

## Board of Trustees Extend New Year' s Greetings in Advance and Confirmed Salary Increase for 2024

Campus focus

In June, the Executive Yuan announced that the salaries of military, public, and teaching personnel would be increased by 4% in 2024. Academic and research allowances for faculty at public universities and researchers at the Academia Sinica will see a 15% increase. On the afternoon of November 23, the Board of Trustees of the university approved the "TKU Adjustment Plan for Coordinating with the Salary Adjustment for Military, Public, and Teaching Personnel in 2024." The plan will be implemented starting from January 2024.

In recent years, our school has embraced the vision of  $AI+SDGs=\infty$  for university development, actively promoting the dual transformation of digitalization and net-zero. We have achieved notable success, receiving consecutive recognitions such as the National Sustainable Development Award from the National Development Council of the Executive Yuan, the Business Excellence Model Benchmark Prize from the Chinese Society for Quality, and the Gold Award for Energy Efficiency Benchmark from the Ministry of Economic Affairs. Substantial increases in subsidies have been granted for the phase II of the Higher Education SPROUT Project and the phase III of the University Social Responsibility (USR) Project from Ministry of Education. The approval rates for Teaching Practice Research projects and the National Science and Technology Council's undergraduate research projects have reached new highs. Additionally, important initiatives such as Literacy-Oriented Higher Education Learning Innovation Projects, key school in the Program on Bilingual Education for Students in College, and the Taiwan Huayu BEST Program have been approved to enhance student learning outcomes. President Huan-Chao Keh has not only acknowledged these achievements in various large-scale meetings but also expressed gratitude for the collective efforts of colleagues. In the 90th school affairs meeting, he emphasized, "In sustainable development, treating employees

well is crucial." He mentioned that during his tenure as president, salary adjustments were made in 2018 and 2022 based on notifications from the Ministry of Education. This achievement is not common among private schools and underscores the importance of the collaborative efforts of all faculty and staff for the sustainable development of the school.

For this salary adjustment, according to preliminary estimates from the Human Resources Office and the Finance Office, the expenditure budget for the coming year is expected to increase by 93.37 million NT dollars. While 70% of this increase may be eligible for subsidies from the Ministry of Education, the exact details are still pending confirmation. Dean of Financial Affairs Ku-Jun Lin stated that the school is impacted by a declining birthrate, and although the financial situation continues to be affected, the budget is still allocated in accordance with the president's commitment to "student rights" and "care for faculty and staff." As for how to respond to this situation, he proposed the strategy of "revenue increase and cost reduction." On the revenue side, the emphasis is on "stabilizing tuition income." In addition to strengthening enrollment and enhancing student retention, efforts should be made to actively seek government projects, industry-academic cooperation, alumni fundraising, and increase venue rental rates to generate income beyond tuition fees. On the cost reduction side, the principle is to "prudently examine budget usage," with a thorough planning process before utilizing the budget. He concluded by saying, "I hope everyone will work together for the sustainable development of Tamkang."

