長庚大學
CHANG GUNG UNIVERSITY

Chang Gung University

2024 Sustainability Report

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Letter from the President

"Integrating Humanistic Care and Technological Innovation, Advancing Toward a New Era of Smart Sustainability"

Amid the global shift toward sustainable development, Chang Gung University (CGU) upholds its core values of humanistic care and technological innovation. We are actively advancing comprehensive sustainability initiatives to cultivate future talents with a strong sense of social responsibility. We continue to deepen sustainable governance within CGU by strengthening dedicated offices and the operations of the Sustainable Development Promotion Committee. Guided by the United Nations Sustainable Development Goals (SDGs), we have embedded the principles of environmental sustainability, social responsibility, and governance into our institutional culture to ensure that our initiatives are both concrete and enduring.

In the era of artificial intelligence (AI), professionals are facing entirely new challenges. At CGU, we go beyond training students to use AI; we place equal emphasis on fostering their ability to understand and master the technology. We champion interdisciplinary learning, integrating AI across all academic disciplines. Through internship programs and hands-on training, students gain real-world experience and learn how to apply technology to solve practical problems, thus contributing to societal and community development.

Our founder, Mr. Wang Yung-Ching, once said, “If you’re going to do something, do it the best you can.” Guided by this spirit, we strive to become a student-centric research university and aim to establish Taiwan’s first “American-style private university.” CGU actively forges international partnerships through dual-degree programs and multicultural exchange activities, helping students develop global perspectives and interdisciplinary competence. Moving forward, we will also promote the “Interdisciplinary Bachelor’s Program” and “College-wide Bachelor’s Program” systems to break down disciplinary barriers and cultivate cross-disciplinary competitiveness. We believe that the future demands not only technological expertise but also leaders who embody humanistic literacy and an innovative spirit. Therefore, we encourage students to explore diverse fields, enhance their problem-solving abilities, and shine on the international stage.

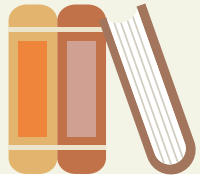
On the environmental front, CGU is fully committed to the Green Campus initiative. Our actions include campus-wide greenhouse gas inventories, solar panel installations, comprehensive waste sorting and recycling programs, energy-saving and carbon reduction efforts, and the establishment of EV charging stations, further demonstrating our dedication to environmental stewardship through tangible actions. In addition, we invite experts and scholars in the ESG field to engage in in-depth discussions and knowledge-sharing sessions to enhance our students’ awareness of sustainability. We encourage them to integrate green thinking into their daily learning and research activities.

We believe that technology and sustainability should progress hand in hand. CGU will continue to drive innovative research across the fields of medicine, engineering, management, and artificial intelligence. By deepening advancements in smart healthcare, digital health, and AI applications. Through industry-academia collaboration, we aim to integrate industrial resources and transform technological innovations into real-world solutions that create greater value for society.

Looking ahead, we will remain committed to expanding our sustainable development efforts, ensuring that CGU is not only a cradle of knowledge, but also a key force driving societal progress and innovation. Let us move forward hand in hand, empowering the future through technology, and nurturing compassion through humanism, as we stride together into a new era of smart sustainability!

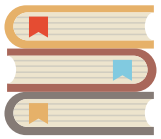
President

Annual Highlights



Environment

- **Greenhouse Gas Inventory**
  In 2024, the total greenhouse gas emissions reached 21,697.5900 tCO_2e/year (self-inventory). A Digital Greenhouse Gas Inventory System was also developed to effectively monitor GHG emissions.
- **Installation of Solar Photovoltaic Systems**
  Phase I was completed and grid-connected in April 2023, generating 582,936 kWh in 2024, which was sold to Taipower. Phase II is scheduled for completion in March 2025.
- **Public Recognition for Green Procurement**
  CGU received the 2024 Taoyuan City Award for Outstanding Performance in Green Procurement by Private Enterprises and Organizations, marking its sixth consecutive year of recognition in this category.



Social

- **Taoyuan City Middle and Elementary School Character Education Award**
  In collaboration with the Taoyuan City Department of Education, the Formosa Plastics Group Museum held the “Character Education Practice Award” to recognize students who exemplify the virtues of "Diligence, Perseverance, Frugality, and Trustworthiness" in everyday life.
- **University Social Responsibility (USR) Practice**
  In 2024, CGU implemented three University Social Responsibility (USR) projects and six HUB-based initiatives, promoting the practice of social responsibility among faculty and students.
- **Promoting Equal Access to Education**
  CGU continues to expand diverse admission pathways to increase educational opportunities for students from a wide range of backgrounds. CGU actively supports students' enrollment and learning needs through a broad range of scholarships and financial aid programs, and has established a comprehensive financial support system to reduce the burden on students and their families.

Governance

- **Fostering Sustainability Talent**
  1. From 2022 to 2024, CGU offered a total of 112 courses related to sustainable development, with 2,641 students enrolled.
  2. Specialized programs such as the “Sustainability Manager Course” and the “iPAS Net-Zero Carbon Planner Certification Program” were launched to cultivate sustainability professionals.
  3. Through industry-academia partnerships, interdisciplinary teaching, and international collaboration, CGU has worked with companies such as Roche, PharmaEssentia, and Formosa Biomedical to jointly develop cross-disciplinary talent in biotechnology and biomedical sectors.

CGU is committed to fulfilling its university social responsibility by integrating internal resources and working collaboratively to advance the Sustainable Development Goals (SDGs). CGU aligns its efforts with the SDGs across teaching curricula, research projects, industry-academia collaborations, and campus-wide initiatives. In 2024, CGU demonstrated outstanding performance in SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 9 (Industry, Innovation and Infrastructure).

	SDG1	SDG2	SDG3	SDG4	SDG5	SDG6	SDG7	SDG8	SDG9	SDG10	SDG11	SDG12	SDG13	SDG14	SDG15	SDG16	SDG17
Courses Offered (Number of Courses)	191	108	1,228	1,193	409	99	254	308	355	325	106	75	101	70	81	293	142
Research Projects (Cases)	4	0	269	66	7	8	21	9	53	16	20	13	11	3	3	4	11
Industry-Academia Collaboration (Cases)	7	1	51	19	0	1	21	33	8	3	8	28	1	0	3	1	33
Campus-wide Activities (Cases)	14	0	53	141	8	3	5	9	17	8	3	3	1	0	0	1	25
Total	216	109	**1,601**	**1,419**	**424**	111	301	**359**	**433**	352	137	119	114	73	87	299	211

Note 1: Each course, research project, industry-academia collaboration, or campus-wide activity is aligned with relevant SDG indicators prior to course offering or project/activity application.
Note 2: Each course, research project, industry-academia collaboration, or campus-wide activity may be associated with up to three SDG indicators. If an item corresponds to multiple SDGs, each applicable SDG is counted separately.
Note 3: Courses and campus activities are based on data from the second semester of Academic Year 2023 and the first semester of Academic Year 2024.
Note 4: Research projects reflect the number of projects executed in 2024, including multi-year projects.
Note 5: Industry-Academia collaborations reflect the number of projects implemented by 2024.

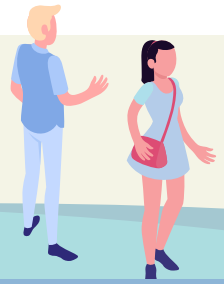
Awards and Recognition

Sustainable Development and Governance Performance

- CGU received the 2024 Taiwan University Sustainability Awards, including the Top 10 Sustainable Universities in Taiwan Award and the Gold Award for Sustainability Report.
- CGU was honored with three Bronze Awards at the 2024 TSAA Taiwan Sustainability Action Awards.
- CGU won the Bronze Award for Sustainable Microfilm at the 2024 Taipei Golden Eagle Micro Movie Festival.
- In the 2024 CommonWealth University Social Responsibility (USR) Awards, CGU ranked 4th among private general universities.
- In the 2025 QS World University Sustainability Rankings, CGU was ranked 767th globally and 213th in Asia.
- CGU has successfully obtained ISO 14064-1 international certification for greenhouse gas inventory.

Academic Research and Technological Innovation

- CGU earned 17 major awards at the 21st National Innovation Awards (2024), including 3 Academic Research Innovation Awards, 4 Clinical Innovation Awards, and 10 Excelsior Awards.
- At the Taiwan Innotech Expo, CGU achieved five gold medals and five bronze medals.
- The Molecular and Clinical Immunology Research Center's antibody technology received the 2024 Taipei Biotech Award – Bronze Award for Technology Transfer Collaboration.
- 52 CGU faculty members were named to Stanford University's list of the world's top 2% scientists.



Innovation, Entrepreneurship, and Student Achievements

- Students from the Department of Computer Science and Information Engineering and the Bachelor Program in Artificial Intelligence participated in the 2024 29th International ICT Innovative Services Awards, winning first and third place in categories including Smart Healthcare and Educational AI.
- A student team from the Department of Information Management competed in the 2024 Sustainability Hackathon, earning second place nationwide with their project "Animal Insights from the Start."
- A student from the Department of Biomedical Engineering participated in the 2024 8th National Medical Engineering Innovation Competition, developing a microfluidic system for stroke drug testing, and won the Gerontechnology Innovation Award.
- A student from the Department of Electrical Engineering earned the Excellence Award and Design Completion Award in the 2024 National IC Design Contest for University Students, in the Undergraduate-Level Full-Custom Design Category.
- In the 2024 U-Start Plan for Innovation and Entrepreneurship, two CGU student teams—Rich-Health Biomedical and DAP were each awarded a NT$500,000 grant in the first stage of financial support.

Special Features

CGU Enters the Top 10 Universities in Taiwan in THE Asia University Rankings 2024

According to the 2024 Asia University Rankings released by Times Higher Education (THE), CGU is ranked 119th in Asia and, for the first time, has entered the top 10 among universities in Taiwan, standing alongside national universities and surpassing several mid-tier public institutions. This ranking is a major recognition of CGU's achievements in education and research. The university stated that it will continue enhancing teaching quality and research capacity while upholding its mission to become a top-tier, student-centered university and striving to enter the top 100 universities in Asia.

Over 100 CGU Students Receive Grants to Intern Abroad in 2024

In 2024, CGU supported over 100 students in pursuing overseas internships, marking a continued commitment to fostering international mobility. Through the Ministry of Education's Overseas Internship Programs—Dream-Launching Program and New Southbound Initiative—a total of 115 students benefited from public sponsorships. In addition, 10 students received corporate support from Formosa Plastics USA and its partners.

According to Dean of International Affairs Kin-Fong Lei, CGU has sponsored more than 350 students for global exchange and internship opportunities since the easing of pandemic restrictions in 2023, significantly broadening students' global outlook and employability.

CGU Signs MOU with ESG Global Federation to Advance ESG Talent and Practices

On May 24, 2024, CGU signed an industry–academia memorandum of understanding (MOU) with the ESG Global Federation. The partnership focuses on three key areas: ESG talent development, ESG education and training on campus, and collaborative support for alumni-affiliated enterprises. Through this collaboration, CGU aims to cultivate a new generation of ESG professionals and help businesses more effectively implement sustainable practices, thereby accelerating the transition to a sustainable society.

CGU Achieves Outstanding Results in 2024 Sustainability Action and Micro Movie Competitions

Committed to fulfilling its University Social Responsibility (USR), CGU has long encouraged faculty and student participation in USR-related courses and initiatives, resulting in numerous accomplishments. In 2024, CGU received three Bronze Awards at the TSAA Taiwan Sustainability Action Awards. Additionally, CGU distinguished itself at the 8th Taipei Golden Eagle Micro Movie Festival, earning a Bronze Award out of 183 submissions. These recognitions underscore CGU's concrete contributions and achievements in advancing the United Nations Sustainable Development Goals (SDGs).

CGU Receives ISO 14064-1 Certification for Greenhouse Gas Inventory

In response to the global push for ESG, CGU completed its first campus-wide greenhouse gas inventory in June 2024 and received ISO 14064-1 certification, confirming the accuracy of its emission measurements. On September 24, 2024, President Ming-Je Tang accepted the certification from Otto Lin, Assistant Director of Business Solutions at BSI (British Standards Institution). CGU has committed to setting more ambitious carbon reduction goals and action plans, in alignment with Taiwan's 2050 net-zero emissions and carbon neutrality targets.

CGU Named a 2024 Model University for Sustainability, Wins Gold Award for Sustainability Report

At the 2024 Taiwan University Sustainability Awards, organized by the Taiwan Institute for Sustainable Energy (TAISE), CGU was recognized as one of the Top 10 Model Universities for Sustainability—an exceptional achievement for a first-time participant. CGU also received the Gold Award in the University Sustainability Report category, demonstrating its robust commitment and capacity in advancing sustainability initiatives.

About the Report

Since 2023, Chang Gung University (CGU) has published an annual sustainability report to provide stakeholders with insights into the University's achievements in governance, environmental sustainability, social inclusion, and academic collaboration. The report includes materiality assessments and disclosures, reflecting CGU's commitment and concrete actions on key sustainability issues. CGU will continue to publish the report annually. The full version is publicly accessible on the official website of the CGU Office of Sustainable Development.

Reporting Framework

This report has been prepared in accordance with the latest edition of the Global Reporting Initiative (GRI) Sustainability Reporting Standards (GRI Standards). A detailed GRI Content Index is included in the appendix for reference.

Reporting Period

As CGU operates on an academic year basis, the reporting period covers the 2023–2024 academic year (from August 1, 2023, to July 31, 2024). Comparative data is provided for the 2021–2024 academic years (from August 1, 2021, to July 31, 2024). References to the first and second semesters are denoted as "-1" and "-2" respectively. To ensure completeness of information, data in Chapter 4 (Environmental Protection), Chapter 7 (Community Engagement), and parts of other chapters are presented based on the calendar year, with the primary disclosure period spanning January 1, 2024, to December 31, 2024. Comparative data is presented for 2022 to 2024 (from January 1, 2022, to December 31, 2024). Any differences in the statistical scope are specifically noted in the report.

Reporting Scope and Boundary

This report focuses on Chang Gung University (CGU), with content centered on the University's defined material topics, as well as the significant economic, environmental, and social impacts these topics have on CGU's sustainable development. During the reporting period, there were no material changes to the University's organizational structure, ownership, or supply chain.

Responsible Unit and Quality Management

To strengthen the integrity and reliability of CGU's sustainability disclosures, the University has referred to the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" and has established standard procedures for sustainability report compilation, including internal reviews and external assurance mechanisms where appropriate.

Report Compilation Process	Description	Responsible Unit
Report Compilation	The Office of Sustainable Development is responsible for coordinating the overall report planning process. Data, strategic goals, and performance indicators are provided by the respective units, and the Office compiles and reviews the content accordingly.	Office of Sustainable Development
Internal Review	After the report is compiled, each responsible unit verifies the content for accuracy and completeness. Final internal review and approval is conducted by the Sustainable Development Promotion Committee.	Respective functional units and Sustainable Development Promotion Committee
External Assurance	• To enhance the accuracy and credibility of this report, CGU commissioned British Standards Certification Taiwan (BSI Taiwan), an independent third-party verification body, to conduct assurance in accordance with the AA1000AS v3 standard, applying Type 1 Moderate Assurance. The assurance process confirmed alignment with the GRI Standards and AA1000AP (2018) Accountability Principles. • In addition, the University's financial statements were audited by EY Taiwan in line with the "Matters Requiring Attention in CPA Audits and Certifications of Financial Statements of School-Based Legal Entities and Private Postsecondary Institutions." The audited statements are published on the CGU website and available in the university library to ensure transparency.	AFNOR Asia Ltd. / Ernst & Young Global Limited
Final Approval and Release	The final version of the report is reviewed by the Sustainable Development Promotion Committee and officially released upon approval by the President.	Sustainable Development Promotion Committee

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Material Topics Analysis

CGU identifies its material topics with reference to the GRI Standards and in alignment with the AA1000 AccountAbility Principles (2018), which include inclusivity, materiality, responsiveness, and impact. Based on the 2021 GRI Universal Standards, these topics are prioritized and disclosed along with their respective impacts, management strategies, and implementation status. The results serve as a foundation for enhancing CGU's sustainability goals and action plans, while also improving the effectiveness of internal communications.

Material Topic Identification Process

1 Collecting Relevant Topics

- Relevant topics were collected through various internal and external channels. With reference to international frameworks such as the GRI and UN SDGs, and through benchmarking against peer institutions, a total of 30 potential sustainability topics were compiled. Based on CGU's development context, governance practices, and stakeholder expectations, 18 topics were identified as core material issues highly relevant to the University.

2 Identifying Stakeholders

- Stakeholders were identified based on the definitions provided by the GRI Standards. A total of nine key stakeholder groups were identified.

3 Assessing Impact Significance

- Analyzing Stakeholder Attention: Stakeholders were surveyed to assess their level of concern regarding 18 identified topics. A total of 124 valid online responses were collected.
- Evaluating Operational Impact: University executives were invited to evaluate the impact of each topic on CGU's operations. A total of 22 responses were received from first-level administrative supervisors.
- Prioritizing and Selecting Material Topics: Topics were analyzed from three perspectives: stakeholder concern, operational impact, and relevance to sustainable development. Each dimension was classified into high, medium, or low levels. Topics identified as "high" in any of the three dimensions were prioritized as material topics, resulting in 13 topics.
- Senior-Level Review and Disclosure: The Sustainable Development Promotion Committee reviewed the proposed material topics and consulted internal and external experts. After consolidating overlapping or similar issues, a final set of 10 key material topics was approved by the President and serves as the core basis for disclosure in accordance with the GRI Standards.

4 Regular Review

- The Sustainable Development Promotion Committee conducted periodic reviews to confirm the completeness, inclusiveness, and strategic relevance of the material topics.

Stakeholder Engagement

CGU follows the AA1000 Stakeholder Engagement Standard (SES) 2015 edition and its five core principles—dependency, responsibility, influence, tension, and diverse perspectives—to construct a systematic process for stakeholder identification and engagement. This approach reflects the University's operational activities and the characteristics of the higher education sector.

Stakeholder Identification Process

Internal Assessment

The Office of Sustainable Development reviewed the operational duties of all administrative and academic units. Based on routine interactions, institutional collaboration, and information disclosure needs, a preliminary list of 15 stakeholder categories was identified.

Benchmark Comparison

The preliminary list was cross-checked against stakeholder classifications commonly used by domestic and international higher education institutions to ensure completeness and proper representation of the academic context.

Final Stakeholder Groups

Based on the above principles and benchmarking results, the Office of Sustainable Development convened a meeting to finalize the list of stakeholders, which was subsequently reviewed and approved by the Chief Sustainability Officer. CGU identified nine key stakeholder groups, including: (1) Current students; (2) Prospective students; (3) Parents; (4) Faculty and staff; (5) Alumni; (6) NGOs and surrounding communities; (7) Corporate employers; (8) Regulatory authorities; (9) Others (general public).

Stakeholder Engagement Methods and Frequency

To maintain a comprehensive understanding of stakeholders' concerns and the actual or potential impacts of various issues, CGU conducts ongoing two-way communication and feedback collection through the following methods:

1. Routine mechanisms include university governance meetings (such as university affairs, administrative, academic, and student affairs meetings), teaching evaluations, student forums, course feedback systems, surveys, and the President's Mailbox.
2. Informal interactions include interviews, phone calls, collaborative meetings, suggestion boxes, and engagement via social media platforms.

A summary table of CGU's stakeholder engagement channels and frequency is provided in the appendix of this report.

Application of Engagement Results and Alignment with Material Topics

Topics raised by stakeholders during the engagement process were validated through CGU's materiality assessment and confirmed as the University's annual material sustainability topics. Related feedback has been integrated into action plans of respective administrative and academic units, as well as into the report's disclosure structure. This approach reinforces the effectiveness of CGU's sustainable governance practices.

CGU will conduct regular annual reviews of stakeholder classifications and engagement effectiveness, and will proactively update its response strategies to align with evolving operational needs.

Summary Table: Stakeholder Engagement Methods, Key Sustainability Issues, and Responsible Units at CGU

Stakeholder	Current Students	Prospective Students	Parents	Faculty and Staff	Alumni
Significance to CGU	Current students are the core of CGU. They receive educational resources and services, and act as a key driving force influencing the University's overall operations. Their relationship with the University is mutually reinforcing.	Prospective students are a key driver of CGU's long-term sustainability.	Parents are key drivers of students' learning and growth, and essential supporters of the University's educational mission.	Faculty and staff are vital assets to CGU's competitiveness, contributing to teaching, research, service, and the maintenance of institutional operations.	CGU alumni are the successful outcomes of the University's educational efforts. As outstanding talents in society, they serve as vital bridges between academia and industry, fostering shared growth and development.
Topics of Concern	Student Career Services Student Life Support Teaching Quality and Innovative Pedagogy International Connections Campus Health and Safety Diversity and inclusion	Teaching Quality and Innovative Pedagogy Student Career Services Student Life Support International Connections Campus Health and Safety	Teaching Quality and Innovative Pedagogy Student Career Services Student Life Support Campus Health and Safety	Research Achievements Faculty and staff development and training Faculty and staff compensation and benefits Campus Health and Safety Diversity and inclusion	Research Achievements Industry-Academia Collaboration International Connections
Responsible Unit	Office of Student Affairs / Office of Academic Affairs / Office of International Affairs / Office of General Affairs / Each department (institute) / Office of the President	Office of Academic Affairs / Office of Student Affairs / Office of International Affairs / Office of General Affairs / Each department (institute)	Office of Academic Affairs / Office of Student Affairs / Office of General Affairs / Office of the President	Office of Research and Development / Office of Human Resources / Office of Environmental Safety and Hygiene / Office of the President / Office of General Affairs	Office of Research and Development / Office of Technology Development and Industry Liaison / Each department (institute) / Office of the Secretary / Alumni Association
Stakeholder Engagement Methods (Communication Frequency)	Official CGU website announcements (updated at any time) IG/FB/YouTube (irregular frequency) President's Mailbox and mailbox of each unit (irregular frequency) Advisor sessions (irregular frequency) Student–teacher symposiums (twice per semester) Instructional evaluations (twice per semester) University Affairs Meetings (twice per semester) Teaching Opinion Survey (once per semester) Academic Affairs Meeting (twice per semester) Student Affairs Meeting (once per semester)	Enrollment info website (irregular frequency) IG/FB/YouTube (irregular frequency) High school outreach and overseas recruitment events (irregular)	Online media outreach (irregular frequency) Orientation for parents of first-year students (once a year) President's Mailbox and mailbox of each unit (irregular frequency) Sustainability Report (once a year)	Committees at all levels (held according to regulations) Administrative meetings (nine times per year) Labor-management meetings (once per quarter) University Affairs Meetings (twice per semester) Advisor meetings (once per semester) Sustainability Report (once a year) President's Mailbox and mailbox of each unit (irregular frequency) General Affairs Meeting (once per semester)	Official CGU website (updated at any time) Alumni association events (irregular frequency) Graduate Destination Survey (conducted annually) Follow-up Phone Interviews (conducted annually)

Stakeholder	NGOs and Surrounding Communities	Employers	Competent Authorities	Others (General Public)
Significance to CGU	NGOs and local communities serve as key strategic partners in providing essential living resources and fostering a safe, healthy, inclusive, and well-rounded co-learning environment.	Employers are key strategic partners, providing essential resources and co-developing industry-ready talent with CGU to achieve shared growth and impact.	Regulatory authorities oversee CGU's institutional development and provide guidance, resources, and policy recommendations.	As beneficiaries of CGU's educational and healthcare contributions, they help shape the university's professional image and social impact. They also serve as a key channel through which CGU fulfills its social responsibility.
Topics of Concern	GHG emissions Campus Health and Safety Community Engagement	Teaching Quality and Innovative Pedagogy Research Achievements Energy management Industry-Academia Collaboration	Teaching Quality and Innovative Pedagogy Research Achievements Financial Performance Information Security GHG emissions Energy Management Chemical and Hazardous Substance Management	Teaching Quality and Innovative Pedagogy Waste Management Chemical and Hazardous Substance Management Community Engagement
Responsible Unit	Office of Sustainable Development / Office of General Affairs / Office of Environmental Safety and Hygiene	Office of Academic Affairs / Office of Research and Development / Office of Sustainable Development / Office of Technology Development and Industry Liaison	Office of Academic Affairs / Office of Research and Development / Office of Technology Development and Industry Liaison / Office of Accounting / Computer Center / Office of Sustainable Development / Office of Environmental Safety and Hygiene / Center for Institutional Research / Office of the Secretariat	Office of Academic Affairs / Office of General Affairs / Office of Environmental Safety and Hygiene / Office of Sustainable Development
Stakeholder Engagement Methods (Communication Frequency)	Official CGU website (updated at any time) Interviews (irregular frequency) Community forums (irregular frequency) Sustainability Report (once a year)	Dedicated section for disclosure of university affairs and financial information (updated regularly) Sustainability Report (once a year) Employer Satisfaction Survey (once a year)	Dedicated section for disclosure of university affairs and financial information (updated regularly) Various project reports (updated per official schedule) Sustainability Report (once a year) Board of Trustees (twice a year) Evaluation of university affairs and departments/ institutes (once every six years)	Dedicated section for disclosure of university affairs and financial information (updated regularly) Various project reports (updated per official schedule) Sustainability Report (once a year) Online media outreach (irregular frequency) IG/FB/YouTube (irregular frequency)

Identification of Material Topics

Phase 1: Topic Collection

After identifying CGU's nine key stakeholder groups, the University gathered potential topics from both internal and external sources, including international standards and frameworks, university evaluations and rankings, sustainability reports from domestic and overseas institutions, CGU's institutional development plans, and communications with stakeholders. A preliminary set of 30 potential sustainability topics was compiled, covering three major dimensions: governance/economy, environment, and society.

Phase 2: Preliminary Screening and Integration

Based on CGU's operational characteristics, governance model, and higher education sustainability trends, the list was narrowed down to 18 core sustainability topics deemed highly relevant to CGU. These served as the foundation for further evaluation.

Phase 3: Materiality Assessment

An online survey was conducted with 124 stakeholders to collect input on the level of concern for each topic. In parallel, 22 first-level administrators evaluated the degree of impact on institutional operations and the substantive impact on sustainable development. Each topic was assessed across three dimensions: stakeholder concern, organizational impact, and sustainability relevance. Topics were categorized as high, medium, or low in each dimension. Any topic rated "high" in at least one dimension was included in the list of material topics, resulting in 13 material issues.

Phase 4: Topic Validation

The 13 material issues were reviewed and refined through discussions within the Sustainable Development Promotion Committee, with additional consultation from internal and external experts. Overlapping or closely related topics were consolidated, leading to the final confirmation of 10 key material topics. These topics were formally approved by the University President and serve as the core structure for disclosures in this report in accordance with the GRI Standards. The Sustainable Development Promotion Committee also reviewed the identification process, criteria, and data integrity to ensure governance legitimacy and representativeness in disclosure.

Phase 5: Application and Disclosure

The 10 validated material topics form the core disclosure themes of this report. Each topic corresponds to specific chapters, and includes its relevance, management approach, action plans, performance indicators, and linkage to the United Nations Sustainable Development Goals (SDGs), thus enhancing transparency and readability.

The identified material topics have also been integrated into CGU's internal sustainable development strategies, with specific applications as follows:

Disclosure Framework

Report chapters are structured based on the material topics, emphasizing key actions and performance outcomes.

Basis for Action Plans

Each topic is incorporated into the annual objectives and performance evaluation criteria of relevant administrative units.

SDG Alignment and Integration

Material topics are mapped to corresponding SDGs and serve as a guiding framework for institutional governance and curriculum development

CGU will continue to monitor gaps between the material topics and practical management initiatives, making annual rolling updates and adjustments to ensure that the disclosures authentically reflect CGU's sustainable development progress and stakeholder expectations.

Stakeholder Concern & Impact Assessment of 18 Core Topics

	Sustainability Topics	Stakeholder Concern			Organizational Impact			Sustainable Development Impact		
		High	Medium	Low	High	Medium	Low	High	Medium	Low
University Governance	Teaching Quality and Innovative Pedagogy: Teaching resources, curriculum planning, summer programs, and interdisciplinary studies.	●				●				●
	Student Career Counseling: Double majors, minors, transfer policies, and personalized academic planning.			●		●			●	
	Student Life Support: Scholarships, housing, student clubs, campus counseling services.		●		●					●
	Information Security: Personal data protection, information security policy, network monitoring.	●				●			●	
	Financial Performance: Budget planning, fund allocation, and transparent financial disclosure.		●		●					●
	Research Achievements: Faculty research themes, publications, inventions, and patents.			●	●			●		
	International connections: Overseas internships, student exchanges, and cross-cultural engagement.		●		●				●	
Environmental Protection	Energy Management: Electricity usage, replacement of outdated equipment (e.g., lighting, elevators, air conditioning), solar and renewable energy generation.	●					●		●	
	Greenhouse Gas Emissions: GHG inventory, carbon reduction measures, vehicle emissions reduction, air quality monitoring.			●			●		●	
	Water Resource Management: Water consumption, water-saving initiatives, wastewater control, treatment, and reuse.		●				●		●	
	Chemical and Hazardous Substance Management: Toxic chemical controls in labs, chemical tracking and regulation.	●			●			●		
	Waste Management: General waste, recyclables, waste reduction, and recycling processes.		●			●		●		
University Social Responsibility	Faculty and Staff Development and Training: Advancement in teaching, knowledge, and skills.		●			●				●
	Faculty and Staff Compensation and Benefits: Retention strategies, pay structures, welfare systems, training, promotion evaluations.	●				●				●
	Campus Health and Safety: Environmental safety systems, risk assessments, patrols, health checks.	●					●			●
	Community Engagement: Volunteer service, service learning activities.			●			●	●		
	Industry-Academia Collaboration: Collaborative projects, technology transfer, corporate internships.			●	●			●		
	Diversity, Equity, and Inclusion: Gender diversity, fair HR practices, gender-friendly facilities.			●			●			●

Note 1: Topics such as Energy Management, Chemical and Hazardous Substance Management, and Waste Management have been consolidated under "Environmental and Energy Sustainability."
Note 2: Topics such as Faculty and Staff Compensation and Benefits and Campus Health and Safety have been consolidated under "Friendly Campus."

Based on analysis across three dimensions, 13 topics were selected from the original 18 sustainability topics. Following review by the committee and consultation with experts, overlapping or related topics were consolidated, resulting in the final confirmation of 10 material topics. Changes to the material topics are summarized in the table below.

Changes to CGU's Material Topics in 2024

2023 Material Topics	2024 Material Topics	Explanation of Change
Environmental and Energy Sustainability	Environmental and Energy Sustainability	No Change
Community Engagement	Community Engagement	No Change
Industry-Academia Collaboration	Industry-Academia Collaboration	No Change
Campus Health and Safety	Friendly Campus	Merged topics
Faculty and Staff Benefits and Career Development		
Teaching Quality and Innovative Pedagogy	Teaching Quality and Innovative Pedagogy	No Change
International Connections	International Connections	No Change
Research Achievements	Research Achievements	No Change
Information Security	Information Security	No Change
Financial Performance	Financial Performance	No Change
Student Life and Career Counseling	Student Counseling	No Change

To ensure effective communication with a broad range of stakeholders through this Sustainability Report, CGU has established a dedicated Stakeholder Engagement Section on the Office of Sustainable Development website. Stakeholders may contact CGU at **cgu_sdgs@mail.cgu.edu.tw** for inquiries, suggestions, or concerns regarding material topics or any other report content. This channel ensures continuous and meaningful two-way interaction.

Material Topics and Their Strategic Importance

Dimension	Material Topic	Significance to CGU	GRI Topics	SDGs	Corresponding Sections
Environment	Environmental and Energy Sustainability	CGU is committed to conducting GHG inventories and reduction, as well as implementing strategies such as waste management, energy and water conservation, renewable energy, and energy storage to build a sustainable, eco-friendly campus.	302 305 306		CH 4 Environmental Protection
Social Economic Governance	Friendly Campus	CGU regards faculty, staff, and students as core assets, providing comprehensive welfare and diverse training, while fostering a healthy and safe campus environment.	201-3 401 403 404-1 404-3		CH 5.2 Faculty and Staff Compensation CH 5.3 Human Resources Development CH 6 Campus Health and Safety
Social	Community Engagement	Through its University Social Responsibility (USR) initiatives, CGU integrates academic learning with local needs to promote shared growth between CGU and surrounding communities.	203-1 413-1		CH 7 Advancing University Social Responsibility
Social	Industry-Academia Collaboration	By integrating intellectual property, tech transfer, incubation, and collaboration, CGU connects with government and institutional resources to assist SMEs and promote innovation and industrial upgrading.	Custom Topic		CH 3.6 Industry-Academia Collaboration
Economic Governance	Teaching Quality and Innovative Pedagogy	CGU emphasizes teaching innovation by implementing dual-loop curriculum management and strengthening teaching evaluations and distinctive development. The university also builds cross-disciplinary learning environments to enhance students' core competencies, language skills, and employability.	Custom Topic		CH 3.4 Teaching Quality and Innovative Pedagogy
Economic Governance	International Connections	CGU promotes internationalization through partnerships with top universities around the world, academic exchange, and developing globally competent faculty and students.	Custom Topic		CH 1.3 School Characteristics
Economic Governance	Research Achievements	Leveraging research centers as engines for growth, CGU consolidates talent, deepens global collaboration, enhances mobility, and recruits international experts to drive advanced research.	Custom Topic		CH 3.5 Research Achievements
Economic Governance	Information Security	CGU has established an Information Security Committee to promote data protection, strengthen management and training, and enhance campus-wide awareness and response capabilities.	418-1		CH 2.4 Information Security
Economic Governance	Financial Performance	In response to trends in higher education, CGU strengthens financial planning and allocation to ensure long-term institutional sustainability while improving transparency and resource efficiency.	Custom Topic		CH 3.3 Financial Stability and Abundant Resources
Economic Governance	Student Counseling	CGU promotes diverse admission pathways and scholarship systems to expand access to education, while providing financial aid to ease students' and families' financial burdens.	Custom Topic		CH 3.2 Enrollment Overview CH 3.4 Teaching Quality and Innovative Pedagogy CH 3.7 Student Career Counseling

Material Topic Impact Assessment

Dimension	Material Topic	Positive Impact	Negative Impact	Impact Location	Nature of Organization's Involvement
Environment	Environmental and Energy Sustainability	Reduce carbon emissions, improve energy efficiency, and create a model for a sustainable campus.	If not properly managed, energy use and waste handling may increase environmental burden.	Internal	Directly cause
Social Economic Governance	Friendly Campus	Enhance faculty retention and satisfaction; promote a campus culture of health and safety; strengthens student support and engagement.	If poorly managed, may lead to workplace injuries, student health risks, psychological stress, or safety incidents.	Internal	Cause & Contribute
Social	Community Engagement	Enhance university-community interaction, encourages student civic participation and local innovation.	Mismatch with local needs may lead to resource misallocation or community dissatisfaction.	Internal & external (community)	Contribute & Linked to
Social	Industry-Academia Collaboration	Promote technology transfer and industrial innovation, accelerate application of research outcomes, increase institutional influence.	Poorly executed partnerships may result in wasted resources, technology leakage, or academic neutrality issues.	Internal & external (enterprises)	Cause & Contribute
Economic Governance	Teaching Quality and Innovative Pedagogy	Strengthen student expertise and cross-disciplinary skills; promote digital transformation and international mobility.	Misalignment with current needs may result in learning gaps and reduced employability.	Internal (curriculum design and instruction)	Cause & Contribute
Economic Governance	International Connections	Expand academic exchange, enhance international mobility of students and faculty, and foster a bilingual campus.	Insufficient resources or administrative support may hinder international recruitment and collaboration.	Internal & external (partner schools, student source countries)	Contribute & Linked to
Economic Governance	Research Achievements	Increase academic visibility and international rankings; cultivate talent and advance innovation.	Poor research ethics or unbalanced resource allocation may lead to low-quality results or controversies.	Internal & external (research centers and partners)	Cause & Contribute
Economic Governance	Information Security	Enhance cybersecurity, ensure protection of personal and institutional data, and raise awareness.	Inadequate information security may lead to data breaches, operational disruptions, and loss of trust.	Internal & external (IT platforms)	Cause
Economic Governance	Financial Performance	Improve resource allocation efficiency, support teaching and research sustainability, strengthen stakeholder trust.	Poor financial planning may affect educational quality and operational stability.	Internal	Directly cause
Economic Governance	Student Counseling	Expand access to education, enhance academic and career readiness, and promote educational equity.	Insufficient counseling resources may harm students' mental health, academic outcomes, and career opportunities.	Internal	Cause & Contribute

Management Objectives and Implementation

Dimension	Material Topic	Policies and Management Approaches (Including Governance Mechanisms)	Performance Tracking (KPIs)	Annual Actions and Initiatives (Specific Facts)	Short-term / Mid-term / Long-term / Ongoing Goals
Environment	Environmental and Energy Sustainability	Adoption of ISO 14064-1, promotion of green energy generation, greenhouse gas inventory, and energy resource inventory, coordinated by the Office of Sustainable Development, with support from the Office of General Affairs and the Office of Environmental Safety and Hygiene for resource management.	• Statistics on purchased electricity, water consumption, and waste volume • Campus renewable energy generation • Total annual GHG emissions	• Energy and resource inventory completed in 2024: purchased electricity at 39,701,336 kWh; water consumption at 363,930 metric tons; waste volume at 769.01 metric tons. • Total solar power generation from on-campus photovoltaic equipment in 2024: 582,936 kWh, all sold to Taipower. • Total greenhouse gas emissions in 2024: 21,697.59 tCO_2e.	**Short-term goals:** • Achieve an annual 1% electricity saving • Reduce carbon emissions by 10% by 2025 **Mid-term goals:** • Reduce carbon emissions by 25% by 2030 **Long-term goals:** • Achieve carbon neutrality by 2050
Social Economic Governance	Friendly Campus	Establishment of welfare and occupational safety and health management systems, promoted through cross-departmental collaboration.	• Annual salary adjustment. • Number of laboratory safety audits and completion rate of improvements. • Number of participants in occupational safety and disaster prevention training and drills. • Freshmen health check-up participation rate and number of follow-up cases for abnormalities. • Freshmen mental health assessment participation rate and number of counseling services.	• In addition to annual faculty and staff promotions and salary adjustments, starting January 2024, faculty and staff salaries were adjusted according to the public school standard, with a combined total salary increase of approximately NT$90 million. • 108 annual laboratory audits completed in 2024, with 338 improvement items addressed. • Five occupational safety and disaster prevention training and drills held in 2024, with 892 participants. • Freshmen health check-up completion rate reached 98% in the 2023–24 academic year, with 168 abnormal cases, all referred for further services. • Freshmen mental health questionnaire response rate reached 86% in the 2023–24 academic year; 1,668 individual student counseling sessions and 34 psychiatric consultations were conducted.	**Ongoing goals:** • Comply with human rights policies without discrimination based on age, gender, sexual orientation, religion, or political affiliation. • Provide stable and competitive compensation. • Create a high-quality working environment to attract and retain outstanding talent. **Short-term goals:** • Ensure comprehensive health check-ups for all new students, followed by medical consultation or health education based on results. • Faculty and staff health check-up participation rate to reach over 80%, with follow-up and referral completion rate for abnormal cases also exceeding 80%, ensuring health monitoring and care. • Maintain zero occupational injury incidents on campus. **Mid- to long-term goals:** • Reduce the number of abnormal findings in faculty and staff health check-ups by 10%. • Maintain zero annual occupational accidents (excluding traffic incidents). • Maintain zero cases of occupational diseases due to chemical exposure or major laboratory accidents. • Conduct two fire drills annually in dormitories during student move-in and sports day.

Dimension	Material Topic	Policies and Management Approaches (Including Governance Mechanisms)	Performance Tracking (KPIs)	Annual Actions and Initiatives (Specific Facts)	Short-term / Mid-term / Long-term / Ongoing Goals
Social	Community Engagement	Coordinated by the Office of Sustainable Development; integration of faculty courses, student services, and community needs; establishment of collaborative platforms and feedback mechanisms	• Number of stakeholder feedback questionnaires from the community. • Number of students participating in social responsibility fieldwork activities. • Number and participants of student volunteer service teams. • Number of social responsibility courses offered and student enrollment.	• A total of 743 stakeholder feedback questionnaires were collected from social responsibility practice fields. • A total of 2,341 students participated in social responsibility fieldwork service activities, serving 7,787 beneficiaries. • 13 student volunteer service teams were dispatched, with 424 total participants. • 14 social responsibility courses were offered, with a total enrollment of 393 students.	**Short-term goals:** • Achieve 900 student participations in social responsibility practice annually, and collect at least 20 stakeholder feedback questionnaires from practice fields. **Mid-term goals:** • Offer at least 20 social responsibility and sustainable development-related courses annually, strengthening students' practical skills and sustainability literacy. **Long-term goals:** • By 2030, promote local engagement and regional revitalization, encourage student technology transfer and return-to-hometown entrepreneurship, facilitate industry-government-academia-research collaborations, and enhance regional prosperity.
Social	Industry-Academia Collaboration	Coordinated by the Office of Technology Development and Industry Liaison, integrating R&D units and incubation centers to promote IP management, technology matchmaking, and startup incubation, in collaboration with platforms such as T^{5}GIP.	• Industry-academia collaboration and technology transfer • Promotion of technology exchange and matchmaking • Startup competitions and innovation incubation • R&D visibility and exhibition participation	• In 2024, 153 industry-academia collaboration projects were signed, totaling NT$448 million; 16 technology transfer agreements were signed, totaling NT$75.6 million. • Two technology matchmaking events were held in 2024, focusing on corporate sustainability and AI in healthcare, with nearly 300 total participants. • One internal startup competition was held, with 56 participants; one national competition was held, involving 93 teams and 389 participants. • Participated in seven domestic and international R&D and innovation exhibitions in 2024, including InnoVEX, Bio Asia, and Medical Japan Tokyo.	**Short-term goals:** • Continue strengthening linkage with surrounding industrial parks; hold at least one inter-university industry-academia matchmaking event annually, and host one sustainability-themed event and one startup competition both on and off campus. Actively participate in healthcare and biotech exhibitions to promote CGU's technologies and expand industry cooperation in line with sustainability trends. **Mid-term goals:** • Develop technology courses and consulting services that meet sustainable industry needs; assist in industrial upgrading and transformation through cooperation mechanisms; promote realization of sustainability goals. **Long-term goals:** • Develop core key technologies; integrate resources from industry, government, academia, and research sectors; jointly advance industry and university achievements in technology transfer and sustainable development.

