



國立清華大學
NATIONAL TSING HUA UNIVERSITY



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

Application Procedures in NTHU

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National Tsing Hua University

Office of Research and Development

Division of General R&D Administration

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Directions and Websites

- Guidelines for the Recruitment of Top-notch International Elite by Universities and Colleges with Subsidies from the Ministry of Education

File Download: <https://yushan.moe.gov.tw/TopTalent/EN/Intro#section7>

- MOE Yushan Fellow Program

Website: <https://yushan.moe.gov.tw/TopTalent/EN/Intro>

- 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/ Yushan (Young) Fellow

Website: <https://rd.nthu.edu.tw/ResearchandDevelopmentatNTHU-scholars.html>



Duration of Program and Application Schedule

Type	Duration of Program	The 1 st Term Program	Approval Time	The 2 nd Term Program		
		Application Time		eligible to apply for the 2 nd term ?	Application Time	Approval Time
Yushan Fellow	approved once for 3 years	<p>Feb. to April each year</p> <ul style="list-style-type: none"> ● 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 (estimated in early March). ● 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. ● Application cases approved by the further review should be submitted to the MOE (estimated in early April) for final review. 	<ul style="list-style-type: none"> ● Applications are reviewed once a year following the academic year schedule. ● Approval time : estimated before the end of July 	Yes (one time only)	6 months before expiration of the 1 st term	3 months before expiration of the 1 st term
Yushan Young Fellow	approved once for 5 years					
【not approved to be Yushan (Young) Fellow】 Fellow Subsidized Additional Administrative Support Grant (~2022)	Following the directions of Yushan (Young) Fellow	Following the directions of Yushan (Young) Fellow	Following the directions of Yushan (Young) Fellow	No		
【not approved to be Yushan (Young) Fellow】 Global Outstanding Talent (2023~)	approved once for 1 year	Following the directions of Yushan (Young) Fellow	Following the directions of Yushan (Young) Fellow	No		



Application Documents

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



Quota of Units/ Review Criteria

Quota Allocation Method	Review Method	Review Items	Review Criteria
<ul style="list-style-type: none"> For institutions receiving 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 under the Higher Education SPROUT Project, their allocated quota units shall correspond to the class they belong to, which is determined according to the ratio of each discipline within Part I and research centers under Part II of the Higher Education SPROUT Project. Quota units for the other institutions will be approved on an annual basis according to the MOE policy. The above-mentioned quota units are calculated as follows: Yushan Fellows are considered one unit, whereas Yushan Young Fellows are considered one-third of a unit. Institutions not applying for this program in the current year will be deemed to have given up their quota. For institutions whose applications are rejected by MOE, their quota units will not be returned. Yushan (Young) Fellows who have applied for a subsidy renewal can be excluded from the quota to be allocated by MOE for the year. 	<ul style="list-style-type: none"> Applications are reviewed once a year following the academic year schedule. A review committee is established with one convener designated for each of the six academic fields (i.e., humanities and arts, social sciences, science, medicine, engineering, and agriculture and life sciences). Conveners shall recommend reviewers and expert fellows from their fields to perform anonymous review of the applications. 	<ol style="list-style-type: none"> Experience & past achievements of the scholar (significant academic contribution(s), details of academic awards received, critical academic research findings, and so on): <ol style="list-style-type: none"> Personal resume/ curriculum vitae The Yushan Fellows please provide the list of the publications and academic works in the past 10 years. The Yushan Young Fellows, please offer the list of past 5-year publications and academic outcomes. Other outstanding performances (Optional). Please provide the 1st term final report in qualitative and quantitative form (for the 2nd term only) Relevance of the proposed candidate's future academic work to the university's development and anticipated benefits (for example, Higher Education SPROUT Project) <ol style="list-style-type: none"> The scholar's academic work plans and associated goal(s). Details of the scholar's academic work and the relevance to the development of their school. Please explain the relevance in detail. The scholars' specific practices of academic work Fellow's tasks to achieve (choose at least 2 out of 4); provide specific details and practices: Academic research, Teaching innovation, International collaboration, Industry-academia collaboration Anticipated benefits (Expected quantitative or qualitative results) Package of supportive measures and arrangements provided by the university (will be reviewed in the mid-term and final report) Reasonableness of providing the salary and benefits Team Collaboration and Planning (Not applicable to Yushan Young Fellow) 	<ul style="list-style-type: none"> A Yushan Fellow should have the ability to win the "Academic Award" from the MOE; a Yushan fellow who has made significant contributions in industrial research and development must possess the ability to win the "National Award for Distinguished Contribution to Industry–Academia Cooperation" from the MOE. A Yushan Young Fellow should have the ability or potential to win "Ta-You Wu Memorial Award" from the NSTC (National Science and Technology Council).



