

College of Management Guidelines for Rewarding System of Research, Teaching and Service

Approved by the 3rd College Council meeting on March 1, 2016, Academic Year 104

Approved by the 2nd Executive Meeting on March 23, 2016, Academic Year 104

Approved by the 2nd University Endowment Fund Management Committee on June 17, 2016, Academic Year 104

Amended and Approved by the 4th College Council meeting on May 8, 2018, Academic Year 106

Amended and Approved by the 6th Executive Meeting on May 23, 2018, Academic Year 106

Amended and Approved by the 2nd University Endowment Fund Management Committee on June 22, 2018

Amended and Approved by the 4th College Council meeting on May 8, 2019, Academic Year 107

Amended and Approved by the 7th Executive Meeting on May 15, 2019, Academic Year 107

Amended and Approved by the 2nd University Endowment Fund Management Committee on May 17, 2019

Amended and Approved by the 1st College Council meeting on September 29, 2020, Academic Year 109

Amended and Approved by the 8th Executive Meeting on December 9, 2020, Academic Year 109

Amended and Approved by the 3rd University Endowment Fund Management Committee on December 11, 2020

Amended and Approved by the 3rd College Council meeting on March 8, 2022, Academic Year 110

Amended and Approved by the 4th Executive Meeting on March 30, 2022, Academic Year 110

Amended and Approved by the 2nd University Endowment Fund Management Committee on May 13, 2022, Academic Year 110

Article 1. The College put in place the following rewards: ‘Yat-sen Scholar’, ‘Yat-sen Young Scholar’, ‘Yat-sen Distinguished Research Chair Professor’, ‘Yat-sen Outstanding Research Scholar Award’, ‘Yat-sen Junior Faculty Award’, ‘Yat-sen Management Research Award’, ‘College of Management Teaching Excellence Award’, ‘College of Management Outstanding Mentorship Award’ to encourage faculty to actively conduct research, engage in teaching and provide services, in order to promote the overall research and teaching performance of the College.

Article 2. The funding for this award will be supported by the remaining funds of the College’s Executive MBA Program. ‘Yat-sen Scholar’, ‘Yat-sen Young Scholar’, ‘Yat-sen Distinguished Research Chair Professor’ are supported by industry donations; hence, these rewards shall take on an endowed reward name.

Article 3. Yat-sen Scholar

1. Recipients: According to the Ministry of Education’s ‘Implementation Program to Assist Colleges and Universities in Recruiting Top International Talents (Yushan Scholar Program)’, reputable foreign scholars who have served in top-tier global academic research institutions or renowned international institutions for more than 10 years prior to appointment or those who have served as members of important international academic societies AND are the first authors or corresponding authors of papers published in prestigious international journals (as listed in Appendix I) may be appointed as full-time faculty for a period of at least two years, upon review and approval of the Committee formed by the College. Funding shall be provided once every two years. This reward may only be granted to one recipient each year.
2. Reward Amount: The non-statutory salary reviewed and approved by the Evaluation Committee shall be capped at NTD \$3 million per year.
3. Process of Selection: The hiring department shall file an application to the Faculty evaluation committee meetings at each organizational level (referred to hereafter as

Departmental Committee, College Committee, and University Committee) for review and appointment. The application must also pass the review of the Evaluation Committee.

4. The awardee will also be rewarded with a ‘Yat-sen Scholar’ plaque.

Article 4. Yat-sen Young Scholar

1. Recipients: According to the Ministry of Education Implementation Program to Assist Colleges and Universities in Recruiting Top International Talents (Yushan Scholar Program), reputable foreign scholars who received their highest degree level within the past ten years AND have served in top-tier global academic research institutions or renowned international institutions for more than five years prior to appointment AND are the first authors or corresponding authors of papers published in prestigious international journals (as listed in Appendix I) may be appointed as full-time faculty for a period of at least two years, upon review and approval of the Committee formed by the College. Funding shall be provided once every two years. This reward may only be granted to one recipient each year.
2. Reward Amount: The non-statutory salary reviewed and approved by the Committee shall be capped at NTD \$1 million per year.
3. Process of Selection: The hiring department shall file an application to the Teacher Evaluation Committee at the University-level for review and appointment. The application must also pass the review of the Evaluation Committee.
4. The awardee will also be rewarded with a ‘Yat-sen Young Scholar’ plaque.