Dimension	Material Topic	Policies and Management Approaches (Including Governance Mechanisms)	Performance Tracking (KPIs)	Annual Actions and Initiatives (Specific Facts)	Short-term / Mid-term / Long-term / Ongoing Goals
Economic Governance	Teaching Quality and Innovative Pedagogy	Led jointly by the Office of Academic Affairs and each college, CGU advances curriculum innovation through the implementation of a double-loop curriculum management system and institutional research mechanisms to strengthen teaching evaluations. The Learning Planning Office was established to provide students with comprehensive support.	• Learning support and counseling • Interdisciplinary learning outcomes • Digital and programming literacy • Effectiveness of internationalized learning • Promotion of inter-university AI learning	• In Academic Year 2023, the Office of Academic Planning and Advising provided 1,351 academic counseling sessions, 95 remedial tutorials, and 146 consultations. A total of 28 students (AY2022) and 48 students (AY2023) successfully transferred majors.Appointed 7 Subject-Specific Academic Tutors • The proportion of graduates completing interdisciplinary programs increased to 11.3% in AY2023. The three-year cross-disciplinary course enrollment rate remained stable at 49.5%. In the second semester of AY2023, 317 students were enrolled in double majors and 39 in minors. • The percentage of graduates who completed programming-related courses rose steadily: 62.0% in AY2021, 63.4% in AY2022, and 67.0% in AY2023. • The proportion of graduates completing EMI (English as a Medium of Instruction) courses increased to 23.0% in AY2023. A total of 170 faculty members obtained internal EMI teaching certifications, and 20 received international certifications, with 10–20 teachers certified annually. • In Academic Year 2024, CGU joined the Taiwan AI College Alliance, offering 5 courses to 69 participants in Semester 1 and 4 courses to 30 participants in Semester 2.	**Short-term goals:** • Actively promote the pilot program for flexible interdisciplinary learning, with 25 specialized fields established. **Mid-term goals:** • Enhance the teaching evaluation and feedback system through the results of institutional research. **Long-term goals:** • Establish CGU as an international research-oriented university centered on students.
Economic Governance	International Connections	Led by the Office of International Affairs, CGU integrates EMI courses, academic exchanges, and support systems for international students to build a localized yet globally connected campus.	• Internationalized instruction and language support • Student mobility and international recruitment • International exchange and internship cooperation	• In Academic Year 2023, CGU offered 511 EMI courses, 45 English small-group classes, and 1 English-taught credit program, and hired five international faculty to foster a bilingual teaching environment. • Outbound exchange students totaled 64; inbound international students totaled 359. Dual-degree collaborations were established with 21 partner institutions, yielding 60 graduates. The international student population reached 386 (5.43%), with 205 international students serving as part-time assistants (achieving a 57% support rate). 18 new international partner schools were added, enrolling 262 students. • A total of 70 international lectures were held, with 507 participants. The School of Medicine hosted 30 academic exchange participants. Six international internship institutions supported 120 student internship placements.	**Short-term goals:** • Increase the number of EMI courses to 668 by 2025 to enhance local students' language abilities and meet international students' needs. • Expand international administrative staff to 7 and peer advisors for international students to 20. **Mid-term goals:** • Promote student exchange programs, dual-degree partnership programs, and short-term credit programs to expand CGU's international engagement. **Long-term goals:** • Strengthen global connections and create an internationally friendly campus. • Achieve a 3% outbound exchange rate and 5% international student ratio within five years. • Recruit international faculty to deepen academic collaboration. • Enhance bilingual information and administrative support to cultivate a globally welcoming environment.

Dimension	Material Topic	Policies and Management Approaches (Including Governance Mechanisms)	Performance Tracking (KPIs)	Annual Actions and Initiatives (Specific Facts)	Short-term / Mid-term / Long-term / Ongoing Goals
Economic Governance	Research Achievements	Led by the Office of Research and Development, CGU promotes research policies and allocates resources, incorporating research ethics education and establishing an international advisory system to encourage interdisciplinary and global collaboration.	● Participants in research ethics and human subject research training ● Total annual research project financial support (NT$) ● Number of SCI, SSCI, and EI journal publications annually ● Number of applications and approvals for research incentive programs	● In Academic Year 2023, a total of 753 individuals participated in research ethics and human subject research training. ● Total research project financial support reached NT$827,364,501 in Academic Year 2023. ● In 2024, a total of 1,933 papers were published in SCI, SSCI, and EI journals. ● There were 52 applications for research incentive programs, with 37 approved.	**Ongoing goals:** ● Continue to host research ethics, human subject protection, and related seminars annually, along with irregular research sharing sessions and expert lectures, with participation exceeding 1,000 annually and growing steadily. **Short-term goals (by the 2029 academic year):** ● Host at least one CGU Research Seminar or academic sharing session each year to promote academic exchange and enhance research capacity. ● Invite faculty to offer at least one summer research program annually to encourage undergraduates to engage in laboratory research, nurturing research skills and motivation for further studies. **Mid-term goals:** ● Strengthen research momentum and international collaboration annually, develop distinctive innovative research, and enhance academic visibility and performance. ● Expand researcher resources through new technology development and joint faculty appointments to attract international scholars to CGU research teams. **Long-term goals:** ● Proactively recruit and nurture research talent to enhance the academic influence and sustainability of CGU's faculty, and build global academic visibility and prestige.
Economic Governance	Information Security	Led by the Computer Center, CGU implements campus-wide information security policies, promotes ISO certification, strengthens information security staffing and training, and expands the ISMS (Information Security Management System) to cover the entire institution.	● Internal and external cybersecurity audits completed annually. ● Internal audits of personal data protection management completed annually. ● Expansion of ISMS coverage to the entire campus. ● Support for cybersecurity staff to obtain relevant certifications. ● Number of cybersecurity awareness campaigns and training sessions ● Reduction in usage rate of PRC-manufactured ICT products for official duties	● In Academic Year 2023, internal and external cybersecurity audits were completed, and CGU maintained ISO 27001 and ISO 27017 certifications. ● Internal audits of personal data protection management were conducted for six units: Office of Environmental Safety and Hygiene, Office of International Affairs, Office of Technology Development and Industry Liaison, Formosa Plastics Group Museum, Office of Research and Development, and Accounting Office. ● ISMS was newly implemented in three additional units: Office of Academic Affairs, Library, and Office of Student Affairs. ● Training held in Academic Year 2023 included three sessions for IT staff, four university-wide cybersecurity training sessions, one personal data protection session, and two intellectual property rights awareness events. ● The proportion of PRC-manufactured ICT products used for official duties was reduced from 4.3% to 2.4% in 2024, with plans to phase out completely (0%) within the next three years.	**Ongoing goals:** ● Maintain ISO 27001 and ISO 27017 certification and regularly assess information security risks. ● Conduct annual cybersecurity training and awareness events, and assist dedicated staff in obtaining professional certifications to enhance capabilities. **Mid-term goals:** ● Expand ISMS implementation to cover the entire campus. **Long-term goals:** ● Keep pace with international cybersecurity trends, strengthen campus information protection, and achieve comprehensive cybersecurity enhancement and sustainable development goals.

Dimension	Material Topic	Policies and Management Approaches (Including Governance Mechanisms)	Performance Tracking (KPIs)	Annual Actions and Initiatives (Specific Facts)	Short-term / Mid-term / Long-term / Ongoing Goals
Economic Governance	Financial Performance	Jointly managed by the Accounting Office and various administrative units, CGU carries out financial planning, budget formulation, and information disclosure. A sound financial system is maintained, adhering to the principle of balanced budgeting to ensure sustainable university operations.	● Regular disclosure of financial information. ● Financial data audited and attested by accounting firms.	● In Academic Year 2023, CGU's annual budget, final accounts, monthly financial reports, and audit reports were all disclosed on the Accounting Office's website in accordance with regulations. ● Financial statements for Academic Year 2023 were audited and certified by Ernst & Young Taiwan and published online.	**Short-term goals:** ● With a healthy financial foundation, future budgets will align with the University's development plan and distinct strategic goals. Beginning in the 2025 academic year, regular expenditure shall be capped at 80% of the previous year's budget to enhance cost control. Budgets are reviewed by the University Affairs Meeting and the Board of Trustees, with monthly variance analysis used to improve accuracy and promote continuous improvement. **Mid-term goals:** ● Due to the implementation of low tuition and fee policies, income growth remains limited. The university must therefore actively pursue revenue diversification, implement cost-saving measures, and seek external funding and donations.Therefore, CGU must actively seek to increase revenue while reducing expenditures. Budget expenditures shall prioritize teaching, research, and mid- to long-term development plans, while energy-saving, carbon-reduction, and cost-containment for non-essential expenses are strictly implemented to maintain financial stability. **Long-term goals:** ● By allocating half of the Board of Trustee's contributions and CGU's annual cash surplus into a fund, and entrusting a professional team to prudently invest in high-quality stocks, CGU seeks to generate stable dividend income to offset budget gaps, thereby ensuring long-term financial sustainability and campus development.
Economic Governance	Student Counseling	Led by the Office of Student Affairs, CGU provides career development services, psychological support, and financial assistance to establish a comprehensive counseling system and a diverse admissions mechanism.	● Career and psychological counseling services. ● Promotion of career development activities. ● “Heart-to-Heart” student-faculty connection events and career-themed programs. ● Employment services and job placement events. ● Career support for students with disabilities.	● In Academic Year 2023, 273 individual sessions and psychological assessments were provided. ● In Academic Year 2023, 18 career workshops and lectures were held, with 619 total participants. ● In Academic Year 2023, 18 “Heart-to-Heart” careerthemed activities were held, with 680 total participants. ● In Academic Year 2023, 19 employment-related events were held, reaching 358 participants. ● For students with disabilities, 19 career-related events (330 participants) and 3 transition meetings (24 participants) were held in 2024.	**Ongoing goals:** ● Offer career development lectures and workshops to over 600 participants annually. ● Hold at least 10 job-related events per year, including employment seminars, résumé writing, mock interviews, and recruitment sessions to support students in job matching. **Mid- to long-term goals:** ● Cultivate students' career awareness and motivation, strengthen their employment-related competencies, and help them develop job-seeking skills for a smoother transition from campus to the workplace, thereby promoting better alignment between education and employment.

Chapter 1 About Chang Gung University

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1.1 History and Brief Overview

Chang Gung Memorial Hospital was established by Formosa Plastics Group founders Yung-Ching Wang and Yung-Tsai Wang in memory of their father, Mr. Chang-Gung Wang. In response to the shortage of healthcare professionals in Taiwan and with the aim of cultivating outstanding medical talent to improve the national healthcare standard, Chang Gung Medical College was founded in April 1987. To meet the evolving needs of national economic development, the Chang Gung Medical College subsequently established departments in engineering and management to provide comprehensive educational resources and nurture top talent in medicine, engineering, and management. In 1993, the institution was renamed "Chang Gung College of Medicine and Technology." In August 1997, it was officially restructured and approved by the Ministry of Education as "Chang Gung University."

Chang Gung University emphasizes quality in teaching and enhances students' practical capabilities through cooperative education and corporate internships. In research, CGU focuses on integrating clinical and basic sciences while serving as a forward-looking research hub for industry. With a commitment to excellence in research, teaching, and innovation, CGU aspires to become a world-class university—distinguished as the only institution in Taiwan that combines interdisciplinary medical expertise with the educational spirit of an American-style private university.

Milestones

- **1987:** Founded Chang Gung Medical College, establishing medical-related departments
- **1993:** Renamed "Chang Gung College of Medicine and Technology," adding engineering and management departments
- **1997:** Officially restructured as "Chang Gung University"
- **2005:** Selected for the Ministry of Education's "Aiming for the Top University Project" as one of 12 key universities in Taiwan
- **2008:** Entered the top 500 of the Academic Ranking of World Universities (ARWU) by Shanghai Jiao Tong University for the first time
- **2012:** Ranked 390th in ARWU, entering the global top 400 for the first time
- **2016:** Ranked in the ARWU top 500 for nine consecutive years, advancing to the 300–400 range
- **2022:** Established the College of Intelligent Computing—the first AI-focused academic college in Taiwan.
- **2023:** CGU published its Sustainability Report and was honored with the Platinum Award in the 16th Taiwan Corporate Sustainability Awards (TCSA) for excellence in sustainability reporting

University Rankings and Positioning

World University Ranking of CGU

Rank 631-640

National Ranking: No. 11 (outperforming National Central University, National Chung Hsing University, and National Chung Cheng University)

Rank 760（601-800）

National Ranking: No. 12 (outperforming National Central University, National Chung Hsing University, and National Chung Cheng University)

Rank 237

Rank 603

Rank 555

Rank 499

Rank 679（601-700）

Note: The ranking period is from December 1, 2023 to December 31, 2024.

1.2 Sustainability Commitment and Strategy

In response to the United Nations Sustainable Development Goals (SDGs) and in alignment with its institutional development priorities, Chang Gung University envisions becoming a top international university—distinguished by interdisciplinary medical excellence and the educational spirit of an American-style private institution. CGU promotes educational innovation, social inclusion, and sustainable governance, while cultivating globally minded, action-oriented talents for a sustainable future.

With "Sustainable Co-Prosperity" as its core value, CGU has formulated five strategic pillars—Future Leadership, International Linkages, Sustainability Responsibility, Interdisciplinary Collaboration, and Transformational Excellence. These pillars guide the integration of environmental, social, and governance (ESG) dimensions to evolve from traditional academic education into a platform for interdisciplinary sustainability practices. Through collaboration among faculty, students, and communities, CGU aims to amplify its sustainable impact both locally and globally.

▼ CGU ESG Strategic Blueprint

1.3 Distinctive Features of University Governance

To realize its vision of becoming a world-class university distinguished by interdisciplinary excellence in medical sciences, Chang Gung University (CGU) continues to focus on biomedical innovation as its core. This foundation is integrated with advanced disciplines including engineering, energy, materials science, information technology, artificial intelligence, and management.

Leveraging the robust R&D capacity of the Chang Gung Medical System and the Formosa Plastics Group, and guided by CGU's mid-to-long-term strategic plan, the university strives for ever-greater excellence. Aligned with national policy priorities, CGU addresses emerging healthcare challenges driven by demographic shifts by mobilizing central and local government resources to advance research centers in biomedicine, medical engineering, healthcare management, smart healthcare, intelligent manufacturing, and digital commerce.

These efforts have shaped comprehensive, interdisciplinary, cross-institutional, and international platforms for academia-industry collaboration. Concurrently, CGU actively attracts top talent both domestically and globally to build innovative research teams and strengthen platform capabilities. By linking research, teaching, and industry, CGU cultivates elite professionals, reinforces a virtuous innovation cycle, expands translational research capacity, and fulfills its mission of social responsibility.

Expanding International Linkages to Build a High-Quality, Locally Rooted International Campus

Guided by the vision of internationalization and globalization, the Office of International Affairs actively forges academic partnerships with prestigious universities worldwide. CGU is committed to fostering global academic cooperation and nurturing faculty and students with broad international perspectives and competencies to navigate global affairs, equipping them for the challenges of a new era.

Establishing Partnerships

Forming collaborative ties with overseas universities and institutions to expand global exchange networks.

Enriching Multicultural Perspectives

Enhancing faculty and student competencies in understanding diverse international cultures.

Organizing International Events

Hosting lectures, forums, and cultural activities to promote global engagement.

Recruiting International Students

Attracting students from around the world to foster a diverse and inclusive learning environment.

Developing a Bilingual Campus

Creating a bilingual academic and administrative environment (Chinese-English) to strengthen international integration.

Number of International Students

Academic Year 2023:

Total Degree-Seeking International Students	Foreign Students	Students from Hong Kong and Macau	Overseas Chinese Students	Mainland Chinese Students
386	194	109	76	7

International Degree-Seeking Student Population Over the Years (2020 - 2023):

Academic Year	Total Degree-Seeking International Students	Total Student Population	Percentage of International Students
2020	328	6,811	4.82%
2021	335	6,930	4.83%
2022	340	6,987	4.87%
2023	386	7,103	5.43%

International Academic Collaboration Agreements

As of the Academic Year 2023, CGU has established sister-school agreements with 163 institutions in 27 countries across four continents.

International Joint Faculty Appointments

Chang Gung University currently has five internationally co-appointed faculty members. These include Professor Kenneth Kaushansky from the Department of Clinical Laboratory Sciences at Stony Brook University, Professor Ie-Ming Shih from the Johns Hopkins University School of Medicine, and Professor Chih-Hung Chang from the Program in Occupational Therapy at Washington University in St. Louis, all jointly appointed with CGU's School of Medicine. Additionally, Professor Chun-Chih Tung from the Department of Chemical System Engineering at the University of Tokyo and Professor Lih-Sheng Turng from the College of Engineering at the University of Wisconsin–Madison are co-appointed with CGU's College of Engineering. These appointments facilitate a wide range of collaborative research and teaching initiatives in the fields of medicine and engineering between CGU and its partner institutions.

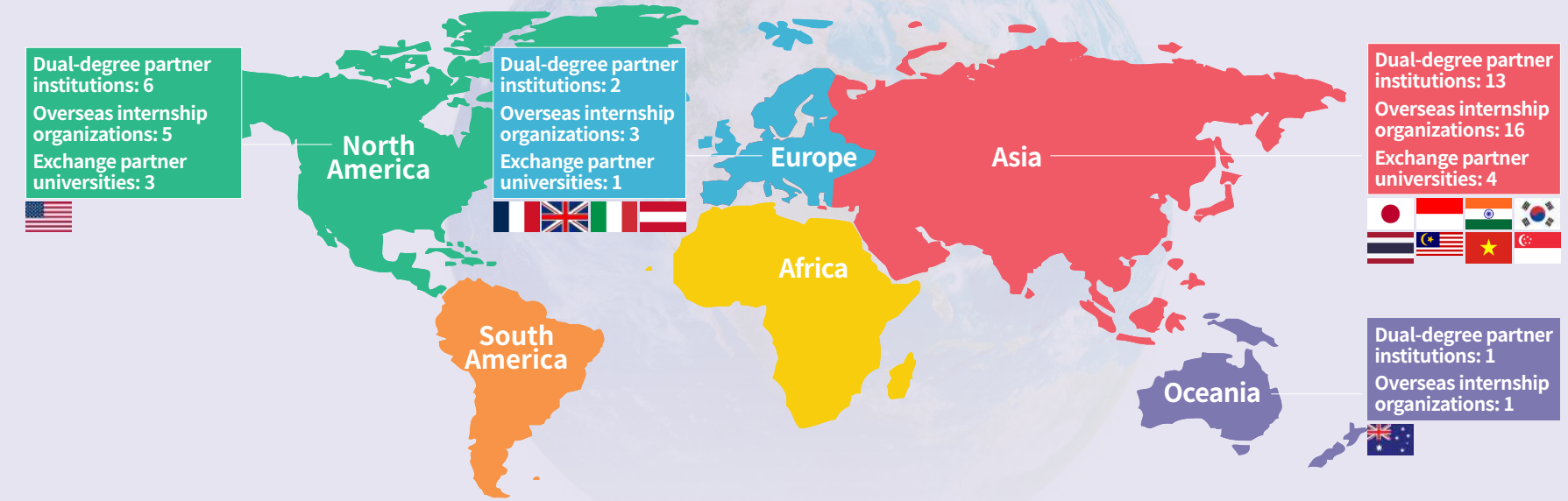
Promoting Diversified Learning as a Bilingual University

Enhancing EMI Instruction and Expanding Student Exchange	CGU continues to increase the number of courses taught in English as a Medium of Instruction (EMI) to support bilingual education and attract more international exchange students. Through joint learning opportunities with overseas partner institutions, students are encouraged to broaden their global perspectives, increase English usage, and strengthen learning motivation. ● Currently, CGU offers three full-English master's degree programs: International Master Degree Program for Molecular Medicine in Emerging Viral Infections; International Master Science Program in Reconstructive Microsurgery; and the Dual Master Program in Nano-Electronic Engineering and Design. ● CGU offers a total of 511 EMI courses, with 35.5% of first-year students who have completed the foundational English program achieving CEFR B2 level or above.
Advancing English-Language Small Class Instruction	Through small-class English instruction, CGU has designed a three-year curriculum series to comprehensively improve students' English proficiency. Meanwhile, CGU continues to expand EMI offerings across all degree programs, laying the groundwork for future exchange and dual-degree programs. ● In Academic Year 2023, CGU offered 88 foundational English classes and 63 writing classes, with class sizes ranging from 15 to 20 students. Additionally, there are four English credit programs in place.
Strengthening Financial Support for International Students	To attract outstanding international students to its graduate programs, CGU provides tuition waivers and living stipends to qualified applicants. Departments are also encouraged to hire teaching assistants (TAs) with English teaching capabilities. ● In Academic Year 2023, 57% of eligible international students received scholarships, with 205 TA positions filled.
Expanding Dual-Degree Programs to Boost International Mobility	CGU continues to strengthen international mobility through dual-degree programs, jointly cultivating global talent in collaboration with overseas universities. ● In Academic Year 2023, CGU partnered with 22 institutions for dual-degree programs, with a cumulative total of 60 students earning degrees.
International Exchange Activities	CGU actively organizes international lectures, bilingual forums, and cultural events to promote global exchange. ● In Academic Year 2023, the University hosted 9 international academic conferences, invited 70 international speakers, and held bilingual forums with a total of 507 participants.

Expanding New Southbound Engagement and Global Integration

Launching Interdisciplinary International Student Forums	To enhance opportunities for international academic exchange, CGU established a transnational learning platform. Faculty and students from the College of Medicine participated in a specialized academic exchange with their counterparts at Okayama University in Japan. ● In Academic Year 2023, 30 students participated in international interdisciplinary seminars.
Summer Enrichment Programs and Laboratory Visits	CGU PREMED International Summer Program: Integrating clinical resources from Chang Gung Memorial Hospital, this program offers foundational medical science lectures, research training, clinical simulations, and clinical observation sessions for international students preparing for post-baccalaureate medical school entrance exams. In Academic Year 2023, the program successfully recruited 22 international students from 16 prestigious institutions across Europe and North America.
Expanding the "Learning Abroad" Student Exchange Program	CGU actively promotes bilateral student exchange programs with partner universities to enrich students' international learning experiences and foster substantive collaborations with sister institutions. These programs also serve to attract outstanding exchange students to pursue graduate studies at CGU. ● In Academic Year 2023, 64 CGU students studied abroad, while 359 inbound exchange students visited CGU. ● A total of 8 partner institutions participated in the exchange program.
Developing International Internship Opportunities	CGU continues to promote overseas internships in collaboration with globally renowned companies and academic institutions to broaden students' international perspectives. ● In Academic Year 2023, 6 new international internship partners were added, and 120 student placements were recorded.
Participation in International Education Fairs and Academic Conferences	Led by the Office of International Affairs, faculty representatives from various colleges participated in international education fairs and academic meetings organized by entities such as the University Entrance Committee for Overseas Chinese Students, the Foundation for International Cooperation in Higher Education of Taiwan (FICHET), Taiwan Education Centers, and overseas diplomatic missions. ● In Academic Year 2023, CGU formed 18 new international partnerships, and received 262 international student applications for admission.

▼ Global Distribution of CGU's International Collaborations



∧ CGU X Go International: All-English Multicultural Activity Series

∧ Visit by the Philippine medical university delegation organized by the Taiwan Education Center in the Philippines

∧ Visit from the University of California, Irvine to discuss the 3+2 bachelor–master degree program

Teaching Highlights

Chang Gung University aims to cultivate well-rounded individuals with core professional competencies, interdisciplinary skills, digital and technological literacy, international mobility, and practical industry and entrepreneurial abilities. These attributes are essential for developing high-quality, advanced professionals. To achieve the stated goals and ensure effective management and evaluation, each department continues to obtain accreditations from relevant professional bodies to guarantee the quality of education.

Student-centered innovative and distinctive teaching initiatives are designed with a focus on key research and development projects.

- To support flexible and personalized learning pathways, CGU has relaxed academic regulations and improved systems for credit transfer and cross-disciplinary studies. Students are encouraged to pursue minors, double majors, or interdisciplinary programs.
- Tailored support is offered for students with diverse learning outcomes. High-achieving students may apply for the Graduate With Honors distinction. Students facing academic difficulties are supported through the Office of Academic Advising, subject-specific tutors, and counseling services.
- Interdisciplinary Curriculum and Teaching Strategies: (1) Encourage students to pursue minors, double majors (including MS/MBA), and micro-programs; (2) Promote foundational education in AI, integrating it into professional coursework; (3) Implement the Ministry of Education's pilot program for flexible, interdisciplinary learning, establishing college-/school-level bachelor program modules.
- A “Future Classroom” has been established, providing a blended and digitized innovative learning space. With high faculty demand for use, CGU is planning a second facility.
- CGU is also expanding programming and coding-related course offerings to strengthen students' digital competitiveness.

Research Highlights

Driven by the its research centers, CGU promotes interdisciplinary collaboration and cutting-edge innovation by integrating resources to form “Key R&D Team.” These teams focus on pioneering technological capabilities, with strengthened international cooperation and recruitment of outstanding scholars from abroad.

Spotlight Research Teams and Diverse Research Projects

- Emerging Virus Prevention
- Cancer Detection Chips
- Precision Medicine
- Regenerative Medicine
- Smart Healthcare Neuroscience
- Medical Imaging and Sensing
- Immune-Mediated Diseases
- Biomedical and Energy Materials
- Artificial Intelligence and Information Science

Industry-Academia Highlights

To enhance integration between academia and industry, the University has established an “Innovative Technology Matching Platform” to strengthen industry collaboration. Through platforms like the T5GIP Research Platform and the CGU SPARK Program, the University actively seeks external resources and promotes commercialization of innovative technologies. In addition, through courses and activities related to innovation, creativity, and entrepreneurship, faculty and students are encouraged to engage in practical operations and applied innovation, cultivating an innovation-driven ecosystem and establishing a sustainable industry-academia collaboration framework.

In 2024, the Office of Technology Development and Industry Liaison plans to promote its research platform by participating in both domestic and international exhibitions. CGU teams are invited to join these events to connect with global startup networks, enhance international visibility, and explore collaboration opportunities.

CGU Team participated in the 2024 Medical Fair Asia in Singapore

Group Photo of CGU and T5GIP Research Platform Teams at the 2024 Healthcare+ Expo Taiwan

1.4 Vision for Future Development

With the support of the Board of Trustees, government grants, and large-scale competitive financial support, CGU advances its mid- to long-term university development plans. By using research to drive excellence in teaching and innovation, the University aims to achieve the "Three Pillars of Excellence." Through internationalization, digital transformation, interdisciplinary learning, and collaboration, CGU is building a student-centered learning model, moving toward the vision of becoming a top-choice university known for medical and interdisciplinary excellence and a world-class institution.

Interdisciplinary
Tailored development centered around students

Digital Transformation
Focused on AI to develop students' competency in emerging technologies

Internationalization
Small-class English instruction and bilingual multicultural learning

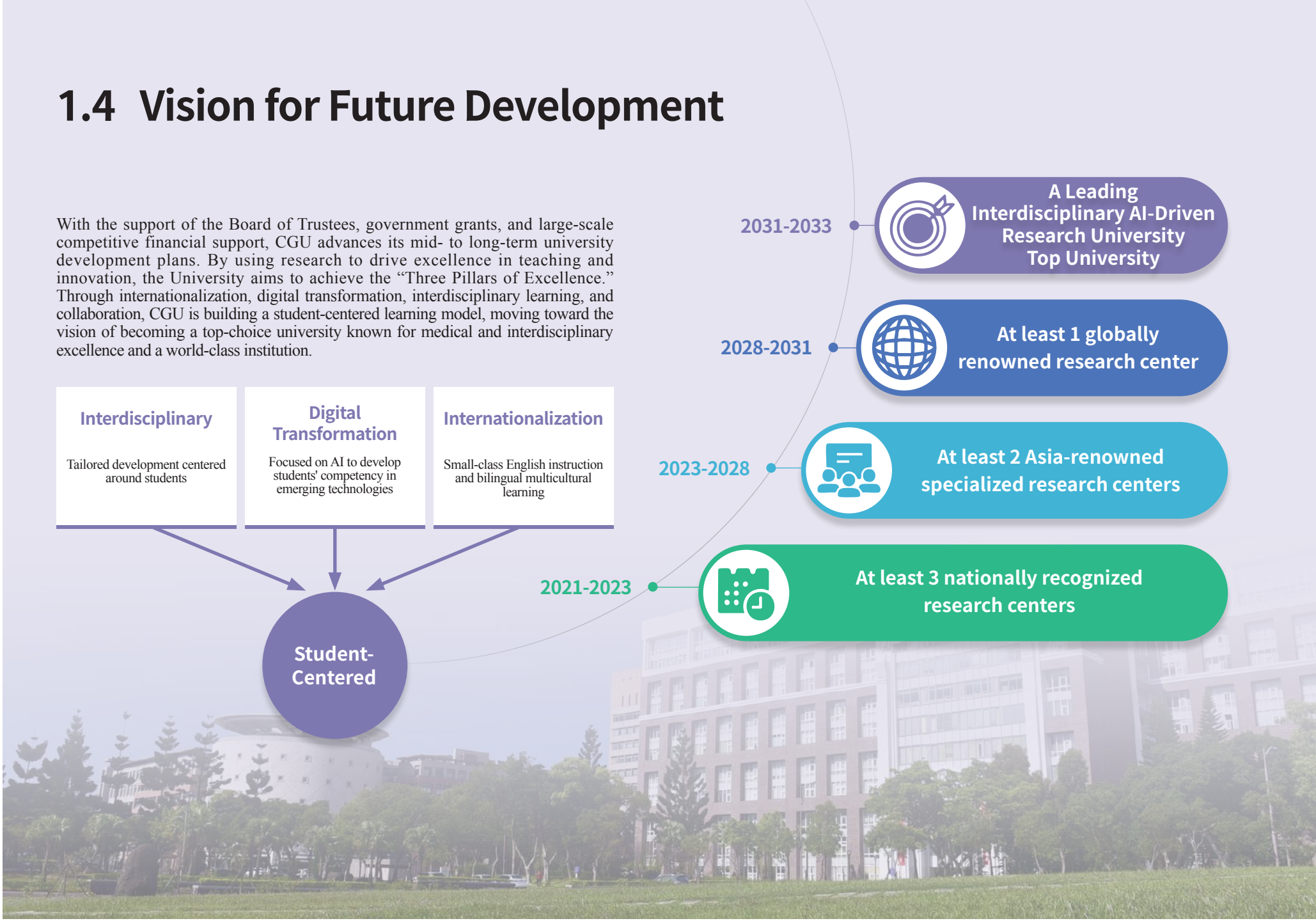
Student-Centered

2021-2023 — At least 3 nationally recognized research centers

2023-2028 — At least 2 Asia-renowned specialized research centers

2028-2031 — At least 1 globally renowned research center

2031-2033 — A Leading Interdisciplinary AI-Driven Research University Top University



1.5 Memberships in Industry Associations

Key Associations, Advocacy Organizations, and Alliances

No.	Organization Name	Strategic Significance	Membership Status
1	Association of Private Universities and Colleges	Enhance the standard of higher education and promote the development of university affairs of private universities.	Supervisor
2	Taiwan Association of Medical Education	Improve the quality of medical education and strengthen academic exchanges in medical education.	Group Member
3	Foundation for International Cooperation in Higher Education of Taiwan (FICHET)	Participate in Study in Taiwan promotional campaigns and advance international cooperation in higher education.	Silver Member
4	Northern Taiwan Alliance for Human Research Protection	Enhance research ethics standards and provide access to diverse academic ethics resources in the humanities.	Member
5	The Phi Tau Phi Scholastic Honor Society of the Republic of China	Recognize outstanding graduates and promote academic excellence.	Group Member
6	Chinese Business Incubation Association	Facilitate experience sharing and resource integration among university-based incubation centers.	Group Member
7	Library Association of the Republic of China	Promote professional library services through participation in national academic library networks.	Group Member
8	Interlibrary Cooperation Association	Broaden access to academic resources and expand the scope of materials available to users through participation in domestic interlibrary loan and document delivery services.	Group Member
9	Consortium on Core Electronic Resources in Taiwan (CONCERT)	Support nationwide academic institutions in the acquisition of electronic resources and joint subscription negotiations, thereby enhancing the efficiency and effectiveness of financial support and resource utilization.	Group Member
10	ORCID's Taiwan Consortium	Improve the visibility and impact of CGU's research outputs by integrating scholars' unique, permanent identifiers with internal institutional systems through participation in international organizations.	Group Member
11	Taiwan OCLC Governing Members Consortium	Enhance academic research perspectives and increase international visibility of scholarly publications through participation in global library cooperation networks.	Group Member
12	RapidILL	Broaden the library's access to research materials and expand the range of literature available to users through participation in international document delivery services.	Group Member
13	The Chinese Association of Museums (CAM)	Acquire and enhance professional expertise in the museum field and promote inter-museum collaboration.	Category B Member
14	Green University Union of Taiwan	Advance comprehensive inter-university and international strategies for green campus promotion, unite the efforts of various universities, advocate environmental sustainability, and fulfill the University's social responsibility.	Permanent Member
15	University Sustainable Development Association	Jointly promote the 2050 net zero emission goal and align with global visions by committing to regular publication of university sustainability reports, fostering local engagement and development, and positioning sustainable governance at the core of university advancement.	Member
16	TALENT, in Taiwan	Expand participation of faculty and students in fulfilling university social responsibility, help students understand the real needs of society and communities, and recognize the long-term value of their knowledge and skills. This initiative also aims to maintain sustainable competitiveness in the context of Taiwan's declining birth rate.	Member
17	Taiwan Medical Library Association, TMLA	Strengthen connections with domestic medical libraries and related research institutions, and acquire professional expertise by participating in national medical library associations, thereby enhancing CGU's academic research services. The association also facilitates joint negotiation of favorable subscription rates for electronic resources, improving cost-effectiveness in resource utilization.	Group Member

Chapter 2 University Governance

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2.1 Governance Structure

Policy Commitments

Chang Gung University has established a series of internal control and audit regulations tailored to its operational needs, in order to assess the risk level, significance, and appropriateness of various administrative matters. To ensure the smooth execution of all operations, internal audits are conducted each academic year in accordance with the audit plan approved by the President, along with follow-up and corrective actions for any identified irregularities. In accordance with the Implementation Measures for the Internal Control System of the School Consortium and Private Schools issued by the Ministry of Education, CGU has established the "**Guidelines for the Establishment of the Internal Control Committee**" to formulate key internal control checkpoints and strengthen internal control operations. Since the approval of the University's Internal Control System by the Board of Trustees on November 26, 2010, the system has been subject to regular reviews and revisions. In accordance with the University Act, the Enforcement Rules of the University Act, the Degree Conferral Act, and other relevant regulations promulgated by the Ministry of Education, CGU has established the "**Chang Gung University Student Standards and Requirements**" to clearly define rules governing students' academic affairs and related matters. In addition, CGU is committed to fostering a better working environment and achieving gender equality on campus by strengthening educational resources and environments that support gender equity and safeguard the physical and mental well-being of all faculty, staff, and students. Pursuant to the Occupational Safety and Health Act, CGU has established the **Chang Gung University Prevention Plan for Unlawful Infringement in the Workplace**. In line with the Gender Equity Education Act, it has also set up the **Chang Gung University Gender Equity Education Committee** and formulated the **Chang Gung University Regulations Governing the Prevention of Sexual Assault, Sexual Harassment, or Bullying on Campus**. These measures aim to prevent unlawful physical or psychological infringement inflicted by others during the performance of duties, by planning and implementing necessary safety and health precautions. CGU also actively promotes education on the prevention of sexual assault, harassment, or bullying, in order to raise awareness among faculty, staff, and students about respect for their own and others' bodily and sexual autonomy, advance substantive gender equality, eliminate gender-based discrimination, and uphold personal dignity.

To navigate future challenges and respond to evolving external environments and trends, and in pursuit of the "Future Leadership" Goal, CGU adopts a student-centered approach in designing innovative and distinctive teaching practices. The University focuses on key research initiatives to cultivate students with holistic attributes, core professional competencies, interdisciplinary skills, digital and technological literacy, international mobility, as well as industry experience and entrepreneurial capabilities—nurturing high-caliber talents with comprehensive proficiencies. Through curricular and institutional reforms, CGU offers a more diverse and flexible course selection system, while promoting the "Distinguished Graduate Program" and advanced courses to encourage students in the pursuit of academic excellence.

- To foster educational innovation, CGU is building a flexible academic system by easing restrictions on department transfers and double majors. In alignment with its medium- to long-term development plans, the University is integrating artificial intelligence education into its college-specific curricula
- To cultivate high-level interdisciplinary professionals and promote sustainable university development.
- To develop talents aligned with industry demands, CGU actively encourages students to enrich their skills through industry-academia collaborations. These partnerships offer hands-on professional internship opportunities, enabling students to establish early career direction and enhance their employability.
- The University is advancing cutting-edge research through key initiatives in six focused areas: "virus infection research," "immunology," "RNA biology," "neuroscience and related diseases," "smart healthcare and wellness," and "sustainability and energy technology," with the vision of becoming a globally renowned research-oriented university.
- Internationalization remains a strategic pillar at CGU. The University is committed to building an exceptional faculty, expanding a robust network of international partnerships, offering English-taught professional courses, and enhancing students' global competitiveness. These efforts significantly strengthen CGU's international reputation and influence.
- To advance technological innovation and industrial development, CGU leverages the extensive industry experience and resources of its corporate partners to facilitate the translation of research outcomes into practical applications. At the same time, it fosters interdisciplinary innovation and entrepreneurial capabilities among students and faculty.

CGU upholds the educational philosophy of "holistic education" and "integration of theory and practice." Through interdisciplinary collaboration, the University fosters students' cross-disciplinary competencies. By offering a wide range of courses and activities related to innovation, creativity, and entrepreneurship, CGU actively encourages faculty and students to engage in practical application and innovative practices. These efforts cultivate a thriving innovation and entrepreneurship ecosystem and lay the foundation for a sustainable academic-industry innovation framework.

Composition of the Board of Trustees

The CGU Board of Trustees is committed to realizing the University's educational philosophy and talent cultivation objectives. The Board performs its duties of execution, support, and supervision in accordance with its authority. No trustees are stationed on campus; all university affairs are managed under the full authority of the President. To strengthen governance and enhance the functionality of the Board of Trustees, CGU has established the "Internal Control System of Chang Gung University" in accordance with the Internal Control System of the School Consortium and Private Schools as issued by the Ministry of Education. Through this system, the Board, the University, and its affiliated members conduct self-monitoring of personnel, financial, and operational matters. Annual internal audits are carried out based on the audit plan approved by the President, covering budget and final account operations, legal entity amendments, and procedures for convening and recording Board of Trustees meetings.

The current 12th Board of Trustees consists of 15 members, serving a four-year term from November 2022 to November 2026. Trustees bring extensive industry experience and professional expertise, enabling the Board to adopt a multi-faceted perspective and effectively reduce overall operational risks for the University. In Academic Year 2023, CGU held two regular Board of Trustees meetings. Key matters discussed included the partial acquisition of land and the reappointment of the President. In Academic Year 2023, the average attendance rate for trustees was 90%, and there were no material events during the year requiring urgent communication with the Board.

Structure of the Board of Trustees	In accordance with the Charter of Endowment of Chang Gung University, each trustee serves a four-year term and is eligible for reappointment.
Meetings of the Board of Trustees	Meetings are held at least once per semester. Trustees are required to attend in person and may not delegate attendance to a proxy.
Responsibilities of the Board of Trustees	Changes to the Charter of Endowment of Chang Gung University; the selection, employment, and dismissal of trustees and supervisors; the election and dismissal of the chairperson; the selection, employment, supervision, assessment, and dismissal of the president; investments to help increase the financial resources of CGU; the disposal, encumbrance setup, acquisition or leasing of real estate; auditing of reports and plans of university affairs, and important rules and regulations, and supervision of their execution; fundraising and application; auditing of budgeting and final accounting of CGU's revenue and expenditure; oversight of fund management, financial administration, and institutional governance.

CGU 12th Board of Trustees Member Information and Attendance Record for Academic Year 2023

Position	Name	Gender	Age	Attendance (Meetings Attended)	Current Position
Chairman	William Wang	Male	77	2	Chairman of Formosa Plastics Group
Trustee	Wilfred Wang	Male	73	1	Chairman of Formosa Plastics Marine Corporation
Trustee	Kuei-Yun Wang	Female	77	2	Senior Vice President of Nan Ya Plastics Corporation
Trustee	Jui-Yu Wang	Female	62	2	Chairman of Formosa Biomedical Technology Corporation
Trustee	Che Chen	Male	81	2	Trustee of Chang Gung University
Trustee	Chien-Nan Lin (resigned 2024/7/31)	Male	82	1	Chairman of Formosa Plastics Corporation
Trustee	Chia-Chao Wu	Male	80	2	Chairman of Nan Ya Plastics Corporation
Trustee	Fu-Yuan Hong	Male	79	2	Chairman of Formosa Chemicals & Fibre Corporation
Trustee	Pao-Lang Chen (resigned 2024/7/31)	Male	81	2	Chairman of Formosa Petrochemical Corporation
Trustee	Chen-Ching Huang	Male	64	2	Executive Vice President, Formosa Plastics Group Headquarters
Trustee	Yu-Jui Chen	Male	77	2	Honorary Chief Commissioner of the Chang Gung Steering Committee
Trustee	Cheng-Ta Yang	Male	62	2	Superintendent of Taoyuan Chang Gung Memorial Hospital
Trustee	Cheng-Neng Chang	Male	73	2	Consultant Neurosurgeon in Brain Tumor and Neurology of Linkou Chang Gung Memorial Hospital; Vice Superintendent, Xiamen Chang Gung Memorial Hospital
Trustee	Wen-Neng Weng	Male	74	1	Honorary Superintendent of Linkou Chang Gung Memorial Hospital
Trustee	Wen-Chun Cheng	Male	69	2	Chairman, Chang Gung Steering Committee
Supervisor	Chun-Chen Li	Male	66	2	Senior Executive Vice President of Formosa Plastics Group Headquarters

Note: Trustees Mr. Chien-Nan Lin and Mr. Pao-Lang Chen stepped down from their positions effective July 31, 2024, due to personal reasons. A by-election was held by the Board of Trustees on August 27, 2024, during which Mr. Wen-Pi Kuo and Mr. Ming Tsao were elected as new trustees. The appointments were subsequently approved by the Ministry of Education on September 30, 2024.