Eligibility Criteria

Type	Proposed Appointment Category	Proposed Appointment Position	Eligibility Criteria	Supplement Description
Yushan Fellow	Full-time teaching member	Professor Associate Professor Assistant Professor	<p>A Yushan Fellow must possess one of the following qualifications:</p> <ul style="list-style-type: none"> Has worked at a leading international research institution or an internationally renowned company for at least 10 years, distinguished in the international academic community or acquired world-leading expertise in a core technology, and experienced in leading academic or industrial research teams Recipient of a Nobel prize, fellow of a national academy, fellow of a major international association, or has received some equivalent recognition Has made an outstanding contribution to the area of his or her academic or industrial expertise in the past 5 years 	<ul style="list-style-type: none"> If a fellow is unable to complete the 3-month stint in one particular year, the balance shall be carried forward and completed in the 3-year tenure, failure of which will be recorded and taken into consideration in MOE's future quota allocation to the institution. Yushan Fellows and Yushan Young Fellows must not be current full-time employees (not including personnel whose service duration is less than one year and never apply for the program) or retirees at universities or academic research institutions in Taiwan.
	Contract teaching member (must be at least 65 years old)	Professor, on term contract Associate Professor, on term contract Assistant Professor, on term contract		
	Short-term exchange member (to serve at the university for at least 3 months each year)	Visiting Professor Visiting Associate Professor Visiting Assistant Professor		
Yushan Young Fellow	Full-time teaching member	Professor Associate Professor Assistant Professor	<p>A Yushan Young Fellow must have received his or her highest academic qualification within the last 10 years or be under 45 years old and meet one of the following criteria:</p> <ul style="list-style-type: none"> Has worked at a leading international research institution or an internationally renowned company for at least 5 years and demonstrated great potential Has experience in conducting major research projects Has made an exceptional contribution to the area of his or her academic expertise in the past 5 years 	
Remark	Remark: Fellow Subsidized Additional Administrative Support Grant (~2022)/ Global Outstanding Talent (2023~) : Following the directions of Yushan (Young) Fellow			



Required tasks

Fellows applying for this program are required to perform the following tasks (**choose at least two of the four tasks**):

Academic research:

enhance academic research capacity and benefit institutional development

Teaching innovation:

innovate and refine teaching practices, strengthen the cultivation of talents and improve the quality of teaching

International collaboration:

promote international exchanges and connections, and enhance Taiwan's international influence and visibility

Industry-academia collaboration:

facilitate industry-academia cooperation between the institution and domestic/foreign enterprises, cultivate high-level talents and deepen social influence



Team Collaboration and Planning

Type	Description
Yushan Fellow	<ul style="list-style-type: none">• Yushan Fellows should form a team with faculty and researchers within the institution to carry out teaching or research projects by leveraging and cooperating with overseas academic resources.• The team must include one or more staff members at or below the associate professor or postdoctoral research fellows from the institution.• Yushan Fellows should make good use of their resources from the global academic network to facilitate the internationalization work of the host institution and promote international communications and collaboration.• Yushan fellows are also required to assist in the overseas publicity activities of this program by bridging the exchange between the host institution and international academic talents. The required funds and resources of relevant activities should be provided by the host institution.
Yushan Young Fellow	Not applicable to Yushan Young Fellow
Remark	Remark: Fellow Subsidized Additional Administrative Support Grant (~2022)/ Global Outstanding Talent (2023~) : Following the directions of Yushan (Young) Fellow