Article 5. Yat-sen Distinguished Research Chair Professor

1. Recipients: Reputable foreign scholars who received the National Science and Technology Council’s funding for foreign scholars in Taiwan and are the first authors or corresponding authors of papers published in prestigious international journals (as listed in Appendix I). In addition, recipients must be approved by foreign experts, according to the university’s ‘Guidelines for Distinguished Research Chair Professor’ and shall spend at least one month per year serving in the College.
2. Collaborations: During his/her time in the College, the recipient shall publish a manuscript with a faculty within the College and provide a lecture series or co-advise a doctoral candidate or provide an open research seminar.
3. Reward Amount: The college will provide a support of NTD \$20,000 each month to the recipient. During the recipient’s time in the College, the recipient shall receive a stipend equivalent to the daily allowance for chair professors (funding may come from: the university, the National Science and Technology Council or the College), as well as one business class trip airfare. This reward may only be granted to two recipients per academic year.
4. Process of Selection: Departments shall follow the university’s Distinguished Research Chair Professor processing timeline and fill out an application form. With Dean approval, the application can be sent to the Office of Research and Development and Evaluation Committee for review and approval. The 3rd point reward funds shall be paid out in full

in one payment while the recipient is in the College.

5. The recipient will also be awarded with a ‘Yat-sen Distinguished Research Chair Professor’ plaque.

Article 6. Yat-sen Outstanding Research Scholar Award

1. Recipients: Awardees of the National Science and Technology Council’s Outstanding Research Award or awardees of the Ta-You Wu Memorial Award.
2. Reward Amount: According to the National Sun Yat-sen University’s ‘Regulations Governing the Recruitment and Retention of Special and Outstanding Talents’, recipients will be awarded the reward amount as announced for distinguished professors or distinguished young scholars. The College will also match the award amount as a sign of encouragement.
3. Process of Selection: Upon the university’s award announcement for each academic year, departments are responsible for notifying the Dean’s office to process the award.
4. The awardee will also be awarded with a ‘Yat-sen Outstanding Research Scholar Award’ plaque.

Article 7. Yat-sen Junior Faculty Award

1. Recipients: Full-time Associate and Assistant professors within the manning quota of NSYSU who joined the College within the past one year.
2. Reward Amount: The reward amount will be 3 base points, including the awarded amount from the Newly Faculty Award according to the ‘Regulations for Recruitment and Retention of Special Outstanding and Talented Faculty’.
3. The awardee will also be awarded with a ‘Yat-sen Junior Faculty Award’ certificate.

Article 8. Yat-sen Management Research Award

1. Rewarding Journal Publications: To reward College faculty who have published in internationally top-tier journals (as listed in Appendix 1).
2. Recipients: The faculty within the manning quota, contracted faculty, or contracted researcher must be currently on the job at the time of application and receipt of award. Jointly appointed faculty must follow the University’s ‘Standards for Faculty with Joint Appointments’ and be either mainly appointed by the College or must serve as his/her main affiliation. Authors with two or more joint appointments shall be considered first if National Sun Yat-sen University is listed as his/her primary affiliation in the publication.
3. Reward Amount and Standard: First and corresponding authors will be awarded NTD \$400,000 for each journal publication. Authors who are not listed as the first or corresponding authors will be awarded NTD \$200,000. Each journal publication can only receive support once. In the case that two or more faculty of our college co-author a manuscript, only one faculty will receive the award. Awarded manuscripts must already be circulated and published under the name of National Sun Yat-sen University.

4. Process of Selection: At the end of each September, the Dean's Office will total the number of publications from the previous year (and include specifications of the journal, volume and page numbers) that fulfill the reward requirements.
5. The awardee will also be awarded with a 'Yat-sen Management Research Award' plaque. Awardee shall make public and share research findings.
6. If the awardee already won the College's 'E. Sun Academic Award', the awardee will not be granted this award but still awarded the 'Yat-sen Management Research Award' plaque.

