

# **National Taiwan Normal University Academic Feedback fund from Full-time Faculty Members Concurrently Employed by Profit-seeking Enterprises Regulations**

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Article 1 National Taiwan Normal University (NTNU) has established these Regulations pursuant to the “Disposal Directions Governing Full-time Faculty Members of All Levels of Public Schools Who Hold Concurrent Positions at Other Institutions”, the “Directions Governing Full-time Faculty Members Transfer at All Levels of Public Schools”, “Directions Governing Part-time Teachers Holding Administrative Positions in National Schools at All Levels”, the “Regulations on Concurrent Employment of Researchers and Capital Contribution in the Form of Technology”, and the “Measures for the Management of Biotech and Pharmaceutical Companies with Part-time Employment of Researchers and Technology Value Investing in New Ventures” to govern the concurrent positions of faculty members, and academic feedback funds received from profit-seeking enterprises or organizations.

Article 2 The term “concurrent employment” in these Regulations shall refer to any part-time or full-time position undertaken by a full-time faculty member at a profit-seeking enterprise or organization, startup company, or Biotech and Pharmaceutical Company in industry-academia cooperation NTNU, or as defined in the Regulations on Concurrent Employment of Researchers and Capital Contribution in the Form of Technology and the “Measures for the Management of Biotech and Pharmaceutical Companies with Part-time Employment of Researchers and Technology Value Investing in New Ventures”.

Article 3 NTNU shall collect academic feedback funds from profit-seeking enterprises that employ NTNU full-time faculty members either full-time or part-time. The duration for which these contributions are collected and the amount to be collected shall be based on the following rules:

- (I) The concurrent positions or secondment of faculty members at any profit-seeking organization for six or more months (inclusive) must be based on an industry-academia cooperation agreement signed between NTNU and the organization, from which NTNU is entitled to receive academic feedback funds.
- (II) If a faculty member is employed for six months or more (inclusive) but less than one year, the academic contribution to be paid shall be calculated proportionally to the months worked in the year. An employment period of less than one month is counted as one full month.

- (III) Academic feedback funds shall not be paid for faculty members who have not been temporarily or permanently concurrently employed for less than six months. However, if the employment duration is extended, or if the faculty member was employed full-time or part-time at the same institution multiple times during the same year, and the total employment duration exceeds six months (inclusive) as a result, a retroactive agreement shall be signed to collect academic feedback fund for the whole period.

Article 4 The minimum requirements for the collection of academic feedback funds by NTNU are as follows:

- (I) For full-time secondment:
  - 1. The annual academic feedback funds shall in principle be no less than 30% of the instructor's existing annual salary at NTNU or the instructor's offered annual salary in the profit-seeking organization, whichever is higher (including administrative expenses from Industry-Academia Cooperation projects).
  - 2. For faculty members transferred to but who do not receive salaries from a startup company established pursuant to the National Taiwan Normal University Spin-off Firms from R&D Results Regulations, academic feedback funds may be separately handled by the Office of Research and Development.
- (II) For concurrent positions at a profit-seeking organization:
  - 1. NTNU shall collect academic feedback funds not less than the total monthly salary of faculty members concurrently employed part-time at a profit-seeking organization.
  - 2. The amount of academic feedback funds collected by NTNU each year shall be based on the paid-in capital of the profit-seeking enterprises or organizations:
    - (1) If the profit-seeking organization has paid-in capital of NT\$10 billion or more (inclusive), annual academic contribution may not be less than NT\$250,000.
    - (2) If the profit-seeking organization has paid-in capital of NT\$5 billion or more (inclusive) but less than NT\$10 billion, annual academic contribution may not be less than NT\$200,000.
    - (3) If the profit-seeking organization has paid-in capital of less than NT\$5 billion, annual academic contribution may not be less than NT\$150,000.
- (III) For concurrent positions at a startup company established pursuant to the National Taiwan Normal University Spin-off Firms from R&D Results Regulations: Academic feedback funds shall be proportional to the faculty member's monthly salary at NTNU, and the total amount to be collected shall be based on the number of months the faculty member is employed part-time for. However, only for the purposes of encouraging the successful development of NTNU Spin-Off Firms from R&D Results, exceptions can be made to waive the collection of academic feedback funds for up to three years based on the size of the spin-off company. The duration for which academic feedback funds are waived shall be decided on by the NTNU Startup Review Meeting.

Article 5 After being collected, academic feedback funds shall be distributed based on the following percentages:

- (I) Academic feedback funds collected for Secondment: NTNU shall receive 30%, the faculty member's college 20%, and the faculty member's department (institute) 50%.
- (II) Academic feedback funds collected for concurrent positions:
  - 1. For faculty members attached to a college and department (institute): NTNU shall receive 70%, the faculty member's college 15%, and the faculty member's department (institute) 15%.
  - 2. For faculty members attached to college/department-level research centers: NTNU shall receive 70% and the college/department-level research center 30%.
  - 3. For faculty members attached to an administrative department: All contributions shall be paid to the Academic Endowment Fund to be managed and utilized by the Fund as it sees fit.
- (III) If the seconded or part-time faculty is affiliated to a specialized college, the ratio allocated to the college or department (institute) in Subparagraph 1 and Item 1 of Subparagraph 2 shall be coordinated and used by the specialized college according to its type:
  - 1. For university-level specialized colleges: Feedback funds for seconded faculty are distributed in the ratio of 30% to the university and 70% to the university-level specialized college; feedback funds for part-time faculty are distributed in the ratio of 70% to the university and 30% to the university-level specialized college.
  - 2. For college-level specialized colleges: Feedback funds for seconded faculty are distributed in the ratio of 30% to the university, 20% to the college to which he or she is affiliated, and 50% to the college-level specialized college; feedback funds for part-time faculty are distributed in the ratio of 70% to the university, 15% to the college to which he or she is affiliated, and 15% to the college-level specialized college.

Article 6 The exact amount of academic feedback funds shall be negotiated between the faculty member's attached department (institute) and the profit-seeking enterprise, and is subject to approval by the corresponding college, the Office of Research and Development, and the President. Collaboration agreements are to be signed between the Office of Research and Development and the profit-seeking enterprise.

Article 7 During the faculty member's concurrent positions or secondment at a profit-seeking enterprise, any R&D Results completed using NTNU's resources shall be governed by the National Taiwan Normal University R&D Results and Technology Transfer Management Regulations.

Article 8 If NTNU full-time faculty members are transferred to a private higher-education institution or a foundation, except for government-endowed foundations, NTNU shall collect academic

feedback funds from this institution or organization pursuant to Articles 3, 4, 5, 6, and 7 of these Regulations.

Article 9 These Regulations have been implemented with approvals sought from the Administrative Council. The same applies to all subsequent amendments.