Application / Appointment Procedures in NTHU

Type	Yushan (Young) Fellow Program Application Procedures in NTHU
Yushan Fellow	<ul style="list-style-type: none"> ● Application Procedures in NTHU: <ul style="list-style-type: none"> • Colleges should compile application cases and then submit cases to Office of R&D after approved by College Level Review Committee. • Office of R&D should submit the application cases to the MOE for final review after approved by University Level Review Committee. ● Supplement Descriptions: <ul style="list-style-type: none"> • Yushan (Young) Fellows must not be current full-time employees (not including personnel whose service duration is less than one year and never apply for the program) or retirees at universities or academic research institutions in Taiwan. • The new faculty member appointment procedures and the Yushan (Young) Fellow Program application procedures can be proceed in parallel. • For applicants who have not completed the appointment procedures, the appointing units can apply for the Yushan (Young) Fellow Program for them, 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 their quota. <p>Remark : 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>
Yushan Young Fellow	
Remark	Remark: Fellow Subsidized Additional Administrative Support Grant (~2022)/ Global Outstanding Talent (2023~) : Following the directions of Yushan (Young) Fellow

New Faculty Member Appointment Procedures in NTHU			
Type	Proposed Appointment Category	Proposed Appointment Position	Appointment Procedure
Yushan Fellow	Full-time teaching member	Professor Associate Professor Assistant Professor	Required to be approved by all levels of Faculty Review Committees, and University Recruitment Committee
	Contact teaching member (must be at least 65 years old)	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 (to serve at the university for at least 3 months each year)	Visiting Professor Visiting Associate Professor Visiting Assistant Professor	Required to follow the appointment procedures of part-time faculty members
Yushan Young Fellow	Full-time teaching member	Professor Associate Professor Assistant Professor	Required to be approved by all levels of Faculty Review Committees, and University Recruitment Committee
Remark	Remark: Fellow Subsidized Additional Administrative Support Grant (~2022)/ Global Outstanding Talent (2023~) : 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

Appointing Unit
(Department/Institute/
College)

College Level Review
Committee
(College Administration
Meeting, College Faculty
Review Committee....)

University Level
Review Committee

Ministry of Education

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

Contact teaching member (must be at
least 65 years old):
required to be approved by all levels of
Faculty Review Committees

Department/
Institute
Faculty Review
Committee

College
Faculty
Review
Committee

College
Faculty
Review
Committee

University
Recruitment
Committee

University
Faculty Review Committee

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

College
Faculty
Review
Committee

College
Faculty
Review
Committee

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)

Funding Items from the MOE

Type	Items	Description	Supplement Description		
Yushan Fellow	Additional annual salary allowance	<ul style="list-style-type: none"> • Up to NT\$5 million on a 3-year basis • Short-term exchange: granted proportionally according to the service period 	<ul style="list-style-type: none"> • Yushan Fellows and Yushan Young Fellows must not apply for subsidies (flexible salaries) provided by the MOE. • The candidate can not be granted by "Recruitment of Visiting Science and Technology Personnel with NSTC Funding" at the same time. • The mid-term report review result: (Remark) 	<ul style="list-style-type: none"> •The fees are current or capital (up to 20%) expenditures. •The other types of fees and expenses should be handled according to the directions for MOE subsidies and funding and the stipulation for central government expenses. 	
	Academic Collaboration and Administrative Support Expense	<ul style="list-style-type: none"> • Up to NT\$1.5 million on a 3-year basis • Short-term exchange: granted proportionally according to the service period. The subsidy amount for academic collaboration and administrative expenses and the expenditure period are not limited to their time in Taiwan. • The fees can be used for: <ol style="list-style-type: none"> 1. Expenses for teaching, research, international academic collaboration, and work by a fellow to execute his/her plan. Where personnel expenses (such as salaries for administrative assistants, postdoctoral research fellows, or part-time assistants, etc.) shall be handled according to the standards set by each institution, and the reimbursement shall be made after the claims are verified. 2. Employment Gold Card application relevant expenses 			
Yushan Young Fellow	Additional annual salary allowance	<ul style="list-style-type: none"> • Up to NT\$1.5 million on a 5-year basis 			
	Academic Collaboration and Administrative Support Expense	<ul style="list-style-type: none"> • Up to NT\$1.5 million on a 5-year basis • The fees can be used for: Following the directions of Yushan Fellow 			
Fellow Subsidized Additional Administrative Support Grant (~2022)/ Global Outstanding Talent (2023~)	Additional annual salary allowance	<p>No subsidy (please refer to Supplement Description)</p>			<p>For the fellows demonstrate good potential, hired and received flexible salaries by the host universities from Higher Education SPROUT Project or other self-raising funds (please state clearly in the application plan), MOE will offer Academic Collaboration and Administrative Support Expense.</p>
	Academic Collaboration and Administrative Support Expense	<ul style="list-style-type: none"> • Fellow Subsidized Additional Administrative Support Grant: Up to NT\$1.5 million on a 3-year/ 5-year basis The mid-term report review result: For fellows who fail to meet the anticipated targets, the MOE will adjust the subsidy for the remaining term. • Global Outstanding Talent: Up to NT\$1.5 million on an annual basis • The fees can be used for: Following the directions of Yushan Fellow 			