Article 9. College-level Teaching Excellence Award

1. Recipients: To reward the College's faculty for excellence in teaching, the College will select a number of faculty for teaching excellence according to the 'National Sun Yat-sen University College of Management's Regulations Governing the Selection of Faculty Teaching Excellence'. No more than two awardees per department and no more than one awardee per institute and program degrees.
2. Reward Amount: A reward amount of NTD \$20,000 will be given to faculty who receive the College's Teaching Excellence Award but not the University's Teaching Excellence Award.
3. The awardee will also be awarded with a 'National Sun Yat-sen University College of Management Teaching Excellence Award' plaque.

Article 10. College-level Outstanding Mentorship Award

1. To reward the College's outstanding mentors, the College will select a number of faculty for outstanding mentorship according to the 'National Sun Yat-sen University College of Management's Regulations Governing the Selection and Reward of Outstanding Mentorship'. No more than two awardees per department and no more than one awardee per institute and program degrees.
2. Reward Amount: A reward amount of NTD \$20,000 will be given to faculty who receive the College's Outstanding Mentorship Award but not the University's Outstanding Mentorship Award.
3. The awardee will also be awarded with a 'National Sun Yat-sen University College of Management Outstanding Mentorship Award' plaque.

Article 11. The Evaluation Committee referred to in this regulation will be composed of four scholars invited by the College Dean; these scholars may or may not be affiliated with the university but will have previously received the 'National Science and Technology Council's Outstanding Award' or the Ministry of Education's 'National Lecture Award'.

Article 12. This guideline, as well as its amendments, are effective upon approval by the College Council meeting, the Executive Meeting, and University Endowment Funds Management Committee and with approval from the university President.

中英文版本如有抵觸或不相符之處，應以中文版本為準。

The guidelines in English are translated from the original Chinese. In the event of any discrepancies between the two versions, the Chinese version prevails.

Appendix 1. National Sun Yat-Sen University College of Management

Yat-Sen Management Research Award – Top-tier Journals

Category	Journal Name
General Management (Strategy, IB, OR, HR)	Academy of Management Review
	Administrative Science Quarterly
	Academy of Management Journal
	Strategic Management Journal
Finance	Journal of Finance
	Journal of Financial Economics
	Review of Financial Studies
Marketing	Journal of Marketing
	Journal of Marketing Research
	Journal of Consumer Research
Accounting	Journal of Accounting Research
	Journal of Accounting and Economics
	The Accounting Review
Information Management	MIS Quarterly
	Information Systems Research
Operations Management	Management Science
	Operations Research
	Journal of Operations Management
Economics	American Economic Review
	Econometrica
Health Care Management	Health Service Research
Public Affairs Management	Public Administration Review
Communications	Journal of Communication

Note: According to the resolution of the College's 16th Director's Council Meeting on June 6, 2018, Academic Year 106, the lists of top-tier journals attached in the College's 'Regulations Governing the Evaluation of Faculty Academic Research Excellence', 'Regulations Governing the Research, Teaching and Service Rewards' and 'Regulations Governing the Management of Academic Development' were referenced from the National Science and Technology Council, and are not to be modified within five years. Only in the case where significant changes have been made to FT and UTD shall this list be modified and implemented accordingly with approval of the College Director's Council Meeting and College Affairs Council.

國立中山大學管理學院研究、教學與服務獎勵要點

105.03.01	本校管理學院 104 學年度第 3 次院務會議通過
105.03.23	本校 104 學年度第 2 學期第 2 次行政會議通過
105.06.17	本校 105 年度第 2 次校務基金管理委員會通過
107.05.08	本校管理學院 106 學年度第 4 次院務會議修正通過
107.05.23	本校 106 學年度第 2 學期第 6 次行政會議修正通過
107.06.22	本校 107 年度第 2 次校務基金管理委員會修正通過
108.05.08	本校管理學院 107 學年度第 4 次院務會議修正通過
108.05.15	本校 107 學年度第 2 學期第 7 次行政會議修正通過
108.05.17	本校 108 年度第 2 次校務基金管理委員會修正通過
109.9.29	本校管理學院 109 學年度第 1 次院務會議修正通過
109.12.9	本校 109 學年度第 1 學期第 8 次行政會議修正通過
109.12.11	本校 109 年度第 3 次校務基金管理委員會修正通過
111.03.08	本校管理學院 110 學年度第 3 次院務會議修正通過
111.03.30	本校 110 學年度第 2 學期第 4 次行政會議修正通過
111.05.13	本校 111 年度第 2 次校務基金管理委員會修正通過

