



國立清華大學  
NATIONAL TSING HUA UNIVERSITY

# Ministry of Education (MOE) Yushan (Young) Fellow Program

## Application Procedures in NTHU

March 28, 2022

National Tsing Hua University

Office of Research and Development

Division of General R&D Administration

Contact : Lin Fen

+886-3-571-5131 ext. 35173

[felin@mx.nthu.edu.tw](mailto:felin@mx.nthu.edu.tw)



# Directions and Websites

- Directions for Ministry of Education's Subsidization on Recruitment of Top International Talent by Universities and Colleges (January 21, 2022)  
( Download: <https://yushan.moe.gov.tw/TopTalent/EN/Intro>)
- MOE Yushan Fellow Program  
Website: <https://yushan.moe.gov.tw/TopTalent/EN>
- National Tsing Hua University Yushan Fellow Program  
Website: <https://yushan.site.nthu.edu.tw/index.php?Lang=en>
- National Tsing Hua University/ Office of Research and Development/  
Awards and Subsidies/ Yushan ( Young ) Fellow  
Website: <http://rd.site.nthu.edu.tw/p/405-1006-163861,c15418.php?Lang=zh-tw>



# Duration of Program and Application Schedule

Type	Duration of Program	The 1 <sup>st</sup> Term Program			The 2 <sup>nd</sup> Term Program		
		The 1 <sup>st</sup> Time Application		The 2 <sup>nd</sup> Time Application	eligible to apply for the 2 <sup>nd</sup> term ?	Application Time	Approval Time
		Application Time	Approval Time				
Yushan Fellow	approved once for 3 years	<p><b>Feb. to April each year</b></p> <ul style="list-style-type: none"> <li>After receiving the formal notice from the MOE (estimated in January or February), the Office of Research and Development in NTHU should announce the deadline of application (<b>estimated in early March</b>).</li> <li>Then the Colleges in NTHU should set their deadlines (estimated in February or early March) and review the application cases before submitting them to NTHU Yushan (Young) Fellow Program Review Committee for further review.</li> </ul>		<p>Applicants disapproved by the MOE should demonstrate new academic achievements, and attach a comparison table of revision for the 2<sup>nd</sup> Time application.</p>	<p>Yes (limited to one time at most)</p>	<p><b>6 months before the 1<sup>st</sup> term program's expiry</b></p>	<p><b>3 months before expiry of the 1<sup>st</sup> term of employment</b></p>
Yushan Young Fellow	approved once for 5 years	<ul style="list-style-type: none"> <li>Application cases approved by the further review should be submitted to the MOE (estimated in early April) for final review.</li> </ul>					
<p>[ not approved to be Yushan (Young) Fellow ] Fellow Subsidized Additional Administrative Support Grant</p>	Following the directions of Yushan (Young) Fellow	Following the directions of Yushan (Young) Fellow		Following the directions of Yushan (Young) Fellow	No		

# Application Documents

Application Documents	The 1 <sup>st</sup> Term Program	The 2 <sup>nd</sup> Term Program
<ul style="list-style-type: none"> <li>● A list of application cases</li> </ul>	✓	
<ul style="list-style-type: none"> <li>● The MOE Yushan (Young) Fellow Program application proposal (both in Chinese and English) with attachments:               <ol style="list-style-type: none"> <li>1. Application guidelines of scholars, and Consent Form (Letter of Agreement): the scholar must sign in person</li> <li>2. Personal resume/ curriculum vitae (CV) and the list of the publications and academic works:                   <ul style="list-style-type: none"> <li>● <b>Yushan Fellows</b>: please provide the list of the publications and academic works in the past 10 years.</li> <li>● <b>Yushan Young Fellows</b>: please provide the list of past 5-years publications and academic outcomes.</li> <li>● <b>Yushan Fellows who have significant contributions in their area of industrial expertise</b>, please provide the list of the publications and academic works or statements of important contribution/ achievement in the industrial field in the past 10 years.</li> </ul> </li> <li>3. Recommendation letters:                   <p><b>must contain keywords "Ministry of Education Yushan Young Fellow Program"</b></p> <ul style="list-style-type: none"> <li>● Yushan Fellow: recommendation letters are not necessary.</li> <li>● Yushan Young Fellow: please attach 2 recommendation letters.</li> </ul> </li> <li>4. Academic outputs (Collection of papers and application bind in the same volume):                   <ul style="list-style-type: none"> <li>● <b>Yushan Fellows</b>: please provide 5 academic papers (full text) by the scholars to be appointed which have been published within the last 5 years and are representative of their field or research.</li> <li>● <b>Yushan Young Fellows</b>: please provide 'no more' than 5 academic outputs (full text).</li> <li>● <b>Yushan Fellows who have significant contributions in their area of industrial expertise</b>, please provide 'no more' than 5 academic outputs (full text) or statements of important contribution/ achievement in the industrial field.</li> </ul> </li> </ol> </li> </ul>	✓	✓
<ul style="list-style-type: none"> <li>● The 1<sup>st</sup> term final report in qualitative and quantitative form</li> </ul>		✓
<ul style="list-style-type: none"> <li>● The meeting minutes of College Level Review Committee (ex: College Administration Meeting, College Faculty Review Committee....)</li> </ul>	✓	✓
<ul style="list-style-type: none"> <li>● The content and url of the advertisement of new faculty recruitment the appointing Units announced on the websites</li> </ul>	✓	



