarded depending on criteria c and d.
 - a. Monographs consist of a collection of academic papers or conference papers presented at domestic or international academic conferences.
 - b. Interconnected themes between monograph chapters
 - c. International academic standing of a monograph’s editor and authors
 - d. Domestic and international significance of the publishing house

The reward guidelines for journal articles published in collaboration with industry or international scholars shall follow the provisions outlined in Article 4, Paragraph 5.

Article 6

Monographs as referred to in Article 3 shall be published or issued by a domestic or international academic publishing house after undergoing a formal review process, with two or more review reports from the publishing house attached, and shall be peer reviewed by three distinguished scholars appointed by the dean of the applicant’s affiliated college

and approved by the faculty evaluation committee of said college. Monographs shall be classified into the three following tiers based on the review comments:

1. Top-tier monographs: For each monograph published, the applicant may be awarded 20 to 30 points; each applicant may only apply for one monograph each year.
2. Distinguished monograph: For each monograph published, the applicant may be awarded 10 to 20 points.
3. Exceptional monograph: For each monograph published, the applicant may be awarded 5 to 10 points.

The aforementioned formal review process shall consist of a review by two or more anonymous scholars or experts selected by the permanent publication or editorial board. Each reviewer shall provide substantive review comments and revision recommendations. After the response and revisions are made by the author(s), the reviewers shall have deliberated over whether to approve the work's publication.

Regular textbooks and compiled publications are not eligible for these incentives. However, this restriction shall not apply to publications awarded a grant for the National Science and Technology Council's Compilation Project for Classics in Humanities and Social Sciences.

Article 7

The term "paper citation performance" as referred to in Article 3 of these regulations includes HiCi papers, H-index papers, the number of citations received by a single paper within the first five years of publication, and the FWCI index.

Highly cited papers and h-index papers: The first author or corresponding author shall be awarded 15 points for each paper; the remaining authors shall be awarded five points for each paper. Each author may only be awarded points for each paper once.

Highly cited papers are papers with citation counts in the top 1% of their respective disciplines in the Essential Science Indicators (ESI) database. Each paper shall be eligible for 15 points.

H-index papers are journal papers published in SCIE- or SSCI-indexed journals with a citation count greater than or equal to the h-index of the University. Each paper shall be eligible for 15 points.

The list of highly cited papers and h-index papers shall be compiled by the Academic Development Division of the Office of Research and Development from among the academic papers published by the University in the past 10 years. The list shall be announced on the website of the Academic Development Division. Papers published within the past two years are not eligible to receive points awarded for highly cited papers. If a paper is both a highly cited paper and an h-index paper, only one assessment criterion may be used.

The five-year citation count performance of individual papers refers to the citation count ranking (in percentiles) of individual papers of the same discipline, category, and year of publication in the ESI database. This metric may only be considered for applications submitted by the papers' first or corresponding authors. The table below lists the number of points awarded for the different percentiles:

Citation count percentile	Number of points
$100 > \text{Percentile} \geq 95$	4
$95 > \text{Percentile} \geq 90$	3
$90 > \text{Percentile} \geq 85$	2
$85 > \text{Percentile} \geq 80$	1

Each author may only be awarded points for each paper once.

The Field-Weighted Citation Impact (FWCI) index refers to a field-normalized citation impact metric.

This reward applies to applicants who have published at least 10 papers in the past five years (excluding the current year) and have an FWCI index (excluding self-citations) above the world average (FWCI = 1) based on data from the SciVal database. The reward is granted according to the following criteria:

FWCI Index	Reward Amount(NTD)
1.1-1.3(exclusive)	10,000
1.3-1.5(exclusive)	14,000
1.5-1.8(exclusive)	18,000
1.8-2.2(exclusive)	22,000
2.2 and above	26,000

The total number of papers published in the past five years and the FWCI index will be determined based on the latest data from the SciVal database for the given year and will only include research output published under the institution's affiliation.

For non-full-time faculty/staff, the reward amount will be halved.

Article 8 The total number of academic papers as referred to in Article 3 is the total number of papers published in the preceding year (including regular journal papers and outstanding journal papers, monograph papers, and monographs in the fields of the humanities and social sciences).

Personnel who published five papers in the preceding year shall be awarded three points, with one extra point added for each additional paper published. Papers that do not meet the incentive application eligibility criteria set forth in Articles 4 to 6 shall not count towards the total number of papers.