Nomination and Selection of the Board of Trustees

In accordance with the Charter of Endowment for Chang Gung University, each term for members of the Board of Trustees is four years, with eligibility for consecutive terms. During board re-elections, unless a current trustee is disqualified under applicable laws (such as the Private School Law) or the Charter, incumbent trustees may be nominated for reappointment. In accordance with the total number of trustees specified in the Articles (15 members), additional candidates equal to at least one-third of the total shall be nominated and listed after the incumbent candidates. The current trustees shall elect the full number of trustees for the next term from among all candidates, after which the newly elected trustees shall elect the next Chairperson.

Recusal Due to Conflicts of Interest

The current Chairperson of the Board of Trustees of Chang Gung University is Mr. William Wang, who does not hold any additional administrative position within the University. In compliance with Article 81 of the Private School Law and Article 29 of the Charter of Endowment for Chang Gung University, the Board adheres to a strict conflict of interest recusal policy. The Board of Trustees strictly adheres to the principle of recusal in cases of conflict of interest. All trustees are required to act with a high degree of self-discipline and prudence, to uphold their ethical obligations as fiduciaries, and to faithfully perform their duties and responsibilities. The Board further stipulates that, when a matter under discussion involves a conflict of interest between a trustee—or the legal entity they represent—and the matter itself, the trustee must disclose the material details of such conflict at the meeting. If the conflict is deemed potentially detrimental to the interests of the University, the trustee shall recuse themselves from both discussion and voting on the matter, and shall not act as a proxy to exercise voting rights on behalf of any other trustee.

Among the resolutions discussed by the Board of Trustees in 2024, only the proposal concerning the reappointment of the President involved a conflict of interest, as it directly pertained to the President himself. Accordingly, the President recused himself from the discussion and vote on the matter, as documented in the minutes of the 4th meeting of the 12th Board of Trustees held in July 2024. None of the other proposals involved any conflicts of interest with the trustees or the legal entities they represent.

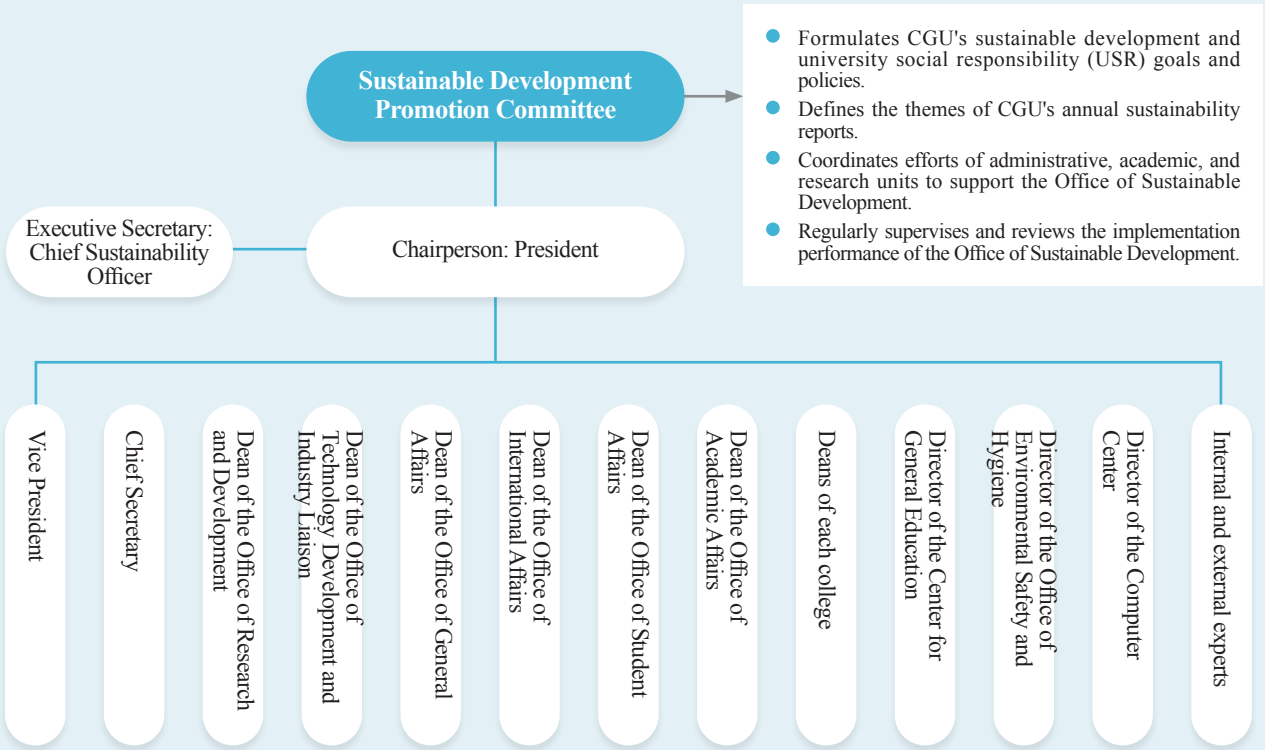
Trustee Remuneration Policy

According to Article 28 of the Charter of Endowment of Chang Gung University, "The Chairperson, Trustees, and Supervisors shall serve without remuneration, though attendance and transportation allowances may be provided as appropriate." All members of the Board of Trustees, including the Chairperson, Trustees, and Supervisors, serve without pay and do not concurrently hold any administrative positions at CGU.

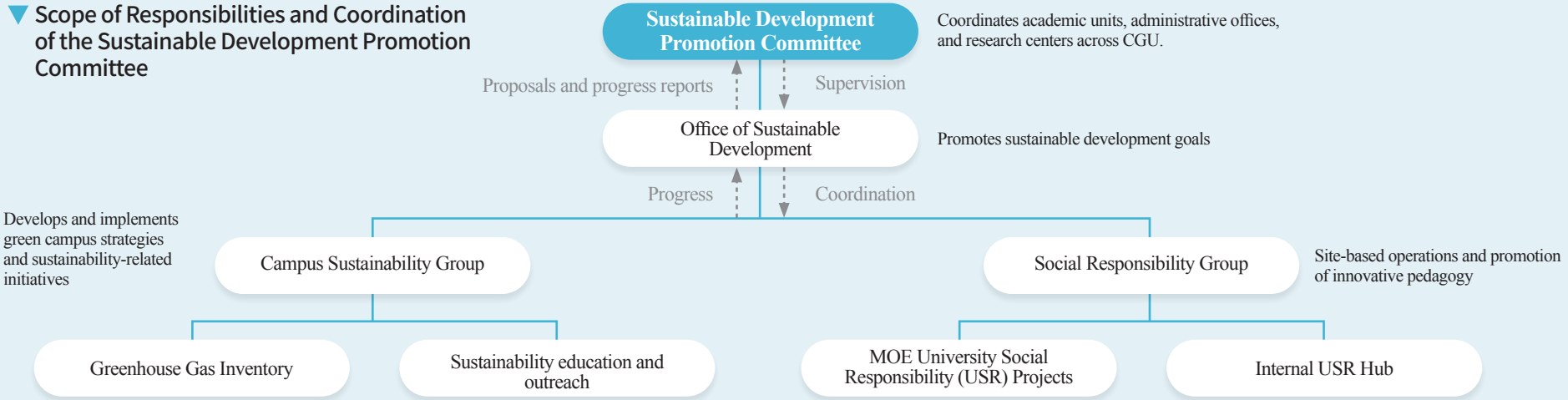
2.2 Sustainable Development Promotion Committee

In alignment with the United Nations Sustainable Development Goals (SDGs) and to embed sustainability as a core value of CGU while jointly fulfilling corporate social responsibility with the Formosa Plastics Group, CGU has established the Office of Sustainable Development to comprehensively implement sustainability initiatives. In addition, the Sustainable Development Promotion Committee has been established to effectively integrate sustainability efforts across administrative and academic units. Chaired by the President, with the Chief Sustainability Officer serving as the Executive Secretary, the committee is composed of senior administrators from administrative offices and deans of each college (including the Director of the Center for General Education). The committee coordinates resources across administrative, academic, and research units, formulates sustainable development goals and policies, and makes decisions on sustainability issues. Furthermore, the Office of Sustainable Development collaborates horizontally with both the Center for Sustainability and Energy Technologies and the School of Sustainability and Innovation, integrating interdisciplinary research and teaching efforts related to sustainability topics to jointly advance the goal of a greener future.

▼ Organizational Structure of the Sustainable Development Promotion Committee



Scope of Responsibilities and Coordination of the Sustainable Development Promotion Committee



Interdisciplinary collaboration to promote research and teaching on sustainability-related topics

Interdisciplinary collaboration toward a green future

Center for Sustainability and Energy Technologies

Innovative sustainable technologies

- Battery and Energy Storage Technologies Group
- Perovskite Photovoltaic Cells and Innovative Applications Group
- Carbon Dioxide Reutilization and Hydrogen Energy Technologies Group
- Circular Economy and Green Process Technologies Group

Office of Sustainable Development

Promote sustainable development

- Campus Sustainability Group
- Social Responsibility Group

School of Sustainability and Innovation

Sustainable talent cultivation

- Information and Medical Safety Program
- Interdisciplinary Sustainable Development Micro Program
- Smart Healthcare and Well-being Micro Program
- Public Health Talent Development Credit Program
- IoT Industry Innovation and Application Program
- Health, Medical Devices and Digital Technologies Micro Program
- Interdisciplinary Innovation and Entrepreneurship Program
- Energy Materials and Battery Technology Program
- Medical Design Program
- Biotechnology Industry Innovation Program

2.3 Internal Controls and Risk Management

To ensure smooth school operations, CGU has implemented an internal control system in accordance with the Ministry of Education's Implementation Measures for the Internal Control System of the School Consortium and Private Schools. Accordingly, CGU has established an Internal Control Committee to assess the risk level and materiality of various operational matters, ensure their appropriateness, and review and strengthen internal control procedures.

CGU's Internal Control Committee categorizes risks based on their characteristics into 14 management areas: Personnel, Finance, Academic Affairs, Student Affairs, General Affairs, Research and Development, Industry-Academia Collaboration, International Academic Exchange, Information Management, Library Management, Physical Education, Office of the President, Environmental Safety and Hygiene, and the Formosa Plastics Group Museum. Responsible units are designated for each area, and each unit conducts independent risk identification and analysis within its respective scope of authority, submitting the results to the Internal Control Committee for review.

In 2024, the University's internal control operations comprised 48 low-risk items, 52 medium-risk items, and 1 high-risk item. The high-risk item was addressed through procedural adjustments to mitigate risk.

▼ High-Risk Control Item Table

No.	Risk Description	Response Measures	Performance Management Method
1	Incomplete procedures for student rewards and penalties.	Reviewed regulations and amended relevant workflows for implementation.	Handled in accordance with the Chang Gung University Regulations Governing Student Rewards and Penalties; workflows are reviewed regularly.

The responsible unit also conducts monthly self-assessments on key control points and reports the results to the President. The Internal Control Committee evaluates and reviews the annual risk analysis summary and procedural revisions reported by each unit and presents a formal report to the Board of Trustees once per academic year.

To comply with legal requirements and align with practical operations, CGU conducted a review and revision of its internal control items starting in March 2024 (Academic Year 2023). Following evaluation by the respective functional staff offices, each department submitted their proposed revisions as follows:

(1) Revisions to General Provisions Documents: A total of three articles were revised, covering academic affairs, student affairs, and general affairs.
(2) Revisions to Operating Procedure Documents: A total of 14 articles were revised, including three on Personnel Affairs, one on Academic Affairs, four on Student Affairs, two on General Affairs, two on Industry-Academia Collaboration, and two on Library Management.
(3) Addition of Operating Procedure Document: One new procedure on teaching evaluation was added under Academic Affairs.
(4) The above content was approved by the 2nd meeting of the Internal Control Committee for Academic Year 2023 (signed electronically from July 31 to August 1, 2024) and by the 6th meeting of the 12th Board of Trustees on November 13, 2024.

Internal Audit

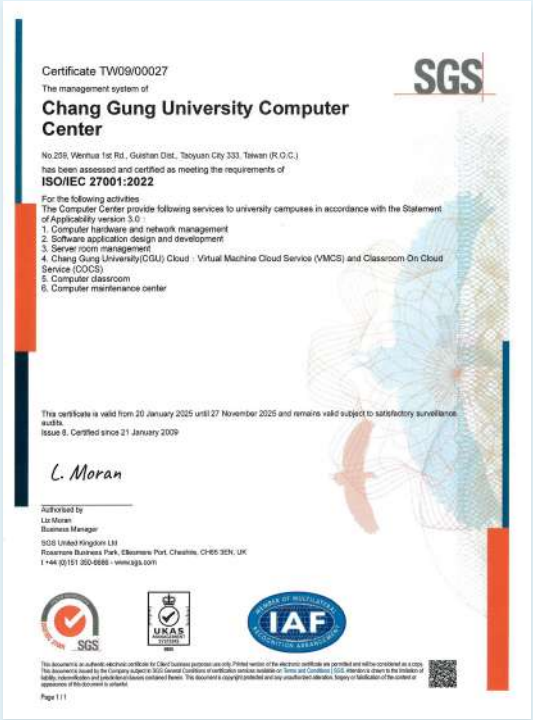
To assist the President in evaluating the effectiveness of the internal control system and in assessing the efficiency and effectiveness of CGU's operations, the University has established the Regulations Governing the Implementation of Internal Audits, formed an Internal Audit Team, and developed an annual audit plan. The team regularly submits audit reports and follow-up reports to the President for review, with copies also provided to the Supervisors for reference. In the event that any material violations are discovered that may cause significant harm to the University's legal entity or CGU itself, an immediate assessment and corrective action will be initiated and submitted to the Board of Trustees for discussion, with copies also forwarded to the Supervisors for review.

In accordance with the Detailed Rules for Internal Audit Implementation under the Internal Control System, the Internal Audit Team carried out the AY 2023 Audit Plan, auditing (1) the integrity and compliance of existing systems and regulations, and (2) the processing of expense payments, while providing timely recommendations for improvement to ensure sound university operations. During Academic Year 2023, routine audits were conducted on 14 administrative units, along with four special audits covering: financial support under the National Science and Technology Council (NSTC) projects, personal data protection, utilization of valuable instruments, and financial support for institutional development plans. A total of 51 audits were completed, identifying 65 irregularities (22 already rectified) and 58 suggestions for improvement (15 already implemented). Among 43 follow-up items from internal audits conducted between the 2019 and 2022 academic years, 28 have been completed and 15 remain under follow-up. All audit reports and follow-up reports were jointly signed by the audited units and submitted to the President for review. Copies were also provided to the Supervisors before the end of the academic year.

2.4 Information Security

Information Security Management Policies and Measures

To enhance the management of information security, CGU has entrusted the Computer Center to oversee information security governance policies and supervise the implementation of security management operations. In accordance with the Ministry of Education's classification regulations for cybersecurity responsibility levels (CGU is a Category B institution) and its information and personal data security management guidelines, the University has established the CGU Information Security Management Regulations and the CGU Personal Data Protection Guidelines. In line with its organizational structure, CGU has implemented an Information Security Management System (ISMS) and a Personal Information Management System (PIMS). The four-tier documentation of both ISMS and PIMS comprehensively outlines the University's policies and measures for information security and personal data protection. Through professional management, planning, supervision, and implementation by the information security unit, CGU aims to build a holistic cybersecurity defense mechanism, raise personnel awareness of information security, regularly assess risks, and maintain ISO certifications: ISO 27001 Information Security Management and ISO 27017 Cloud Services Security Management.


Certificate TW09/00027

The management system of

Chang Gung University Computer Center

No.259, Wenhua 1st Rd., Guishan Dist., Taoyuan City 333, Taiwan (R.O.C.)

has been assessed and certified as meeting the requirements of

ISO/IEC 27001:2022

For the following activities

The Computer Center provide following services to university campuses in accordance with the Statement of Applicability version 3.0 :

1. Computer hardware and network management
2. Software application design and development
3. Server room management
4. Chang Gung University(CGU) Cloud : Virtual Machine Cloud Service (VMCS) and Classroom On Cloud Service (COCS)
5. Computer classroom
6. Computer maintenance center

This certificate is valid from 20 January 2025 until 27 November 2025 and remains valid subject to satisfactory surveillance audits.

Issue 8. Certified since 21 January 2009

Authorised by

Liz Moran

Business Manager

SGS United Kingdom Ltd

Rosemore Business Park, Ellesmere Port, Cheshire, CH65 3EN, UK

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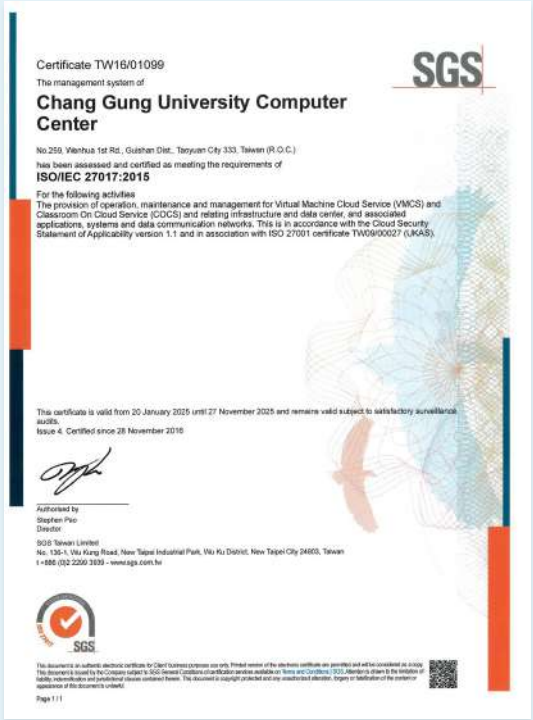
ISO 27001 Information Security Certification


Certificate TW16/01099

The management system of

Chang Gung University Computer Center

No.259, Wenhua 1st Rd., Guishan Dist., Taoyuan City 333, Taiwan (R.O.C.)

has been assessed and certified as meeting the requirements of

ISO/IEC 27017:2015

For the following activities

The provision of operation, maintenance and management for Virtual Machine Cloud Service (VMCS) and Classroom On Cloud Service (COCS) and relating infrastructure and data center, and associated applications, systems and data communication networks. This is in accordance with the Cloud Security Statement of Applicability version 1.1 and in association with ISO 27001 certificate TW09/00027 (UKAS).

This certificate is valid from 20 January 2025 until 27 November 2025 and remains valid subject to satisfactory surveillance audits.

Issue 4. Certified since 28 November 2016

Authorised by

Stephen Pao

Director

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No. 130-1, Wu Kung Road, New Taipei Industrial Park, Wu Ku District, New Taipei City 24803, Taiwan

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ISO 27017 Cloud Services Information Security Certification

Routine Information Security Maintenance and Personal Data Protection

CGU's Computer Center centrally manages information security operations, covering the services provided by the Computer Center and those of relevant administrative departments. Routine activities include regular vulnerability scans, performance evaluations of protection systems, centralized management of core information systems, enforcement of cybersecurity responsibility levels, and periodic updates of intrusion prevention equipment. To comprehensively enhance campus network protection, the University continually reviews performance indicators, proposes targeted improvement strategies, and offers information security awareness programs and training courses.

Currently, CGU has successfully passed third-party verifications for both ISO 27001 and ISO 27017. During the certification process, a consulting firm first conducted an internal audit. Based on its recommendations, corrective actions were implemented and a management review meeting was convened. Final third-party verification was then carried out by SGS Taiwan Ltd., upon which CGU was awarded certification. The scope of certification covers seven major areas: computer hardware and network management, application software design and development, server room management, Virtual Machine Cloud Services (VMCS), Cloud-Based Virtual Desktop Infrastructure (COCS), computer classrooms, and the computer maintenance center.

Starting from the Academic Year 2023, CGU has actively promoted the implementation of the Information Security Management System (ISMS). The Office of Academic Affairs, Library, and Office of Student Affairs were the first to adopt the system, which will gradually expand to other administrative units, with the goal of full implementation within four years. Through institutionalized management, risk assessment, education and training, and technical safeguards, CGU aims to strengthen its cybersecurity protection mechanisms, enhance information security awareness and response capabilities across the campus, ensure the safety and stability of the digital environment, and achieve continuous improvement to meet international standards, thereby safeguarding the confidentiality, integrity, and availability of its information assets.

In terms of personal data protection, CGU provides access to PIMS content through its website to support all administrative units in fulfilling their data protection responsibilities, while also strengthening education and awareness on data privacy. Currently, 14 administrative units have been included in the personal data audit scope, with plans to expand coverage to all units in phases. Annual risk assessments are conducted to evaluate the effectiveness of the internal control system and provide recommendations for improvement.

In 2024, we further enhanced our information security measures as follows:

1. University-wide Audits and Risk Assessments: The Office of Academic Affairs, Library, and Office of Student Affairs were selected for the first phase of ISMS expansion. Internal audits and risk assessments were conducted on their information assets and business processes to identify potential risks and evaluate the effectiveness of control measures, ensuring continuous improvement and compliance. By identifying potential risks and evaluating the effectiveness of control measures, CGU ensures the ongoing improvement and compliance of information security practices across all units. Based on the outcomes of the preliminary phase, the scope of ISMS implementation will be gradually expanded to additional administrative units, thereby enhancing the overall effectiveness of CGU's information security management.

2. Information Security Education and Training: To improve the information security awareness and practical capabilities of all faculty and staff, CGU conducted three advanced cybersecurity training sessions for IT personnel, four university-wide foundational cybersecurity courses, and one personal data protection training session, comprehensively strengthening security awareness and operational competence.

3. Performance Metrics Review and Improvement: CGU continuously reviews and enhances its information security performance indicators to ensure target achievement and effectiveness.

4. Strengthening Personal Data Protection: The PIMS system has been further optimized to enhance data protection measures and reinforce personal data awareness education across the university.

Based on the aforementioned operations, high-risk control issues identified this year included the reuse of user account credentials and outdated network equipment and servers. In response, CGU implemented enhanced IT asset inventory management and strengthened cybersecurity awareness training for personnel to mitigate these risks. These issues were also designated as key focus areas in the current internal audit, effectively reducing potential risks. No medium or higher-level information security incidents occurred throughout the year. In addition, in compliance with the Ministry of Education's information and communication security and personal data protection regulations, CGU met the requirements of the cybersecurity chapter by reducing

the use of information and communication products from Chinese brands. We hold annual Personal Data Protection Committee and the Information Security Committee meetings to review the year's security practices and formulate plans for the following year. Through these measures, we are committed to providing a secure and reliable information security environment, ensuring the protection of CGU's various services. Information security policies are reviewed regularly to reflect the latest developments in government regulations, technological advancements, and operational needs, thereby ensuring the continued effectiveness of information security practices.

Information Security High-Risk Control Item Table

No.	Risk Description	Response Measures	Performance Management Method
1	Core switch equipment is aging or hardware is deteriorating.	Deploy firewalls and intrusion detection systems to strengthen protection, and plan to upgrade aging equipment.	Conduct annual risk reassessments; monitor the progress of equipment upgrades and operational stability.
2	Database lacks sufficient identification and authentication mechanisms; susceptible to ransomware encryption.	Implement multi-layered protection and plan for database system decommissioning.	Conduct annual data protection risk assessments and audits of account privileges and access control implementation.
3	Web test servers lack effective change control or use outdated firmware/ unsupported systems.	Use vulnerability scanning and cybersecurity monitoring systems; plan to decommission outdated systems.	Annually review the operational status of test servers; confirm effective implementation of software upgrades and change control mechanisms.
4	Wireless network IP distribution hosts lack effective change control or use outdated firmware/ unsupported systems.	Utilize IP management and wireless intrusion detection systems; regularly inspect equipment updates and abnormal access.	Perform annual audits of wireless network security settings; inventory access logs and evaluate risk response mechanisms.
5	Information network server (RPAGE) lacks effective change control or uses outdated firmware/ unsupported systems.	Strengthen access control and operation log tracking of information servers; plan for system decommissioning.	Annually review server usage and update records; verify traceability of abnormal operations and effectiveness of control measures.

Personal Information Management System (PIMS) Document Page

CGU's Information Security and Data Protection Focus

What does CGU do for routine cybersecurity maintenance?

- CGU has implemented the Information Security Management System (ISMS) across the entire campus based on an inventory of information and communication systems and data. In line with the international cybersecurity standard ISO 27001, the University conducts regular information security risk assessments and both internal and third-party audits.
- To strengthen cybersecurity awareness and skills among CGU personnel, the University organizes multiple seminars and training sessions annually. All faculty and staff are required to complete cybersecurity training. In addition, CGU assigns dedicated cybersecurity personnel and supports them in obtaining professional certifications.
- To ensure effective information system management, the University conducts annual inventories of core campus-wide systems. Cyber defense equipment is regularly updated, and the level of responsibility for information security is implemented throughout departments. Performance indicators are continuously reviewed, and targeted improvement plans are proposed to comprehensively enhance CGU's campus network security.
- In compliance with national regulations, CGU strictly manages products that may threaten national cybersecurity. All units, including leased spaces, are prohibited from purchasing information and communication products from Chinese brands. Existing products of concern are documented, prohibited from internet access, and must be replaced within a specified timeframe.
- To strengthen personal data protection, 14 administrative units have been included in the internal PIMS audit scope. Annual audits are jointly conducted by internal auditors and external consultants to ensure compliance.

2.5 Legal Compliance and Complaint Mechanisms

Legal Compliance

Operating legally and in compliance with applicable regulations is CGU's most fundamental responsibility and the key to sustainable development.

To ensure that all operations comply with local government regulations and to closely monitor any legislative developments that may affect the University, CGU follows the Regulations Governing the Management of CGU Rules and Procedures. All rules are subject to review and revision based on practical needs. Newly enacted rules must be reviewed after two years of implementation. For those not revised within two years and considered stable, a comprehensive review must be conducted every three years to ensure alignment with operational needs and regulatory requirements. CGU currently maintains 581 internal rules and regulations. In accordance with the aforementioned management procedures, the system automatically sends review notifications to responsible units to carry out periodic checks. In Academic Year 2023, a total of 271 regulations were flagged for review, of which 71 were successfully amended to ensure that the operational practices of each unit remained in compliance with applicable requirements and standards.

CGU conducts all its operations in accordance with relevant government regulations as part of its commitment to social responsibility. Over the past five academic years, the University has had no civil or criminal litigation cases, nor any violations of the Private School Law, labor laws, or environmental regulations. However, in Academic Years 2019 and 2022, CGU paid a total of NT$167,200 in supplemental contributions due to not meeting the legally mandated quota for the employment of persons with disabilities. No other penalties or compensation claims occurred during this period.

Complaint and Suggestion Channels

CGU has established various complaint, reporting, and suggestion channels to encourage stakeholders to report any dishonest or unethical behavior, or incidents arising from operational activities that may impact the environment, economy, society, or human rights, as well as to offer constructive suggestions.

Complaint and Reporting Mechanisms at Chang Gung University and Summary of Cases in Academic Year 2023

Complaint Channels		Description
Campus Gender-Related Incident Investigation Requests		The Gender Equity Education Committee established the Chang Gung University Regulations Governing the Prevention of Gender-Related Incidents on Campus to enhance the effectiveness of gender-related incident prevention. The regulations clearly define terminology, prevention measures, handling principles, and procedures for such incidents. If a faculty or staff member, student, or the President is suspected of engaging in sexual assault, harassment, bullying, or other professional misconduct related to gender or sexuality (including inter-university or inter-academic program interactions), the victim or whistleblower may submit a named request for investigation. Appeals against the investigation result may be submitted once in writing with justification to the Gender Equity Education Committee. If the respondent is faculty or staff, the applicant or victim may also directly appeal to the Ministry of Education. In Academic Year 2023, three cases were submitted for investigation. All were concluded with no appeals filed.
Complaints	Student Complaints	To protect students' rights to life, education, and learning, and to promote campus harmony, the University established the Chang Gung University Student Complaint Handling Regulations and the Student Complaint Review Committee to manage student complaints. Students, the Student Association, and other student self-governance organizations may submit named complaints regarding disciplinary actions, administrative measures, or decisions deemed unlawful or inappropriate. If dissatisfied with the committee's decision, the complainant may file an administrative appeal to the Ministry of Education or pursue further legal action. In Academic Year 2023, two student complaints were filed, both concerning dissatisfaction with disciplinary decisions. Both were deemed valid and were returned to the Office of Student Affairs for reconsideration. All cases have been closed.
	Faculty Complaints	The University has formed the Faculty Complaint Review Committee and established the Chang Gung University Guidelines for the Organization and Deliberation of the Faculty Complaint Review Committee to address faculty complaints. Faculty members may file complaints to the committee regarding any measures by the University affecting their personal rights that are believed to be unlawful or improper. If dissatisfied with the committee's decision, they may file an appeal with the Central Faculty Complaint Review Committee of the Ministry of Education. In Academic Year 2023, one faculty complaint was filed and has been closed with no appeal filed.
	Staff Complaints	To safeguard employee rights, CGU has enacted the Staff Complaint Implementation Regulations and formed the Staff Complaint Review Committee to handle related cases. Staff members may file complaints regarding transfers, dismissal, termination, disciplinary actions, or other administrative measures that they believe infringe upon their rights. If unresolved through regular administrative procedures, the case may be submitted to the committee. In Academic Year 2023, two staff complaints were filed and have been closed with no appeals. In Academic Year 2023, two staff complaints were filed and have been closed.
Other Petitions and Grievances		Internal and external parties may communicate directly with the University via the President's Mailbox (president@mail.cgu.edu.tw), which also accepts anonymous reports. The receiving unit must keep the identity of the whistleblower and the case confidential and must not disclose it to unrelated third parties unless necessary for investigation, to avoid unfair or adverse treatment. In Academic Year 2023, the President's Mailbox received 121 submissions, all of which have been closed. Most cases concerned student housing, equipment malfunctions, campus dining, course selection, and on-campus parking issues.

Student Complaints Statistics for the Past Three Academic Years at CGU

Complaint Type \ Academic Year		AY 2021		AY 2022		AY 2023	
		Cases	Case Closure Rate	Cases	Case Closure Rate	Cases	Case Closure Rate
Student Complaints	Student rights	8	100%	1	100%	2	100%
	Gender-related cases	9	100%	0	N/A	0	N/A
	Human rights-related (e.g., inequality)	0	N/A	0	N/A	0	N/A
Faculty Complaints		0	N/A	0	N/A	1	100%
Staff Complaints		0	N/A	0	N/A	2	100%
Total		17	100%	1	100%	5	100%

Note: In Academic Year 2022–2023, student complaints were primarily raised in response to decisions made by the Student Rewards and Disciplinary Committee. All cases have been closed, and no appeals were filed. Faculty and staff complaints were also resolved, with no subsequent appeals or administrative litigation.

Student Complaint Handling Flowchart

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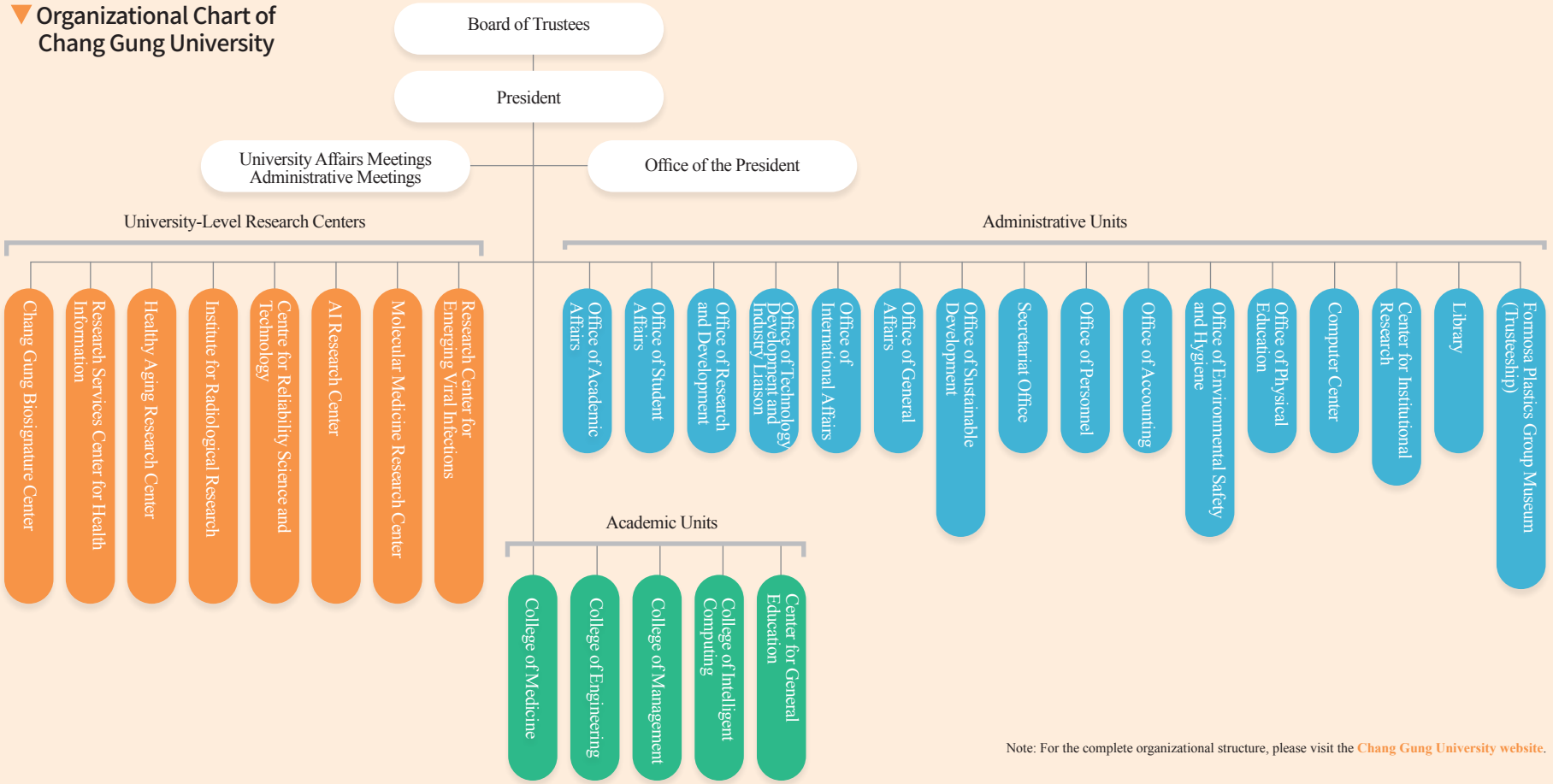
3.1 Organizational Structure

Chang Gung University consists of four colleges and one Center for General Education, encompassing a total of 21 academic departments and eight university-level research centers.

Deans and department chairs serve as the administrative heads of their respective academic units, with deans being the primary coordinators of academic affairs.

Organizational Chart of Chang Gung University



Note: For the complete organizational structure, please visit the Chang Gung University website.

3.2 Enrollment Overview

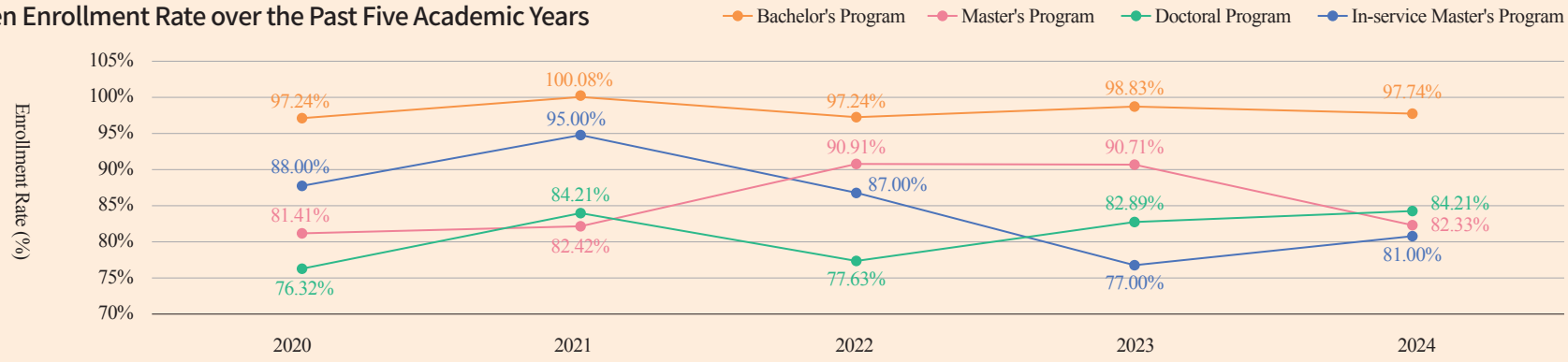
Over the past five academic years (Academic Year 2020 to Academic Year 2024), the total student population at Chang Gung University has remained around 7,000. Starting from Academic Year 2021, the number gradually increased, surpassing 7,100 in Academic Year 2023 and reaching 7,241 in Academic Year 2024. This steady growth can be attributed to the following factors: (1) Beginning in Academic Year 2021, the Ministry of Education approved an annual increase of approximately 70 to 80 enrollment quotas for undergraduate and master's programs in semiconductor, AI, and mechanical engineering fields. (2) Following the COVID-19 pandemic, the number of international students (including foreign nationals, overseas Chinese students, and students from Hong Kong, Macao, and Mainland China) has steadily risen. Specifically, the number of foreign students increased significantly from 151 in Academic Year 2022 to 194 in 2023, and further to 283 in 2024, nearly doubling over this three-year period. In addition, CGU's flexible academic system and innovative, distinctive teaching approaches have also played a key role in attracting more students.

Student Population and Enrollment Trends over the Past Five Academic Years

Program	AY 2020	AY 2021	AY 2022	AY 2023	AY 2024
Bachelor's Program	5,099	5,236	5,236	5,272	5,328
Master's Program	1,088	1,062	1,144	1,199	1,282
Doctoral Program	443	443	424	454	452
In-service Master's Program	181	189	183	178	179
Total	6,811	6,930	6,987	7,103	7,241

Note: Enrollment figures are based on student headcounts as of October 15 of the first semester each academic year.

Freshmen Enrollment Rate over the Past Five Academic Years



Ensuring Equal Learning Opportunities

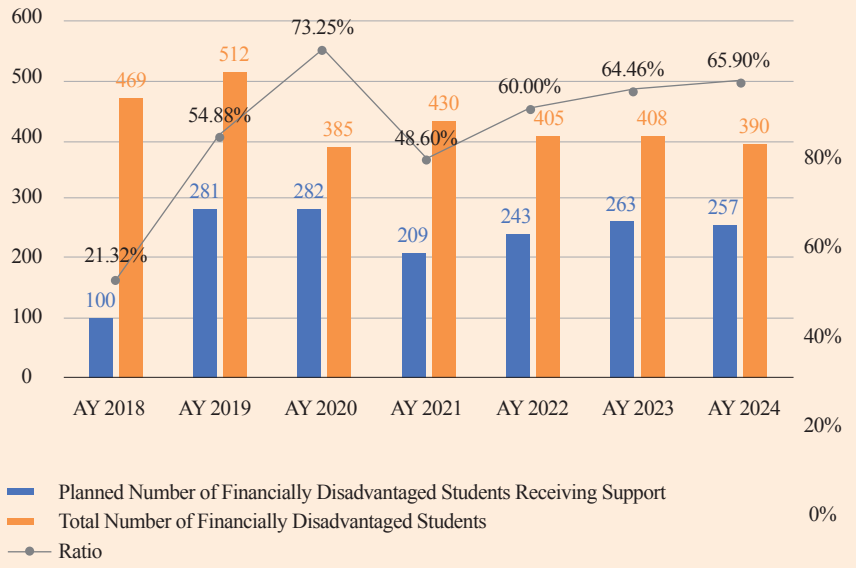
Each semester, CGU has approximately 400 economically disadvantaged students, accounting for around 5.7% of the total student population. To mitigate the impact of resource disadvantages or financial hardship and ensure that all students have access to quality education, we not only increase admission opportunities for financially disadvantaged students but also implements a comprehensive support system from multiple dimensions—financial aid, academic support, and counseling. This system aims to enhance the learning effectiveness of underprivileged students. Measures include hardship scholarships, dormitory fee waivers for low-income students, priority access to on- and off-campus work-study opportunities, and personalized academic tutoring. These efforts help reduce students' financial burdens, enabling them to focus on their studies, complete their education successfully, and strengthen their future competitiveness in the job market.

A. Enhancing and securing access to education	B. Increasing financial assistance to support learning with peace of mind
CGU promotes the "Deep Cultivation Scholarship Program" to ensure that economically disadvantaged students, such as those from low-income and lower-middle-income households, can pursue their education with peace of mind. Additional admission quotas are provided for students with disabilities, Indigenous students, and those from offshore islands and remote areas. These applicants are primarily assessed through document review (excluding those applying to the School of Medicine and School of Traditional Chinese Medicine), with no interview required. We also actively conduct outreach to encourage underprivileged students to apply to CGU.	Tuition and miscellaneous fee waivers, living stipends, and installment payment mechanisms are provided. In addition, internship opportunities are offered through affiliated Formosa Plastics Group companies during summer, along with fundraising initiatives and scholarship funds. These efforts help reduce the financial burden on students, allowing them to focus on their studies.
C. Strengthening the faculty mentorship network	**D. Creating a supportive and inclusive learning environment**
CGU has a total of 216 class advisors and 26 departmental guidance counselors. Each year, over 400 economically disadvantaged students receive assistance, resulting in nearly 1,000 instances of guidance provided annually, with a counseling ratio exceeding 200%.	In recent years, CGU has allocated NT$2.8 million annually, in combination with Ministry of Education subsidies, to establish a scholarship and aid program for financially disadvantaged students. These resources support merit-based scholarships, learning grants, skill certification subsidies, overseas study assistance, and financial support for counseling activities, fostering academic motivation and a positive campus learning environment.