# Quota of Units/ Review Criteria

Quota Allocation Method	Review Method	Review Items	Review Criteria
<ul style="list-style-type: none"> <li>Universities obtained Part I (implementing teaching innovation, developing university features, enhancing higher education publicity, fulfilling university social responsibility, and making resources more public) subsidy of more than NT\$50 million for the Higher Education SPROUT Project. According to the ratio of each discipline within research centers and the funding for Part I and Part II of the Higher Education SPROUT Project, the quota for the applicant universities will be approved according to the class interval; the funding for other universities will be approved on an annual basis according to the policy of the MOE.</li> <li>The calculation method for the quota of units is as follows: <b>Yushan Fellows are one unit, whereas Yushan Young Fellows are one-third of a unit.</b></li> <li>Those who do not apply in the current year will be deemed to have given up their application quota. For applications disapproved by MOE, their application quota of units will not be returned to the university. <b>Universities can continue to use the pre-approved places by MOE before 2020 until the places are exhausted.</b></li> <li><b>Yushan (Young) Fellows who applied for the subsequent term can be excluded from the allocated quota by MOE for the current year.</b></li> </ul>	<ul style="list-style-type: none"> <li>An application is reviewed <b>once</b> a year following the academic year schedule.</li> <li>A review committee is established. One convener for each of <b>six fields</b> (i.e., humanities and arts, social sciences, science, medicine, engineering, and life science and agriculture) is determined. Each convener recommends reviewers and expert fellows. Anonymous reviewers review each application.</li> </ul>	<ol style="list-style-type: none"> <li>Past experience &amp; achievements of the scholar the university proposes to appoint (significant academic contribution(s), details of academic awards received, critical academic research findings and so on):             <ol style="list-style-type: none"> <li>Personal resume/ curriculum vitae</li> <li>The Yushan Fellows please proved the list of the publications and academic works in the past 10 years. The Yushan Young Fellows, please offer the list of past 5-years publications and academic outcomes.</li> <li>Other outstanding performance (Optional).</li> <li>Please provide the 1<sup>st</sup> term final report in qualitative and quantitative form (for the 2<sup>nd</sup> term only)</li> </ol> </li> <li>Relevance of the proposed appointee's future research topic(s) to the university's development and anticipated benefits (for example, Higher Education SPROUT Project)             <ol style="list-style-type: none"> <li>The scholar's research plans and associated goal(s).</li> <li>Details of the scholar's research topic(s) and how their research is related to the university's development. The relations with the projects will be needed to describe in detail.</li> <li>The fellows' research work (specific description)</li> <li>Anticipated benefits (Expected achievement of quantitative or qualitative results)</li> </ol> </li> <li>Package of supportive measures and arrangements the university will provide</li> <li>Reasonableness of providing the salary and benefits</li> <li>Planning to Collaboratively Establish a Team (This request does not need details to be given if the proposal is to appoint a Yushan Young Fellow.)</li> </ol>	<ul style="list-style-type: none"> <li>A Yushan Fellow should have the ability to win the <b>"Academic Award" from the MOE</b>; a Yushan fellow who has made significant contributions in industrial research and development must possess the ability to win the <b>"National Award for Distinguished Contribution to Industry–Academia Cooperation" from the MOE.</b></li> <li>A Yushan Young Fellow should have the ability or potential to win <b>"Ta-You Wu Memorial Award" from the Ministry of Science and Technology.</b></li> </ul>