一、為鼓勵本院專任教師積極從事研究、教學、及服務，特訂定「逸仙講座」、「逸仙青年學者」、「逸仙榮譽講座」、「逸仙傑出學者獎」、「逸仙新進管理學者獎」、「逸仙管理學術獎」、「管院教學績優獎」、及「管院優良導師獎」等獎勵方案，以提升本院之整體研究及教學服務績效。

二、本獎勵經費，由本院高階經營碩士學程在職專班結餘款支應。「逸仙講座」、「逸仙青年學者」、「逸仙榮譽講座」得由業界捐助，並得更換逸仙名稱另行冠名。

三、逸仙講座

(一)獎勵對象：依教育部協助大專校院延攬國際頂尖人才實施計畫，聘任前服務於國際一流學術研究機構或國際知名機構任職 10 年以上或曾任國際重要學會會士，且為第一作者或通訊作者曾發表於附表一國際頂尖期刊之具國際學術聲譽外國學者，經本院組成之委員會審核通過後聘任至少二年之專任教師，補助二年為一期。每一學年度獎勵一名為限。

(二)獎勵金額：由委員會審查後核給非法定薪資每年至多 300 萬元。

(三)作業程序：聘任單位提出申請，經三級教師評審委員會審查聘任，並通過委員會審查。

(四)得獎人另獲頒【逸仙講座】獎牌一面。

四、逸仙青年學者

(一)獎勵對象：依教育部協助大專校院延攬國際頂尖人才實施計畫，取得最高學歷 10 年以內，聘任前服務於國際一流學術研究機構或國際知名機構任職 5 年以上，且為第一作者或通訊作者曾發表於附表一國際頂尖期刊之具國際學術聲譽外國學者，經本院組成之委員會審核通過後聘任至少二年之專任教師，補助二年為一期。每一學年度獎勵一名為限。

(二)獎勵金額：由委員會審查後核給非法定薪資每年至多 100 萬元。

(三)作業程序：聘任單位提出申請，經三級教師評審委員會審查聘任，並通過委員會審查。

(四)得獎人另獲頒【逸仙青年學者】獎牌一面。

五、逸仙榮譽講座教授

(一)獎勵對象：獲得國家科學及技術委員會(以下簡稱國科會)國外學者來台相關經費補助，且為第一作者或通訊作者曾發表於附表一國際頂尖期刊之具國際學術聲譽外國學者，並依本校榮譽講座教授設置要點通過之國外知名專家學，且須每年至少在本院停留一個月。

(二)合作事項：停留本院期間須開設講座課程，或共同合作指導博士生，或公開學術演講，並與本院教師共同發表論文。

(三)獎勵金額：本院支付每月 2 萬元，來院期間依本校與國科會補助金額補足至講座級日支生活費及商務艙機票一次。每一學年度獎勵二名為限。

(四)作業程序：由系所依本校榮譽講座教授公告辦理時程，填具申請表經院長同意後，送經研發處核定通過，並經審查委員會審查通過者。第 3 點獎勵金額於來院期間一次支給。