Effectiveness of support for financially disadvantaged students

According to CGU statistics, the percentage of disadvantaged students receiving scholarships, grants, or other subsidies steadily increased from Academic Year 2018 to 2020. In Academic Year 2021, due to the COVID-19 pandemic and the transition to remote learning (May to October), the support ratio temporarily declined to 48.6%. However, from Academic Year 2022 through 2024, the ratio rebounded and remained at or above 60%.

Statistic Table on the Number of Financially Disadvantaged Students Receiving Academic Support

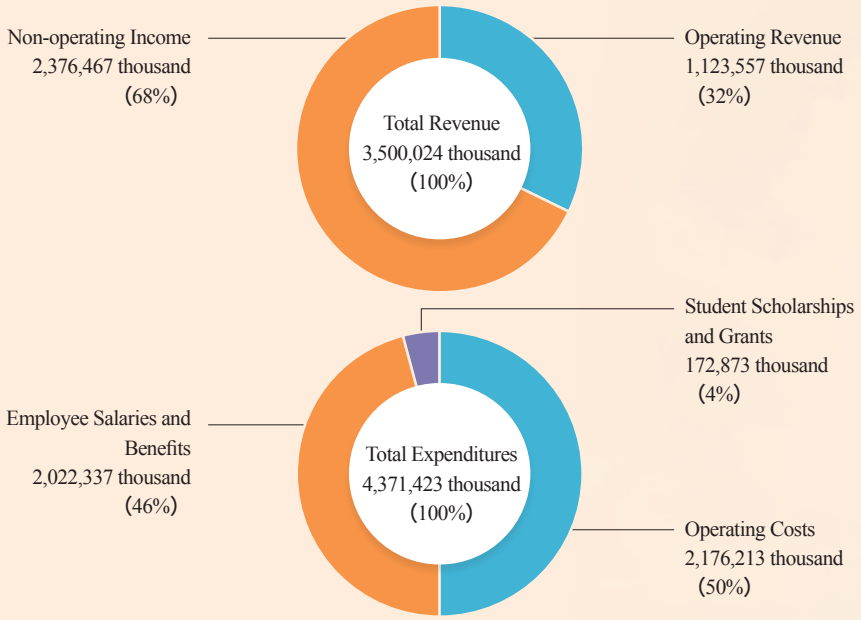


3.3 Financial Stability and Abundant Resources

CGU's primary financial income is derived from investments in publicly traded stocks and donated shares, in accordance with the Regulations Governing the Investment and Utilization of Surplus Funds in Private Schools. The resulting annual cash dividends contribute significantly to the University's financial income. Over the past three years, this financial income has averaged NT$1.76 billion, accounting for 42.33% of the average total annual income of NT$4.158 billion. This serves as a cornerstone for CGU's sustainable operations and mid- to long-term development. In Academic Year 2023, CGU's total assets amounted to NT$42.462 billion, with a debt ratio of 2% (NT$849 million), reflecting a sound and stable financial structure.

The University's income from industry-academia collaboration primarily comes from commissioned research projects funded by the National Science and Technology Council, Ministry of Health and Welfare, Ministry of Economic Affairs, National Health Research Institutes, Formosa Plastics Group, and Chang Gung Memorial Hospital.Over the past three years, the average industry-academia income has reached NT$1.238 billion, indicating the large scale and rich resources of CGU's collaborative ecosystem.

1Direct Economic Value Generated and Distributed by CGU in Academic Year 2023

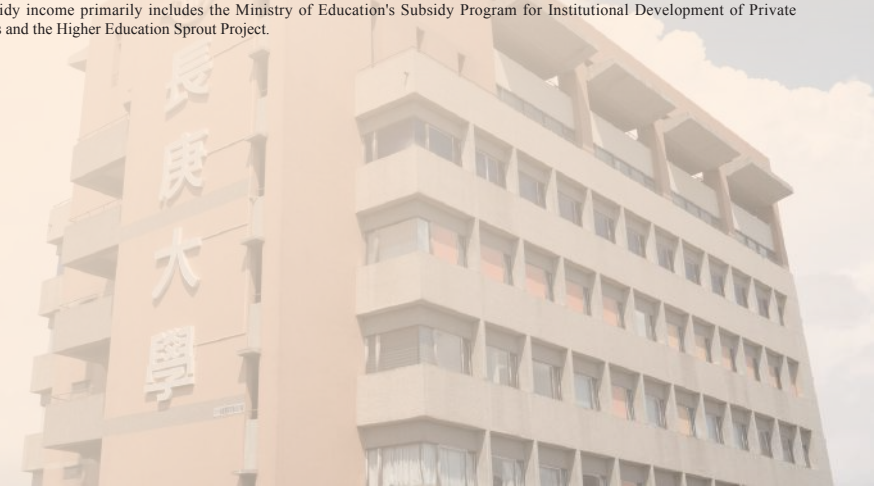


Note 1: Operating revenue includes tuition and fees, subsidies, examination fees, dormitory fees, etc.; non-operating income includes industry-academia collaboration income and financial income.
Note 2: Student scholarships and grants include both government subsidies and self-funded amounts.

CGU Financial, Industry-Academia Collaboration, and Subsidy Income over the Past Three Years

Item ((Unit: NTD thousand)	AY 2021	AY 2022	AY 2023
Financial Income	2,893,433	1,472,249	915,252
Industry-Academia Collaboration Income	881,992	1,456,599	1,375,226
Subsidy Income	371,424	369,063	431,814

Note: Subsidy income primarily includes the Ministry of Education's Subsidy Program for Institutional Development of Private Universities and the Higher Education Sprout Project.



3.4 Teaching Quality and Innovative Pedagogy

Educational Performance

Outstanding Evaluation Results

Institutional Evaluation

- Institutional assessment conducted in the second half of 2018.
- CGU passed all four major evaluation categories.

Department Evaluation

- School of Medicine: Accredited by the Taiwan Medical Accreditation Council (TMAC)
- College of Engineering: Passed the third-cycle accreditation by the Institute of Engineering Education Taiwan (IEET)
- College of Management: Accredited by the Association to Advance Collegiate Schools of Business (AACSB)
- Internal self-evaluations: All 14 departments successfully passed Ffis evaluations

Research Center Evaluations

- A total of 14 research centers successfully passed their respective evaluations.

Remarkable Performance in the Higher Education Sprout Project

As of 2024, CGU has secured a cumulative total of NT$1.05 billion in subsidies from the Ministry of Education through the Higher Education Sprout Project, averaging approximately NT$150 million per year. The outstanding results have been well recognized by the MOE.

Excellent Domestic and International University Rankings

Domestic and International University Rankings		AY 2021	AY 2022	AY 2023
World University Rankings (Based on the publication date of the rankings)	Quacquarelli Symonds, QS (UK)	475th	621-630	631-640
	Times Higher Education (THE, UK)	943rd	1,059th	749th ↑
Global Views Monthly Best Universities Rankings	Medical Universities	8th (Comprehensive University)	8th (Comprehensive University)	3rd
	Private Universities	3rd	3rd	3rd

Note: Rankings are reported by academic year.

Outstanding Faculty Performance

Global Recognition

- 10 CGU faculty members were listed among the “Best Scientists of 2023” by Research.com.
- 52 CGU faculty members were ranked among the world's top 2% scientists in the 2024 Stanford Global Rankings, placing CGU 6th nationwide.

Research Awards

- 10 faculty members received the National Science and Technology Council (NSTC) Outstanding Research Award (Academic Years 2020–2025).
- 4 young scholars received the 2024 NSTC Ta-You Wu Memorial Award (Academic Years 2020–2022).

Innovation and International Recognition

- 2023 National Innovation Awards: 8 award-winning achievements
- International Fellowships:
  AMEE Fellow and Associate Fellow: Prof. Yu-Zhe Chang and Assoc. Prof. Tsung-Hsien Chao, School of Medicine
  Fellow of the International Society of Nephrology (FISN): Prof. Chih-Wei Yang, School of Medicine
- TWAS Prize in Medical Sciences (2024): Academician Fu-Chuan Wei, College of Medicine
- Wu Ho-Su Medical Award (2024): Distinguished Prof. Cheng-Lun Ku, Center for Molecular and Clinical Immunology
- MOE Yushan Fellow Program (2024): Asst. Prof. Rodney Cheng-En Hsieh, Department of Medical Imaging and Radiological Sciences

Faculty Publications (2023)

- Academic papers published in SCI, SSCI, and EI journals: 1,936
- Other peer-reviewed journal publications (non-SCI, SCIE, SSCI, A&HCI, EI, TSSCI, THCI): 23
- Highly cited papers: 17
- Monographs: 5
- Conference papers presented internationally: 382

Outstanding Student Achievements

Academic and Research Excellence

- NSTC Research Grant for University Students: 189 projects approved (Academic Years 2021–2023), with 4 winning College Student Research Creativity Award
- Year-over-year increases in paper presentations and competition participation (Academic Years 2021–2022)
- Graduation showcases regularly held by departments, emphasizing interdisciplinary integration and innovation

Global Outlook and Practical Experience

- The number of undergraduate students participating in overseas internships has steadily increased over the years, with 18 students in 2022, 63 in 2023, and 113 in 2024.

Honors and Exemplary Achievements

- Each year, five students are selected as “CGU Youth” in recognition of their outstanding achievements in academics, public service, and competitions.
- Special education student Shao-Cheng Wang received both the Presidential Education Award and the Golden Eagle Award, exemplifying the value of life and the fulfillment of academic success.

▼ Statistics of Undergraduate Participation in Overseas Internship Programs

Year	MOE Study Abroad Scholarship	MOE Overseas Internship Program	New Southbound Overseas Internship Program	Total
2022	9	8	1	18
2023	10	27	26	63
2024	6	93	14	113

Ongoing Expansion of Industry Collaboration and Talent Development

Industry-Sponsored Scholarship Program

- In collaboration with Formosa Plastics Group and Chang Gung Memorial Hospital, CGU cultivates practical talent in fields such as AI, smart manufacturing, and nursing.In 2024, Formosa Plastics Group sponsored a total of 7 students, while Chang Gung Memorial Hospital's Nursing Department sponsored 40 publicly funded students.

Memory Profession Program - Corporate Scholarship Project

- In partnership with leading companies such as Nanya Technology, ESMT, Macronix International, Etron Technology, and intelliGo, CGU offers scholarships aimed at closing the talent gap in the memory industry.In 2024, a total of 12 students were admitted to the program.

AI Corporate Scholarship Project

- In cooperation with TSMC, MediaTek, and Hon Hai Technology Group, CGU recruits outstanding students from Eastern Europe to enhance global influence.

Dragon Leap Scholarship Program for Doctoral Students

- In collaboration with Formosa Biomedical Technology Corporation and Formosa Smart Energy, CGU promotes doctoral-level industry-academia cooperation by offering scholarships of NT$5 million over four years.In 2024, a total of 2 students received awards.

Delta Electronics Thailand Corporate Scholarship Project

- In partnership with Thailand's KMITL, CMU, and KMUTT, CGU promotes dual-degree programs in undergraduate and graduate engineering to cultivate top-tier engineering talent.In 2024, a total of 20 Thai students received financial support.

Outstanding National Examination Results

From Academic Years 2022 to 2024, CGU students from the Schools of Medicine, Nursing, Departments of Medical Biotechnology and Laboratory Science, Medical Imaging and Radiological Sciences, Occupational Therapy, Physical Therapy, and Respiratory Therapy consistently achieved national license exam pass rates well above the national average.

Examination Category (Departments)	AY 2022	AY 2023	AY 2024	National Passing Rates for AY 2024
Medical Doctor Second Stage (School of Medicine)	91.10	93.14	84.47	72.55
Chinese Medicine Practitioner Second Stage (School of Traditional Chinese Medicine)	90.20	100.00	98.08	96.38
Medical Laboratory Scientist (Department of Medical Biotechnology and Laboratory Science)	68.50	75.86	70.83	30.73
Radiological Technologist (Department of Medical Imaging and Radiological Sciences)	80.80	79.17	54.17	28.00
Physical Therapist (Department of Physical Therapy)	78.00	54.05	59.18	21.41
Occupational Therapist (Department of Occupational Therapy)	92.50	96.88	88.57	60.48
Respiratory Therapist (Department of Respiratory Therapy)	97.10	96.55	77.14	63.72
Registered Nurse (School of Nursing)	90.60	93.18	89.74	49.47

Graduate Employment Rate

According to the 2024 survey, the employment rates for CGU master's and doctoral graduates five years after graduation reached 93.9% and 96.7%, respectively, while that of undergraduate graduates reached 89.8%.

Expanding Enrollment Opportunities and Support for Economically and Culturally Disadvantaged Students

Deep Cultivation Scholarship Program

- Implemented since Academic Year 2015.
- Disadvantaged students who pass the first admission stage are admitted directly without interviews.

Enrollment Quotas and Subsidies

- Additional quotas provided for students with disabilities, Indigenous students, and students from offshore islands.
- Subsidies offered for accommodation and transportation costs for interviews to reduce financial burden.

Freshman Support Measures

- Students from remote regions or underserved areas in Yunlin and Changhua who are from low-income households are granted one laptop computer and a monthly living stipend of NT$10,000.
- Students from low-income, lower-middle-income, or special hardship backgrounds are provided with a laptop or tablet, with a maximum subsidy of NT$30,000. In Academic Year 2024, five freshmen received such subsidies.

▼ Enrollment Numbers of Economically and Culturally Disadvantaged Students (AY 2021–2023)

Number of Enrolled Students / Academic Year	AY 2021	AY 2022	AY 2023
Deep Cultivation Scholarship Program	9	8	8
Admissions for Students with Disabilities	5	7	4
Indigenous Student Quota	3	8	10

College of Medicine

CGU's College of Medicine is dedicated to cultivating healthcare professionals with intelligent technology application capabilities, interdisciplinary skills, international perspectives, and humanistic literacy. The College actively incorporates AI and technological innovations into its teaching models, develops forward-looking research, and promotes international exchange and cooperation, striving toward becoming a top-tier medical school in Taiwan and abroad.

Fostering Medical Talents with Humanistic and Clinical Literacy

- Emphasizes clinical skills, humanistic care, and international mobility.
- Encourages integration of medical devices, digital technology, and industry.

Establishing AI-Oriented Medical Education

- Compulsory programming courses related to AI and healthcare for medical students.
- Offers dual majors, elective modules, and innovative programs.

Promoting Interdisciplinary Learning and Flexible Curriculum

- Center for Clinical Skill & Simulation paired with various programs, micro-courses, and summer courses.
- Lowered barriers for dual majors to encourage interdisciplinary learning.

Developing Digital and Immersive Teaching Resources

- VR-based teaching materials applied to Traditional Chinese Medicine, nursing, eldercare, and respiratory therapy.
- Digital anatomy tables assist students in understanding human structures.

Developing AI Teaching Assistants

- 24/7 personalized learning support.
- Enhances learning motivation and academic performance.

Interprofessional Case-Based Learning

- Collaborative case discussions involving students from medicine, Chinese medicine, nursing, physical therapy, and occupational therapy.
- Cultivates holistic assessment, treatment approaches, and teamwork skills.

Advancing Precision Medicine and Smart Medical Device R&D

- Focus areas include cancer, aging, and viral infections.
- Develops multi-omics applications, healthcare devices, and vaccine carriers.

International Collaboration and All-English Learning Environment

- Dual-degree programs, overseas clinical observation, and international internship initiatives.
- All-English curriculum and the CGU PRE-MED International Medical Preparatory Program.

Digital Dissection Tables Assist Students in Learning

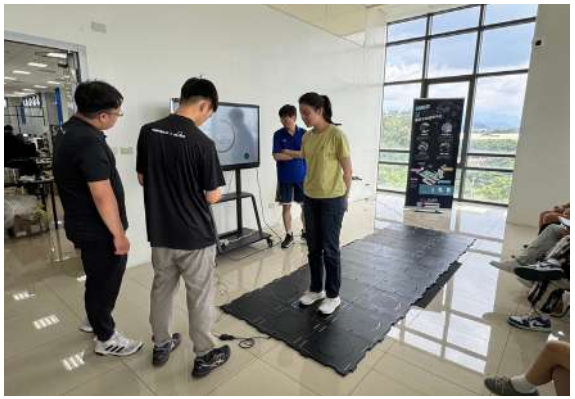
The virtual dissection table enables the visualization of anatomical structures for educational purposes. By utilizing multi-angle segmentation and multi-perspective views, students can gain a clear understanding of the detailed structures of each body part. Through innovative interactive simulation teaching methods, students can simulate dissection and physiology learning, enhance conceptual understanding of systematic and organ-level clinical techniques, and foster self-improvement and two-way feedback with instructors. This integrates anatomical instruction with learning assessment, allowing for more efficient achievement of preset learning objectives.

Clinical Medicine and Care

Traditional Chinese Medicine students receive physician guidance in hospital wards to learn diagnosis and treatment skills. Nursing students learn clinical care techniques by caring for patients and understanding the importance of building trust in nurse-patient relationships—for example, by conducting health education activities to help elderly patients recognize fall risks and implement preventive measures.

2024 Summer Interdisciplinary Intensive Programs: “Smart Healthcare and Well-being Micro Program” and “Health, Medical Devices and Digital Technologies Micro Program”

Based on the development of forward-looking medical devices and expertise in health and well-being, and integrating cross-disciplinary digital technology applications toward real-world implementation, the program offers courses such as “Designing Age-Friendly Smart Living Environments,” “Cross-Domain Applications of AIoT,” “Design and Development of Biotech Medical Devices,” “Innovation and Cross-Disciplinary Applications of Digital Technology,” “Industry-Academia Internship Guidance,” and “Industry-Academia Internships.” To align with global development trends, Professor Chih-Hung Chang from Washington University in St. Louis was invited to offer a summer intensive course titled “Big Data Applications for Enhancing the Effectiveness of Aging Intervention Programs.” Under the guidance of instructors, industry professionals, and international faculty, students gain insights into healthy aging and disease; the program integrates digital technology applications, biomedical precision diagnostics development, health promotion strategies, and aging simulation activities. Students also visit companies, engaging in diverse and interactive teaching methods. These experiences guide students to explore issues associated with aging, conceive innovative solutions, and apply creativity through hands-on practice to achieve practical improvements.



Field-Based Clinical Internships

Through internships in medical institutions and community settings (such as assistive device centers), students are provided with opportunities to transform theoretical knowledge acquired in the classroom into practical application. For example, students may participate in laboratory training, donning advanced protective equipment to handle infectious specimens. In community-based settings and teaching hospitals accredited by the Ministry of Health and Welfare, clinical instructors or on-site personnel guide students in developing professional competencies, technical skills, and patient interaction or intervention strategies. These hands-on experiences help students accumulate clinical practice hours required for national professional certification exams, thereby strengthening their qualifications for medical licenses and enhancing their employability.

College of Engineering

Cultivating Engineering Professionals and Establishing a Hub for Engineering Education and Research

The College of Engineering is committed to cultivating professionals equipped with solid expertise, practical skills, and a global perspective. Through interdisciplinary curricula, strengthened industry-academia collaboration, and the promotion of smart technology and green innovation research, the College actively nurtures engineering talent with innovative thinking and problem-solving capabilities. It also establishes partnerships with renowned international universities to comprehensively enhance the quality of education and research, thereby contributing to sustainable development and social impact.

2024 Highlights

- Collaborated with internationally renowned enterprises to cultivate semiconductor R&D professionals.
- Established a "Memory Profession Credit Program" in partnership with industry to train talent in Taiwan's semiconductor memory sector.
- Jointly launched the "Advanced IC Design Education Center" with Synopsys and SiCADA to nurture high-end IC design professionals.
- 18 professors were recognized among the world's top 2% scientists by Stanford University.

Key Focus Areas and Industry-Academia Integration

- Emphasis on cultivating talent in information and communications (semiconductors) and AI.
- Established specialized programs in "Memory Profession" and "Nano Design," enabling graduates to enter the workforce immediately.
- Launched a new Department of Biomedical Engineering, integrating clinical knowledge with engineering to cultivate smart medical engineers.

Comprehensive AI Education

- Each department offers more than 20 AI-related practical and applied courses.
- Courses include deep learning, edge computing, 3D printing, and smart manufacturing.
- Integrate design, manufacturing, and digital modeling technologies to align with Industry 4.0.

New Energy × Sustainable Technology

- Focus on emerging energy development (solar cells, lithium batteries, hydrogen energy, etc.).
- Development of carbon neutrality and carbon reduction innovations.
- Collaborated with Ming Chi University of Technology to enhance teaching and research in net-zero emissions and green manufacturing processes.

Promoting Interdisciplinary Learning and Flexible Curriculum

- Offer cross-departmental programs, as well as minor/dual major roadmaps to encourage students to explore diverse fields of study.
- Summer interdisciplinary programs are designed to enhance students' comprehensive problem-solving abilities.
- Introduced the "College-wide Bachelor's Programs" to provide a more flexible learning structure.

Innovation and Entrepreneurship Education

- Courses on innovation and intellectual property are offered.
- Visits to startups and well-known enterprises are arranged to establish an entrepreneurial mentoring framework.
- Cultivate students' hands-on creativity and sustainable innovation mindset.

Overall Strategic Focus: Technology × Sustainability × Innovation

- The College of Engineering is fully advancing toward "Smart Engineering × Sustainable Future × Diverse Talent."

Commitment to International Engagement

- Promote dual-degree programs with multiple overseas universities (2+2, 3+2, 1+1 models).
- Reduce the financial burden of studying abroad, enabling students to earn international degrees at lower cost.
- Encourage cross-cultural exchange by providing students with opportunities for immersive international experiences.
- Actively recruit international students to cultivate global talent and strengthen the international learning environment.
- Promote overseas exchange opportunities for domestic students to develop a global outlook and become engineering professionals connected to the world.

International Exchange Achievements

Partner Universities	Exchange Highlights
Yonsei University, South Korea	● Under the guidance of Professor I-Chyn Wey from the Department of Electrical Engineering, nine CGU students participated in an internship applying AI technologies. With support from local professors, they successfully integrated AI into image chip processing, significantly enhancing chip design efficiency and performance.
King Mongkut's Institute of Technology Ladkrabang (KMITL), Thailand	● Eight students participated in the 2024 summer overseas internship organized by the Office of International Affairs. Under the guidance of local professors, they engaged in deep learning research and acquired extensive knowledge in deep learning and model training. ● As a result of successful promotion efforts, CGU enrolled 25 senior Thai students under the 3+2 dual-degree program for the 2024 Academic Year.
Monash University, Australia	● In 2024, four students from the Department of Electronic Engineering and three from the Department of Electrical Engineering joined the overseas internship. They attended local courses and cultural events, improving their international communication skills. ● They also joined local professors' labs, studying theories and practical applications of antennas and electromagnetic waves, including antenna simulation design.

The nine students at a Yonsei University landmark.

Taiwanese students participating in International Day in Thailand.

Interns with Australian professors and graduate students.

Partner Universities	Exchange Highlights
Sepuluh Nopember Institute of Technology (ITS), Indonesia	● Dean Sy-Yen Kuo and Professor Yao-Jen Chang of the Department of Mechanical Engineering welcomed 11 professors and 2 staff from ITS. CGU and ITS have signed a 2+2 dual-degree MOU. This visit focused on in-depth discussions about a 3+2 integrated bachelor-master dual-degree program and collaborative research projects and paper publications. Indonesian students will benefit from both institutions' educational resources, significantly enhancing their professional knowledge and contributing to both schools' international rankings.

Dean Kuo exchanging gifts with Dean Juwari of ITS Surabaya.

Professor Yao-Jen Chang, Chair of the Department of Mechanical Engineering, led the delegation from ITS Surabaya on a laboratory tour.

Partner Universities	Exchange Highlights
King Mongkut's University of Technology North Bangkok (KMUTNB), Thailand	● Two professors visited KMUTNB to present CGU's developments in the semiconductor field and to explore collaboration opportunities with local faculty in semiconductor technologies. ● The visit also aimed to initiate discussions on signing a 3+2 dual degree program memorandum of understanding (MOU), fostering deeper academic exchange and cooperation between the two institutions.
King Mongkut's University of Technology Thonburi (KMUTT), Thailand	● Two professors visited KMUTT, with which CGU has already signed an MOU for a 3+2 dual degree program and launched collaboration in electrical and electronic engineering. ● It is hoped that more international students from KMUTT will choose to study at CGU in the future. Further establishing a 1+1 dual master's degree agreement would help deepen the two universities' research capabilities and collaborative ties in the fields of electrical and electronic engineering.

CGU delegation with local faculty hosts.

CGU delegation with local faculty hosts.

College of Management

Building a Student-Centric American-Style Campus

Dedicated to cultivating management professionals equipped with expertise, practical skills, and a global perspective. The College of Management emphasizes a balance of theory and practice through English as a Medium of Instruction (EMI), corporate internships, and interdisciplinary learning, while partnering with prestigious international universities to broaden students' global outlook. Through socially engaged courses and industry-academia collaborations, the College strengthens students' sense of social responsibility and practical abilities, advancing toward becoming a world-class management school.

2024 Highlights

- Renowned faculty driving excellence in teaching! Recruited outstanding professors from national universities to enhance teaching capacity and expand external resources.
- Global partnerships expanding international horizons! Signed MOUs with 29 international partner universities.
- Integrating AI and investment to foster future-ready talent Launched the Graduate Institute of Asset Management to align with AI development and industry trends.

Balancing of Theory and Practice

- Adopt case-based and hands-on teaching approaches.
- Incorporate management experience from Formosa Plastics Group.
- Focus on five major research areas: decision optimization, digital finance, health informatics, smart healthcare, and technology-enabled long-term care.

Promotion of EMI Instruction

- Secured NT$4 million in key development financial support from the Ministry of Education in AY 2023.
- Launched “English Learning Groups” to enhance English proficiency and communication skills among faculty and students.
- Created a student-centric bilingual learning environment.

Digital Transformation × Interdisciplinary Integration

- Promote AI and programming language learning across all departments.
- Established cross-disciplinary microprograms and flexible learning spaces.
- Enhance students' preparedness and competitiveness for future careers.

New program: Graduate Institute of Asset Management

- Focus areas include FinTech, data analytics, and investment management.
- Combine industry instructors and case-based teaching to strengthen practical skills.

Expanding International Exchange and Mobility

- Signed student exchange, dual-degree, and collaborative research agreements with universities in Europe, the United States, Japan, and Southeast Asia.
- Encourage faculty and students to participate in international competitions, overseas collaborative learning programs, and industry-academia projects.

AACSB International Accreditation

- First accredited in 2016; successfully reaccredited in 2022.
- Emphasize “college-wide engagement and continuous improvement” to enhance teaching quality and learning outcomes.

4th International Conference on Medical Design (MD2023): Future Prospects and Challenges

Visit to Advantech AIoT Co-Creation Campus

Research Showcase – VR-based Multisensory Interactive Gaming

Collaborative Learning with Yokohama University, Japan

English Speaking Skills Workshop

Traditional Taiwanese Cuisine DIY Experience

Department of Information Management – Graduation Project Exhibition

College of Intelligent Computing

With the vision of AI as the foundational infrastructure of future society, the College of Intelligent Computing aspires to become Taiwan's leading platform for intelligent technology education and innovation.

As the first college in Taiwan dedicated to artificial intelligence education and research, the College of Intelligent Computing focuses on nurturing AI professionals with interdisciplinary competencies and global perspectives. It offers a comprehensive degree program that blends theory with practical application, promoting AI integration into industries such as healthcare and manufacturing. In partnership with Formosa Plastics Group and the Chang Gung Medical System, the college strengthens academia-industry collaboration. In 2024, the college expanded its international ties, inviting numerous global scholars and successfully hosting two major international conferences, the "TAAI AI Forum" in May and "Medical AI: Opportunities and Challenges Forum" in December, fostering global dialogue and cooperation.

Course Categories	Description	Representative Courses
Foundational	Introductory courses in mathematics, statistics, and computer science	Data Structures and Algorithms, Introduction to Computing
Core	Academic courses in various AI fields	Artificial Intelligence, Machine Learning, Deep Learning, Image Processing
Advanced	Specialized knowledge and techniques in AI applications across domains	Parallel Programming, Natural Language Processing, Intelligent Robotics
Applied	Practical hands-on courses to translate theory into real-world applications	Deep Learning in Practice, Web Application Design, Smart IoT, Cloud Systems
Interdisciplinary	Offer courses encouraging diverse development and cross-disciplinary expertise	Bioinformatics Analysis, Clinical Information Engineering, Medical Imaging Systems

Taiwan's First College Dedicated to AI

- Established in 2022, the first college-level unit in Taiwan centered on AI education and research.
- Department of Artificial Intelligence launched in AY 2023; Ph.D. program expected in AY 2026.
- Cultivates both practical and foundational AI talents with interdisciplinary capabilities.

Distinguished Faculty × Future-Oriented Curriculum

- Faculty specialize in AI, computer vision, and medical imaging.
- The curriculum structure spans: Data Science (Foundational) → Artificial Intelligence (Core) → Deep Learning (Advanced) → Smart Healthcare and Manufacturing (Applied).
- Promote AI-integrated teaching and applications through collaboration with other colleges.

Strengthening International Connections and Exchanges

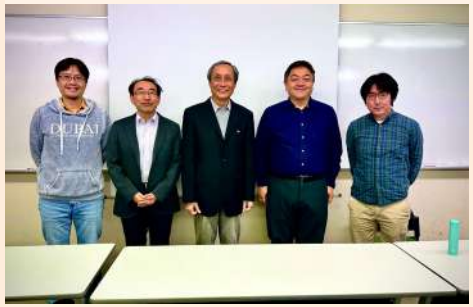
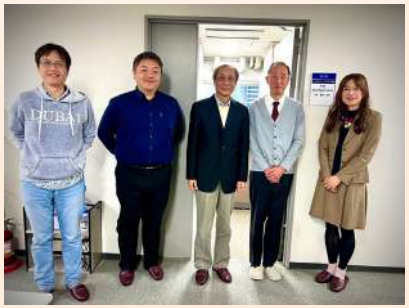
- Recruit faculty with international experience; promotes remote courses and joint research.
- Actively participate in international visits, exchange programs, and collaborative projects.
- Host the "European Lecture Tour" series, engaging partner institutions in Poland, Germany, the U.S., Australia, and beyond.

AI Research Center Leads Campus-Wide Intelligence Development

- Equipped with cutting-edge AI systems and IoT resources.
- Facilitate cross-college AI research and industry alignment.
- Organize innovation competitions to enhance AI literacy and application abilities campus-wide

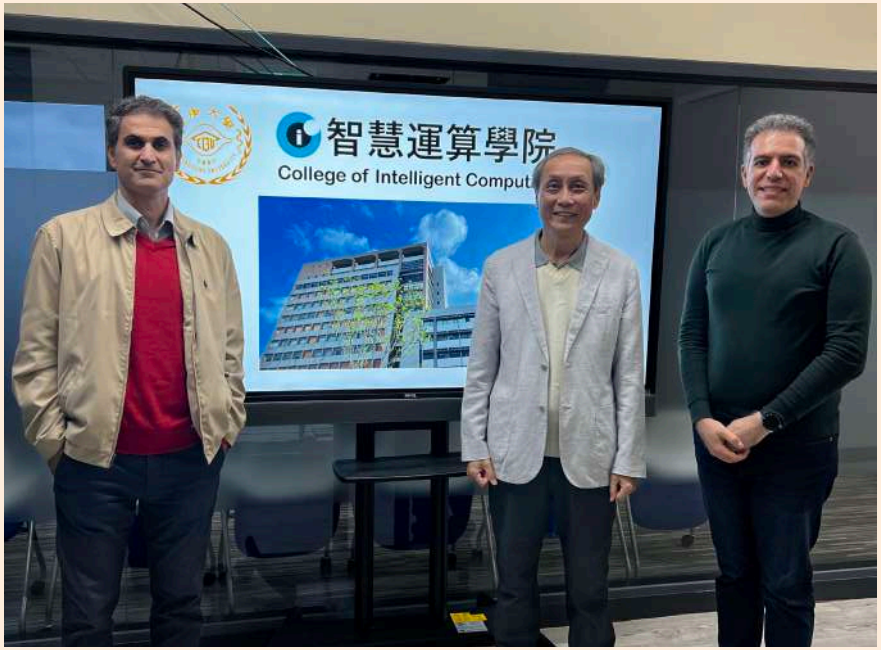
Successful Recruitment of Expert Faculty	Previous Affiliation	Area of Expertise
Professor Jane Yung-jen Hsu (Distinguished Professor)	National Taiwan University	Trustworthy AI, Human-AI/Robot Teams, Intelligent IoT, Large Language Models and Commonsense Knowledge

International and Specialized Faculty Recruitment	Area of Expertise
Prof. Hojjat Baghban, Assistant Professor	Edge Artificial Intelligence AIoT (Artificial Intelligence of Things), Smart Network Coordination
Prof. Renata Wong, Assistant Professor	Quantum Computing, Quantum Chemistry, Quantum Machine Learning, Quantum Optimization, Drug Discovery
Prof. Cheng-Yu Ma, Assistant Professor	Medical AI, CT Imaging, Bioinformatics, Systems Biology, Network Alignment/Clustering Algorithms
Prof. Chih-Yuan Yang, Assistant Professor	Computer Vision

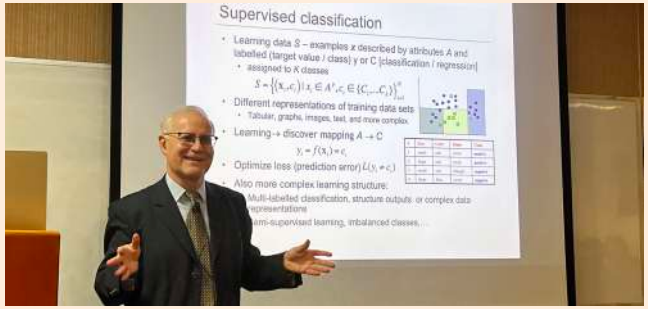



International Connections – From December 4 to 8, 2023, Dean Kwei-Jay Lin, Director Hsien-Tsung Chang, and Professor Chen-Mou Cheng of the College of Intelligent Computing visited Japan for academic exchange.

International Connections – On October 5, 2023, the international lecture "European Journey Series: Discover Poland" was held.



International Connections – From December 18 to 22, 2023, Associate Professor Bahman Javadi from Western Sydney University, Australia, visited CGU for a short-term academic exchange and public lecture.



International Connections – From May 22 to 26, 2024, Professor Jerzy Stefanowski, Academician of the Polish Academy of Sciences, visited the university to give a keynote speech at the TAAI AI Forum 2024 and co-hosted the Taiwan–Poland Summit with Dean Kwei-Jay Lin. The event was conducted in a hybrid format (in-person and online).

March 28, 2024 – Launch ceremony of the Chang Gung TAIDE Platform.

The 26th TAAI AI Forum 2024 and Poster Exhibition.

Gold Award at the 26th TAAI AI Forum 2024 and Poster Exhibition.

Group photo from the TAAI AI Forum 2024, held May 24–25, 2024.

Group photo from the TAAI AI Forum 2024, held May 24–25, 2024.

Center for General Education

The Center is dedicated to cultivating modern citizens equipped with holistic literacy, social concern, and lifelong learning capabilities. Upholding the university motto of "Diligence, Perseverance, Frugality, and Trustworthiness," the curriculum encompasses core competencies such as languages, humanities, social sciences, global perspectives, multiculturalism, and interdisciplinary integration. Emphasis is placed on fostering values of truth, goodness, and beauty, along with critical thinking skills. The Center encourages students to develop broad perspectives, strong moral character, and a spirit of teamwork, preparing them to face the rapid changes of future society.

Development Highlights

In line with CGU's mission to implement holistic education, the Center aims to nurture students with both professional skills and humanistic literacy. With “professional ethics, lifelong learning, and dedication to community” as its core educational goals, the Center designs a well-rounded and in-depth curriculum that fosters broad perspectives, social engagement, teamwork, and the adaptability and resilience needed for the challenges of the modern era.

Diverse Curriculum Design

- English Courses
  Includes two courses: “Basic English” and “English Reading and Writing,” totaling 6 credits. These courses focus on enhancing students' English comprehension and communication skills, expanding their global outlook, strengthening their competitiveness in international exchange and the job market, and improving their international mobility.

- Core
  Adopt a "2+1" instructional model (two hours of lecture + one hour of discussion), emphasizing reading, writing, aesthetic appreciation, and critical thinking. Courses fall into two major domains: “Arts and Humanistic Thinking” and “Civic and Social Inquiry,” each requiring 6 credits, for a total of 12 credits. Recent years have seen a focus on academic writing and reflective thinking to build students' foundational academic skills. At the beginning of each semester, a workshop for teaching assistants (TAs) is held to enhance their ability to facilitate reading and discussion through experience sharing and skill transfer, thereby supporting students in developing their communication and critical thinking competencies.

Core Course TA Workshop

- Elective Courses
  Cover five major domains: humanities and arts, social sciences, natural sciences, computational thinking, and interdisciplinary learning and practice. A variety of course formats are offered, including two-credit courses, microcredit courses, AI courses, University Social Responsibility (USR) courses, and courses aligned with the Sustainable Development Goals (SDGs). Students are required to complete at least 11 credits across a minimum of three domains, encouraging self-directed learning based on their interests and career planning.

Humanities and Arts Activities for Academic Year 2023

- The “Chang Gung Literary Award” encourages students to explore their literary creativity, nurturing humanistic literacy and critical thinking. Submission categories include prose, fiction, and modern poetry. A total of 16 prose entries, 8 fiction entries, and 23 modern poetry entries were received, demonstrating students' rich creativity and diverse perspectives—embodying the ideals of holistic education and deep concern for society and life.

16th Chang Gung Literary Award Ceremony

- The Arts Center hosted the “Spring Arts Festival” and “Autumn Landscape Festival” to promote arts education and aesthetic literacy, making art accessible and part of daily life.
  The Spring Art Festival featured workshops in crafts such as ink rubbing, marbled pottery, natural dyeing, and crystal flower creation—blending traditional and contemporary techniques. Artists Shang-Yong Wu and Hsi-Ju Chia were invited to give lectures and share insights, inspiring students to explore creativity and sustainable design.
  The Autumn Landscape Festival introduced the “Fluid Bear” art project, using vibrant paints and 3D materials to encourage freeform creativity, bringing an energetic burst of artistic expression and visual delight to the campus.

Spring Arts Festival – Outdoor Film Screening

A Variety of Arts Workshops Held

3.5 Research Achievements

Since its founding, Chang Gung University has achieved exceptional research performance. Notably, the University participated in establishing Taiwan's first large-scale Cancer Multi-Omics Big Data and Knowledge Base. It has also hosted numerous major academic events, such as the renowned Formosa Immunology Spring School & Symposium (FISS) in 2019 and 2024. In 2020, CGU developed the "Immunity Passport," which was transferred to Formosa Biomedical Technology Corp. for international deployment—helping countries worldwide shorten the development time and cost of vaccines and antibody drugs. Furthermore, CGU is part of the Research Center for Pandemic Prevention Science, supported by the National Science and Technology Council (NSTC). Through participation in global science-based pandemic prevention efforts, the University has laid a solid foundation for Taiwan's pandemic technology capabilities.

In 2024, numerous research projects at CGU yielded remarkable achievements and recognitions. Several faculty members were named among the world's top 2% of scientists, and five researchers were included on the 2022–2023 Highly Cited Papers list in the Clarivate Essential Science Indicators (ESI) database, representing the top 1% of most cited papers in their respective fields.

Meanwhile, the Times Higher Education (THE) 2024 Asia University Rankings placed CGU at 119th in Asia and, for the first time, among the top 10 universities in Taiwan. THE evaluates universities based on teaching, research environment, research quality, industry collaboration, and international outlook. The 2024 edition introduced new indicators for assessing research impact, further highlighting CGU's strong and growing research capabilities.

Driven by its leading research centers, CGU has long invested in innovative, flipped teaching models that integrate industry collaboration and interdisciplinary research. The university has demonstrated significant achievements in key fields such as emerging viruses, molecular medicine, and healthy aging, where it holds a prominent position in global research. Additionally, its accomplishments in green technology, biomedical engineering, radiological science, and management and business analytics continue to attract considerable attention. In addition to continuously enhancing teaching quality and advancing research capacity, CGU remains committed to its founding vision of becoming a student-centered, top-tier university—steadily progressing toward its goal of ranking among Asia's top 100 universities.

CGU's Four Major Strategic Actions for Outstanding Research Performance

1. **Academic Exchange Activities:**
   Academic ethics seminars and workshops were held, inviting domestic and international experts and scholars to give lectures and provide guidance. The university also reviewed the participation status of principal investigators and researchers of NSTC and NHRI projects in academic ethics education.

2. **Research Financial Support and Incentive Programs:**
   CGU allocates matching funds for NSTC and NHRI projects and offers research performance bonuses for outstanding faculty and researchers. Internal programs include individual bridging projects, pilot integrated innovation projects, international collaboration publication incentives, start-up grants for new faculty and researchers, and capacity-building initiatives for academic development.

3. **Promotion of Cross-Institutional and Interdisciplinary Collaboration:**
   Efforts are made to enhance research effectiveness and build robust research networks. The university actively promotes partnerships with top domestic and international institutions, experts, and encourages joint appointments or alliance systems.

4. **Talent Recruitment and Cultivation:**
   Externally, the university recruits and appoints distinguished international scholars. Internally, it provides active support to newly appointed faculty and researchers in launching their projects. In addition, a variety of research incentive mechanisms are in place to encourage faculty engagement in diverse academic research endeavors.