# Eligibility Criteria

Type	Proposed Appointment Category	Proposed Appointment Position	Eligibility Criteria	Supplement Description
Yushan Fellow	Full-time member of teaching staff	Professor Associate Professor Assistant Professor	<p>A Yushan Fellow must possess one of the following qualifications:</p> <ul style="list-style-type: none"> <li>Has worked at a leading international research institution or <b>an internationally renowned company</b> for at least 10 years, has an international academic prestige or cutting-edge international expertise in core technology, and has experience in leading an academic or <b>industrial</b> research team</li> <li>Recipient of a Nobel prize, is a fellow of a national academy, is a fellow of a significant international association, or has received some equivalent recognition</li> <li>Has made an outstanding contribution to the area of his or her academic or <b>industrial</b> expertise during the past 5 years</li> </ul>	Yushan Fellows and Yushan Young Fellows must not be current full-time employees ( <b>not including personnel whose service duration is less than one year</b> ) or retirees at universities or academic research institutions in Taiwan.
	Full-time member of teaching staff, additional to staffing (must be <b>at least 65 years old</b> )	Professor, on term contract Associate Professor, on term contract Assistant Professor, on term contract		
	Short-term exchange member of teaching staff (to serve at the university for <b>at least 3 months each year</b> )	Visiting Professor Visiting Associate Professor Visiting Assistant Professor		
Yushan Young Fellow	Full-time member of teaching staff	Professor Associate Professor Assistant Professor	<p>A Yushan Young Fellow is a fellow who was <b>granted his or her highest education certification during the past 10 years, or whose age is less than 45 years old</b>, and meets one of the following requirements:</p> <ul style="list-style-type: none"> <li>Has worked at a leading international research institution or <b>an internationally renowned company</b> for at least 5 years and has development potential</li> <li>Has experience in conducting significant research projects</li> <li>Has made an exceptional contribution to the area of his or her academic expertise during the past 5 years</li> </ul>	
Fellow Subsidized Additional Administrative Support Grant	Following the directions of Yushan (Young) Fellow			



# Planning to Collaboratively Establish a Team

Type	Description
Yushan Fellow	<ul style="list-style-type: none"> <li>• The fellows should form a research team and execute teaching or research projects jointly with teaching and research members at the university.</li> <li>• This research team should cooperate and exchange foreign academic resources and link them to the development of the host university.</li> <li>• The team must include one or more university staff members at or below the associate professor or postdoctoral research fellows.</li> <li>• The fellows should make good use of these global academic network resources to assist the internationalization of the host university and promote international communication and cooperation (including teachers and students exchange activity between universities, international research collaborations, dual degree programs and so on).</li> <li>• The global promotion of the Yushan Fellow Program is expected to form a platform to recruit top international fellows better. The host universities should offer all required expenses and resources.</li> </ul>
Yushan Young Fellow	No limitations
Fellow Subsidized Additional Administrative Support Grant	Following the directions of Yushan (Young) Fellow



# Application / Appointment Procedures in NTHU

Type	Yushan (Young) Fellow Program <b>Application</b> Procedures in NTHU
Yushan Fellow	<ul style="list-style-type: none"> <li>● <b>Application Procedures in NTHU:</b> <ul style="list-style-type: none"> <li>• Colleges should compile application cases and then submit cases to Office of R&amp;D after approved by College Level Review Committee.</li> <li>• Office of R&amp;D should submit the application cases to the MOE for final review after approved by University Level Review Committee.</li> </ul> </li> <li>● <b>Supplement Descriptions:</b> <ul style="list-style-type: none"> <li>• <b>Yushan (Young) Fellows must not be current full-time employees (not including personnel whose service duration is less than one year) or retirees at universities or academic research institutions in Taiwan.</b></li> <li>• <b>The new faculty member appointment procedures and the Yushan (Young) Fellow Program application procedures can be proceed in parallel.</b></li> <li>• <b>For applicants who have not completed the appointment procedures, the appointing units can apply for the Yushan (Young) Fellow Program for them first, and complete the appointment procedures by August 1 of next academic year (Remark) after approved by the MOE. The appointing units that cannot complete the appointment procedures by the deadline are deemed to be automatically waived.</b></li> </ul> </li> </ul>
Yushan Young Fellow	<p><b>Remark :</b> The appointing units should complete the appointment procedures matching the date of appointment, and the schedule of all levels of Faculty Committees and University Recruitment Committee.</p>
Fellow Subsidized Additional Administrative Support Grant	Following the directions of Yushan (Young) Fellow