Article 9 Academic papers produced in collaboration with non-NCHU individuals as referred to in Article 3 are limited to papers produced in the preceding year through collaborations between NCHU faculty members and domestic or international academic research units, hospitals, or corporate organizations. The aforementioned NCHU faculty members shall not be the first or corresponding author and shall participate in such collaborations in the name of the University. Applications are limited to one of the following types:

1. For papers published in journals with an IF of 10 or higher, the points awarded shall be equal to the IF value * 0.1.
2. For papers published in journals with an R of 50% or lower, 0.2 points shall be awarded for each paper.
3. For outstanding journal papers, monograph papers, and monographs in the fields of the humanities and social sciences, 0.2 points shall be awarded for each publication.

If the first or corresponding author of a collaborative paper is from mainland China, Hong Kong, or Macau, the paper shall not be eligible for the incentives. Part-time, co-appointed, visiting, and chair faculty members may not apply for the incentives.

Applicants who submit applications based on publication in a top-tier journal paper in a given year may not apply for the incentive for papers produced in collaboration with non-NCHU individuals in the same year.

Article 10 The Award for Personal Development in Research referred to in Article 3 shall apply to personnel who publish papers in SCIE-, SSCI-, or A&HCI-indexed journals or outstanding journals, monograph papers, or monographs in the fields of the humanities and social sciences as first or corresponding author. If the cumulative number of papers published in a given year is twice or more of the average number of publications in the preceding three years, a multiplier of 1.5 shall be applied to the cumulative number of points awarded for the journal papers published in that year. Part-time, co-appointed, visiting, and chair faculty members are not eligible for the award.

Article 11 Upon implementation of the Regulations, applications under the category of guiding students to win the National Science and Technology Council's College Student Research Creativity Award as stipulated in Article 3 must be submitted to the latest academic grant review meeting of the Office of Research and Development for review. If approved, such applications shall be eligible for six points.

Part-time, co-appointed, visiting, and chair faculty members are not eligible for the incentive.

Article 12 Applicants seeking rewards under these regulations must be the first author or corresponding author of the publication. (Exceptions apply for top-tier papers, HiCi papers, H-index papers, externally collaborative papers, and FWCI index-related

rewards, which are not subject to this restriction.)For authors who are not the first author but are explicitly acknowledged as having made an equal contribution to the first author (e.g., "Equal Contribution"), the reward points will be calculated equivalently to those of a first author.

For publications with multiple authors, the applicants must coordinate among themselves, and only one person may submit the application. Each academic research achievement can only be rewarded once under these regulations.

If a faculty member's college or department has separate regulations that provide additional monetary rewards, the same research achievement cannot receive duplicate rewards.

Article 13 All applicants who submit a reward application under these regulations will have their academic research achievements archived in the institution's repository, where they will be made publicly accessible online for searching, viewing, and distribution.

Article 14 Application and review procedures:

1. Applicants must submit their applications online through the university's "Academic R&D Service system" before the deadline announced annually by the Research and Development Office.
2. The Office of Academic Affairs shall examine whether applicants meet the minimum teaching hour requirements.
3. Review meeting: The academic grant review meeting shall be convened annually in June by the Academic Development Division of the Office of Research and Development to deliberate over the matter of awarding points and incentives.

Article 15 Funding Sources:

1. The expenses shall be covered by the university's annual surplus from industry-academia collaboration projects or self-generated revenue from the university fund.
2. For personnel appointed by the College of Medicine under the university-level "Teaching and Research Collaboration Agreement," the required funding shall be determined through mutual agreement between both parties.

The reward amount is calculated based on the total accumulated academic performance points of the awardee. For non-full-time faculty/staff, the reward is calculated at half of the total accumulated points.

The monetary value per point may be adjusted based on the available budget for the given year. The total reward amount shall be rounded to the nearest thousand New Taiwan Dollars (NTD).

Each recipient is subject to a maximum annual accumulation of 100 points for reward calculation.

Article 16 Personnel who have received incentives shall have their incentives rescinded if any of their papers are found to be in violation of academic ethics, and any monetary prize already awarded shall also be repaid.

Article 17 The Regulations shall take effect upon approval by the University Council Meeting. The same shall hold true when amendments are made.