Featured Research

Discovery of Dab2 as a Natural Modulator for Bleeding Risk in Thrombocytopenia Patients

Professor Ching-Ping Tseng and his research team from the Department of Medical Biotechnology and Laboratory Science at Chang Gung University (CGU) have discovered that the molecule Disabled-2 (Dab2) in platelets serves as a natural regulator of bleeding risk. The study, published in the international journal Nature Communications, suggests that Dab2 holds potential as a biomarker for thrombocytopenia and as a novel therapeutic target.

Platelets, often referred to as the "dust of the blood," play a critical role in hemostasis and thrombosis. However, traditional bleeding risk assessments primarily rely on physical examinations and patient history, limiting their accuracy. The research team found that patients with immune thrombocytopenia (ITP) who exhibited higher Dab2 expression in their platelets showed stronger platelet activation responses and a correspondingly lower bleeding risk.

The team successfully developed transgenic mice expressing human Dab2 and demonstrated that under thrombocytopenic conditions, Dab2 enhances dense granule release and platelet aggregation, significantly reducing bleeding time. These findings confirm that Dab2 can effectively enhance platelet function and may, in the future, aid in assessing bleeding severity in patients—offering new hope for cases where conventional treatments are ineffective.

The research was a collaborative effort involving experts from CGU, Chang Gung Memorial Hospital, and China Medical University, and represents a significant step forward in the diagnosis and treatment of bleeding disorders and the advancement of precision medicine.

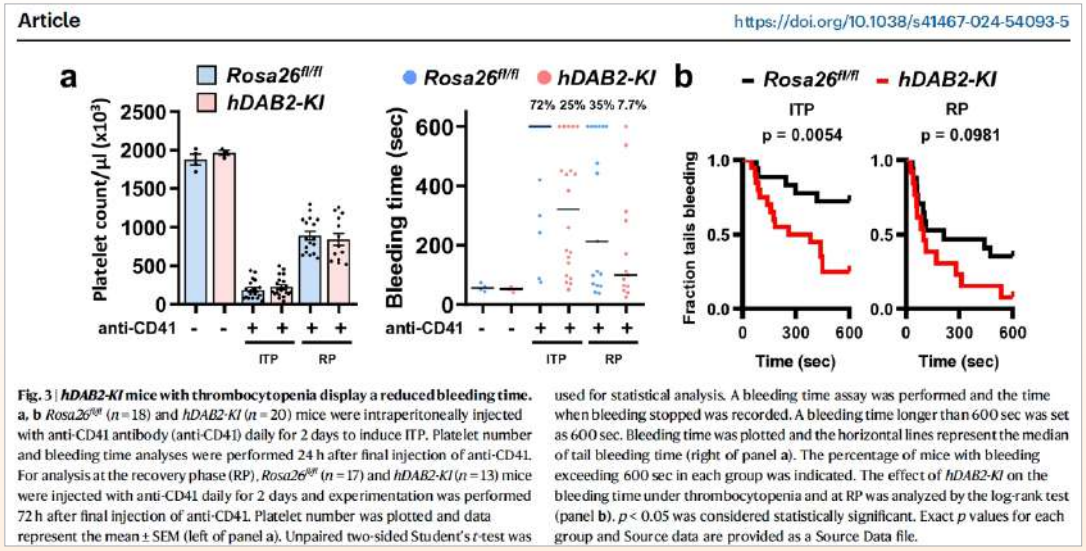
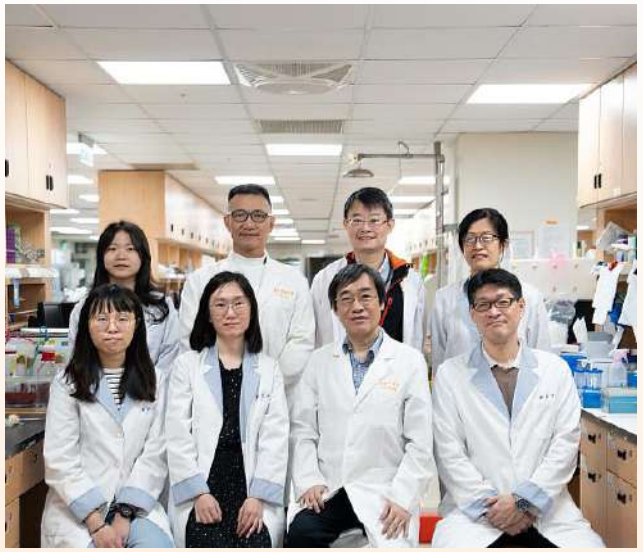

Article https://doi.org/10.1038/s41467-024-54093-5

Fig. 3 | *hDAB2-KI* mice with thrombocytopenia display a reduced bleeding time. **a**, **b** *Rosa26*$^{fl/fl}$ ($n = 18$) and *hDAB2-KI* ($n = 20$) mice were intraperitoneally injected with anti-CD41 antibody (anti-CD41) daily for 2 days to induce ITP. Platelet number and bleeding time analyses were performed 24 h after final injection of anti-CD41. For analysis at the recovery phase (RP), *Rosa26*$^{fl/fl}$ ($n = 17$) and *hDAB2-KI* ($n = 13$) mice were injected with anti-CD41 daily for 2 days and experimentation was performed 72 h after final injection of anti-CD41. Platelet number was plotted and data represent the mean ± SEM (left of panel **a**). Unpaired two-sided Student's *t*-test was used for statistical analysis. A bleeding time assay was performed and the time when bleeding stopped was recorded. A bleeding time longer than 600 sec was set as 600 sec. Bleeding time was plotted and the horizontal lines represent the median of tail bleeding time (right of panel **a**). The percentage of mice with bleeding exceeding 600 sec in each group was indicated. The effect of *hDAB2-KI* on the bleeding time under thrombocytopenia and at RP was analyzed by the log-rank test (panel **b**). $p < 0.05$ was considered statistically significant. Exact *p* values for each group and Source data are provided as a Source Data file.

Figure excerpted from the Nature Communications article.

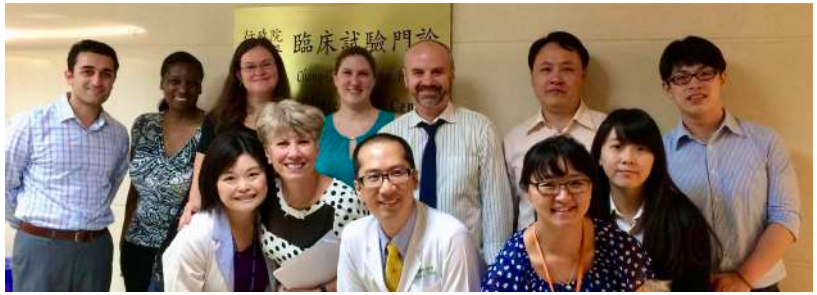


Group photo of the research team.

Major Taiwan-US Breakthrough: Genetic Recombination in H3N2 Influenza Virus Linked to Severe Complications

Influenza viruses are highly prone to mutation, often leading to pandemics and severe complications. In a decade-long international collaboration, Chang Gung University (CGU), Chang Gung Memorial Hospital, and Johns Hopkins University in the United States conducted a comprehensive analysis of H3N2 influenza virus samples using whole-genome sequencing and artificial intelligence. Their findings revealed gene segment recombination within the virus, resulting in heightened replication capacity and virulence, which could potentially trigger severe complications.

This study represents the largest international research effort to date combining AI, virology, and clinical epidemiology to demonstrate a potential causal link between reassorted influenza viruses and severe human illness. The results hold major implications for future influenza vaccine development and public health policymaking.



Group photo of the CGU research team and the teams from the Johns Hopkins University School of Medicine and Bloomberg School of Public Health.

Led by Associate Professor Kuan-Fu Chen of the College of Intelligent Computing at CGU and the Emergency Department at Keelung Chang Gung Memorial Hospital, the team highlighted that severe complications caused by influenza, such as pneumonia, encephalitis, and myocarditis, are particularly prevalent among high-risk populations. Genetic mutations make it difficult for the immune system to recognize the virus, a key factor in seasonal outbreaks.

The study, initiated in 2014, collected virus samples from hospitals in Taiwan and the U.S., with a particular focus on the 2017–2018 peak of the H3N2 outbreak in the U.S. Analysis of 411 viral samples revealed evident recombination, with increased transmissibility and pathogenicity. The team cultivated the virus in human nasal epithelial cells and confirmed its robust replication capabilities.

Using AI models to eliminate confounding factors, the researchers simulated clinical outcomes in patients infected with different strains, successfully confirming a direct link between the reassorted virus and severe complications. The findings were published in The Lancet Microbe in May 2024.

Awards and Recognition

Recipient:
Prof. Cheng-Lung Ku, Director and Distinguished Professor, Center for the Molecular and Clinical Immunology / Graduate Institute of Clinical Medical Sciences

Award:
2024 Wu Ho-Su Medical Award

Recipient:
Prof. Chia-Hao Su, Professor, Center for General Education – Natural Sciences

Award:
22nd Y. Z. Hsu Science Paper Award – Nanotechnology Category

Recipient:
Prof. Rodney Cheng-En Hsieh, Assistant Professor, Department of Medical Imaging and Radiological Sciences

Award:
2024 Yushan Young Scholar Award, Ministry of Education

2024 NSTC Outstanding Research Award

The NSTC Outstanding Research Award is presented by the National Science and Technology Council (NSTC) to honor outstanding scientists who have made significant contributions through long-term fundamental or applied research. The award aims to enhance Taiwan's academic research standards and global academic standing, drive societal development and industrial innovation, showcase the multifaceted value of scientific achievements, and strengthen national technological capabilities. This year marks the first time in recent years that two CGU faculty members were simultaneously recognized, highlighting the University's continued dedication and progress in research excellence.

Dr. Tsung-Chieh Yao, Clinical Professor, School of Medicine

Dr. Jui-Yang Lai, Director and Distinguished Professor, Center for Biomedical Engineering / Department of Biomedical Engineering

21st National Innovation Award 2024

Hosted by the Research Center for Biotechnology and Medicine Policy (RBMP), the National Innovation Award is the most prestigious accolade in Taiwan's biomedical and health sector, recognizing innovation and excellence. In 2024, CGU's full-time faculty delivered exceptional performance, winning a total of 17 awards, including 3 Research Innovation Awards, 4 Clinical Innovation Awards, and 10 Innovation Advancement Awards.

(I) Research Innovation Award

Award-Winning Project	Award Recipient
Intelligent Ball Movement Assessment Assistive System	Prof. Hsin-Yi Kathy Cheng, Graduate Institute of Early Intervention, College of Medicine; Prof. Wan-Yun Shieh, Department of Computer Science and Information Engineering, College of Engineering
AI-Based Method and System for Automated Detection and Diagnostic Assistance of Thoracic Aortic Dissection Using CT Angiography	Asst. Prof. Cheng-Yu Ma, Department of Artificial Intelligence, College of Intelligent Computing
Development and Application of an Innovative Guided Bone Regeneration Membrane for Periodontal Therapy	Prof. Chih-Ping Chen, Department of Chemical and Materials Engineering, College of Engineering

(II) Clinical Innovation Award

Award-Winning Project	Award Recipient
Automated Multi-Function Urine Processing System	Prof. Yeong-Hwa Chang, Vice Dean and Professor, Department of Electrical Engineering, College of Engineering
Assessment of Gut Microbiota Health and Childhood Asthma/Allergy Risk Using NMR-Based Metabolomics Analysis	Clinical Prof. Chih-Yung Chiu, School of Medicine, College of Medicine, College of Medicine; Distinguished Prof. Min-Hsien Wu, Department of Biomedical Engineering, College of Engineering; Prof. Chia-Hao Su, Center for General Education
SGD-Net: Deep Analysis System for Acute Ischemic Stroke Lesions	Asst. Prof. Yi-Chia Wei, School of Traditional Chinese Medicine, College of Medicine; Clinical Assoc. Prof. Kuan-Fu Chen, Department of Artificial Intelligence, College of Intelligent Computing
Design of a Microsurgical J-Shaped Tube for Anterolateral Thigh Flap, Simultaneously Reconstructing Esophageal Swallowing and Phonation Functions	Clinical Assoc. Prof. Chung-Kan Tsao, International Master Science Program in Reconstructive Microsurgery

(III) Innovation Advancement Award

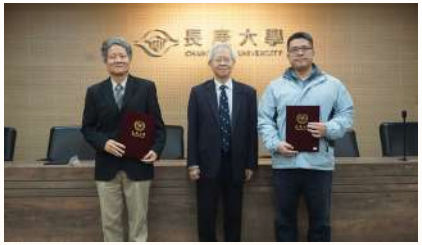
Award-Winning Project	Award Recipient
Ultrasound Diagnostic System for Middle Ear Effusion	Prof. Po-Hsiang Tsui, Department of Medical Imaging and Radiological Sciences; Clinical Assoc. Prof. Chin-Kuo Chen, School of Traditional Chinese Medicine, College of Medicine
3D Skin Tomography Scanner	Prof. Meng-Tsan Tsai, Department of Electrical Engineering, College of Engineering
Type I Formyl Peptide Receptor Antagonist and Its Application in Psoriasis and Pulmonary Injury	Prof. Tsong-Long Hwang and Prof. Pei-Wen Hsieh, Graduate Institute of Natural Products, Department of Chinese Medicine, College of Medicine
AI-Based Screening of X-Ray Images for Osteoporosis Risk	Clinical Assoc. Prof. Chang-Fu Kuo, School of Medicine, College of Medicine (4 projects total)
AI-assisted Scaphoid Fracture Detection for Physicians	
Bilingual Medical Natural Language Processing Platform	
AI-Integrated 12-Lead ECG System for Predicting Cardiac Function and Mortality Risk	
Mobility Rehabilitation Device for Hemiplegic Patients	Clinical Prof. Mei-Chuan Huang, School of Medicine, College of Medicine
AI-Driven Ultrasound Screening for Developmental Dysplasia of the Hip in Children	Clinical Asst. Prof. Hsuan-Kai Kao, School of Medicine, College of Medicine
Non-Invasive Ultrasound-Guided Targeted Drug Release in the Brain	Prof. Hao-Li Liu, Department of Electrical Engineering, College of Engineering

CGU Scholars Named to the World's Top 2% Scientists 2024

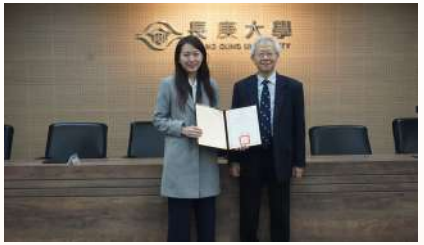
Based on Scopus data, experts from Stanford University released the latest World's Top 2% Scientists 2024 list, which includes two categories: " Career-Long Impact Ranking (1960–2023)" and "Single Year Impact Ranking." These rankings assess long-term and recent scholarly influence. A total of 53 scholars from CGU were included in the list.

To honor these outstanding achievements, President Ming-Je Tang personally presented trophies and certificates at the Administrative Meeting on December 24, 2024. The awards presented this time included recipients recognized in four categories: 29 scholars were honored as 2023 World's Top 2% Scientists for Career-Long Impact, 19 scholars were listed for Single-Year Impact in 2023, 5 scholars received continuing recognition for Career-Long Impact, and another 5 were awarded for Highly Cited Papers published during 2022–2023.

2023 World's Top 2% Scientists – Career-Long Impact



Continued Recognition in World's Top 2% Scientists – Career-Long Impact



Highly Cited Papers Award, 2022–2023

2023 World's Top 2% Scientists

3.6 Industry-Academia Collaboration

Integrated Industry-Academia-Research Ecosystem

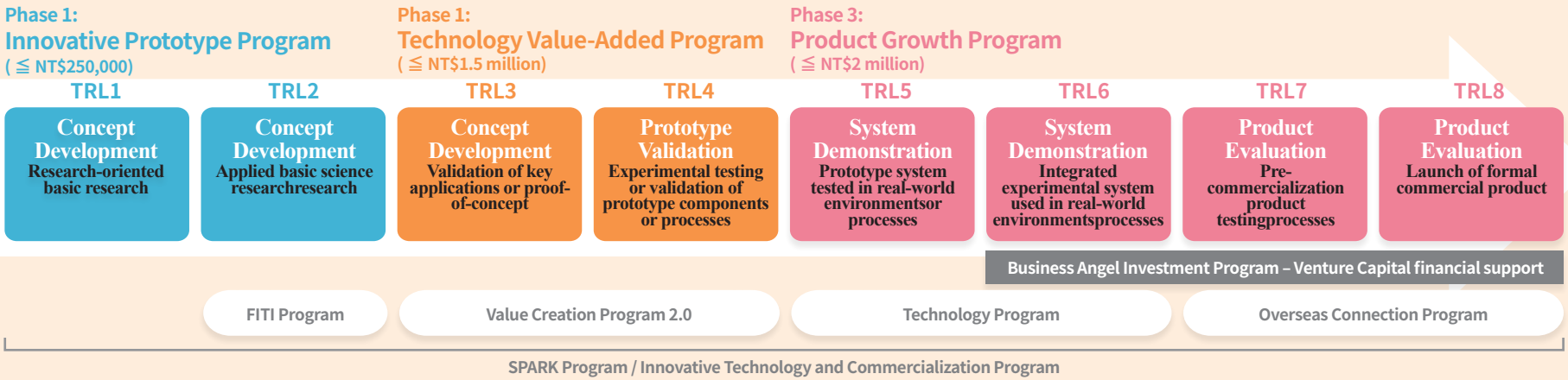
CGU centers its efforts around research centers to promote interdisciplinary programs, aligning talent development with six key industries. By integrating teaching and research resources, the University is building a collaborative ecosystem among academia, industry, and research institutions. Through internships and hands-on practice, students enhance their skills in emerging technologies. The University also integrates the T5GIP platform and innovation and entrepreneurship resources to facilitate technology transfer and strengthen industry linkage. In parallel, CGU supports faculty in advancing technologies and developing product prototypes. By leveraging institutional partnerships and the "Talent Training Program for Translational Biomedical and Medical Device Development," research teams and outcomes are connected to government-academia collaboration programs, thereby maximizing R&D benefits and boosting industrial competitiveness.

Commercialization of Innovative Technologies

CGU provides financial support to assist faculty in applying for the "Innovative Prototype Program" or the "Technology Value-Added Program," helping to transform research into prototype products. External resources, such as the NSTC's "Talent Training Program for Translational Biomedical and Medical Device Development (CGU SPARK)" and the "T5GIP Research Commercialization Platform," are employed to comprehensively strengthen industry-academic innovation and commercialization, spanning patent strategy, market evaluation, regulatory compliance, and capital matchmaking.

In Academic Year 2023, a total of 15 applications were submitted under the "Innovative Prototype Program," with 11 approved; and 1 application submitted under the "Technology Value-Added Program," which was subsequently approved.

Promoting Commercialization of Industry-Academia Technologies through External Collaboration



Enhancing Internship Programs and Industry Integration

CGU has long emphasized the integration of academic learning and practical application. Since Academic Year 2016, the University has implemented the Ministry of Education's Industry-Academia Doctoral Program. Initially, it partnered with three subsidiaries of United Biomedical Group (UBI, United Biopharma, and UBI Pharma), and later expanded to biotech, pharmaceutical, medical device, and big data companies. From Academic Years 2022 to 2024, the program included 8 industry doctoral students and 12 master's students., Since Academic Year 2021, CGU has collaborated with five publicly listed memory companies to launch a Master's Program in Memory Technology. The companies provide scholarships and internship opportunities; 43 students have participated from Academic Years 2022 to 2024.

Additionally, the CGU jointly promotes the “Dragon Leap” Doctoral Scholarship with Formosa Plastics Group, offering NT$5 million over four years per recipient, with three awardees between Academic Years 2022 and 2024. CGU also offers a government-sponsored student program with 10 slots annually, each recipient receiving NT$400,000 and an internship opportunity; 21 students have been selected between Academic Years 2022 and 2024.

Strengthening Technological Linkages with the Chang Gung Medical System

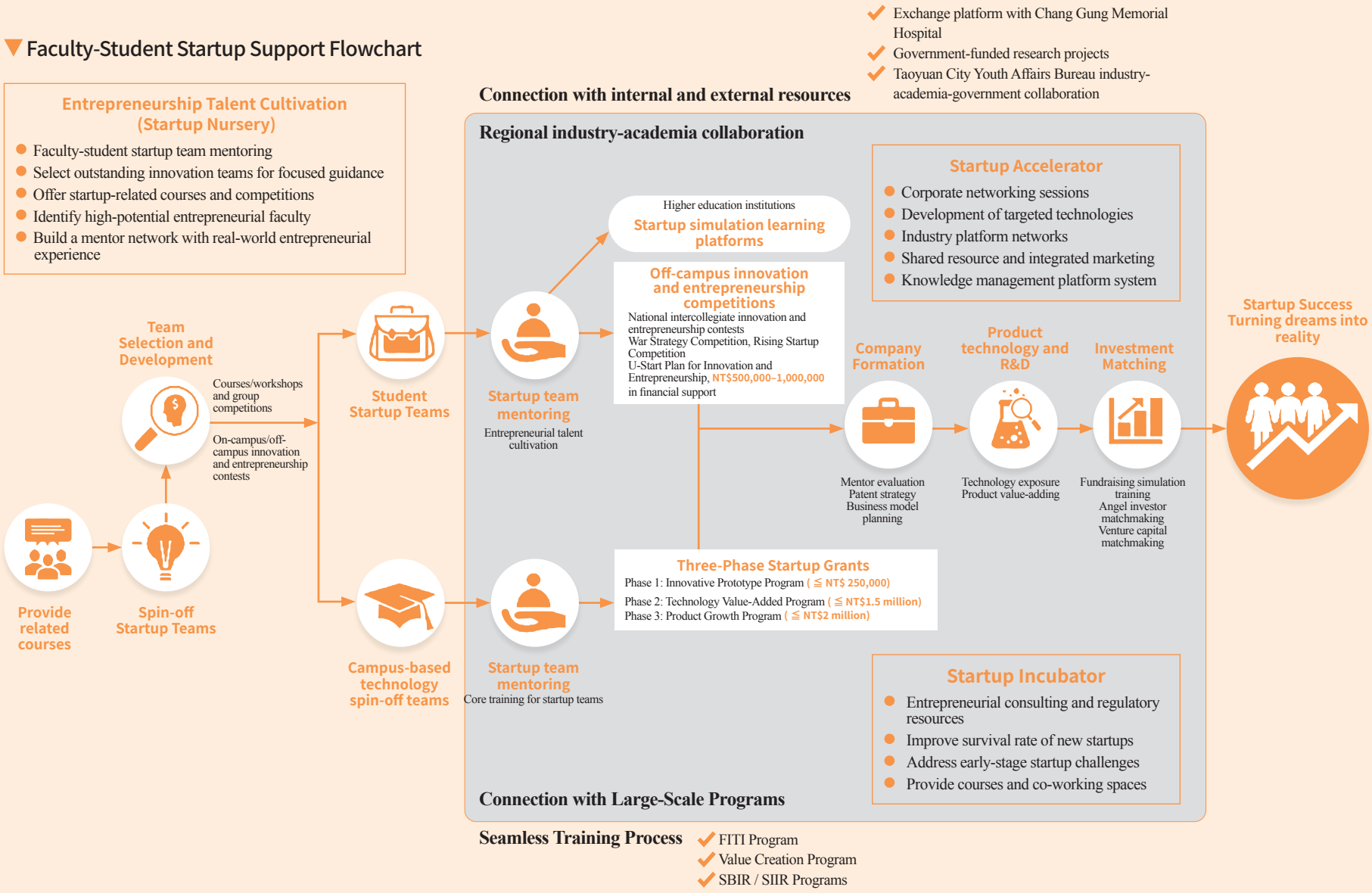
In the past, industry-academia matchmaking was often limited to northern Taiwan. To broaden the scope, CGU has invested in the development of the “Innovative Technology Matching Platform,” which breaks through geographical constraints. Through its interactive Q&A mechanism, the platform allows industry stakeholders to raise specific needs or challenges, thereby facilitating connections with academic research talents and jointly promoting institutional-industry collaborations. This initiative enhances the technological value and industrial network between academic institutions and enterprises.

In 2024, the University hosted the AI Ecosystem: Integrating Healthcare and Innovation Industry – Technology and Business Matchmaking Conference, featuring technical presentations by 13 experts from institutions such as Yuan Ze University, Chung Yuan Christian University, National Taiwan Normal University, Ming Chi University of Technology, National Taiwan University of Science and Technology, National Central University, National Taiwan University, Chang Gung Memorial Hospital, and Taiwan Web Service Corporation (Taiwan AI Cloud). Meanwhile, 33 leading academic research teams exhibited posters of their latest research achievements, leading to 31 successful industry-academia matchmaking discussions.

Fostering an Innovation and Entrepreneurship Ecosystem

The Chang Gung University Center for Innovation and Incubation centers on “interdisciplinary innovation and sustainable development” to build a dynamic startup ecosystem. In 2024, the Center organized over 14 innovation and entrepreneurship events, including startup gatherings, industry mentor lectures, pitch practice sessions, and hands-on workshops. These events brought together more than 100 faculty and students from the Colleges of Medicine, Engineering, Management, and Intelligent Computing to form startup teams. Through diverse activities, professional training, and industry partnerships, the Center guides teams from idea initiation to project implementation, offering comprehensive entrepreneurial consulting and incubation resources. By leveraging resources from the Chang Gung medical system, the University actively promotes the development of medical devices, technology transfer, and industry-academia integration. It has also established an innovation base to support the realization of entrepreneurial concepts. Through systematic hands-on training and experience sharing, the University cultivates interdisciplinary talents with market competitiveness, promoting a sustainable cycle of campus innovation, entrepreneurship, and commercialization.

▼Faculty-Student Startup Support Flowchart



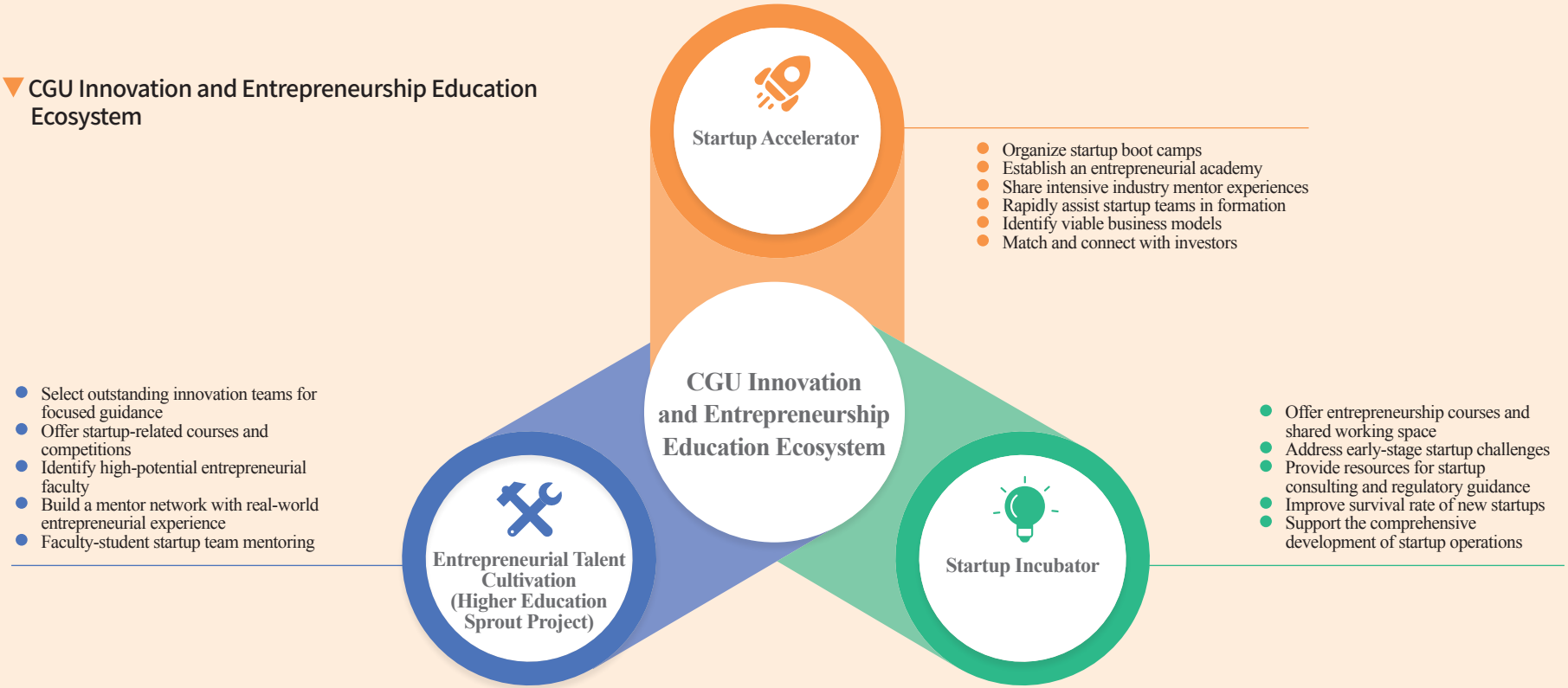
Fostering a Sustainable Entrepreneurial Support Environment

CGU is committed to the spirit of "activating creative thinking, inspiring innovation, and embracing entrepreneurship," and has built a comprehensive innovation and entrepreneurship education ecosystem. By combining theory with practice, the University advances campus-wide and external entrepreneurial initiatives through three core pillars: startup accelerators, incubators, and entrepreneurial talent cultivation.

Each college offers innovation-driven courses aligned with its expertise. In 2024, more than 12 interdisciplinary entrepreneurship courses were launched. These include programs in the College of Management focusing on entrepreneurship practices and marketing, the College of Medicine emphasizing clinical and R&D innovation, the College of Engineering integrating technology with creative prototyping, and the College of Intelligent Computing applying AI to interdisciplinary challenges, including a new micro program in cybersecurity to strengthen students' capabilities in facing digital challenges.

Through curriculum design, innovation hubs, and industry linkages, CGU is progressively shaping an entrepreneurship ecosystem with sustainable potential. Moving forward, the University will continue to deepen international collaborations and interdisciplinary integration to cultivate the next generation of professionals with innovative and sustainability-driven mindsets.

CGU Innovation and Entrepreneurship Education Ecosystem



For full articles, please click the title links below.

Highlights of Industry–Academia Collaboration and Technology Transfer in 2024

CGU and Honghwa International Corporation Sign MoU to Develop ICT Talent

On February 27, 2024, Chang Gung University (CGU) and Honghwa International Corporation (a subsidiary of Chunghwa Telecom) officially signed a Memorandum of Understanding (MoU) to promote talent cultivation and academia-industry collaboration. Honghwa International's business scope spans telecommunications technologies, management, and services. Through this mutually beneficial partnership, both parties aim to create a win-win scenario.

CGU Unveils B5G Communication Demonstration Base to Advance Smart Healthcare Applications

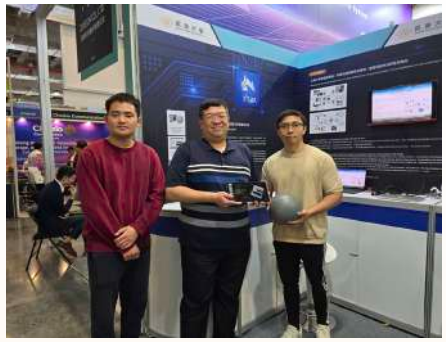
Approved by the Ministry of Education, Chang Gung University launched its “Next-Generation Mobile Communications Talent Development Program (Phase I)” and was selected as one of only two universities in Taiwan to receive financial support to establish a Beyond 5G (B5G) communication demonstration base. The unveiling ceremony was held on March 12, 2024. The College of Engineering noted that B5G, the next-generation communication technology, is an enhanced version built upon 5G. It is expected to play a pivotal role in smart campus and smart healthcare applications, enriching students' learning and hands-on experience. Its future development holds great promise and potential.

College of Medicine and Taiwan Advanced Nanotech Inc. Collaborate to Develop Talent in Precision Medicine

On May 8, 2024, the College of Medicine at Chang Gung University (CGU) signed a memorandum of understanding (MOU) with Taiwan Advanced Nanotech Inc. (TANBead) to jointly nurture future medical professionals. Through this partnership, students will gain hands-on experience with cutting-edge molecular diagnostic technologies and professional medical device R&D and manufacturing, strengthening academia-industry collaboration. The signing ceremony took place at CGU's Innovation Base within the Center for Innovation and Incubation, with CGU President Ming-Je Tang and Chairperson Chi-Yun Chang representing both parties.

CGU Showcases B5G Technology and Smart Healthcare Highlights at InnoVEX 2024

From June 4 to June 7, 2024, Chang Gung University (CGU) participated in InnoVEX 2024, held alongside COMPUTEX at Taipei Nangang Exhibition Center Halls 1 and 2. This global tech event featured four major innovation themes—AI, smart mobility, semiconductor applications, and green technology—with nearly 400 startups from over 30 countries, setting a record for participating nations. CGU presented two Key R&D Team and joined forces with partner universities in the Taiwan University System's Research Commercialization Platform. Through this international exhibition, CGU aimed to expand global academic-industry collaboration opportunities.

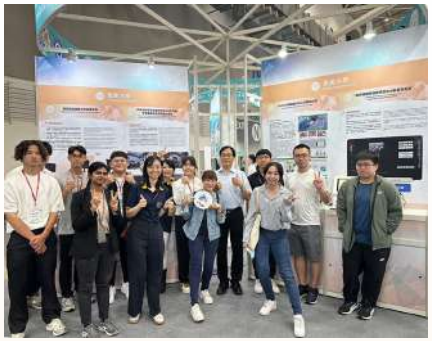


Formosa Plastics Group Applied Technology Symposium 2024: Industry–Academia Collaboration on Carbon Reduction and Sustainability

Held on June 14 at Chang Gung University (CGU), the 19th Formosa Plastics Group Applied Technology Symposium centered around the theme "Disrupting Green Industry · Achieving Net Zero." The event brought together Formosa Plastics Group, CGU, Ming Chi University of Technology, and Chang Gung University of Science and Technology to jointly share innovative applications and research results from academia-industry collaboration. Discussions also explored future R&D directions and current technical challenges. With strong institutional partnerships, the symposium showcased how collaborative efforts between academia and industry are driving mutual growth and fostering sustainable innovation.

CGU Showcases Smart Healthcare Innovations at Bio Asia Taiwan 2024

The 2024 Bio Asia Taiwan Exhibition was held from July 26 to 29 at Taipei Nangang Exhibition Center Hall 1. With participation from over 50 countries, 900 companies, and 2,200 booths, the event reached a record-breaking scale. Chang Gung University (CGU), alongside universities in the Taiwan University System Research Commercialization Platform, presented six technologies focused on smart healthcare applications. Through cross-sector collaboration among academia, government, and industry, CGU is accelerating translational research and development to contribute to the future growth of the biomedical and agricultural industries.



CGU Debuts at Medical Fair Asia 2024, Driving Global Collaboration in Biomedical Innovation

Medical Fair Asia 2024 officially opened on September 11 at Marina Bay Sands in Singapore for a three-day exhibition. Held biennially, it is the largest medical device trade show in Asia, drawing medical professionals and companies from around the world to explore the latest in healthcare technology and innovation. This year marked Chang Gung University's first participation in the prestigious event. As the only university from Taiwan exhibiting at the Taiwan Pavilion (Booth 2K29), CGU presented its latest research achievements and innovative technologies in the field of medical devices. The university also invited Ming Chi University of Technology to co-exhibit, further strengthening collaboration between academia and industry and establishing a vital platform for international exchange.

Ginsenoside Expert Joins CGU Center for Innovation and Incubation – Wellhead Biotech Cultivates a New Generation of Traditional Chinese Medicine Talent

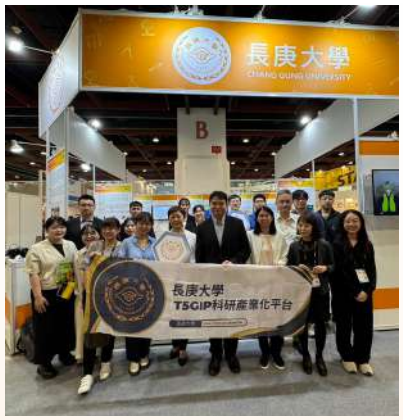
On November 6, 2024, Chang Gung University (CGU) and Wellhead Biotech Co., Ltd. officially signed a Memorandum of Understanding (MOU) for industry-academia collaboration, launching a new partnership in traditional Chinese medicine, regenerative medicine, and pharmaceutical research and development. The collaboration aims to accelerate the transfer of CGU's R&D technologies and jointly cultivate talent through CGU's Graduate Program in Biomedical Industry. Students will gain hands-on experience with integrated platforms for Traditional Chinese and Western clinical research, strengthening both academic and practical competencies.

CGU Wins 5 Gold and 5 Bronze at the 2024 Taiwan Innotech Expo

The Office of Technology Development and Industry Liaison of Chang Gung University (CGU) continues to drive the commercialization of R&D results, encouraging faculty to secure patents and enhance technology transfer outcomes. At the 2024 Taiwan Innotech Expo, CGU faculty and students showcased 11 innovations across smart healthcare, ICT, biomedical engineering, and chemical materials, earning 5 gold and 5 bronze medals.

Gold-awarded technologies included: a condition notification system, awake craniotomy assistance system, foot pressure sensing system, cognitive training platform for seniors, and a brainwave signal detection method—two of which have already led to the creation of campus startups, underscoring strong commercialization potential. Other inventions, such as a limb rehabilitation system, intelligent training equipment, and hydrogen production device, received bronze medals.

CGU remains committed to advancing technology translation and industry applications to amplify the societal impact of its innovations.



New Energy Market Trends and Strategic Deployment – Corporate Sustainability and Renewable Energy Opportunities

On July 11, 2024, Chang Gung University (CGU) hosted the “New Energy Market Trends and Strategic Deployment” forum, gathering 10 experts from Fortune Electric, Formosa Smart Energy, and various universities. Discussions covered power industry trends, carbon capture, virtual power plants, energy storage, and solar energy, drawing more than 180 participants. Eight top research teams presented their latest achievements in new energy technologies, and multiple one-on-one matchmaking sessions facilitated in-depth academic-industry collaboration.

CGU will continue bridging academic research with industrial practice, actively engaging in renewable energy and net-zero initiatives, expanding green business opportunities, and contributing to Taiwan's sustainable development goals.

AI Ecosystem Integration in Healthcare and Innovative Industries – Cross-University Matchmaking Conference

On November 22, 2024, Chang Gung University (CGU) held the cross-campus "AI Ecosystem Integration in Healthcare and Innovative Industries" matchmaking conference, inviting 13 industry experts from universities and medical institutions to share cutting-edge smart healthcare technologies such as OCT-based automated eye disease detection and voice disorder classification. The event attracted over 100 professionals and showcased 33 research teams' AI-powered medical solutions, demonstrating Taiwan's strength in the field of medical AI.
CGU continues to promote robust industry-academia exchange, driving innovation and establishing Taiwan as a leader in AI-driven health technology ecosystems.

2024 U-Start Plan for Innovation and Entrepreneurship

Under the guidance of CGU's Center for Innovation and Incubation, student startup teams "Rich-Health" and "DAP" stood out in the national U-Start competition, each securing NT$500,000 in startup grants for their outstanding technical innovation and application potential.
The Rich-Health team, composed of students from the Physical Therapy, Electrical Engineering, and Mechanical Engineering departments, developed a "Passive Ankle Mobility Trainer" that integrates angle and pressure sensors to detect and treat spasticity in real time. The team was also awarded an additional NT$550,000 in the second phase.
The DAP team focused on digital data applications, creating a pet health management app, "Pet In Mind," which utilizes image recognition and intelligent alerts to enhance care efficiency and convenience—earning recognition in the innovation services category.

3.7 Student Career Counseling

Regular System-Based Services

Advisors utilize the UCAN platform to support career counseling and guidance

Each semester, class advisors utilize the digital counseling system to identify students flagged for high-level support and subsequently introduce appropriate learning and career counseling resources. Advisors then provide follow-up guidance and record their counseling activities online. The Office of Academic Affairs – Quality Assurance Section offers the Ministry of Education's University Career and Competency Assessment Network (UCAN) platform. Through UCAN, advisors assist students in exploring their career interests and conducting competency assessments to enhance their understanding of personal traits and interests, while deepening their knowledge of the job market. By evaluating their own competencies, students can develop personalized skill-building plans that align with their career goals. This process helps them strengthen work-related competencies and address skill gaps to boost their employability. The objectives and functions of this platform for advisors include:

(1) Assisting students in understanding their career interests and developing career plans.
(2) Enhancing students' understanding of the job market based on competencies aligned with industry needs.
(3) Helping students identify competency gaps early, plan targeted skill development, and strengthen their competitiveness in the workforce.

Psychological Assessment Activities

Through individual or group-based psychological assessments, students are guided in exploring and understanding aspects such as personality traits, interpersonal behaviors, and career beliefs. These activities aim to enhance self-awareness, foster harmonious interpersonal relationships, and support effective career planning.

▼ Psychological Assessment Statistics at CGU (AY 2021–2023)

	AY 2021	AY 2022	AY 2023
Session	3	3	6
Number of participants	17	37	152

One-on-One Psychological Counseling

Professional counselors at CGU's Student Counseling Section offer personalized support to students facing career-related concerns. Students may schedule appointments through the university's Counseling Appointment System. These sessions help students with self-exploration, clarifying career confusion, and setting improvement goals to facilitate career development.

▼ Career Counseling – Proportion of Consultations Related to Career Issues (AY 2019–2023)

Academic Year	2019-1	2019-2	2020-1	2020-2	2021-1	2021-2	2022-1	2022-2	2023-1	2023-2
Number of participants	119	64	128	60	118	118	135	126	62	59
Proportion of Total Counseling Topics	14.7%	10.4%	15.1%	9.3%	12.5%	14.9%	15.8%	14%	21.4%	16.2%

Career Counseling and Employment Activities

Career Counseling Seminars

To help students explore career interests and enhance self-awareness, CGU offers elective seminars open to all students. These sessions cover topics such as interview techniques, workplace trends, and career planning strategies, aiming to strengthen students' employability and understanding of workplace environments.
Each semester, CGU invites career consultants or psychologists to deliver two themed lectures. Speakers from various industries are invited to share insights on future career trends and interpersonal communication in the workplace, inspiring students to discover their vocational interests and cultivate motivation for the future. In Academic Year 2023, a total of four career counseling seminars were held, with 156 participants.