Remark: The mid-term report review result: For Yushan (Young) Fellows who fail to meet the anticipated targets, relevant improvements will be required based on the reviewers' comments. The implementation of such improvements should be examined as one of the review criteria during the assessment of the final report and renewal application review. It will also be taken into consideration by MOE in future quota allocation to the institution and in adjusting the subsidy for the remaining term.



Funding Items from NTHU

Type	Items	Description	Supplement Description
Yushan Fellow/ Yushan Young Fellow	Statutory Salary	<ul style="list-style-type: none"> The salary should not be less than that for the same level of teaching positions at a national university (including the original salary, research allowances, and supervisor allowances). 	Yushan Fellows and Yushan Young Fellows must not apply for subsidies (flexible salaries) provided by the MOE.
	Supportive Benefits	<ul style="list-style-type: none"> 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. The expenses mentioned above should be paid by using self-fundraising funds by the university and using subsidies from government agencies. Regarding payment criteria and methods, the related matters should be handled according to stipulations by the university or government agencies. Please refer to the following websites: <ul style="list-style-type: none"> Newly Recruited Faculty Academic Research Subsidy (Start up Subsidy) (contact: Division of General R&D Administration, Office of Research and Development) http://rd.site.nthu.edu.tw/var/file/6/1006/attach/42/pta_85700_5020118_51062.pdf Guest House III application and Housing Allowance <ul style="list-style-type: none"> Guest House III application (contact: Division of Dining and Facilities Management) https://ddfm.site.nthu.edu.tw/p/412-1494-16426.php New Faculty's Housing Allowance (contact: Division of Property Management) https://property.site.nthu.edu.tw/p/406-1169-197956,r1063.php?Lang=zh-tw Dependent Education Subsidy (contact: Office of Personnel) http://person.site.nthu.edu.tw/p/406-1066-12001,r940.php?Lang=zh-tw 	
Fellow Subsidized Additional Administrative Support Grant (~2022)/ Global Outstanding Talent (2023~)	Statutory Salary	Following the directions of Yushan (Young) Fellow	Flexible salaries 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
 - 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.



Funding Carryover

● Subsidies from the MOE

- Funds for this program are approved and allocated annually, but the reporting time is in line with the mid-term review schedule.
- Funds that have been partially used as well as funds that have incurred outstanding debts or contractual responsibilities can be carried over and included in the funds for another year (for national universities, annual balance shall not be included in the school fund).
- The carryover procedure should be conducted in accordance with the following time frame, and the carried-over funds can only be used for its original purpose. Any unused funds must be returned in full:
 1. **Yushan Fellows shall report their funds in the first year and the third year respectively**
(if the funds are not fully implemented in the second year, they may be carried over and included in the third year).
 2. **Yushan Young Fellows shall report their funds in the second year and the fifth year**
(Funds that have not been used in the first year can be carried over and included in the second year, and funds that have not been used in the third and the fourth years can be carried over and used in the fifth year, before expiration of the implementation period).
 3. Other matters not discussed herein should be handled in accordance with the Directives for Issuance and Report of Subsidy (Donation) and Funds by the Ministry of Education (教育部補(捐)助及委辦經費核撥結報作業要點) and various expenditure regulations enacted by the central government.