New Faculty Member <b>Appointment</b> Procedures in NTHU			
Type	Proposed Appointment Category	Proposed Appointment Position	Appointment Procedure
Yushan Fellow	Full-time member of teaching staff	Professor Associate Professor Assistant Professor	Required to be approved by all levels of Faculty Review Committees, and University Recruitment Committee
	Full-time member of teaching staff, additional to staffing (must be <b>at least 65 years old</b> )	Professor, on term contract Associate Professor, on term contract Assistant Professor, on term contract	Required to be approved by all levels of Faculty Review Committees
	Short-term exchange member of teaching staff (to serve at the university for <b>at least 3 months each year</b> )	Visiting Professor Visiting Associate Professor Visiting Assistant Professor	Required to follow the appointment procedures of part-time faculty members
Yushan Young Fellow	Full-time member of teaching staff	Professor Associate Professor Assistant Professor	Required to be approved by all levels of Faculty Review Committees, and University Recruitment Committee
Fellow Subsidized Additional Administrative Support Grant	Following the directions of Yushan (Young) Fellow		



# Application/ Appointment Procedures in NTHU

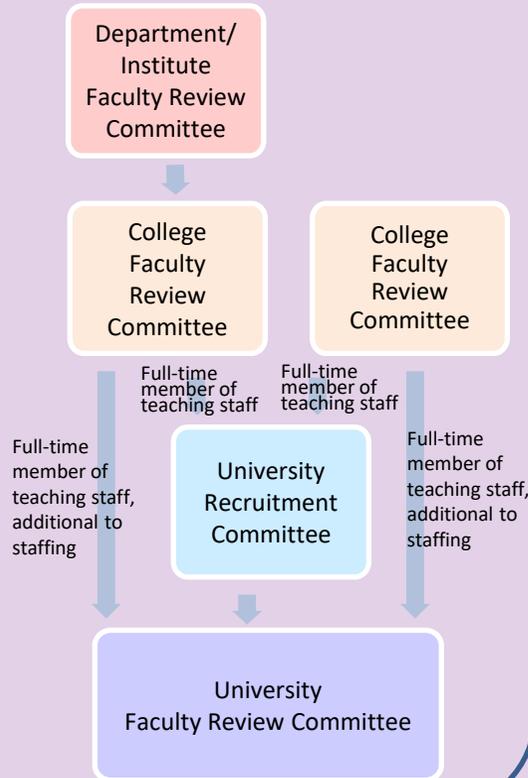
## New Faculty Member **Appointment** Procedures in NTHU

Yushan (Young) Fellow Program  
**Application** Procedures in NTHU



**Full-time** member of teaching staff:  
required to be approved by all levels of  
Faculty Review Committees, and  
University Recruitment Committee

**Full-time** member of teaching staff,  
additional to staffing (must be **at least  
65 years old**):  
required to be approved by all levels of  
Faculty Review Committees



**Short-term** exchange: **required**  
to follow the appointment  
procedures of part-time  
faculty members

Appointing unit:  
Department/  
Institute

Appointing unit:  
College

Department/  
Institute  
Faculty  
Review  
Committee

Visiting  
Assistant  
Professor

Visiting Professor  
Visiting Associate Professor



Visiting Professor  
Visiting Associate Professor  
Visiting Assistant Professor

Formal Request for Approval  
submitted by the Appointing Unit  
(delivered to the Office of  
Personnel, the Office of Research  
and Development for opinions, and  
then to the University Level  
Administration Unit in NTHU for  
approval)