"Wealth or Fulfillment, How Would You Choose? A College Student's Guide to Workplace Survival"

"Wishing for the Future"

Career Counseling Seminar Statistics at CGU (AY 2021–2023)

	AY 2021	AY 2022	AY 2023
Session	4	4	4
Number of participants	140	556	156

Class-Based Career Counseling Sessions

Each semester, class advisors and students jointly determine lecture topics based on their specific academic and career needs. Advisors may invite industry experts, senior HR managers, or professionals to give in-class talks, or request psychologists from the Student Counseling Section to guide students in career exploration and planning. In Academic Year 2023, a total of 14 class-based career counseling lectures were held, with 463 participants.

Department of Respiratory Care Class 1A – Career Lecture: “Sharing Session with Alumnus Ke-Yun Chao”

Post-Baccalaureate Program in Nursing 2A – Career Lecture: “Vision and Preparation for a Nursing Career”

CGU Career Counseling Class-Based Activity Statistics (AY 2021–2023)

	AY 2021	AY 2022	AY 2023
Session	11	19	14
Number of participants	483	767	463

Heart-to-Heart Activity: Teacher–Student Connection Activities

To encourage class advisors to foster positive teacher–student relationships, create a harmonious classroom atmosphere, enhance students' physical and mental well-being, and cultivate a positive learning attitude. Each semester, applications are submitted on a class basis, with a maximum subsidy of NT$7,000 per activity. For activities jointly organized by departments or two classes, with sufficient attendance, the subsidy may reach up to NT$14,000. On average, approximately 45 Heart-to-Heart activities are approved each semester.

Themes include life education, emotional education, and career development. Roughly one-third of advisors choose career-related topics each semester. Over 10 career-related activities are held per semester, with 18 sessions conducted in Academic Year 2023 and a total of 680 participants. Career-themed activities include keynote lectures, alumni sharing sessions in professional fields, and corporate visits to help students explore their professional paths.

Department of Industrial Design, Freshman Year: Alumni Career Sharing

Department of Nursing – Class 4A: Career Sharing Forum

Department of Medical Imaging and Radiological Sciences – Year 3: Alumni Experience Talk

Department of Health Care Management – Class 2A: Sharing Session on 2024 Government Scholarship for Overseas Study Applications

Career Services Activities

The Career Services, Overseas Chinese & Foreign Students Advising Section at CGU is committed to supporting students in career planning by organizing career-focused seminars, corporate recruitment briefings, company visits, and by posting job vacancies, internships, examination notices, and job fair updates. These services help students transition smoothly into the workplace and enhance their employability. In Academic Year 2023, the University held a total of 19 career service activities, with 358 total participants.

Career Services Activities Statistics (AY 2021–2023)

	AY 2021	AY 2022	AY 2023
Session	7	13	19
Number of participants	337	408	358

Campus Recruitment Briefing – Lotus Pharmaceutical

Dyson Job Application Skills & Design Competition Info Session

Campus Recruitment Briefing – Formosa Plastics Group

NARS Professional Makeup for Job Interviews Info Session

Ministry of Labor – Labor Rights Seminar

Campus Recruitment Briefing – Nanya Technology Corporation

Career Counseling for Students with Disabilities (Resource Center)

To support students with disabilities in planning their careers and ensure a smooth school-to-work transition, the University integrates both on- and off-campus career counseling resources. By providing targeted services during their academic years, students can explore and develop their strengths to better prepare for future employment opportunities. Based on the diverse needs of students in special education, a comprehensive career counseling strategy has been developed across four core aspects: Career Exploration, Skill Development, Workplace Internship Experience, and Employment Transition.

(1) Career Exploration for Students in Special Education

Tailored to the needs of various disability categories, students are guided to explore their personal interests, career paths, and abilities—physically and psychologically—at an early stage, allowing them to proactively plan their academic, career, and personal development trajectories.

(2) Skill Development for Students in Special Education

Through individualized support programs (ISP), students strengthen their academic performance, life adjustment, and self-directed career planning. The goal is to ensure learning continuity and help them acquire relevant occupational skills.

(3) Workplace Internship Experience for Students in Special Education

Utilizing on-campus and external resources, including professional internship programs within departments, students are provided with practical training opportunities based on their individual needs. This helps them understand industry trends, identify gaps between required skills and their current capabilities, and develop early strategies for effective career planning.

(4) Employment Transition for Students in Special Education

Individualized transition planning (ITP) meetings are conducted to integrate internal and external employment resources—such as job referral services, vocational rehabilitation, and long-term care—to facilitate a smooth transition into the workforce. Post-graduation follow-up is also conducted to assess student adaptation and use the insights to improve the quality of transition services for future students.

In 2024, a total of 19 career counseling activities and workshops were held specifically for students with disabilities, with 330 total participants. Additionally, 3 ITP meetings were held based on individual needs, with 24 participants in total.

▼ Summary of Career Counseling Activities for Students with Disabilities at CGU (AY 2022-2024)

	2022	2023	2024
Session	49	53	93
Number of participants	1095	1132	1667

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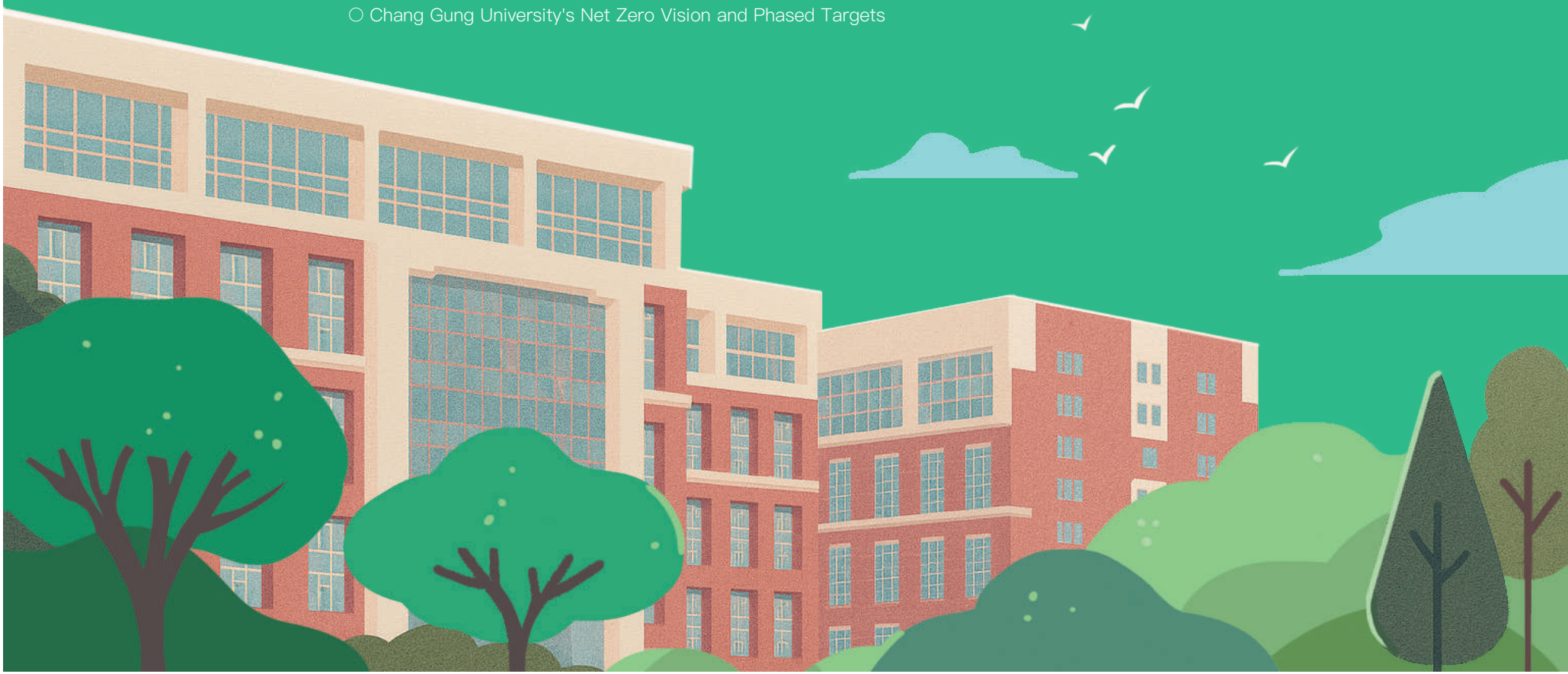


4.1 Green University: Experiential Learning and Sustainable Culture Practices

As a member of the Green University Union of Taiwan (GUUT), CGU is committed to building its campus as a living lab for sustainable development. We strive to not only strengthen energy management and carbon inventory systems but also foster ecological environments, promote sustainability education, and cultivate a green culture, thereby establishing a holistic green university with broad participation.

Campus Ecology and Sustainable Living Practices

CGU is committed to cultivating a diverse and sustainable ecological campus. Situated at the edge of the Linkou Plateau adjacent to the hillside sloping toward Taipei, the campus features a harmonious forest ecosystem shaped by natural topography and years of thoughtful planting. The university features over 60% green coverage and 30% forested land, providing stable habitats for native and introduced plant species, insects, birds, amphibians, reptiles, and squirrels. This creates a natural environment rich in biodiversity.

To enhance both the landscape and ecological function, CGU has organized campus tree-planting activities since 2013. By 2022, a total of 4,382 plants had been planted, including ti plants, flame of the woods, Magnolia compressa, and Chinese fringe trees. During the tree-planting event for the 2019 academic year, faculty and students gathered on the green lawn in front of the First Medical Building to plant 500 trees, including green maple, Formosa sweet gum, crepe myrtle, Chinese tallow, and golden trumpet trees. More recently, the campus has implemented a green beautification project at the car parking areas, planning to plant medium-sized trees such as Chinese fringe trees, orchid trees, royal poinciana, golden shower trees, and Madagascar almond trees to create a vibrant landscape that changes with the seasons in hues of white, pink, orange-red, and gold.

In addition, CGU practices daily composting of fallen leaves, branches, and plant debris collected from campus cleanups, promoting circular resource use. To maintain ecological balance in aquatic environments, the university regularly monitors and manages the quality of water in its ecological ponds, ensuring the safety of habitats for aquatic life and their surrounding ecosystems, further demonstrating CGU's dedication to environmental friendliness and harmonious coexistence with nature.

Campus ecology

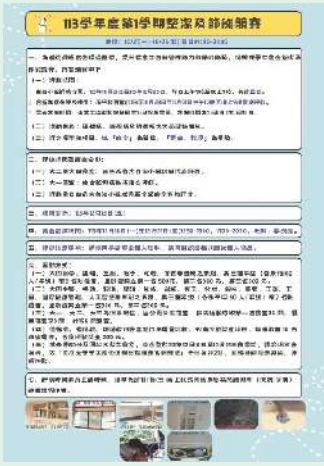
Campus tree-planting activities

Faculty-Student Engagement and Energy-Saving Initiatives

CGU regularly organizes Dormitory Cleanliness and Energy-Saving Competitions to raise students' awareness of environmental management and energy conservation. In 2024, student volunteers also helped log electricity usage in each dorm room, further fostering a sense of participation in energy conservation. CGU also mobilizes the entire campus community to participate in carbon reduction efforts by turning off lights in support of "Earth Hour," fostering climate awareness. Student clubs actively initiate environmental actions such as beach cleanups, mountain cleanups, recycling station shifts, and sustainability-themed exhibitions, demonstrating the proactive environmental actions of the younger generation.

In 2024, a team of Mechanical Engineering students represented CGU in the "National Eco-Energy Vehicle Competition," co-organized by the Youth Development Administration of the Ministry of Education and National Taiwan University of Science and Technology. They entered with a self-designed electric vehicle (Team 4) and received the "Best Creative Design Award." The team also won 3rd place in the Dynamic Competition and placed 5th overall in the Static Vehicle Design Competition. This competition integrates hands-on engineering and energy-saving concepts. Students showcased their creativity and practical application of green energy technologies through design, assembly, and testing, further exemplifying CGU's educational commitment to cultivating talent in sustainability.

Dormitory energy-saving volunteer team



Energy-Saving Competition Poster

Department of Biomedical Sciences beach cleanup activity

Department of Mechanical Engineering student team wins "Best Creative Design Award" in the National Eco-Energy Vehicle Competition

Sustainable Curriculum and Capacity Development

To deepen students' systemic understanding of environmental and sustainability issues, CGU introduced a series of general education and professional courses in 2024 focused on environmental sustainability. These include Environmental Education and Sustainable Development, Environmental Change and Sustainable Development Strategies, Energy and Civilizational Sustainability, Applications of Natural Science and Sustainable Development, Environment and Ecology, and Global Impacts of Energy Demand and Supply. The curriculum covers a broad range of topics such as climate change, ecological conservation, energy sustainability, and social responsibility, aiming to foster interdisciplinary sustainability literacy.

In collaboration with the ESG Global Federation, CGU offered two certification programs from September to October 2024—Sustainability Manager Training and the iPAS Net Zero Carbon Planning Certification Program. A total of 31 faculty and students completed the training, supporting the development of in-house expertise in net zero and climate governance. Additionally, CGU sent staff members to participate in the ISO 14064-1 Greenhouse Gas Internal Auditor Training, nurturing internal talent for carbon inventory management and reinforcing the foundation of the University's sustainability governance.

To further enhance students' understanding and practical application of the United Nations Sustainable Development Goals (SDGs), CGU organized the 2024 Sustainability Action AI Poster Design Competition, encouraging students to use AI tools to create posters that reflect their observations and aspirations regarding the University's sustainability efforts. A total of 51 student teams registered for the competition, making it an innovative example of integrating digital tools with sustainability education and fostering creativity and sustainable literacy.

Additionally, in May 2024, the University Library hosted a themed exhibition titled “Sustainable Living, Building the Future Together”, featuring curated visuals and guided content. The exhibition promoted concepts such as green living, carbon reduction, resource recycling, and renewable energy applications, encouraging faculty and students to incorporate.

2024 Sustainability Manager Program

Sustainability Action AI Poster Design Competition

Green Practices in Office Spaces

In support of green office initiatives, CGU departments have implemented various measures such as resource conservation, prioritization of video conferencing, waste sorting, and eco-friendly procurement. Continuous promotion of energy-saving, paper reduction, and office greening is underway, with the goal of transforming all administrative areas into friendly, low-carbon spaces by 2026.

Units across campus actively promote paperless operations, green purchasing, and digital workflows. Currently, all university meeting records have been digitized, and the approval process has been fully integrated with electronic document and form systems. Printers are set to default double-sided printing to reduce paper consumption, and printed materials and exam papers use recycled paper to extend resource life cycles. Reusable office supplies such as document envelopes and folders are also collected and reused, reinforcing circular practices in paper usage.

Moreover, CGU actively promotes a reuse culture by organizing second-hand sales and recycling events. For instance, the Secretariat hosts charity sales and an online second-hand marketplace during Sports Day, while the library holds second-hand book exchanges—encouraging faculty and students to embrace low-carbon lifestyles through tangible action.

Promoting Technical Exchange and Community Outreach

To strengthen the role and capacity of higher education institutions in climate action, CGU actively participates in the Green University Union of Taiwan (GUUT), joining forces with other universities to commit to net-zero emissions, sustainability education, and green governance. Through regular alliance meetings and joint advocacy efforts, CGU promotes cross-campus experience sharing and resource integration—demonstrating the united determination of higher education to fulfill Sustainable Development Goal 17 (Partnerships for the Goals).

CGU also hosts conferences on sustainable environments, green energy technologies, and carbon economy and energy-saving innovations to bridge academic-industry knowledge exchange and facilitate technology adoption. These initiatives reinforce the University's leadership in the green transition and its societal impact.

Looking ahead, CGU will continue to use its campus as a living lab for sustainability, integrating teaching and research resources, on-site actions, and lifestyle advocacy. These efforts aim to deepen the practical meaning of SDG 4 (Quality Education), SDG 7 (Affordable and Clean Energy), SDG 11 (Sustainable Cities and Communities), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action), and to further develop the University as an educational and demonstrative model of a green campus.

4.2 Climate Change Response

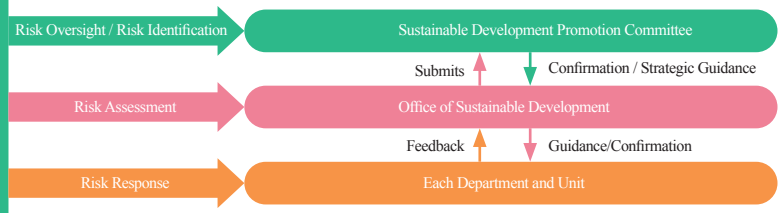
Climate change presents a major risk, with increasingly frequent extreme weather events such as intense rainfall causing flooding and droughts affecting water resources. These issues pose potential threats to campus operations. To mitigate the risks of climate-related disasters and financial losses, the Office of Sustainable Development convenes relevant units to follow the framework of the Task Force on Climate-related Financial Disclosures (TCFD). This framework addresses four core elements: governance, strategy, risk management, and metrics and targets, enabling the University to identify climate risks and opportunities, formulate response measures, and enhance both climate resilience and campus sustainability.

Four Core Elements of TCFD

Core Elements of Task Force on Climate-related Financial Disclosures

Core Element	Action Plan
Governance	● CGU, led by the Office of Sustainable Development, convenes relevant units as needed to discuss the potential internal and external impacts of climate change, evaluate related risks and opportunities, and propose adaptation and mitigation measures to reduce financial risks and uncover climate-related opportunities. ● The Office of Sustainable Development reports annually to the Sustainable Development Promotion Committee on sustainability performance. The Sustainable Development Promotion Committee provides guidance and affirms the short-, medium-, and long-term development goals regarding climate change and other sustainability issues.
Strategy	CGU incorporates the impacts of climate change into its operational considerations, assessing both physical and transitional risks and opportunities. The University actively promotes green energy development and carbon reduction policies. In addition to implementing energy management across offices and public areas, reducing waste, and practicing green procurement by selecting eco-labeled products, CGU also organizes energy-saving initiatives and sustainability campaigns, thereby strengthening sustainability actions on campus. **Short term**: Energy conservation, carbon reduction, and environmental education **Medium term**: Establishment of carbon emission management mechanisms and enhancement of campus building energy efficiency **Long term**: Achieving net-zero carbon emissions by 2050 For the CGU's key short-, medium-, and long-term risks and opportunities, please refer to the section "Financial Impacts of Climate-Related Risks and Opportunities."
Risk Management	To identify and assess material impacts or risks related to operations, the Office of Sustainable Development conducts periodic assessments of climate-related risks to evaluate their potential financial impacts. These findings serve as the basis for policy formulation and goal setting. The University has also established comprehensive climate management procedures and continues to monitor progress. For details, refer to the "Climate-Related Risk Identification, Assessment, and Management Flowchart."
Indicators and Targets	To reduce the impact of climate change risks and achieve carbon reduction and energy-saving goals, CGU uses indicators to manage climate-related risks and opportunities and is committed to long-term implementation of "energy conservation and carbon reduction measures." ● **Short-term target:** Reduce carbon emissions by 10% by 2025 compared to 2023 ● **Mid-term target:** Reduce carbon emissions by 25% by 2030 compared to 2023 ● **Long-term target:** Achieve carbon neutrality by 2050 For detailed phased targets and action indicators, please refer to the section "**Chang Gung University's Net Zero Vision and Phased Targets.**" For energy, greenhouse gas, water resource, and waste management performance, please refer to the section **4.3 Environmental Action Performance**.

CGU Climate-Related Risk Identification, Assessment, and Management Flowchart



Financial Impacts of Climate-Related Risks and Opportunities

CGU conducts project-level evaluations of climate-related risks and opportunities to analyze the financial and operational impacts of climate change on the University. Based on the findings, appropriate response measures are developed to enhance the University's resilience in addressing climate risks and opportunities.

▼ Financial Impacts of Climate-Related Risks

Type	Climate-Related Risk	Potential Financial Impact	Adaptation and Response Measures
Transition Risk	Policies and Regulations	● To comply with the Climate Change Response Act, Renewable Energy Development Act, and Energy Administration Act, CGU must allocate additional budgets to enhance campus energy efficiency and expand renewable energy capacity.	● CGU has invested NT$66.29 million to build a three-phase solar photovoltaic power system. The first and second phases have been completed and connected to the grid, generating a total of approximately 582,936 kWh in 2024. The third phase is under construction and is expected to be completed by the end of 2027, reducing carbon emissions by approximately 1,006 tCO_2e in emissions per year. CGU continues to enhance campus energy self-sufficiency and achieve its green campus goals.
		● To meet greenhouse gas reduction requirements, CGU must invest in carbon inventory and management system infrastructure, introduce verification operations, and smart monitoring systems. In the future, once the carbon fee system is implemented, carbon emission costs may increase. With the upcoming implementation of the carbon fee system, the cost of carbon emissions is expected to rise. ● As sustainability policies progress, beginning in 2026, higher education institutions will be subject to greenhouse gas verification and disclosure regulations. Without a robust data management and verification system in place, information transparency and external trust could be compromised, adversely affecting government evaluations and institutional credibility.	● In response, CGU completed ISO 14064-1 greenhouse gas inventory and verification in 2023 and obtained a verification report. In 2024, NT$1.414 million was invested to establish a digital greenhouse gas inventory system, streamlining the process and enabling rapid, accurate carbon emission reporting. By leveraging data to monitor energy consumption and carbon emission trends, the University continues to meet its annual reduction targets. ● Moving forward, efforts will focus on strengthening data integration and management procedures to ensure that emissions data across departments are comprehensive, real-time, and traceable, thereby enhancing CGU's capacity for transparent disclosure.
	Reputation	● Sustainability has become a global trend. If the University fails to respond proactively, its brand image, rankings, and competitiveness in student recruitment may suffer, leading to potential revenue impacts.	● To mitigate this, CGU has established the Sustainable Development Promotion Committee and the Office of Sustainable Development to coordinate energy-saving and carbon-reduction policies, oversee sustainability-related initiatives, and enhance the University's image and ESG visibility.
Physical Risk	Acute Risks (e.g., torrential rainfall, flooding)	● Flooding of student dormitories or teaching facilities due to heavy rainfall could lead to increased repair costs, class interruptions, and potential threats to student and staff safety, thereby disrupting normal campus operations.	● In 2024, CGU implemented waterproofing and reinforcement projects to enhance building weather resistance, with total expenditures reaching NT$7,452,000. ● CGU also spent NT$3,597,759 on insurance in 2024 to mitigate financial risks from natural disasters.
	Chronic Risks (e.g., extreme weather, rising average temperatures, water shortages)	● Climate change has led to higher average temperatures, which in turn have increased the operating hours and energy consumption of campus air conditioning systems, resulting in higher electricity bills, faster equipment depreciation, and increased maintenance costs. ● Extreme weather patterns have also caused uneven rainfall distribution. During droughts, water restrictions may affect campus cleaning, irrigation, and the functioning of certain facilities, potentially disrupting operations or requiring costly water resource reallocation.	● All appliances have been fully replaced with energy-efficient models, and the University has applied for government subsidies for energy-saving equipment. In addition, smart air conditioning and lighting management systems are being promoted to reduce energy consumption. ● Rainwater harvesting and reverse osmosis water reuse systems have been installed, with rooftop rainwater from selected buildings now being collected and channeled into regional reservoirs for irrigation and cleaning purposes—reducing dependence on municipal water supplies. Moving forward, CGU will continue strengthening its water resource adaptation capacity to enhance campus water resilience.

Financial Impacts of Climate-Related Opportunities

Type	Climate-Related Opportunity	Potential Financial Impact	Reponse Measures
Resource Efficiency	• Promote paper reduction and waste resource recovery • Improve electricity usage efficiency • Enhance water usage efficiency • Promote food waste recycling	• Reduce costs for paper supplies and improve efficiency in document processing; lower waste treatment costs and carbon emissions through digitization. • Reduce electricity bills and maintenance costs by replacing outdated, energy-intensive equipment while enhancing overall energy management . • Establishing rainwater harvesting and secondary water reuse through reverse osmosis systems can reduce campus water costs while enhancing the efficiency of resource circularity. • Establishing a food waste recycling and reuse process helps reduce waste disposal costs, lower greenhouse gas emissions, and align with the principles of a circular economy.	• CGU has fully implemented digital meeting records and an electronic document approval system across the entire campus, resulting in a total savings of 287,797 sheets of paper in 2024—equivalent to an estimated reduction of 1,772.83 kg of CO_2e. • From 2020 to 2024, CGU replaced 48 outdated elevators with energy-efficient AC VVVF (Variable Voltage Variable Frequency) systems equipped with regenerative power devices, achieving an annual energy savings of approximately 27%. • Water resources are collected through raft foundations and infiltration tanks, then reused in the ecological purification ponds. This not only mitigates eutrophication but also supplies water for campus landscaping irrigation, contributing to water conservation and improved environmental quality. • The University's cafeterias partner with a professional contractor to collect food waste weekly. The waste is processed through high-temperature steaming and reused as animal feed. In 2024, a total of 134,600 kilograms of food waste were recycled.
Energy Transition	Expansion of Solar Photovoltaic Facilities	• Expanding solar energy infrastructure can reduce electricity expenses and generate revenue through surplus electricity sales, thereby enhancing energy autonomy and increasing the share of green energy.	• The first phase of solar photovoltaic installation (rooftop of the Student Activity Center) was completed and connected to the grid on April 26, 2023. In 2024, total solar power generation reached 582,936 kWh, all of which was sold to Taipower. • The second phase (rooftops of the Engineering Building and Second Medical Building) was completed by the end of March 2025, with an estimated annual generation of 347,554 kWh. • The third-phase motorcycle parking project is under construction and expected to be completed by the end of 2027.
Market	Launch of ESG and Sustainability-Related Courses	• In response to ESG and low-carbon transition trends, the University has strengthened its visibility in the sustainability field and enhanced its appeal to prospective students, thereby increasing enrollment sources and collaboration opportunities with potential financial benefits.	• It has established a “Sustainable Development Micro Program” and ESG-related courses to build a comprehensive sustainability education system, cultivating green transition talent and meeting societal demands for sustainability literacy.
	Promotion of Low-Carbon Technology R&D	• By engaging in green energy and carbon reduction research, CGU attracts public and private research projects and financial support, thereby expanding external financial support sources.	• It has established the “Center for Sustainability and Energy Technologies,” which focuses on carbon neutrality and energy transition, fostering cross-disciplinary collaboration and innovative research to enhance academic influence and market value.
	Obtained Government Incentives	• Procurement of Energy-Efficient Appliances and Subsidy Applications • Energy-saving performance recognized through government subsidies	• CGU has applied for rebates on 316 energy-efficient appliances over the past three years, receiving a total subsidy of NT$1,580,400. • In 2022, CGU received a NT$5 million grant from the Ministry of Economic Affairs' Energy Bureau under the Energy Performance Contracting Program and completed the first phase of energy efficiency improvements in 2023. The second-phase HVAC system optimization project has been approved for 2025 subsidy and is scheduled for completion by the end of the year.
Resilience	Enhancing CGU's resilience to climate change impacts	• Enhancing CGU's resilience to climate change helps reduce the operational risks posed by extreme weather events and minimizes the costs of post-disaster recovery.	• CGU has established a net-zero vision and phased targets, integrating sustainable development strategies to strengthen overall adaptability across campus systems, including energy, carbon emissions, and water resources.

Chang Gung University's Net Zero Vision and Phased Targets

CGU places great emphasis on environmental protection and actively promotes energy conservation and carbon reduction measures. . In 2022, the Office of Sustainable Development was established to oversee CGU's sustainability efforts, formulate goals and action plans, and commit to publishing regular sustainability reports. These reports consolidate CGU's initiatives and outcomes in teaching, research, and environmental governance, using the campus as a living lab and fostering a sustainable campus through interdisciplinary approaches. In its pursuit of campus-wide net-zero emissions, CGU is currently focused on energy conservation and green transportation. Specific actions include the introduction of electric patrol scooters, replacement of outdated energy-intensive equipment, installation of energy-efficient lighting, and monitoring of electricity usage (details outlined below).

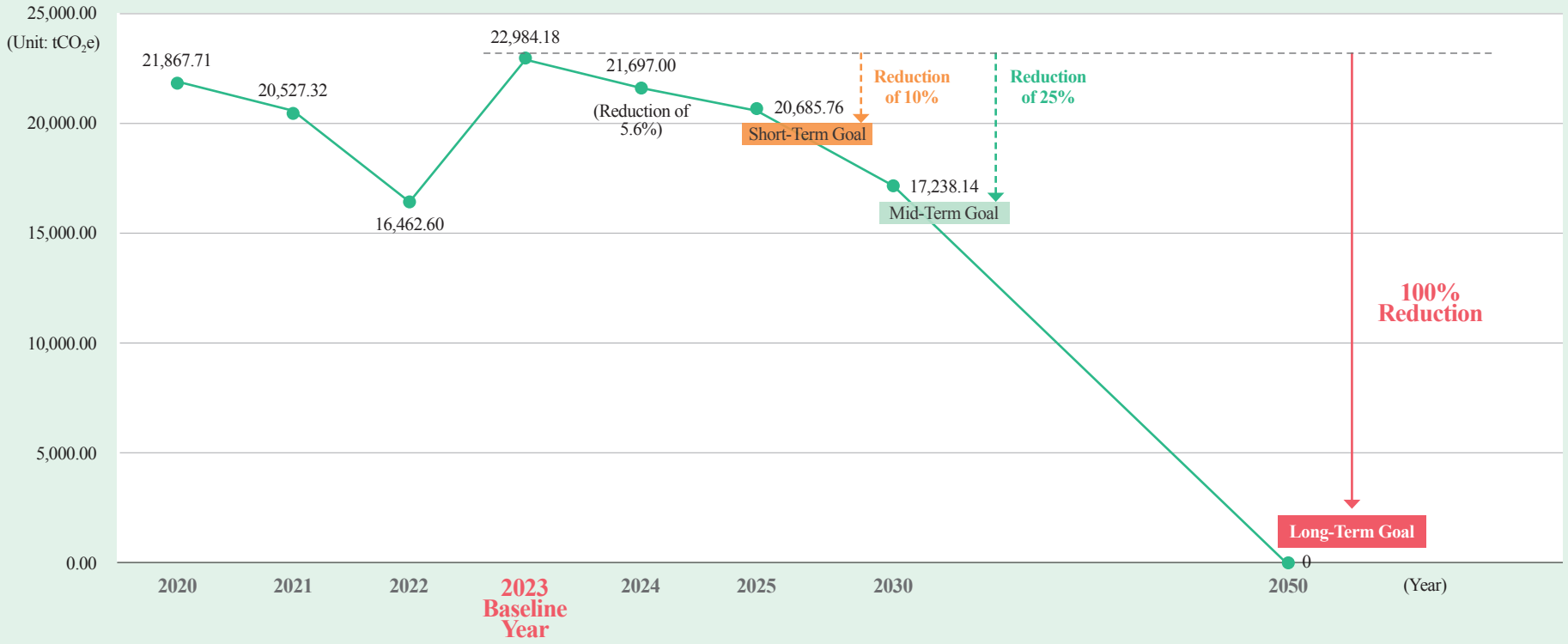
Additionally, CGU actively supports the national energy transition policy by promoting the development of renewable energy. Rooftop solar photovoltaic systems have been installed to increase the share of green energy usage on campus, reduce carbon emissions, and decrease reliance on purchased electricity. The University's core strategy is to drive negative growth in purchased electricity (Scope 2 emissions), with the ultimate goal of achieving campus-wide carbon neutrality by 2050.

▼ CGU's Net Zero Phased Targets

Item	Target	Measures and Action Plans
Short-term (2025)	● Improve campus energy efficiency ● Achieve an annual 1% electricity saving ● Reduce carbon emissions by 10% in 2025	● Promote energy transition education ● Continue phasing out aging and energy-intensive equipment (e.g., air conditioning, elevators, refrigerators). ● Establish a smart campus digital platform to enhance intelligent management of energy, water resources, and waste. ● Implement full digitalization of official documents and meeting materials to reduce paper usage. ● Install GoShare (shared electric scooters) and U-Bike 2.0 (public bicycles) stations on campus to encourage green mobility. ● Conduct annual greenhouse gas inventory and obtain ISO 14064-1:2018 verification statement.
Mid-term (2030)	● Improve energy efficiency across campus buildings ● Reduce carbon emissions by 25% in 2030	● Expand solar photovoltaic renewable energy generation facilities. ● Establish Energy Usage Intensity (EUI) benchmarks for different building types and propose improvement plans. ● Electrify fuel-based equipment. ● Promotes green campus development by requiring all new buildings to meet the thermal insulation standards stipulated in green building regulations. For existing buildings, heat-insulating window films on glass curtain walls are being upgraded to improve energy efficiency. ● Gradually replace campus gasoline vehicles with electric vehicles. ● Expand electric vehicle infrastructure, including charging stations, to encourage campus electrification.
Long-term (2050)	● Achieve carbon neutrality by 2050	● Fully electrify campus shuttle buses ● Increase renewable energy share to 50% ● Promote green building upgrades to meet thermal insulation standards in 50% of existing buildings. ● Develop negative emission technologies (e.g., CO□ capture and conversion into chemicals), establishing a strong foundation for scientific research and development. ● Advance emerging low-carbon energy technologies such as hydrogen and ammonia energy.

Note: The baseline year for carbon reduction targets is 2023 (the year CGU conducted its first ISO 14064-1 greenhouse gas inventory).

▼Chang Gung University's Net Zero Carbon Emissions Reduction Timeline



Note: Since 2020, CGU has voluntarily conducted annual GHG inventories based on the GHG Protocol. In 2023, CGU transitioned to the ISO 14064-1:2018/CNS 14064-1:2021 standards, resulting in some deviations in calculated inventory values.

4.3 Environmental Action Performance

To advance CGU's phased carbon neutrality goals and promote conservation of Earth's natural resources, the University has implemented a series of environmental initiatives across the campus. These measures aim to monitor and reduce energy, water, waste, and greenhouse gas consumption, enhancing resource efficiency and promoting sustainable campus operations.

Energy Conservation and Efficiency Enhancement

- Traditional lighting is being phased out. In 2024, a total of 4,060 fixtures were replaced. Lighting upgrades in laboratory areas are expected to be completed within the next two years.
- Elevator regenerative systems have been installed since June 2019. As of February 2025, these systems have achieved an average energy savings of approximately 27.71%.
- Classroom lighting upgrades involve replacing T8 fixtures with T5 and LED panel lights, reducing daily power consumption across all classrooms by approximately 700 kWh.
- The Phase I solar photovoltaic system (on the Student Activity Center rooftop) was completed and connected to the grid on April 26, 2023. In 2024, it generated a total of 582,936 kWh, which was sold to Taipower.
- Smart lighting systems were installed in five underground parking lots (Administration Building, Second Medical Building, Yun-De Building, Ju-De Building, and Ming-De Building). During peak hours, lights operate at 100% brightness using motion sensors. At other times, brightness is reduced to 30%. A total of 724 fixtures were replaced.

Solar panels on the Student Activity Center Rooftop

Magnetic Levitation Chiller Unit

Waste Reduction and Circular Resource Use

- Implementation of a paperless e-signature system for official documents and use of tablets in meetings reduced paper usage by 287,797 sheets in 2024.
- Paper (e.g., printed documents, examination papers) is reused or sent for water-based destruction and recycling. File folders and document envelopes are reused.
- Student cafeterias use reusable CorningWare dishware to reduce single-use tableware and packaging. Discounts are offered for customers using their own containers.
- CGU contracts a professional vendor to collect and process kitchen waste weekly. In 2024, 134,600 liters of kitchen waste were collected and repurposed as livestock feed after high-temperature cooking.
- 89 resource recycling points are established across campus, staffed by dedicated personnel and serviced by contracted vendors. In 2024, a total of 105,041 kg of recyclables were collected.
- Three large-scale recycling stations have been set up outside student dormitories, featuring vividly colored graphics and text to promote recycling awareness. Multilingual signage is also provided to improve sorting accuracy and reduce waste.
- Student clubs are encouraged to organize sustainability initiatives (e.g., reusable bag drives, used clothing collections) to promote eco-conscious behavior.
- Valuable recyclables (e.g., metals, computers, monitors, printers, lamps, appliances) are centrally collected, inventoried, and auctioned.
- Yard waste, such as leaves and plant debris, is collected daily and composted for reuse.
- Secondhand sales events are held to encourage reuse and circular economy practices.

Resource recycling bins in academic and dining areas

Kitchen waste is collected and reused by a professional vendor

Green Transportation and Other Environmental Initiatives

- Campus patrol vehicles use electric scooters, with dedicated charging stations installed on campus.
- EV charging infrastructure is under planning, with progress to be continuously monitored.
- CGU hosts a YouBike station within the Zhongzheng Sports Park area.
- Public buses now operate within the campus, and CGU also provides a shuttle service between A7 MRT Station and the campus to encourage low-carbon commuting.
- Since 2013, CGU has hosted an annual tree-planting event. To date, 71 species and a total of 17,445 trees have been planted across campus.

Campus patrol electric scooters

Campus shuttle buses

Energy management

Since 2021, CGU has continuously advanced energy efficiency initiatives and optimized electricity usage behavior. As a result, both total energy consumption and energy intensity have shown a downward trend year by year, reflecting CGU's proactive commitment to its energy conservation and carbon reduction goals. In alignment with national sustainability policies, CGU has set an internal energy management goal of achieving a minimum annual energy-saving rate of 1%, which is incorporated into the University's yearly sustainability action plan for implementation and tracking. In 2023, new academic units including the College of Intelligent Computing, the Department of Biomedical Engineering, and the Department of Digital Financial Technology were established. The activation of additional campus facilities and a rise in student enrollment led to a slight increase in electricity consumption compared to 2022. However, through the implementation of multiple energy-saving measures, CGU achieved an approximate 2.25% reduction in electricity use, surpassing the original target. Key initiatives included:

- Replacing traditional lighting with LED fixtures to improve energy efficiency, reduce electricity consumption, and lower operating costs while supporting carbon reduction goals.
- Completing the first-phase optimization of air conditioning load management through energy efficiency enhancement projects.
- Upgrading all campus elevators to alternating current variable voltage variable frequency (AC-VVVF) systems with regenerative power units to recover and reuse electricity.
- Replacing all dormitory air conditioning units with high-efficiency, inverter-type models to reduce energy consumption.

To ensure the continuity of these efforts, CGU monitors both total annual electricity consumption and energy use per unit area (kWh/m²) as performance indicators. The Office of Sustainable Development and the Office of General Affairs are jointly responsible for implementation and progress tracking. If annual targets are not met, a dedicated task force will propose corrective measures such as expanding equipment upgrades, enhancing air conditioning equipment control strategies, and reinforcing energy-saving behaviors to ensure steady progress toward long-term goals.

Additionally, in line with national energy transition policies, CGU actively promotes the development of renewable energy. By installing rooftop solar photovoltaic (PV) systems, CGU aims to increase the share of green energy used on campus, reduce carbon emissions, and decrease reliance on externally purchased electricity. The first phase of CGU's solar power project, installed on the rooftop of the Student Activity Center, was completed and connected to the grid in April 2023. In 2024, it generated a total of 582,936 kWh, which was sold to Taipower. The second phase, covering the rooftops of the College of Engineering and the Second Medical Building, was completed at the end of March 2025, with an estimated annual output of 347,554 kWh. The third phase, currently in planning, will be located at the motorcycle parking area with a planned capacity of 575 kW and is expected to be completed by the end of 2027. In addition, CGU has planned the installation of a 109.8 kWh energy storage system in the First Medical Building, which is expected to be operational by 2026. The system is projected to save approximately NT$810,000 in electricity costs annually.

Moving forward, the University will continue to advance renewable energy applications and energy management strategies to improve energy self-sufficiency, build a greener campus, and mitigate the impacts of climate change.

▼ CGU's Internal Organizational Energy Use (Scope 1 + Scope 2) (Unit: GJ)

Non-Renewable Energy Types	2022	2023	2024	Change from Previous Year
Purchased Electricity	143,637.12	146,222.03	142,924.81	-2.25%
Diesel	191.80	196.06	239.552	+22.18%
Natural Gas	1,644.39	1,270.50	1,382.38	+8.81%
Gasoline	20.32	36.03	47.0827	+30.68%
Total Energy Consumption	145,493.63	147,724.62	144,593.82	-2.12%
Energy Intensity (GJ/Total Floor Area, SQM)	0.3544	0.3599	0.3522	-0.0077

Note 1: Energy conversion factors are based on the Taiwan Environmental Protection Administration's Greenhouse Gas Emission Factor Management Table, Version 6.0.4.
Note 2: All solar power generated by CGU is currently sold to Taipower; renewable energy is not yet used for internal consumption.

▼ CGU's Energy Use Intensity (EUI) in Recent Years

Year	2022	2023	2024
Electricity Consumption (kWh/year)	39,899,200	40,617,231	39,701,336
EUI (kWh/m²)	91.20	98.95	96.71

Note: Total floor area: 410,500 m²

Greenhouse Gas Emissions

To provide standardized quantification and monitoring of CGU's greenhouse gas emissions, regular GHG inventories are conducted to analyze emission trends and identify priority areas for reduction.

Short-term target: Reduce carbon emissions by 10% by 2025 compared to 2023
Mid-term target: Reduce carbon emissions by 25% by 2030 compared to 2023
Long-term target: Achieve carbon neutrality by 2050

Since 2020, CGU has independently conducted annual GHG inventories in accordance with the Greenhouse Gas Protocol. Beginning in 2024, the inventory has been externally verified and transitioned to the ISO 14064-1:2018 / CNS 14064-1:2021 standard. Accordingly, 2023 has been established as the baseline year. Moving forward, CGU will adopt the "internal inventory one year, third-party verification the next" model on a rolling basis to strengthen transparency and credibility in GHG management.