(五)得獎人另獲頒【逸仙榮譽講座教授】獎牌一面。

六、逸仙傑出學者獎

(一)獎勵對象：三年內曾獲國科會傑出研究獎或吳大猷先生紀念獎者。

(二)獎勵金額：依「國立中山大學延攬及留住大專校院特殊優秀人才實施辦法」獲得之特聘教授或特聘年輕學者公告之獎勵金額，本院再給予相同金額獎勵。

(三)作業程序：系所於每學年度本校公告獲獎者後，通知院辦公室，再行辦理發放作業。

(四)得獎人另獲頒【逸仙傑出學者獎】獎牌一面。

七、逸仙新進管理學者獎

(一)獎勵對象：本院第一年新進編制內專任副教授及助理教授。

(二)獎勵金額：核給三個基數，如已領取本校「延攬及留住大專校院特殊優秀人才實施辦法」新進教師獎勵基數者，應扣除基數後核給。

(三)得獎人另獲頒【逸仙新進管理學者獎】獎狀。

八、逸仙管理學術獎

(一)獎勵期刊：獎勵本院教師於國際頂尖期刊發表研究成果，詳附表一所載期刊。

(二)獎勵對象：申請及頒發本獎勵時需為本院在職之編制內專任教師、約聘教師、約聘研究人員。若為合聘者依本校「合聘教師準則」，以本院主聘或主屬單位為限。另發表論文發者有兩個以上之服務單位時，以中山大學為第一單位名義發表者為限。

(三)獎勵金額與標準：第一作者或通訊作者，每篇頒予新台幣 40 萬。若非第一作者或通訊作者，每篇頒予 20 萬元。每篇論文僅補助一次，若院內有二位以上教師共同發表，

僅得一人獲獎。獲獎論文須為已經出版，並以國立中山大學名義發表。

(四)作業時間：於每年九月底前，由院辦公室統計符合獎勵期刊之前一年度已發表之論文（載明論文期數、卷數及頁碼）。

(五)得獎人另獲頒【逸仙管理學術獎】獎牌一面，得獎人應公開分享研究成果。

(六)得獎人如已獲本院「玉山學術獎」者，不再發給本獎勵金，惟仍頒發【逸仙管理學術獎】獎牌一面。

九、管院教學績優獎：

(一)獎勵對象：獎勵本院教學績優教師，依據「國立中山大學管理學院教學績優教師遴選辦法」推薦名單排序，遴選本院教學績優教師若干名，其中每系至多二名、獨立所及學位學程至多一名。

(二)獎勵金額：獲選為本院教學績優教師，但未獲本校教學績優獎勵者，每名給與新台幣 2 萬元獎勵金。

(三)得獎者另獲頒【國立中山大學管理學院教學績優獎】獎牌一面。

十、管院優良導師獎

(一)獎勵本院優良導師，依據「國立中山大學管理學院優良導師甄選與獎勵辦法」推薦名單排序，遴選本院優良導師若干名。其中每系至多二名、獨立所及學位學程至多一名。

(二)獎勵金額：獲選為本院優良導師獎，但未獲本校優良導師獎勵者，每名給予新台幣 2 萬元獎勵金。

(三)得獎者另獲頒【國立中山大學管理學院優良導師獎】獎牌一面。

十一、本要點所稱審查委員會係由院長邀集校內外曾獲國科會傑出獎或教育部國家講座之學者四人組成。

十二、本要點經院務會議、行政會議及校務基金管理委員會通過，陳請校長核定後實施，修正時亦同。

附表一、國立中山大學管理學院 逸仙管理學術獎 頂尖期刊

類別 Category	期刊名稱 Journal Name
一般管理領域 (含策略、國際企業、組織、人力 資源) General Management (Strategy, IB, OR, HR)	Academy of Management Review
	Administrative Science Quarterly
	Academy of Management Journal
	Strategic Management Journal
財務領域 Finance	Journal of Finance
	Journal of Financial Economics
	Review of Financial Studies
行銷領域 Marketing	Journal of Marketing
	Journal of Marketing Research
	Journal of Consumer Research
會計領域 Accounting	Journal of Accounting Research
	Journal of Accounting and Economics
	The Accounting Review
資訊管理領域 Information Management	MIS Quarterly
	Information Systems Research
作業管理領域 Operations Management	Management Science
	Operations Research
	Journal of Operations Management
經濟領域 Economics	American Economic Review
	Econometrica
	Quarterly Journal of Economics
醫務管理領域	Health Service Research
公共事務管理領域	Public Administration Review
傳播管理領域	Journal of Communication

註：依本院 107 年 6 月 6 日 106 學年度第 16 次主管會議決議，有關本院「學術研究績優教師審查要點」、「研究、教學與服務獎勵要點」及「提升學術發展管理要點」附件之頂尖期刊名冊，參照國科會原則五年內不更動，惟 FT 及 UTD 有明顯變更時，則經由院主管會議、院務會議審議通過，公告後實施。