# Items of Subsidies from the MOE

Type	Items	Description	Supplement Description	
Yushan Fellow	Nonstatutory Salary	<ul style="list-style-type: none"> <li>• Up to NT\$5 million annually, approved once for 3 years</li> <li>• Short-term exchange: granted proportionally according to the service period</li> </ul>	<ul style="list-style-type: none"> <li>• Yushan Fellows and Yushan Young Fellows must not apply for subsidies (<b>flexible salaries</b>) provided by the MOE.</li> <li>• <b>The candidate can not be granted by "Recruitment of Visiting Science and Technology Personnel with MOST Funding" at the same time.</b></li> </ul>	<ul style="list-style-type: none"> <li>• The fees are current expenditures.</li> <li>• Other types of fees should be handled according to the directions for MOE subsidies and funding and the stipulation for central government expenses.</li> </ul>
	Administrative Support Grant	<ul style="list-style-type: none"> <li>• Up to NT\$1.5 million, approved once for 3 years</li> <li>• Short-term exchange: granted proportionally according to the service period</li> <li>• The fees can be used for:               <ol style="list-style-type: none"> <li>1. <b>Administrative-assistant personnel expenses:</b> including salaries, labor and health insurance expenses, retirement funds, and severance pays</li> <li>2. <b>Teaching and research expenses</b></li> <li>3. <b>A Yushan Fellow's roundtrip airfare for that year</b> Business-class roundtrip airfare is the highest amount of roundtrip airfare that can be paid to a Yushan fellow and the actual amount of airfare should be reported and paid.</li> <li>4. <b>Employment Gold Card application relevant expenses</b></li> </ol> </li> </ul>		
Yushan Young Fellow	Nonstatutory Salary	<ul style="list-style-type: none"> <li>• Up to NT\$1.5 million annually, approved once for 5 years</li> </ul>		
	Administrative Support Grant	<ul style="list-style-type: none"> <li>• Up to NT\$1.5 million, approved once for 5 years</li> <li>• The fees can be used for: Following the directions of Yushan Fellow</li> </ul>		
Fellow Subsidized Additional Administrative Support Grant	Nonstatutory Salary	<p><b>No subsidy (please refer to Supplement Description)</b></p>	<p>Besides Yushan (Young) fellows, for the fellows with an exceptional contribution to the area of their academic expertise and appointed and received <b>additional wages</b> by the host universities from Higher Education SPROUT Project or other self-raising funds (please state clearly in the application plan), MOE will offer additional administrative support grant.</p>	
	Administrative Support Grant	<ul style="list-style-type: none"> <li>• Up to NT\$1.5 million, approved once for 3/ 5 years</li> <li>• <b>The mid-term report review result: For fellows who fail to meet the anticipated outcome,</b> the MOE will adjust the amount of the remaining program subsidy accordingly.</li> <li>• The fees can be used for: Following the directions of Yushan Fellow</li> </ul>		



# Items of Subsidies from NTHU

Type	Items	Description	Supplement Description
Yushan Fellow/ Yushan Young Fellow	Statutory Salary	<ul style="list-style-type: none"> <li>The salary should <b>not be less than that for the same level of teaching positions at a national university</b> (including the original salary, research allowances, and supervisor allowances).</li> </ul>	Yushan Fellows and Yushan Young Fellows must not apply for subsidies ( <b>flexible salaries</b> ) provided by the MOE.
	Supportive Benefits	<ul style="list-style-type: none"> <li>Teaching and research expenses and equipment; personnel expenses for administrative, teaching, and research assistants; airfares for teachers and their family members; accommodation and moving expenses; and assistance with children's education.</li> <li>The expenses mentioned above should be paid by using self-fundraising funds by the university and using subsidies from government agencies.</li> <li>Regarding payment criteria and methods, the related matters should be handled according to stipulations by the university or government agencies.</li> <li>Please refer to the following websites:                             <ul style="list-style-type: none"> <li><b>Newly Recruited Faculty Academic Research Subsidy (Start up Subsidy)</b> (contact: Division of General R&amp;D Administration, Office of Research and Development) <a href="http://rd.site.nthu.edu.tw/var/file/6/1006/attach/42/pta_85700_5020118_51062.pdf">http://rd.site.nthu.edu.tw/var/file/6/1006/attach/42/pta_85700_5020118_51062.pdf</a></li> <li><b>Guest House III application and Housing Allowance</b> <ul style="list-style-type: none"> <li>Guest House III application (contact: Division of Dining and Facilities Management) <a href="https://ddfm.site.nthu.edu.tw/p/412-1494-16426.php">https://ddfm.site.nthu.edu.tw/p/412-1494-16426.php</a></li> <li>New Faculty's Housing Allowance (contact: Division of Property Management) <a href="https://property.site.nthu.edu.tw/p/406-1169-197956,r1063.php?Lang=zh-tw">https://property.site.nthu.edu.tw/p/406-1169-197956,r1063.php?Lang=zh-tw</a></li> </ul> </li> <li><b>Dependent Education Subsidy (contact: Office of Personnel)</b> <a href="http://person.site.nthu.edu.tw/p/406-1066-12001,r940.php?Lang=zh-tw">http://person.site.nthu.edu.tw/p/406-1066-12001,r940.php?Lang=zh-tw</a></li> </ul> </li> </ul>	
Fellow Subsidized Additional Administrative Support Grant	Statutory Salary	Following the directions of Yushan (Young) Fellow	Additional wages ( <b>Nonstatutory Salary</b> ) should be provided by the university through the MOE Higher Education SPROUT Project or other self-fundraising funds (should be stated clearly in the application plan).
	Supportive Benefits	Following the directions of Yushan (Young) Fellow	



# Funding Reimbursement

- **Subsidies from the MOE**

- Payments, disbursements, and reports should be handled according to the directions for subsidies and funding by the MOE and Taiwan's Central Government.
- Annual funding execution:
  - Period of annual funding execution: within 1 year from the date of appointment
  - Yushan Fellows and Yushan Young Fellows are **required to submit annual performance reports each year within 2 months after the expiry of the annual funding execution period.**

- **Subsidies from NTHU**

- The items of subsidies, the deadline of reimbursement, and other regulations should be handled according to the direction of each funding.