CGU's total greenhouse gas emissions for 2024 amounted to 21,697.5900 tCO_2e, representing a reduction of 1,286.591 tCO_2e compared to 2023—a decrease of approximately 5.6%. This reduction was primarily attributed to a decrease of 915,895 kWh in total electricity consumption in 2024 compared to 2023, as well as a decline in the grid emission factor from 0.494 $kgCO_2e/kWh$ to 0.474 $kgCO_2e/kWh$. CGU will continue to optimize its energy management and increase its energy self-sufficiency to achieve campus-wide carbon neutrality.

Greenhouse Gas Emissions by Category and Emission Source Type over the Past Two Years

		2023		2024		Emissions Change (%)
		Emissions (tCO_2e/year)	Gas Share (%)	Emissions (tCO_2e/year)	Gas Share (%)	
Category 1	Stationary combustion	12.943	0.06%	15.950	0.07%	+23.2%
	Process emissions	0.000	0.00%	0.000	0.00%	0.0%
	Mobile combustion	4.258	0.02%	5.286	0.02%	+24.2%
	Fugitive emissions	3,266.040	14.58%	3,218.881	14.84%	-1.4%
Category 2	Energy indirect emissions[Note 1, 2]	19,483.143[Note 3]	84.37%	18,237.036	84.05%	-6.4%
Category 4.3	Other indirect emissions	217.797	0.97%	220.437	1.02%	+1.2%
Total emissions		22,984.1810	100.00%	21,697.590	100.00%	-5.6%

Note 1: CGU's campus includes restaurants, convenience stores, and other vendors, each equipped with individual electricity meters. Since the campus operates under a single electricity meter and a consolidated electricity bill, CGU maintains a separate "Utility Usage Record for Campus Vendors" to track the monthly water and electricity consumption of each vendor. (Gas usage is excluded as it is paid directly by the vendors and therefore recorded as zero.) Accordingly, CGU's purchased electricity consumption is calculated by deducting the vendors' usage from the total electricity usage shown on the Taipower bill.
Note 2: CGU has installed renewable solar photovoltaic (PV) systems, with Phase I located on the rooftop of the Student Activity Center. This installation was completed and connected to the grid on April 26, 2023. From January to December 2024, the system generated a total of 582,936 kWh, which was sold to Taipower. As a result, the green electricity generated was not included in carbon offset calculations.
Note 3: In 2023, the Scope 2 energy indirect emissions were miscalculated due to the duplicated deduction of electricity consumption from on-campus retail stores. The emission figures in this year's report have been corrected accordingly.
Note 4: In 2024, a third-party verification of CGU's 2023 GHG inventory was conducted, and due to changes in methodology and data restructuring, 2023 has been designated as the new baseline year for GHG inventory. Consequently, GHG data for 2022 is no longer disclosed.

Annual Emissions of the Seven Greenhouse Gases at CGU in the Past Two Years

	2023		2024	
	Emissions (tCO_2e/year)	Gas Share (%)	Emissions(tCO_2e/year)	Gas Share (%)
CO_2	19,717.968	85.79%	18,478.491	85.164%
CH_4	1,829.572	7.96%	1,782.424	8.215%
N_2O	0.131	0.00%	0.165	0.000%
HFCs	1,304.691	5.68%	1,304.691	6.013%
PFCs	131.819	0.57%	131.819	0.608%
SF_6	0.000	0.00%	0.000	0.00%
NF_3	0.000	0.00%	0.000	0.00%
Total Annual Emissions of the Seven GHGs	22,984.181	100.00%	21,697.590	100.00%
Biogenic Emissions	0.0000	-	0.0000	-

Water Resource Management

CGU has demonstrated significant progress in water conservation, with per capita water consumption steadily declining from 49.08 tons/person in 2022 to 42.17 tons/person in 2024. To further improve water use efficiency and support carbon reduction goals, CGU has set a progressive target to reduce per capita water consumption by approximately 2–3% annually between 2025 and 2027, aiming to reach below 39 tons/person by 2027. These efforts are part of the University's broader commitment to sustainable resource use on campus.

To achieve this, CGU has implemented a range of water resource management measures. All public restrooms across campus have been fitted with sensor-activated faucets, and water-saving toilets and faucets bearing the "Water Conservation Label" are prioritized during equipment upgrades.

Wastewater from daily activities and laboratory operations is discharged to the Guishan Water Resource Recycling Center operated by the Taoyuan City Government, minimizing risks of water pollution. In addition, CGU actively promotes internal water reuse through the development of rainwater harvesting and reverse osmosis (RO) water recycling systems. These systems collect water via raft foundations and infiltration basins, which is then purified and regulated through ecological ponds to mitigate eutrophication. The treated water is used for landscape irrigation, enabling closed-loop water reuse within the campus.

Since 2022, all campus buildings and water treatment facilities have been equipped with smart water meters integrated into a central monitoring system. These data are regularly reviewed by the Energy Conservation Committee to inform behavioral analysis and efficiency improvement plans, enhancing both water use performance and precision management.

To address the increasing challenges of stormwater drainage due to extreme rainfall events, CGU has upgraded aging drainage infrastructure and introduced rainwater reuse systems. These systems channel rooftop rainwater into regional storage tanks, where pressurized pumps distribute it for irrigation and cleaning purposes. This not only reduces reliance on tap water but also mitigates the risk of backflow during heavy rains. Yun-De Building was the first to be equipped with such a system, with plans underway to expand the initiative to other campus facilities.

Moving forward, CGU will continue promoting smart water-saving strategies, broaden the scope of reclaimed water applications, and actively implement its water sustainability goals. These efforts align with the core principles of the United Nations Sustainable Development Goals SDG 6 (Clean Water and Sanitation) and SDG 12 (Responsible Consumption and Production).

▼ CGU's Total Water Withdrawal Over the Past 3 Years (Unit: metric tons)

	2022	2023	2024
Total Water Withdrawal	414,268	373,238	363,930
Number of Faculty, Staff, and Students	8,441	8,504	8,631
Per Capita Water Use	49.08	43.89	42.17
Change in Per Capita Water Use	93.38%	-10.57%	-3.92%

Note 1: All water sources are freshwater supplied by third-party municipal water systems.
Note 2: All water is drawn in Taiwan. According to the World Resources Institute's Aqueduct Water Risk Atlas, these areas are identified as low water-stress regions.
Note 3: The number of faculty, staff, and students is based on academic year statistics (Academic Years 2021–2023).
Note 4: In 2021, due to the impact of the COVID-19 pandemic, access restrictions for students and staff, as well as the implementation of remote teaching and work-from-home policies during Level 2 and Level 3 alerts, resulted in reduced water consumption. Consequently, total water withdrawal significantly increased in 2022.

△ Laboratory RO Reclaimed Water Reuse: Improving Eutrophication in the Ecological Pond and Irrigating Campus Green Spaces

Waste Management

Waste on CGU's campus is categorized into general waste, recyclable waste (e.g., scrap metal, computer hosts, monitors, printers), infectious waste (e.g., laboratory needles, syringes, and animal carcasses post-experiment), and chemical waste liquids (including organic and inorganic reagents). If not handled properly, such waste could disrupt campus operations and cause significant environmental harm. Therefore, CGU actively promotes waste classification and recycling, implementing source reduction and fostering a circular resource model.

Infectious waste is registered and sterilized at high temperatures before storage. Sharp waste is stored monthly and collected weekly. Chemical waste liquids must be recorded in dedicated logs, stored monthly, and collected quarterly. To ensure proper handling, CGU strictly selects licensed waste disposal contractors, conducts regular audits, and requires disposal vehicles to be equipped with GPS tracking systems for real-time monitoring and enhanced oversight.

In 2024, the total waste volume on campus reached 769.01 metric tons, an increase of 12.17 metric tons compared to 2023. This increase was primarily due to higher volumes of general waste and scrap metal recycling. The overall recycling rate for the year stood at 16.16%. To enhance the effectiveness of waste management, CGU introduced a target-based waste reduction mechanism starting in 2024, aiming to reduce the total amount of waste by 1% annually. A concurrent recycling improvement plan was also implemented, targeting a campus-wide recycling rate of over 20% by 2027. This initiative seeks to establish a stable and effective resource recycling system.
To achieve this goal, CGU will implement the following strategies:

- Enhance awareness of waste classification and promote environmental education among faculty, staff, and students.
- Optimize resource usage within departments to reduce single-use items and prevent unnecessary waste.
- Encourage the use of reusable or recyclable materials across all units.
- Establish an annual tracking mechanism to regularly assess the generation and recycling performance of various waste categories, ensuring ongoing progress toward reduction targets.

Moving forward, CGU will continue to monitor the flow and volume of different types of waste and gradually increase the recycling rate to realize the goals of efficient resource use and year-on-year waste reduction.

▼ Waste Classified by Composition from 2022 to 2024 (Unit: metric tons)

Waste Category	Waste Composition	2022			2023			2024		
		Total Waste Volume	Transferred for Disposal (Sold to Recyclers)	Direct Disposal Volume (Incineration)	Total Waste Volume	Transferred for Disposal (Sold to Recyclers)	Direct Disposal Volume (Incineration)	Total Waste Volume	Transferred for Disposal (Sold to Recyclers)	Direct Disposal Volume (Incineration)
Non-Hazardous Waste	General Waste	876	0	876	586.39	0	586.39	594.915	0	594.915
	Scrap Metal Recycling	529.2	529.2	0	116.37	116.37	0	120.3	120.3	0
	Computer Hosts	6.03	6.03	0	1.978	1.978	0	2.905	2.905	0
	Monitors	2.02	2.02	0	0.433	0.433	0	0.776	0.776	0
	Printers	1.7	1.7	0	0.6	0.6	0	0.3	0.3	0
	Laboratory Waste Liquids	10.645	0	10.645	11.045	0	11.045	8.697	0	8.697
	Total Non-Hazardous Waste	1,425.595	538.95	886.645	716.816	119.381	597.435	727.893	124.281	603.612
Hazardous Waste	Laboratory Chemicals	1.2985	0	1.2985	0.7802	0	0.7802	0.84	0	0.84
	Infectious Industrial Waste	43.17	0	43.17	39.24	0	39.24	40.28	0	40.28
	Total Hazardous Waste	44.4685	0	44.4685	40.0202	0	40.0202	41.12	0	41.12
Total		1,470.06	538.95	931.11	756.84	119.38	637.46	769.01	124.28	644.73

Note: All waste is handled by outsourced offsite contractors. Direct disposal refers to incineration, while transferred disposal refers to decommissioned items sold to recyclers. The 2022 general waste volume was calculated based on the outsourcing contract (average of 73 metric tons/month × 12 months), while the 2023 and 2024 figures were calculated based on actual incineration plant receipt records, leading to discrepancies in total volume.

▼ Waste Recycling Rate from 2022 to 2024 (Unit: metric tons)

	2022	2023	2024
Total Waste Volume	1,470.06	756.84	769.01
Transferred for Disposal (Sold to Recyclers)	538.95	119.38	124.28
Recycling Rate	36.66%	15.77%	16.16%
Recycling Rate Change	--	-56.99%	2.47%

Note: No waste-related data was recorded in 2021.

4.4 Supply Chain Management

Supply Chain Management Policy

CGU conducts procurement in accordance with the "Requisition, Procurement and Materials Management Regulations" and the "Guidelines for Procurement of Scientific and Technological Research and Development," in compliance with relevant government regulations. Actual procurement operations are centrally handled by the Procurement Department of the Formosa Plastics Group Headquarters, including inquiries and negotiations based on product specifications, quotations, and historical delivery records. If there are questions about specifications, the requesting unit at CGU will directly confirm with the supplier. As CGU's procurement operations are handled entirely by the Formosa Plastics Group, CGU is not directly involved in procurement activities and therefore does not have a separate supply chain management process.

Through the procurement resources of Formosa Plastics, the university works with over 15,000 domestic and international suppliers. To align with sustainable development trends, CGU proactively inspects procurement items and promotes the selection of eco-friendly and energy-efficient certified products, referring to information provided by the Ministry of Environment and Energy Administration as the basis for green procurement.

For construction and contractor management, the university requires vendors to sign the "Construction Safety Notification Form" after awarding the project. This form clearly outlines the construction site, potential risks, and required safety and health measures. Before construction begins, relevant training under the Occupational Safety and Health Act must be completed.

Sustainable Procurement

CGU prioritizes local procurement in Taiwan to reduce carbon emissions from long-distance international shipping and support local economic development. In the past three years, local procurement has consistently accounted for over 98% of total procurement expenditures. Going forward, CGU will continue to maintain this level and further evaluate the feasibility of increasing the proportion of local procurement, setting concrete targets as needed.

CGU's Local (Taiwan) Procurement Ratio over the Past 3 Years (Unit: NTD thousand)

Year	2022	2023	2024
Local Procurement Amount	615,091	704,894	949,791
Total Procurement Amount	619,915	716,302	957,889
Local Procurement Ratio	99.22%	98.41%	99.15%

In recent years, in addition to promoting energy-saving and environmental protection policies, CGU has also encouraged departments to purchase energy-efficient and eco-friendly products certified with environmental, energy-saving, or water-saving labels (e.g., air conditioners, refrigerators, dehumidifiers). Various energy-saving equipment and systems have also been introduced, including inverters, high-efficiency IE3 motors, and HVAC units, to comprehensively enhance energy efficiency. Over the past three years, encouraged by government policies, the university has registered 316 energy-saving appliances for energy tax rebate applications, with total subsidies amounting to NT$1,580,400. Furthermore, CGU's green procurement performance has been widely recognized, receiving the Taoyuan City Excellence in Green Procurement Performance Award for private enterprises and organizations every year from 2019 to 2024.

▼ CGU Energy-Efficient Appliance Procurement Tax Rebate Program (2022/1/1–2024/12/31)

Category	Quantity (Units)	Amount (NT$)
Air Conditioners	269	NT$ 1,528,000
Dehumidifiers	40	NT$ 41,600
Refrigerators	7	NT$ 10,800

▼ CGU Green Procurement Ratio Over the Past Three Years (Unit: NTD thousand)

Year	2022	2023	2024
Green Procurement Amount	43,535	18,395	18,421
Total Amount for Specific Items	47,226	20,308	20,402
Green Procurement Ratio	92.18%	90.58%	90.29%

Note 1: Green procurement refers to products with environmental labels, MOHW certifications, energy-saving/water-saving labels, and green building material certifications.
Note 2: Total amount for specific items refers to the annual procurement total for items meeting green procurement evaluation criteria.

CGU received the 2024 Taoyuan City Environmental Sustainability Award

Chapter 5 Care for Faculty and Staff

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5.1 Workforce Overview

CGU is committed to fostering a diverse, equitable, and inclusive workplace culture. CGU strictly opposes all forms of discrimination and values fair recruitment and career development opportunities, ensuring that individuals are treated equally regardless of race, nationality, gender, age, or religion. CGU actively provides a supportive environment with competitive compensation and benefits, encouraging staff to utilize their expertise and grow together with the institution.

As of Academic Year 2023, CGU had a total of 1,528 faculty and staff and 7,103 students. Among them were 606 full-time faculty members, yielding a student-faculty ratio of 12:1. Administrative staff totaled 277 (214 regular staff and 63 contract-based personnel), with an additional 629 research assistants.

CGU has implemented various recruitment and personnel management regulations for faculty, researchers, technical professionals, and administrative staff. These ensure alignment between professional competencies and job requirements, facilitating a well-balanced and systematic human resources management framework.

Recruitment is conducted publicly based on actual staffing needs, with clearly stated job descriptions including salary, education level, licenses, and qualifications. Hires are finalized following approval, and new employees are assigned mentors by their respective departments to provide training and onboarding support, helping them adjust smoothly and stabilize their positions.

Number of Faculty and Staff at CGU in AY 2023

Category (Unit: Persons)		Male	Female	Total
Full-time Faculty	Professors	186	57	243
	Associate Professors	106	53	159
	Assistant Professors	111	69	180
	Lecturers	13	7	20
	Military Instructors	3	1	4
	Subtotal	419	187	606
Researchers	Researchers	10	6	16
Administrative Staff	Regular Staff	83	131	214
	Contract Staff	18	45	63
	Research Assistants	212	417	629
	Subtotal	313	593	906
Total		742	786	1,528

Note: Data based on headcount as of October 15, 2023 (first semester of Academic Year 2023).

Manpower Distribution

In the first semester of Academic Year 2023, CGU had a total of 622 teaching and research staff and 906 administrative and support personnel. In terms of gender distribution, there were 742 male employees (48.56%) and 786 female employees (51.44%). CGU is also committed to fostering a diverse and inclusive workforce by ensuring employment opportunities for individuals with disabilities, thereby promoting inclusivity and enhancing the CGU's overall competitiveness.

CGU Employment Types in AY 2023

Main Category (Unit: Persons)			Male	Female	Total
Employment Contract Type		Non-fixed Term Contract	18	45	63
		Fixed Term Contract	325	525	850
		Subtotal	343	571	913
Employment Type		Full-time	230	462	692
		Part-time	113	108	221
		Subtotal	343	570	913
Employee Category	Teaching and Research Staff Category	Professors	186	57	243
		Associate Professors	106	53	159
		Assistant Professors	111	69	180
		Lecturers	43	7	20
		Teaching and Research Staff	10	6	16
		Military Instructors	3	1	4
		Subtotal	429	193	622
	Administrative Staff	Regular Staff	83	131	214
		Contract Staff	18	45	63
		Research Assistants	212	417	629
		Subtotal	313	593	906
Total			742	786	1,528

Note 1: Since teaching/research staff and regular administrative staff are not employed under labor contracts, the employment contract and employment type statistics only account for 63 contract administrative staff (full-time, non-fixed term), 629 research assistants (full-time, fixed term), and 221 part-time staff (part-time, fixed term).
Note 2: Part-time staff include student workers or part-time research assistants and are not included in the administrative personnel figures above.
Note 3: Data based on headcount as of October 15, 2023 (first semester of Academic Year 2023).

Changes in the Number of Workers at CGU Over the Past Three Academic Years

Category of Workers (Total)		AY 2021		AY 2022		AY 2023	
		Persons	Ratio	Persons	Ratio	Persons	Ratio
Teaching and Research Staff	Male	411	27.20%	409	26.96%	429	28.08%
	Female	197	13.04%	189	12.46%	193	12.63%
Administrative Staff	Male	287	18.99%	301	19.84%	313	20.48%
	Female	616	40.77%	618	40.74%	593	38.81%
Total Employees		1,511	100%	1,517	100%	1,528	100%
Non-Employee Personnel		161	-	175	-	159	-

Note 1: Employee statistics are based on figures from the first semester of each academic year (as of October 15, 2023 for Academic Year 2023).
Note 2: Percentage by category = number of employees in category ÷ total number of employees in that year × 100%.
Note 3: Non-employee personnel refer to contractors providing services such as campus cleaning and dining.

Diverse and Inclusive Employment Opportunities

Aligned with SDG 8: Decent Work and Economic Growth, CGU provides equal employment opportunities regardless of gender or age. The University also complies with local government regulations to ensure fair employment practices for minority groups and to support workforce diversity. In Academic Year 2023, the proportion of male and female employees at CGU was approximately 49% and 51%, respectively, reflecting a balanced gender distribution. Women held about 25% of management positions. The average age of employees was 44, with the majority falling within the 31–50 age range. Mid-to-senior-aged employees (aged 50 and above) accounted for approximately 31% of the workforce. In accordance with government regulations, CGU employed 25 persons with disabilities, representing 1.43% of the total workforce, thereby meeting the legally mandated standard.

To promote local prosperity and inclusiveness, the University actively recruited residents from Guishan District, Taoyuan City, and Linkou District, New Taipei City, employing 411 local residents. Among them, 28 served in management roles such as administrative or departmental heads, accounting for 43.75% of all leadership positions.

Diversity of CGU Employee Composition by Job Category

Job Category \ Diversity Category		Gender		Age		
		Male	Female	Under 30	31–50	Over 51
Teaching and Research Staff (Total: 622)	Persons	429	193	0	249	373
	Ratio (%)	68.97%	31.03%	0	40.03%	59.97%
Administrative Staff (Total: 906)	Persons	313	593	212	599	95
	Ratio (%)	34.55%	65.45%	23.40%	66.11%	10.49%
Supervisory Personnel (Total: 64)	Persons	48	16	0	12	52
	Ratio (%)	75.00%	25.00%	0	18.75%	81.25%
Total Number by Diversity Category		742	786	212	848	468
As % of Total Workforce		48.56%	51.44%	13.87%	55.50%	30.63%

Note 1: Proportion per category = Number in each gender/age group ÷ Total number in that category.
Note 2: Supervisory personnel are included in the total headcount of administrative and technical staff.

Number of Indigenous Peoples, Persons with Disabilities, and Foreign Nationals Employed at CGU

Item		Indigenous Peoples	Persons with Disabilities	Foreign Nationals
Teaching and Research Staff (Total: 622)	Persons	1	9	18
	Ratio (%)	0.16%	1.45%	2.89%
Administrative Staff (Total: 906)	Persons	5	11	44
	Ratio (%)	0.55%	1.21%	4.86%
Part-Time Staff (Total: 221)	Persons	25	5	5
	Ratio (%)	11.31%	2.26%	2.26%
Total Number by Category		31	25	67
As % of Total Workforce		1.77%	1.43%	3.83%

Employee Turnover

New Hires

CGU actively expands recruitment channels and ensures equal employment opportunities, regardless of age, ethnicity, gender, sexual orientation, religion, political affiliation, place of origin, marital status, appearance, or disability. In Academic Year 2023, the number of newly hired faculty and staff (excluding research assistants) totaled 54, representing a hiring rate of 6%.

Gender and Age Distribution of New Employees

Category / Number	Faculty		Administrative Staff		Subtotal by Age	
	Male	Female	Male	Female	Persons	% of New Hires
Under 30	0	0	3	12	15	27.78%
31–50	16	9	3	4	32	59.26%
Over 51	3	2	1	1	7	12.96%
Gender Subtotal	**19**	**11**	**7**	**17**	**54**	**-**
% of New Hires	**35.19%**	**20.37%**	**12.96%**	**31.48%**		**-**

Note 1: The data in this table covers new hires during Academic Year 2023 (from August 1, 2023 to July 31, 2024).
Note 2: Research assistants are excluded from the staff statistics, as their employment status often fluctuates due to variations in project duration and financial support.
Note 3: Percentage of new hires = (Number of new hires by age group or gender ÷ Total number of new hires) × 100%.

Employee Separation and Retention

During Academic Year 2023, a total of 65 faculty and staff members (excluding research assistants) left CGU, comprising 32 men and 33 women. Among them, 21 individuals either opted for early retirement or reached the statutory retirement age. Excluding retirees, the turnover rate was approximately 4.89%, indicating relatively low staff turnover and a stable work environment overall. CGU remains committed to enhancing work-life balance, strengthening leadership capabilities, and supporting career development to foster employee retention.

Employee Separations by Gender and Age

Category	Faculty		Administrative Staff		Subtotal by Age	
	Male	Female	Male	Female	Persons	% of Separations
Under 30	0	0	3	8	11	16.92%
31–50	2	3	4	14	23	35.38%
Over 51	6	0	4	0	10	15.38%
Retirement	8	4	5	4	21	32.32%
Gender Subtotal	**16**	**7**	**16**	**26**	**65**	**-**
Separation Ratio (excluding retirements)	18.18%	6.82%	25%	50%		
% of Separations	24.62%	10.76%	24.62%	40.00%		-

Note 1: Data reflects employee separations during Academic Year 2023 (August 1, 2023 to July 31, 2024).
Note 2: Research assistants are excluded from the staff statistics, as their employment status often fluctuates due to variations in project duration and financial support.
Note 3: Separation figures include both retirements and voluntary resignations.
Note 4: Separation ratio = number of separations by age/gender ÷ total number of separations × 100%.

Parental Leave Without Pay

CGU strictly abides by the Gender Equality in Employment Act and actively advocates for SDG Goal 5: Gender Equality. CGU fully supports employees' rights to raise the next generation and ensures their entitlement to parental leave without pay. All employees of CGU may apply for parental leave without pay before their child reaches the age of three. The leave may be granted until the child's third birthday, for a maximum duration of two years. During the period of parental leave, employees may continue to participate in their original social insurance programs.

Statistics on Parental Leave Without Pay (AY 2021 to 2023)

	AY 2021			AY 2022			AY 2023		
Item	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees eligible to apply for parental leave without pay [Note 1]	19	56	75	20	45	65	12	43	55
Number of employees who applied for parental leave without pay	0	8	8	1	7	8	0	12	12
Parental leave without pay application rate	0%	14.29%	10.67%	5.00%	15.55%	12.31%	0	27.91%	21.82%
Number of employees scheduled to return from leave for the academic year	0	13	13	0	6	6	1	10	11
Number of employees who actually returned from leave for the academic year	0	8	8	0	4	4	0	8	8
Reinstatement rate (%)	N/A	61.54%	61.54%	N/A	66.67%	66.67%	N/A	80.00%	72.73%
Number of employees who returned to work from parental leave in the previous academic year	0	8	8	0	8	8	0	4	4
Number of employees remaining in service for 12 months after reinstatement	0	6	6	0	6	6	0	4	4
Retention rate % [Note 2]	N/A	75.00%	75.00%	N/A	75.00%	75.00%	N/A	100%	100%

Note 1: Estimated based on the number of employees who applied for maternity or paternity leave during Academic Years 2021 to 2023.
Note 2: Retention rate refers to the percentage of employees who remained in service for at least 12 months after returning from parental leave taken in the previous academic year.

5.2 Faculty and Staff Compensation

Rights Protection

CGU strictly prohibits the employment of child labor under the age of 16, forced labor, and any form of improper employment discrimination. The entire campus adheres to international standards and Taiwan's labor-related laws and regulations. CGU safeguards various labor rights, including minimum wage, working hours (including overtime), insurance, leave, pension system, advance notice of contract termination, freedom of association, and the right to collective bargaining. Equal employment opportunities and compensation are provided regardless of race, color, gender, religion, political affiliation, nationality, or social class.

Overview of Labor Rights Protection Measures at CGU

Working Hours	● Employees work 8 regular hours per day, with a maximum of 40 hours per week. ● In special circumstances requiring overtime, total working hours must not exceed 12 hours per day, and monthly overtime must not exceed 46 hours. ● Overtime beyond the standard 8 hours is compensated with either overtime pay or compensatory leave, and no employee shall be forced to work overtime. ● Employees must receive at least two rest days every seven days; one designated day off and one rest day.
Termination and Retirement	● In cases of termination of employment, CGU complies with Article 16 of the Labor Standards Act by providing advance notice, severance pay, and job-seeking leave.
Labor-management Meetings	● Although CGU has not signed a collective agreement with any labor union, it complies with relevant regulations by establishing the "Chang Gung University Personnel Management Regulations" and "Work Rules for Employees Governed by the Labor Standards Act." These documents regulate employment, compensation, assessment, and reward/punishment systems for permanent and contract-based employees. ● In accordance with Article 83 of the Labor Standards Act, CGU has established a labor-management meeting mechanism as a platform for two-way communication and negotiation on labor cooperation, labor relations coordination, working condition improvement, and labor welfare planning. The first labor-management meeting was held on May 14, 2015, and such meetings are held at least once every three months. In Academic Year 2023, CGU held a total of four labor-management meetings, during which policy updates were communicated, including the adjustment of the minimum monthly wage to NT$27,470 and the minimum hourly wage to NT$183, effective 2024.
Material Operational Changes	● Material operational changes affecting employee rights are implemented following discussions at regularly scheduled semester-based University Affairs Meetings, Administrative Meetings, and Labor-Management Meetings. ● Amendments to CGU's organizational charter are implemented following approval by the University Affairs Meeting and Board of Trustees and are submitted to the Ministry of Education for approval before internal announcement. ● The establishment of new departments, administrative units, or research institutes follows the same procedure of internal approval and submission to the Ministry of Education.

Inclusive Measures

To promote respect for different religions, genders, and the value of women's care and support, CGU has implemented gender-friendly facilities to foster a welcoming and safe campus environment. A dedicated "Gender Equality Education Section" is available on CGU's official website, through which the University organizes related activities and promotes gender equality education for faculty, staff, and students.

1. Prayer Rooms

To accommodate Muslim faculty members and students, CGU provides a safe and comfortable environment for prayer. Two gender-separated prayer rooms are available: one for women on the 3rd floor and one for men on the 11th floor of the First Medical Building.

2. Breastfeeding Rooms

- 3rd Floor, Zone B, First Medical Building - The breastfeeding room is divided by curtains to accommodate two users simultaneously and is equipped with two sets of sofas, a sink, refrigerator (for breast milk storage), and lockers.
- 6th Floor, Formosa Plastics Group Museum - Equipped with a sofa set, a diaper changing station, and a sink.

3. Childcare Facilities

Adjacent to CGU, Chang Gung University of Science and Technology operates a laboratory kindergarten that offers childcare for children aged 2 to 6, providing a convenient option for CGU faculty and staff.

4. Maternity and Family Parking Spaces

Designated parking spaces for pregnant individuals and those with children under the age of six are available at the following locations: one space each at the Second Medical Building and the Administration Building underground parking lots, and two spaces in front of the First Medical Building.

5. All-Gender Restrooms

CGU currently has 27 all-gender restrooms, which are integrated with accessible restrooms. CGU plans to further improve inclusivity by renovating facilities in the Student Activity Center and the public spaces of student dormitories.

6. Campus Safety Map / Night Escort Routes

- Security personnel provide escort service for female students returning to campus at night via patrol vehicles between 21:00 and 24:00. Routine patrols from the main campus gate to the A7 MRT station are conducted every 30 minutes between 21:00 and 23:30 to enhance safety.
- Campus-wide Digital Surveillance: CGU is gradually expanding surveillance coverage and has upgraded all cameras to high-resolution digital systems with enhanced brightness and clarity. A total of 756 cameras have been upgraded to date.
- A "Campus Gender Public Safety Feedback Area" is available in the Gender Equality Education Section of CGU's website, where all faculty and students are encouraged to provide suggestions related to campus safety and spatial improvements.

7. Additional Gender-Friendly and Safety Measures

- CGU holds four annual gender equality training sessions for faculty, staff, and administrative supervisors to enhance awareness and knowledge.
- Gender-related books and films are continually acquired to enrich on-campus learning resources.
- Outdoor Basketball Court A and Outdoor Volleyball Court B are designated as priority-use areas for women during specific reserved time slots.
- Anti-spy camera inspections are conducted regularly in campus restrooms, and all female restroom stalls have been upgraded with floor-to-ceiling partitions to reduce the risk of covert filming.

8. Diverse Menstrual Products

Menstrual products are made anonymously accessible at various campus locations, including the Health Care Section (Student Activity Center), the Security Office (First Medical Building), and each dormitory supervisor's office.
In addition, sanitary pads are available for purchase at designated restrooms in each building and at the campus convenience store.

Remuneration Standards

CGU offers competitive compensation determined by position, professional qualifications, academic background, and years of service. Salary structures are adjusted with reference to Ministry of Education regulations and reflect the principle of equal pay for equal work, with no gender-based wage discrimination. Full-time faculty and staff are protected under different regulations based on their employment category: teaching and research personnel, as well as administrative staff, are covered by the Civil Servant and Teacher Insurance Act, while contract-based administrative personnel and research assistants are governed by the Labor Standards Act. Specific policies are in place for the appointment and salary determination of each type of personnel. To enhance talent cultivation, improve academic performance, strengthen national competitiveness, and promote internationalization, CGU has established various policies such as the Implementation Guidelines for Flexible Compensation and Incentive Grants for Faculty, and the Faculty Performance Bonus Policy. These initiatives aim to attract and retain exceptional talents by offering substantial support and encouragement through diverse incentive programs, thereby advancing teaching and research excellence. In Academic Year 2023, a total of NT$345 million in incentive grants was awarded.

Overview of Total Remuneration in Academic Year 2023

- The ratio of average total compensation (salary plus additional remuneration) between male and female faculty and research members at CGU was 1.14:1,
- and between male and female staff members was 1.05:1.
- The highest-paid employee held the position of professor, with a total annual compensation that was 7.55 times the median annual compensation of all other employees. Additionally, the average change in annual total compensation compared to the previous year was 5.67:1.
- While CGU ensures equal pay for equal work, the higher number of male professors, who are generally positioned at higher pay grades, results in a higher overall male-to-female compensation ratio despite fewer male employees.

Gender Pay Ratio by Employee Category Over the Past Three Academic Years

Academic Year	2021		2022		2023	
Employee Category	Male	Female	Male	Female	Male	Female
Teaching and Research Staff	1.13	1	1.13	1	1.14	1
Administrative Staff	1.08	1	1.12	1	1.05	1

Note 1: Ratio calculated as average male compensation ÷ average female compensation for each category.
Note 2: Monthly remuneration is standardized by multiplying average monthly salary by 13.5 months (for faculty, research assistants, and certain contract staff) or 14.5 months (for regular staff and some contract staff), and then dividing by 12. The 13.5/14.5 months represent 12 months of salary plus 1.5 or 2.5 months of year-end bonus.

Average Base Salary of Entry-Level Employees at CGU Over the Past Three Academic Years

Academic Year	Average Base Salary of Entry-Level Employees		Average Base Salary of Entry-Level Employees to Local Minimum Wage	
	Male	Female	Male	Female
AY 2021	42,517	36,640	1.68	1.45
AY 2022	43,128	35,799	1.71	1.42
AY 2023	46,700	36,650	1.77	1.39

Note 1: CGU sets employee and other worker salaries based on the minimum wage announced by the Ministry of Labor for the respective year, ensuring compliance.
Note 2: Entry-level employees include those with job titles such as technician or full-time assistant at the high school or junior college level.
Note 3: Base salary includes regular components such as basic salary and meal allowance.
Note 4: The local minimum monthly wages for 2021–2023 were NT$24,000, NT$25,250, and NT$26,400, respectively.

Welfare Benefits

To protect employee rights and foster institutional solidarity, CGU offers a comprehensive benefits program for full-time employees. In addition to statutory benefits such as labor and health insurance, annual leave, maternity leave, and parental leave, CGU provides diverse and enriching welfare offerings. These include year-end and holiday bonuses, excellence awards, tuition subsidies for employees' children, maternity subsidies, and medical subsidies. A dedicated Welfare Committee organizes annual activities and initiatives to promote employee well-being and create a happy workplace environment.

Statutory Benefits

Insurance Benefits	All full-time faculty and staff are enrolled in Civil Servant and Teacher Insurance and National Health Insurance (dependents may also be enrolled). Non-permanent staff, project assistants, and technicians are enrolled in Labor Insurance and National Health Insurance (dependents may also be enrolled).
Leaves	In accordance with the Labor Standards Act, employees are entitled to national holidays, annual leave, sick leave, personal leave, marriage leave, bereavement leave, public leave, prenatal checkup leave, paternity leave, maternity leave, parental leave, and unpaid parental leave.
Retirement and Pension	● Labor Standards Act (Old System): A monthly contribution of 2% of the employee's total wages is deposited into a retirement reserve account under the supervision of the Supervisory Committee of Labor Retirement Reserve and stored at the Bank of Taiwan. ● Labor Pension Act (New System): A monthly contribution equivalent to 6% of the employee's salary is deposited into the individual labor pension account, in accordance with the contribution scale approved by the Executive Yuan. ● For personnel covered under the Civil Servant and Teacher Insurance Act, policyholders who retire, are laid off, or resign after having paid insurance premiums for at least 15 years and reaching the age of 55, and who do not re-enroll in the civil servant insurance system within 30 days of withdrawal, are eligible to receive old-age benefits. ● For personnel covered under the Act Governing the Retirement, Bereavement Compensation, Discharge with Severance Pay Benefits for the Teaching and Other Staff of School Legal Persons and their Respective Private School(s), those who retire, are laid off, or receive survivor benefits in accordance with the law shall receive a lump-sum payment if their years of service are less than 15. For those with 15 or more years of service, they may choose either a lump-sum payment or installment payments. ● In Academic Year 2023, the total amount allocated for retirement and bereavement compensation was NT$37,805,754, with an additional NT$1,172,909 contributed for outstanding faculty members.

Bonuses and Subsidies

Year-End Bonus	Full-time faculty receive 1.5 months of full salary; regular staff receive 2.5 months of full salary; contract staff receive 1.5 months of full salary.
Festival Bonuses	Staff receive NT$6,500 each for the Mid-Autumn Festival, Dragon Boat Festival, and Lunar New Year.
Commemorative Gold Coins	Employees are awarded one commemorative gold coin for every five years of service, with the coin's weight increasing accordingly: 1.2 mace (4.5 grams) for 5 years of service, 2.0 mace (7.5 grams) for 10 years of service, 3.0 mace (11.25 grams) for 15 years of service, 4.0 mace (15 grams) for 20 years of service, 4.8 mace (18 grams) for 25 years of service, 5.8 mace (21.75 grams) for 30 years of service, 6.8 mace (25.5 grams) for 35 years of service, 7.8 mace (29.25 grams) for 40 years of service, and 8.8 mace (33 grams) for 45 years of service.
Outstanding Personnel Bonus	• Each faculty member selected as an Outstanding Teacher is awarded a plaque and a cash prize of NT$50,000, with formal recognition given at a public ceremony. • Each administrative staff member recognized for outstanding service receives a certificate and a cash prize of NT$50,000, and is publicly honored in an official award ceremony.
Condolence and Congratulatory Payments	Congratulatory and condolence payments are presented in the name of the Chairperson. Additional allowances are provided to direct supervisors at all levels, along with commemorative or condolence gifts.
Medical Subsidy	CGU faculty, staff, and their dependents are eligible for outpatient and inpatient discounts (20%–40%) at Chang Gung Memorial Hospital, with no limit on the number of times the subsidy may be used.
Tuition Subsidy for Employees' Children	Employees who have served for 10 years or more receive a full tuition subsidy for their children attending CGU. Those with 5 to 10 years of service receive a 50% subsidy.
Childbirth Subsidy	During their employment, staff members are eligible for a childbirth subsidy of NT$2,000 per child.
Dormitory Housing Benefit	Single dormitory accommodations are available to faculty and staff at a subsidized rate of only NT$500 to NT$700 per month.
Commuter Benefits	• Faculty and staff are eligible for discounted campus parking, with an annual fee of only NT$700. • Faculty and staff may ride the campus shuttle free of charge.

Health Promotion and Welfare Facilities

Health Examinations	CGU provides health checkups for all faculty and staff every two years (annually for those aged 65 and above), as well as LDCT lung cancer screenings every four years. Employees engaged in specific high-risk tasks receive specialized health checkups once a year.
Fitness Center	Faculty and staff may use the university's fitness center at a discounted rate of NT$600 per academic year.
Faculty Lounge	The "Faculty Lounge" is a dedicated space designed for teachers to socialize and unwind. Complimentary coffee and snacks are provided in a relaxing, café-style atmosphere. The space seats approximately 50 people, with areas for individuals, pairs, or small groups.

Employee Welfare Committee and Annual Activities

Financial Support Source	An annual budget of NT$5,000 is allocated per employee. The fund is composed of 0.5% of employee salaries and 0.05% of tuition and miscellaneous fees, with any shortfall subsidized by CGU. In Academic Year 2023, CGU contributed NT$3,113,454 to the Employee Welfare Fund.
Usage Scope	The fund supports holiday gift vouchers (three major festivals), birthday gift vouchers, childbirth subsidies, club activity subsidies, scholarships for employees' children, subsidies for spring and autumn outings (twice per year), various recreational activities, and gifts for retiring employees.
Additional Subsidies	1. The Employee Welfare Committee actively promotes leisure and fitness activities for faculty and staff. To encourage participation in university Sports Day events, budget is allocated to provide NT$200 gift vouchers to faculty and staff serving as cheerleading judges on the event day. 2. Faculty and staff participating in the relay race are each given a commemorative gift. 3. In addition, to encourage participation in the university fair, a NT$100 fair voucher is distributed upon sign-in on the day of the sports event.

Cultural and Recreational Activity, First Semester of Academic Year 2023: Preserved Flower Glass Globe Workshop

Cultural and Recreational Activity, First Semester of Academic Year 2023: Aromatherapy Essential Oil Workshop

Spring Team-Building Activity, Second Semester of Academic Year 2023: One-Day Tour to Formosa Plastics Yangmei Organic Ecological Farm and Jiaobanshan Park

5.3 Human Resources Development

Diverse Training Channels

To enhance the professional competencies of faculty and staff, CGU has developed training programs tailored to different career stages. These include onboarding training, professional skills development, and leadership training for supervisors. Course topics are designed based on target audiences and cover teaching techniques, computer and language skills, gender equality education, and communication training. A variety of learning formats are offered, including in-person classes, online teaching, and digital learning platforms.

In Academic Year 2023, the total number of training hours amounted to 20,112, with an average of 10.08 hours of training per employee. In addition, 157 faculty development workshops were organized, with 447 individual faculty members participating.

CGU has established comprehensive regulations to support further education for both faculty and administrative staff, including the Regulations Governing Staff Continuing Education, Regulations Governing Attendance in Academic Conferences, Regulations Governing Sabbatical Leave for Professors and Associate Professors, and Guidelines for Recommending Faculty for Overseas Research Visits. In Academic Year 2023, two faculty members and two staff members pursued further education while employed, there were 387 instances of conference participation, and two faculty members undertook sabbatical research.

Faculty may apply for various types of further education arrangements, such as paid study leave, unpaid leave, or part-time leave. Faculty members under the age of 45 may apply for a one-year paid overseas study program, and associate professors or above with over seven years of service are eligible to apply for a one-year sabbatical research plan.

CGU Employee Training Overview – AY 2023

Employee Category	Calculation Method	Male	Female	Subtotal
Teaching and Research Staff	Teaching and Research Staff Total Headcount (A1)	429	193	622
	Training Hours During Reporting Period (B1)	8,711	6,835	15,546
	Average Training Hours During Reporting Period (B1/A1)	20	35	25
Administrative Staff	Administrative Staff Total Headcount (A2)	313	593	906
	Training Hours During Reporting Period (B2)	949	3,618	4,567
	Average Training Hours During Reporting Period (B2/A2)	3	6	5
Total	Hours During Reporting Period (Q)	9,659	10,453	20,112
	Total Number of Employees (R)	742	786	1,528
	Average Training Hours Per Employee (Q / R)	13	13	13

Note: Headcounts are based on data from the first semester of Academic Year 2023 (as of October 15, 2023).

