

Guidelines on Incentives for New Faculty and Young Scholars of the College of Engineering

Approved at the 3rd College Executive Meeting on January 23, 2024

Approved at the 2nd Administrative Meeting on March 6, 2024

Approved at the 1st meeting of the University Endowment Fund Management Committee on March 15, 2024

- I. These Guidelines are formulated to create a good academic environment of the College, encourage young faculty to actively engage in academic research and pursue continuous improvement in academic performance.
- II. Incentives for new faculty of the College of Engineering
 - (1) Newly hired tenured full-time associate professors and assistant professors of the College may invite an experienced faculty member, with the faculty member's consent, to serve as their Mentor to guide their academic career in the first year. The College of Engineering will provide \$5,000 per month to the Mentor as a gratuity for the duration of one year.
 - (2) All newly hired tenured full-time faculty of the College in their first year of service who apply for the new faculty incentives, as specified in the "National Sun Yat-Sen University Implementation Regulations for Recruitment and Retention of Special Outstanding and Talented Faculty", but fail to obtain three incentive points, will have their incentives supplemented to reach three points according to these Guidelines
- III. Young Scholar Awards for the College of Engineering
 - (1) Eligible awardees: Tenured full-time associate professors and assistant professors of the College, aged under 45.
 - (2) Quota and cash incentive:
 - i. Quota: Three persons per year at maximum.
 - ii. Cash incentive: \$150,000 per person.
 - iii. Each awardee shall receive the award only once.
 - (3) Application procedure: Applications should be submitted within the dates announced by the College of Engineering, along with research performance from the past five years.
 - (4) Selection procedure: The Dean of the College will serve as the convener of the selection committee, with department/institute chairs as members. A meeting will be held only if more than half of the committee members are present.
- IV. Funding source: The new faculty incentives for the College of Engineering will be funded by the College's management funds, surplus funds, and donated funds. The Young Scholar Awards for the College of Engineering will be supported by the donated funds through fundraising.
- V. These Guidelines shall be approved by the College Executive Meeting, the Administrative Meeting and the University Endowment Fund Management Committee before implementation. Amendments to these guidelines shall follow the same procedure.