# Project Implementation Assessment ( Annual/ Midterm/ Final Report )

Type	Deadline			Review Method	Notes for Review	Review result
	Yushan Fellow	Yushan Young Fellow	Fellow Subsidized Additional Administrative Support Grant			
<b>Annual Performance Report</b>	Should be submitted and uploaded to the Yushan (Young) Fellow Program website			After administrative review, the annual performance report will be published on the program website.	The review focuses on the research, teaching and service performance of fellows, as well as the original goals of the application plan and the implementation of the support mechanism of the host university.	
<b>Annual Brief Report</b>	E-file within 10 MB, both in Chinese and English Should be uploaded to the Yushan (Young) Fellow Program website					
<b>Mid-term report</b>	Should be submitted at the end of the 1 <sup>st</sup> year of implementation Can be submitted alongside the annual performance report	Should be submitted at the end of the 2 <sup>nd</sup> year of implementation Can be submitted alongside the annual performance report	Following the directions of Yushan (Young) Fellow	A review committee will review the mid-term report. Each of six fields (i.e., humanities and arts, social sciences, science, medicine, engineering, and life science and agriculture) should have a convener and reviewers.		Remarks 1
<b>Final Report</b>	<ul style="list-style-type: none"> <li>Intending to apply for the 2<sup>nd</sup> Term Program : <b>6 months before</b> the program's expiry; can be submitted alongside the 2<sup>nd</sup> term application form</li> <li>Not intending to apply for the 2<sup>nd</sup> term Program : expiry of the program</li> </ul>	<ul style="list-style-type: none"> <li>Intending to apply for the 2<sup>nd</sup> Term Program : <b>6 months before</b> the program's expiry; can be submitted alongside the 2<sup>nd</sup> term application form</li> <li>Not intending to apply for the 2<sup>nd</sup> term Program : expiry of the program</li> </ul>	expiry of the program	<ul style="list-style-type: none"> <li>Intending to apply for the 2<sup>nd</sup> term Program : the final report and the 2<sup>nd</sup> term application will be sent by the MOE to a committee of six fields for review</li> <li>Not intending to apply for the 2<sup>nd</sup> term Program, Fellow Subsidized Additional Administrative Support Grant : After administrative review, the annual performance report will be published on the program website.</li> </ul>		Remarks 2

Remarks 1

- For Yushan (Young) Fellows who fail to meet the anticipated outcome, relevant improvement will be required based on the reviewers' comments. The modification should be examined as one of the review items when assessing the final report and the subsequent application. In addition, it will be used as a reference for the MOE's next allocation of the university's application quota.
- For fellows who are additionally subsidized for administrative support grant, the MOE will adjust the amount of the remaining program subsidy accordingly.

Remarks 2

- For Yushan (Youth) Fellows and the application for renewal at the same time, which will be the reference basis for the approval of the subsequent funding of the MOE. MOE will decide the approval 3 months before the expiry of the term of employment.
- For the fellows who have not applied for renewal or additional administrative support grant, it will be used as a reference for the subsequent allocation of the university's application places by the MOE.



## Notes for Other Items

- Suppose Yushan (Young) Fellows or Fellow Subsidized Additional Administrative Support Grant **violate academic ethics. In that case, the related matters** should be handled according to regulations for the violation of academic ethics at junior colleges or higher education institutions.
- If Yushan (Young) Fellows or Fellow Subsidized Additional Administrative Support Grant **breach the Gender Equity Education Act or other legal regulations** after or during their appointment period, the MOE may suspend the subsidies.
- The university should assist foreign Yushan (Young) Fellows or Fellow Subsidized Additional Administrative Support Grant to apply for the "**Employment Gold Card**" to the National Immigration Agency of the Ministry of the Interior. Relevant expenses can be covered under the Administrative Support Grant of the MOE Yushan (Young) Fellow Program; this is also served as a reference for the evaluation of the university's supportive measures and arrangements for fellows.