Project Implementation Assessment

(Annual/ Mid-term/ Final Report)

Type	Deadline			Review Method	Notes for Review	Review result
	Yushan Fellow	Yushan Young Fellow	Fellow Subsidized Additional Administrative Support Grant/ Global Outstanding Talent			
Annual Performance Report	Should be submitted and uploaded to the Yushan (Young) Fellow Program website			Annual performance reports that have passed the administrative review will be published on the Yushan (Young) Fellow Program website.	The review focuses on the research, teaching, and service performance of fellows, as well as the effectiveness of implementing the targets specified in the institution's application plan and its supportive measures.	
Annual Brief Report	E-file within 10 MB, both in Chinese and English Should be uploaded to the Yushan (Young) Fellow Program website					
Mid-term report	Should be submitted at the end of the 1 st year of implementation Can be submitted together with the annual performance report	Should be submitted at the end of the 2 nd year of implementation Can be submitted together with the annual performance report	Following the directions of Yushan (Young) Fellow	A review committee will be established to review the mid-term reports. A convener and several reviewers will be designated for each of the six academic fields (i.e., humanities and arts, social sciences, science, medicine, engineering, and life science and agriculture) under the committee.		Remark 1
Final Report	<ul style="list-style-type: none"> Intending to apply for the 2nd Term Program : 6 months before expiration of the program period; can be submitted together with the 2nd term application form Not intending to apply for the 2nd term Program : expiration of the program period 	<ul style="list-style-type: none"> Intending to apply for the 2nd Term Program : 6 months before expiration of the program period; can be submitted together with the 2nd term application form Not intending to apply for the 2nd term Program : expiration of the program period 	expiration of the program period	<ul style="list-style-type: none"> Intending to apply for the 2nd term Program : the final report and the 2nd term application will be sent by the MOE to the conveners of various review committee groups for review Not intending to apply for the 2nd term Program, Fellow Subsidized Additional Administrative Support Grant and Global Outstanding Talents : the final report shall be handled in accordance with the review process for annual performance reports. 		Remark 2

Remark 1

- For Yushan (Young) Fellows who fail to meet the anticipated targets, relevant improvements will be required based on the reviewers' comments. The implementation of such improvements should be examined as one of the review criteria during the assessment of the final report and renewal application review. It will also be taken into consideration by MOE in future quota allocation to the institution and in adjusting the subsidy for the remaining term.
- For fellows who are additionally subsidized for administrative support grant, the MOE will adjust the subsidy for the remaining term.

Remark 2

- For Yushan (Young) Fellows who submit their final reports along with their renewal application, review results of which will be taken as a reference by MOE when determining the funding for the subsequent term, which shall be done 3 months before expiration of the current term.
- For fellows not applying for a renewal, fellows who are additionally subsidized for administrative support grant and Global Outstanding Talents, review results of their final reports will be taken as a reference by MOE for future quota allocation to their institutions.



Notes for Other Items

- If any full-time Yushan (Young) Fellow, Fellow Subsidized Additional Administrative Support Grant or Global Outstanding Talent published his/her academic research result during his/her tenure, such **research result must be listed under the name of the host institution in Taiwan**. Any academic achievement of fellows on a short-term exchange program that is derived from the fellow's obligations or matters stipulated in his/her employment agreement with the host institution must also be listed under the name of the host institution in Taiwan.
- Any violation of **academic ethics** by Yushan (Young) Fellows, Fellows Subsidized Additional Administrative Support Grant or Global Outstanding Talents receiving funding from this program shall be handled in accordance with the regulations governing academic ethics cases at junior colleges and institutions of higher education.
- If Yushan (Young) Fellows, Fellows Subsidized Additional Administrative Support Grant or Global Outstanding Talents **breach the Gender Equity Education Act (性別平等教育法)** or other legal regulations after approval of their funding and during their appointment period, MOE may suspend their funding when necessary.
- The university should assist foreign Yushan (Young) Fellows, Fellows Subsidized Additional Administrative Support Grant or Global Outstanding Talents 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.