Performance and Career Development

CGU places great emphasis on the career development of its employees, establishing comprehensive promotion and compensation systems, and conducting regular performance evaluations. In addition to participating in orientation training, newly hired faculty and staff undergo an initial evaluation after three months of employment. This assessment focuses on work performance, career goals, and professional development plans.

To strengthen employees' adaptability to their roles and working environment, the University has implemented a regular evaluation mechanism to assess the competencies required for key positions. The results of these evaluations serve as the basis for year-end bonuses, promotions, salary adjustments, personnel changes, and long-service awards.

CGU has also established a Job Rotation Program for staff. Department heads may reassign positions within or across units based on staff seniority, performance, and potential for development, helping employees gain experience, cultivate secondary specialties, and achieve optimal talent allocation. Where internal departmental staffing is limited, departments may submit proposals for coordination at the university-wide level, enhancing overall organizational efficiency and expanding the flexibility and depth of training programs.

CGU Employee Performance Evaluation Overview for AY 2023

Employee Category	Calculation Method	Male	Female	Subtotal
Teaching and Research Staff	Teaching and Research Staff Total Headcount (A1)	429	193	622
	Number Receiving Regular Performance and Career Development Reviews (B1)	93	42	135
	Percentage (B1/A1)		21.76%	21.70%
Administrative Staff	Administrative Staff Total Headcount (A2)	101	176	277
	Number of Employees Receiving Regular Performance and Career Development Reviews (B2)		176	277
	Percentage (B2/A2)	100.00%	100.00%	100.00%
Total	Total Number of Employees (R)	530	369	899
	Total Number Receiving Regular Performance and Career Development Reviews (Q)	194	218	412
	Percentage of Faculty and Staff Receiving Regular Performance and Career Development Reviews (Q/R)	36.60%	59.08%	45.83%

Note 1: In accordance with CGU's performance evaluation regulations for faculty, research, and administrative staff, different employee categories follow different assessment cycles. For Academic Year 2023, 135 faculty and research staff were scheduled for evaluation, and all completed the process.
Note 2: Research assistants are excluded from the staff statistics, as their employment status often fluctuates due to variations in project duration and financial support.
Note 3: The total number of faculty and staff is based on data as of the first semester of Academic Year 2023 (as of October 15, 2023).

Chapter 6 Campus Health and Safety

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6.1 Safety and Health Management

CGU places high importance on campus safety, continuously enhancing its safety management mechanisms, establishing robust incident reporting and response procedures, and strengthening the safety oversight system. The University has also established a Student Campus Patrol Team, striving to create a safe and healthy environment for learning and work.
At the same time, CGU is committed to the physical and mental well-being of students, faculty, and staff by providing regular health check-ups, follow-up medical services, and a wide range of health promotion activities to foster greater awareness and practice of preventive care and self-health management throughout the University community.

To ensure workplace safety for all faculty and staff, CGU implements an Occupational Safety and Health Management Plan in accordance with the Occupational Safety and Health Act. This plan covers all campus workplaces and 100% of faculty and staff job-related activities. CGU also assumes legal responsibility for managing non-staff personnel such as contractors, including emergency incident reporting and the maintenance of workplace safety.

In compliance with relevant regulations, the University has established and published the Environmental Safety and Health Management Policy, Labor Safety and Health Management Regulations, and Workplace Safety and Health Guidelines, which are publicly available on the Office of Environmental Safety and Hygiene website. CGU continues to promote risk assessment and improvements in occupational hazard management. Each department designates safety and health personnel as well as first-aid medical staff, and regularly conducts fire drills, safety and health training, environmental monitoring, incident statistics, health examinations, and on-site consultations by occupational physicians to establish a comprehensive occupational injury prevention system.

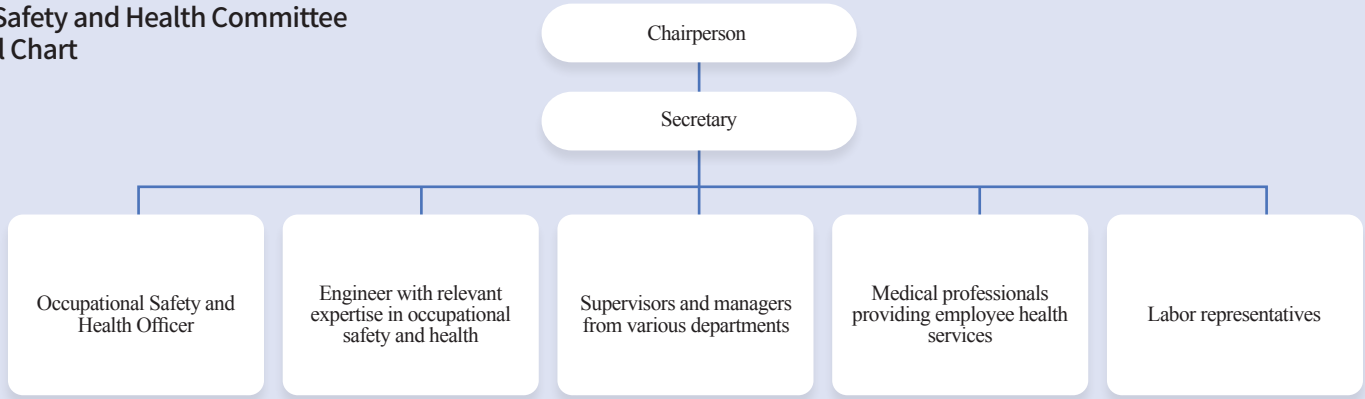
Occupational Safety and Health Committee

To safeguard the rights and interests of its employees, CGU has established an Occupational Safety and Health Committee in accordance with the Occupational Safety and Health Management Regulations. The Committee is responsible for improving the occupational safety and health environment and reducing the incidence of occupational hazards. The Committee comprises a total of 17 members, including: one Chairperson, one Secretary, one occupational safety and health officer, two medical professionals, one engineer with relevant expertise in occupational safety and health, five supervisors or managers from various departments, and six labor representatives, ensuring that labor representatives account for more than one-third of the committee.

The Committee convenes quarterly, with agendas including the following:

- Proposing recommendations for occupational safety and health policies.
- Coordinating and advising on the occupational safety and health management plan.
- Reviewing implementation plans for safety and health education and training.
- Reviewing workplace environment monitoring plans, monitoring results, and related response measures.
- Reviewing health management, occupational disease prevention, and health promotion initiatives.
- Reviewing safety and health proposals.
- Reviewing internal safety inspections and safety and health audit matters.
- Reviewing preventive measures against mechanical, equipment, raw material, or material-related hazards.
- Reviewing occupational accident investigation reports.
- Assessing the performance of on-site safety and health management.
- Reviewing safety and health management of contracted operations.
- Other matters related to occupational safety and health management.

▼ Occupational Safety and Health Committee Organizational Chart



Occupational Safety and Health Training for Faculty and Staff

The Office of Environmental Safety and Hygiene conducts annual occupational safety and health training programs for new faculty and staff, as well as for laboratory personnel handling regulated toxic and concerned chemical substances, infectious biological materials, and radioactive materials. The training programs include: Occupational Safety and Health Education and Training, Fire Safety Training, Toxic and Concerned Chemical Substances Handling Training, Biosafety and Biosecurity Training, and Radiation Safety Training.

Course Categories	Frequency	Number of Participants in 2024
Occupational Safety and Health Training	Once a year	195 new faculty and research staff
Fire Safety Training	Twice a year	239 new faculty and research staff
Toxic and Concerned Chemical Substances Training	Once a year	155 laboratory faculty and research staff
Biosafety and Biosecurity Training	Once a year	235 laboratory faculty and research staff
Radiation Safety Training	Once a year	68 laboratory faculty and research staff

Occupational Safety and Health Training

Toxic and Concerned Chemical Substances Training

Fire Safety Training

Radiation Safety Training

Biosafety and Biosecurity Training

Occupational Safety and Health Management for Contractors

To ensure a safe working environment on campus, Chang Gung University follows the corporate Contractor Safety Guidelines when outsourcing various engineering and technical service operations, implementing relevant risk control measures accordingly. Contractors entering the campus for project implementation are generally required to submit detailed work plans in advance and undergo on-site inspections. During the construction period, contractors must comply with the University's safety management protocols, which include occupational safety briefings, on-site supervision, and necessary self-management measures. For high-risk operations, relevant University units conduct regular inspections and supervise the rectification of any deficiencies. Through this process, CGU is gradually building a comprehensive occupational safety and health management framework for outsourced work, strengthening source-based risk control and ensuring accountability for workplace safety.

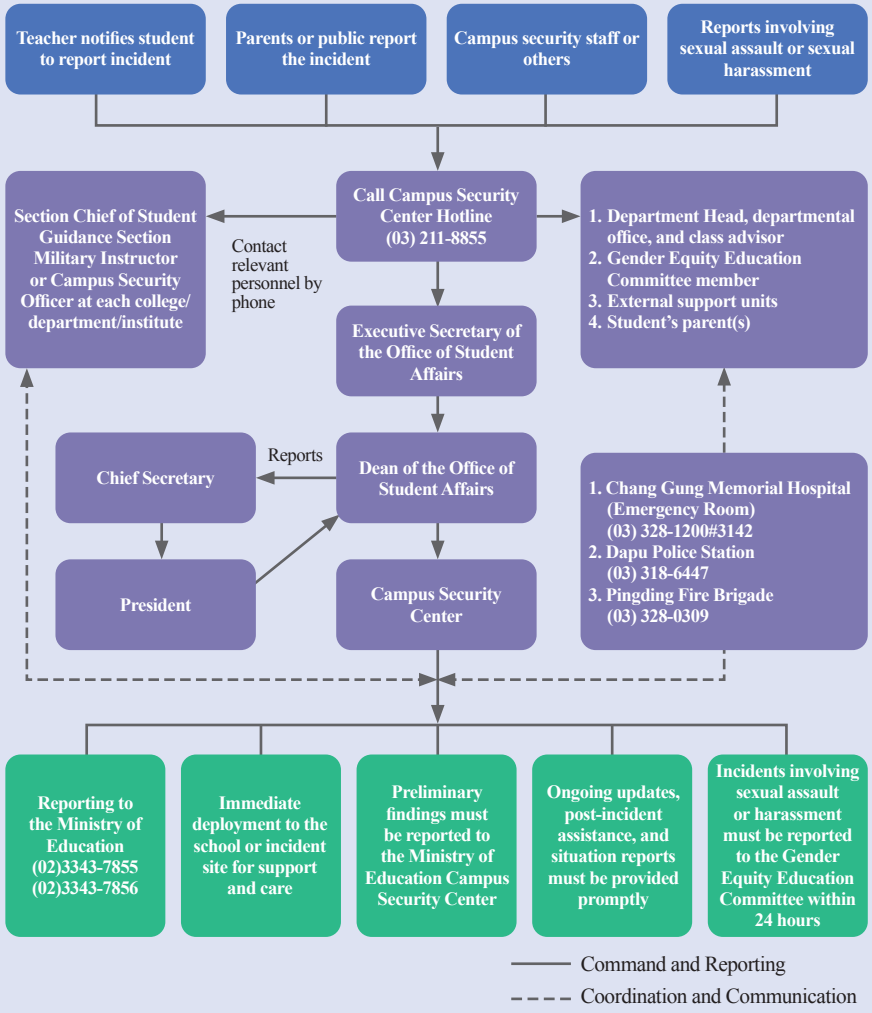
Incident Reporting and Emergency Response Procedures

To ensure the safety of all University members, CGU has established an Incident Reporting and Emergency Response Plan. In the event of an accident or emergency involving students, faculty, or staff, reporting and response are carried out in accordance with the procedures outlined in the Chang Gung University Campus Security Center Emergency Response Flowchart for Major (Special) Incidents and the Chang Gung University Disaster Response and Reporting Procedures. When necessary, individuals are referred to Chang Gung Memorial Hospital for medical assistance. Following any incident, a thorough investigation is conducted, and all relevant information is documented in detail. These records serve as the basis for review and continuous improvement, aiming to minimize campus safety risks and maintain a secure learning and working environment for students, faculty, and staff.

Incident Investigation Procedures

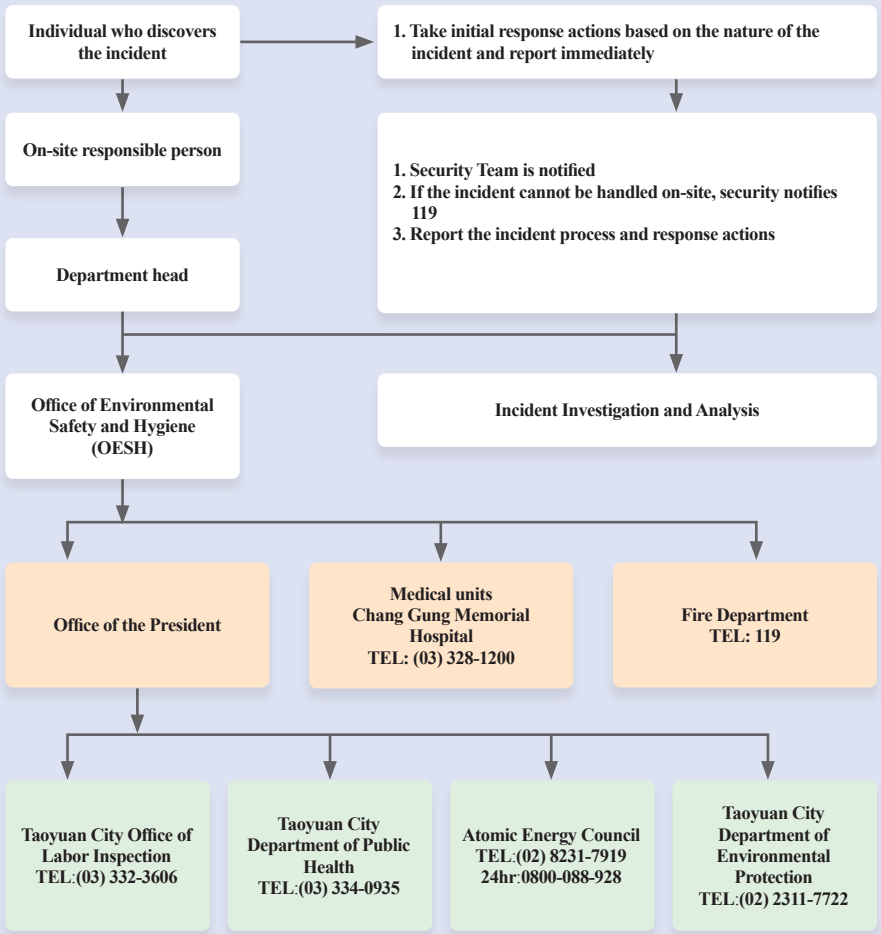
Step	Students	Faculty and Staff
1. Incident Occurrence	All types of campus security incidents deemed emergencies must be responded to immediately upon awareness. Notification must be made without delay to responsible campus authorities and the Ministry of Education Campus Security Center via phone, text message, fax, or other communication tools—no later than two hours after the event.	In the event of a major occupational accident, the incident must be reported immediately to the on-site supervisor, the department head, and the Office of Environmental Safety and Hygiene, while simultaneously notifying the Security Team. The Security Team will coordinate emergency support with relevant units (e.g., fire services, medical assistance, Office of the President, etc.). In accordance with regulations, major accidents must be reported to the local labor inspection agency within 8 hours. Additionally, as stipulated in Article 18 of the Occupational Safety and Health Act, CGU ensures the worker's right to withdraw, allowing personnel to suspend work and evacuate the area if immediate danger is perceived. This right is explicitly emphasized in onboarding safety training to ensure personal safety is always prioritized.
2. Root Cause Investigation	Each responsible unit shall submit an incident investigation and analysis report to trace and determine the root cause for future improvement.	In the case of a major occupational accident, the Office of Environmental Safety and Hygiene must form an Occupational Accident Investigation Task Force, convened by the Chief Secretary or the Director of the Office of Environmental Safety and Hygiene. Members include representatives from the Occupational Safety and Health Committee, Office of the President, Campus Security Center, Maintenance Section, and the department involved in the incident. The Task Force will immediately conduct an on-site inspection with the department head to determine the cause and will hold a review meeting to consolidate conclusions and recommendations. The final report will include complete incident records and investigative findings.
3. Review and Improvement	Based on the incident investigation and analysis reports submitted by the respective units, follow-up actions and corrective measures will be tracked and reviewed to prevent recurrence. External experts may be invited, if necessary, to jointly develop preventive strategies.	Each unit shall implement improvements based on the findings of the Occupational Accident Investigation Task Force, with follow-up and case tracking until completion. Comprehensive reviews are conducted to prevent recurrence. Photographic documentation of the scene of major accidents must be submitted along with the investigation report to the Office of Environmental Safety and Hygiene, which may later be used as instructional material to strengthen prevention and awareness.

CGU Campus Security Center Emergency Response Flowchart for Major (Special) Incidents



Additional Notes:
1. All external statements regarding major campus incidents shall be made solely by the Chief Secretary.
2. On-duty personnel must respond immediately upon learning of any major incident; delays are not permitted.
3. The on-duty personnel shall handle the incident and complete the incident reporting form.

CGU Disaster Emergency Response and Reporting Procedures



▼CGU Toxic Chemical Disaster Response Drill

1

Earthquake occurs: students take cover under desks

2

Toxic substances fall to the ground: notify the class advisor, department safety supervisor, and OESH

3

OESH technician reports the toxic chemical incident to the Department of Environmental Protection

4

Students put on personal protective equipment (PPE)

5

Leaking toxic chemicals are properly handled on site

6

PPE is removed and subsequent procedures are handled by OESH

6.2 People Safety – Ensuring the Physical and Mental Well-being of Faculty and Students

Health and Safety Services

Health Checkup for New Students

In accordance with Article 8 of the School Health Act, to establish a health management system for students, all new students (including transfer students) are required to undergo a health examination upon admission. The checkup must be conducted at Linkou Chang Gung Memorial Hospital (CGU's teaching hospital) or any qualified regional hospital or above. The results are recorded in the official "Student Health Examination Form" to provide an initial health assessment. This allows for follow-up guidance or referrals for treatment, if needed.

Over the past three academic years, the participation rate has reached nearly 100%. Students whose health assessments require further monitoring—as determined by physicians—are issued a follow-up notice. They are required to undergo a re-examination at a medical facility within three months or receive counseling and health education from the on-campus physician during clinic hours on Tuesdays and Thursdays.

Academic Year	AY 2021	AY 2022	AY 2023
Freshman Health Checkup Participation Rate	98%	100%	100%
Number of Students Requiring Follow-up	85	159	168

Note 1: The number of students requiring follow-up refers to those who received a "Follow-up Notice" based on the physician's interpretation of the health examination report.
Note 2: Due to the COVID-19 pandemic, a small number of students in Academic Year 2021 were unable to complete health examinations at medical institutions.

Regular Health Checkups for Faculty and Staff

To promote a healthy workplace environment and protect the physical and mental well-being of all faculty and staff, CGU conducts comprehensive health examinations for all employees every two years. Additionally, annual health checkups are provided for employees aged 65 and above, as well as for those involved in operations posing special health hazards—such as formaldehyde or ionizing radiation exposure. Health examinations are conducted in accordance with regulatory requirements for graded health management of special hazard operations. Results are reviewed by dedicated occupational health service personnel and specialists in occupational medicine, who also provide health education and follow-up assessments. On-site evaluations are conducted when there is a suspected case of occupational disease. Health management for special hazard operations is classified into four levels. For individuals classified as Level 4, professional physicians from the Health Center offer personalized health consultations and guidance. Over the past three years, CGU has had no faculty or staff members classified as Level 3 or 4, nor any abnormal health findings resulting from special hazard operations.

▼ Health Management Classification of Special Health Checkups over the Past Three Years (Unit: Persons)

Year	Total Examinees	Level 1 Health Management Subjects	Level 2 Health Management Subjects	Level 3 Health Management Subjects	Level 4 Health Management Subjects
2022	147	89	58	0	0
2023	143	73	70	0	0
2024	164	84	80	0	0

Health Promotion and Care

Psychological Counseling for Students

The Student Counseling Section of the Office of Student Affairs provides one-on-one psychological counseling services for students. Students may proactively schedule sessions through the Student Counseling Service Management System at a convenient time, with licensed counselors available for each session. In addition, the CGU organizes a wide range of mental health promotion and counseling activities through themed lectures, workshops, psychological assessments, experiential events, and class-based counseling sessions, all aimed at fostering students' mental and emotional well-being.

Individual Psychological Counseling Services at CGU – Academic Years 2022 & 2023

Semester	Date	Persons	Number of participants	Calculation Method
AY 2022				During Academic Years 2022 and 2023, students either proactively sought counseling or were referred by advisors, military instructors, or through psychological assessments. Counseling sessions were conducted by full-time or part-time licensed counseling psychologists, as well as supervised trainees under professional guidance. Each session lasted approximately 50 to 60 minutes, with the number of sessions adjusted according to the student's needs. All personal case information was handled in strict confidentiality in accordance with professional ethical standards.
Semester 1	Aug 2022 – Jan 2023	246	859	
Semester 2	Feb 2023 – Jul 2023	190	884	
Subtotal		436	1,743	
AY 2023				
Semester 1	Aug 2023 – Jan 2024	170	731	
Semester 2	Feb 2024 – Jul 2024	190	944	
Subtotal		360	1,675	
Total		796	3,418	

Group Counseling Activities at CGU– Academic Year 2023

Activities	Semester	Date	Session	Number of participants	Key Activities
Group Activities	Semester 1	Aug 2023 – Jan 2024	43	2,793	• Suicide Prevention Series Activities • No More Overwhelmed—A Stress Relief Guide for University Students • Antifragile Psychology: Awareness and Companionship in Interpersonal Relationships • Self-Growth Group Activities at the Resource Classroom
	Semester 2	Feb 2024 – Jul 2024	42	2,909	
	Total		**85**	**5,702**	
Class Counseling	Semester 1	Aug 2023 – Jan 2024	66	2,384	• Gender Equality, Career Counseling, Graduate Student Seminars, and Faculty-Student Heart-to-Heart Connection Activities
	Semester 2	Feb 2024 – Jul 2024	60	2,202	
	Total		**126**	**4,586**	

Top Three Student Counseling Topics at CGU – Past Four Academic Years

Academic Year	AY 2020		AY 2021		AY 2022		AY 2023	
	Topic	%	Topic	%	Topic	%	Topic	%
Top 1	Self-exploration	25.8%	Self-exploration	22.2%	Self-exploration	20.9%	Self-exploration	22%
Top 2	Interpersonal relationships	18.9%	Interpersonal relationships	17.3%	Psychological disorders or tendencies (emotional and mental health issues)	14.1%	Psychological disorders or tendencies (emotional and mental health issues)	18.1%
Top 3	Psychological disorders or tendencies (emotional and mental health issues)	13.3%	Psychological disorders or tendencies (emotional and mental health issues)	12.6%	Interpersonal relationships	13.9%	Interpersonal relationships	14.8%

Note: Topics are categorized based on the number of counseling sessions. Categories include: self-exploration, emotional distress, family relationships, psychological disorders or tendencies, interpersonal relationships, academic performance, career exploration, life adjustment, physical health, and others.

Care for the Physical and Mental Well-being of Faculty and Staff

CGU places great importance on the physical and mental health of its faculty and staff and is committed to fostering a healthy and supportive workplace environment. Through institutionalized health checkups, psychological support, and work-life balance measures, CGU promotes overall employee well-being and enhances work performance.

Regular Health Services

Three on-campus physician consultation sessions are held each month. Services include: interpretation of health reports; recommendations for medical specialties; personal disease consultations and chronic disease education; diagnosis and prevention of occupational injuries and illnesses; workplace environment improvements and advice on selecting protective equipment; return-to-work and job reassignment evaluations following work-related injuries; and consultations on occupational stress, overwork, and other work-related health issues. In 2024, a total of 36 sessions were conducted, with 464 individuals receiving consultations.

Psychological Health Support

Four annual on-campus consultations with psychiatric specialists are held to help faculty and staff understand psychosomatic symptoms and coping strategies, thereby enhancing awareness of mental health conditions and available treatments. In 2024, a total of 3 sessions were conducted, with 14 individuals receiving consultations.

Work-Life Balance Measures

CGU promotes flexible work hours and family-friendly policies, including parental leave programs and child care referral services. Additionally, faculty and staff are encouraged to join employee clubs and participate in health day events and other informal social support initiatives.

Health Seminars

Student Health Promotion and Diverse Lecture Series

CGU is dedicated to student well-being and continues to organize a variety of lectures covering topics such as mental health, emotional regulation, interpersonal relationships, gender equality, and digital risk awareness. These events aim to help students develop self-care skills and build positive coping strategies. Activities combine lectures, small group sessions, and interactive experiences to increase engagement and practical value. Moving forward, the University will continue optimizing lecture planning, integrating counseling and academic resources to create a supportive and secure campus environment.

Handmade Dreamcatchers: Creative Stress Relief and Self-Care Workshop

Colored Sand Candle Art: Stress Relief Art Workshop

"What to Do When You Feel Insecure, Anxious, or Uneasy?" Deep Cultivation Lecture

Chang Gung University 2024 Student Health Seminars

Activity Theme	Activity Date	Participants
Graduate Student Mental Health Seminars (4 sessions)	March 1–15, 2024	Participants
"i-Care Wellness & Health – Easy Slimming" Program	March 11 – April 26, 2024	30
"What to Do When You Feel Insecure, Anxious, or Uneasy?" Deep Cultivation Lecture	March 12, 2024	126
"Relax Your Body and Mind!" Shoulder and Neck Massage Experience	March 13, 2024	11
Gender Equality Lecture: "Gender Equity Act Amendments—What Do They Mean for Me?"	March 14, 2024	19
Gender Equality Lecture for International Students: "Gender, Diversity & Connection"	March 15, 2024	14
Crystal Art Stress Relief Workshop	April 18, 2024	10
"Handmade Dreamcatchers: Self-Care through Creative Stress Relief" Workshop	April 18, 2024	20
"Listening to Your Body's Messages"	April 18, 2024	3
"Let's Talk About Sexual Health: Navigating Sex and Love"	April 25, 2024	159
"Gratitude and Smiles – Harmonious Pastel Self-Care Workshop: So Grateful for You and Me"	May 14, 2024	15
Graduate Student Mental Health Seminars (12 sessions)	September 1–30, 2024	247
"Who Am I? Where Am I? What Am I Doing?" – Clarifying the Self in Relationships	September 24, 2024	155
Indigo Dyeing Stress Relief Workshop	October 05, 2024	22
Shoulder and Neck Massage Experience Workshop	October 07, 2024	12
We're All Trying to Become Ourselves	October 14, 2024	30
Interpersonal Relationship Compass	October 15, 2024	35
Gratitude and Smiles: Self-Care Stress Relief Workshop	October 16, 2024	25
"Sexually Transmitted Infections Prevention" Health Education	October 16, 2024	114
Lecture on Virtual Social Relationships	October 16, 2024	58
Colored Sand Candle Art: Stress Relief Art Workshop	October 17, 2024	24
Taiwan Girls' Day: Forest Therapy Adventure	October 22, 2024	60
Shoulder and Neck Massage Stress Relief Experience	November 04, 2024	12
"WE-CHECK" Anonymous HIV Screening and Health Education Activity	November 16, 2024	96
Original Sin of Men? — Discussion on Gender Equality for Men	November 19, 2024	90
Trauma, Stress, and Resilience: A Self-Help Guide to Mental and Physical Well-being	November 19, 2024	40
Modern Confucians, Take a Deep Breath—Emotional Regulation and Stress Management for Faculty	November 20, 2024	33
Singing Bowl Stress Relief	November 22, 2024	18
Sandplay Therapy: Self-Discovery and Healing Workshop	November 29, 2024	18
Dormitory Life Lecture: Medicinal Cuisine and Wellness	December 10, 2024	45
Total		1,679

Faculty and Staff Health Promotion and Lecture Programs

CGU remains committed to the physical and mental well-being of its faculty and staff, as well as to ensuring a safe workplace. Through health seminars and vaccination services, the University aims to raise awareness of self-care and personal protection. In compliance with regulations, an annual Workplace Violence Prevention Seminar is held. Additional seminars are organized as needed, covering topics such as stress management, resilience, and post-infection recovery. Seasonal influenza and COVID-19 vaccinations are also provided regularly to reduce the risk of infection and foster a healthy and friendly work environment. Moving forward, CGU will continue expanding its programs to include topics such as psychological resilience, nutrition, and chronic disease prevention, thereby advancing long-term care and sustainability in the workplace.

CGU 2024 Faculty and Staff Health Seminars

Date
May 29, 2024

Seminar Title
Regaining Life's Rhythm: Overcoming Stress Overload and Rebuilding Self-Care

Participants
21

Date
November 07, 2024

Seminar Title
Application of Kinesiology Taping for Office Workers' Workplace Health

Participants
29

CGU 2024 Faculty and Staff Vaccination Program

Date
November 15, 2024

Seminar Title
Faculty and Staff Seasonal Influenza Vaccination (including COVID-19 vaccine)

Participants
Influenza Vaccine: 82
COVID-19 Vaccine: 56

Student Self-Harm Prevention

1. Implementation of the Faculty Counseling System

The Student Counseling Section of the Office of Student Affairs, in accordance with the Chang Gung University Regulations Governing Faculty Counseling of Students, clearly defines the principles and responsibilities for appointing departmental advisors and academic mentors. These roles are designed to support students in areas such as daily life, academic performance, career development, mental health, and physical well-being—thereby promoting holistic development and strengthening the University's internal support system.

When a student exhibits significant emotional or behavioral issues beyond a mentor's capacity to manage alone, the mentor may request assistance from the Student Guidance Section. Referrals can also be made through the Online Counseling Referral System, allowing the Counseling and Guidance Section to provide follow-up and intervention services to enhance counseling effectiveness.

2. Enhancing Self-Harm Prevention Efforts

The Student Counseling Section of the Office of Student Affairs has established a "Three-Tier Prevention Procedure for Student Self-Harm" to align with the Ministry of Education's national student mental health initiative and to support the University's comprehensive counseling and guidance framework. The key measures include:

（1）Developing a university-wide three-tier student self-harm prevention plan and establishing a corresponding response procedure.
（2）Conducting screening, case documentation, and regular follow-ups for high-risk students, with psychologists providing counseling services and psychiatric referrals as needed.
（3）Logging all registered counseling cases in the Student Counseling Service Management System, compiling and archiving semester-based statistics on counseling progress.
（4）Organizing training workshops for professional counselors, faculty members, military instructors, and student affairs staff to strengthen knowledge in depression screening, self-harm identification, crisis intervention, and psychological counseling.

▼ Screening and Follow-Up of High-Risk Freshmen and Juniors (AY 2021–2023)

Semester	Persons	Counseling Follow-ups
AY 2021-1 Freshmen	86	233
AY 2021-2 Juniors	53	195
AY 2022-1 Freshmen	89	293
AY 2022-2 Juniors	64	202
AY 2023-1 Freshmen	101	252
AY 2023-2 Juniors	60	142

Note: Screening efforts are focused on freshmen and juniors, as these periods are considered high-stress adjustment phases—freshmen face environmental transitions, while juniors encounter internship and career planning pressures, increasing the need for psychological support.

AY 2023 Faculty Mentoring Conference at CGU

Structured Response Through Role-Based Coordination

The Office of Student Affairs oversees student services and collaborates with academic mentors and various campus offices to provide students with comprehensive support in areas such as financial aid, health care, counseling, employment guidance, extracurricular activities, life counseling, and housing arrangements. To ensure a systematic and timely response to student emergencies, the University has established clear internal divisions of responsibility across units, maximizing resource and manpower efficiency while safeguarding students and campus safety.

Responsible Unit	Division of Responsibilities
Health Care Section	Provides emergency first-aid support from Monday to Thursday, 08:30–20:00, and Friday, 08:30–17:00
Student Counseling Section	Implements the three-tier student self-harm prevention system; enhances depression and self-harm prevention mechanisms. Offers on-demand counseling appointment system available at all times for scheduling sessions with a psychologist. Arranges monthly on-campus psychiatrist consultation services for faculty and students.
Student Housing Section	Dormitory Self-Governance Committees establish group living regulations; dorm wardens provide safety oversight and emergency assistance to ensure residential safety.
Student Guidance Section	Assigns 24/7 on-call staff for campus disaster reporting and emergency coordination; oversees the campus emergency response system.

Campus Safety Incident Reporting Statistics

Campus Overview

CGU encompasses several key campus areas, including Medical Buildings I & II, the Management Building, the College of Engineering Building, the Formosa Plastics Group Museum, and the Student Activity Center. During the academic term, the campus serves approximately 7,000 students daily. To accommodate students with commuting challenges, CGU has established five dormitory buildings—Ming-De, Yun-De, Ju-De, Chong-De, and Yi-De Buildings—providing a total of approximately 6,200 beds. Given the consistently high number of students on campus during both class and non-class hours, it is essential for the University to maintain robust emergency response procedures and capabilities to ensure students receive timely and appropriate care.

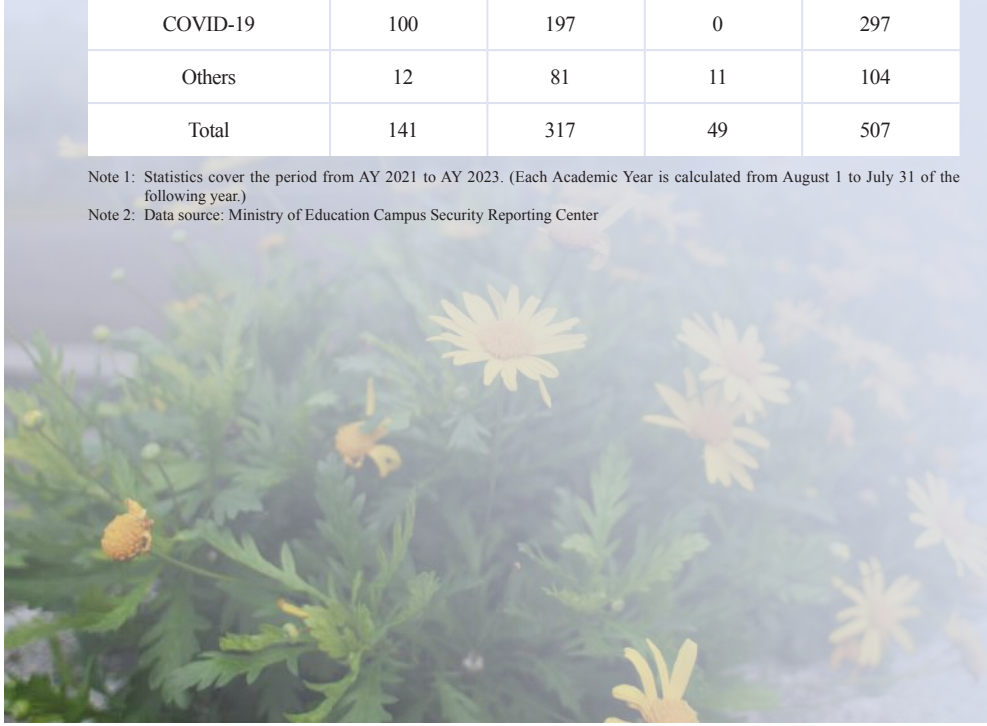
Analysis of Campus Safety Incidents Over the Past Three Academic Years

According to data from the Ministry of Education Campus Safety and Disaster Prevention Reporting System, Chang Gung University reported a total of 507 campus safety incidents between Academic Year 2021 and 113. Among these: 34 cases involved student suicide or self-harm, the most reported category, with a clear upward trend over three years; 26 traffic accidents ranked second but showed a steady decline, reflecting the effectiveness of ongoing traffic safety campaigns. However, preventing self-harm incidents remains a complex challenge with far-reaching psychological impacts. It is essential to strengthen life and death education, enhance students' emotional regulation and stress-coping skills, and expand support resources and counseling mechanisms. These efforts aim to foster a safe and supportive campus environment where students are encouraged to seek help when facing adversity.

Campus Safety Incident Statistics at Chang Gung University (AY 2021–2023)

Type of Incident / Academic Year	AY 2021	AY 2022	AY 2023	Total
Traffic Accidents	10	10	6	26
Suicide / Self-Harm	1	14	19	34
Gender Equity Incidents	18	15	13	46
COVID-19	100	197	0	297
Others	12	81	11	104
Total	141	317	49	507

Note 1: Statistics cover the period from AY 2021 to AY 2023. (Each Academic Year is calculated from August 1 to July 31 of the following year.)
Note 2: Data source: Ministry of Education Campus Security Reporting Center



Occupational Injury Statistics

In Academic Year 2023, the total hours worked by Chang Gung University employees amounted to 3,031,552 hours, while estimated hours worked by non-employees totaled 315,456 hours. Over the past three academic years, no occupational injuries were recorded. CGU remains committed to maintaining a low incidence of occupational hazards and continues striving toward the goal of a zero-injury, zero-occupational hazard, and zero-accident workplace.

Occupational Injury Statistics for CGU Faculty and Staff Over the Past 3 Academic Years (AY 2021–2023)

Year	AY 2021		AY 2022		AY 2023	
Worker Type	Employees	Non-employee workers	Employees	Non-employee workers	Employees	Non-employee workers
Total Hours Worked	3,191,232	340,032	4,633,728	369,600	3,031,552	315,456
Fatalities	0	0	0	0	0	0
Fatality Rate	0	0	0	0	0	0
Severe Occupational Injuries	0	0	0	0	0	0
Severe Injury Rate	0	0	0	0	0	0
Recordable Occupational Injuries	0	0	0	0	0	0
TRIFR (Total Recordable Injury Frequency Rate)	0	0	0	0	0	0
Injury Type	N/A	N/A	N/A	N/A	N/A	N/A

Note 1: Occupational injuries refer to accidental injuries occurring while performing work duties or within the workplace. Commuting accidents are excluded from these statistics.
Note 2: Total hours worked refers to the total annual hours worked by all personnel. For employees, this includes actual working hours and overtime.
Note 3: Severe occupational injuries refer to injuries resulting in disability or an inability to recover to pre-injury health status within six months (excluding fatalities).
Note 4: Fatality rate = (Number of occupational injury-related deaths × 1,000,000) ÷ Total hours worked
Note 5: Severe injury rate = (Number of severe occupational injuries × 1,000,000) ÷ Total hours worked
Note 6: Total Recordable Injury Frequency Rate (TRIFR) = (Number of recordable occupational injuries, including fatalities, severe injuries, and other recordable injuries × 1,000,000) ÷ Total hours worked
Note 7: Rates in Notes 4–6 are calculated to two decimal places without rounding.

6.3 Traffic Safety – Promoting Safe and Orderly Transportation

Campus Safety Improvement Measures

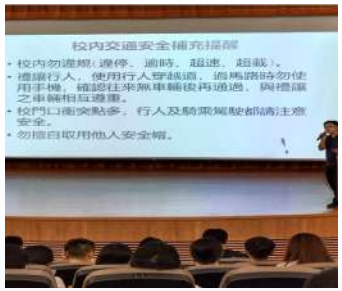
Traffic accidents on campus are generally attributed to factors such as drivers lacking defensive driving awareness, insufficient understanding of traffic rules and right-of-way, or poorly designed road infrastructure. Student self-harm cases, by contrast, are often linked to inadequate support systems, mental health disorders, or challenges in emotional regulation.

Enhancing Transportation Safety Strategies

1. **Establishment of the Traffic Safety Committee**
   CGU has established a Traffic Safety Committee, chaired by the President. Committee members include the Dean of Student Affairs, the Dean of General Affairs, representatives from each department, administrative unit heads, and student association representatives. The Committee is responsible for promoting on-campus traffic safety education, overseeing the planning and maintenance of related infrastructure, facilitating interdepartmental coordination, and addressing safety-related concerns.
   The Committee holds regular meetings each semester to review student traffic accident data, evaluate the effectiveness of educational campaigns, and assess traffic safety suggestions submitted by faculty and students. Based on these findings, the Committee formulates improvement measures aimed at mitigating risks and ensuring campus transportation safety.

2. **Strengthening Traffic Safety Education**
   To protect the safety and rights of all faculty, staff, and students, the Office of Student Affairs regularly collects the latest traffic safety campaign materials from the Ministry of Education, Ministry of Transportation and Communications, and local government agencies. These are disseminated through multiple channels, including posters, banners, promotional items, digital signage, the campus website, and social media platforms.

   Additionally, guest lecturers are invited annually to deliver traffic safety seminars during orientation for new students, covering topics such as safe driving behaviors, defensive driving, and traffic rights. Traffic safety reminders are also integrated into dormitory orientation sessions, advisor meetings, and the All-Out Defense Education curriculum to strengthen student awareness and reduce the incidence of traffic-related accidents on campus.



In-person and online traffic safety lectures delivered by military instructors during new student orientation.

Distribution of traffic safety materials and promotional items to enhance campaign visibility.

Poster displays and banner placements promoting traffic safety awareness.

3. Concrete Measures to Improve Campus Traffic Safety

- Wenhua 1st Road and Wenqing Intersection (in front of MRT A7 Station): Coordinated with the Taoyuan City Department of Transportation to adjust signal timing between pedestrian lights and right-turn vehicle signals to improve crossing safety.
- Campus entrance left-turn vehicle yield issue: Deployed security guards during peak hours to direct traffic and ensure pedestrian right-of-way.
- Blind spot at scooter lane entrance from Tida 1st Road: Planned and implemented summer construction to reshape into a curved entryway and integrated sidewalk adjustments.
- Speeding on the slope in front of the Student Activity Center: Installed speed limit warning lights and surveillance cameras; violators are penalized according to regulations.
- Proposed sidewalk expansion and off-campus speed control: Negotiated with the National Taiwan Sport University to lease land for walkway expansion and established the Campus Traffic Patrol Operation Standards to clarify enforcement procedures.

Student Campus Patrol Team

With over 70% of CGU students residing in campus dormitories, the concept of "students safeguarding their own campus safety" carries significant educational value. Based on this principle, and with the support of faculty advisors and the Office of Student Affairs, the Student Campus Patrol Team was officially established in September 2004 as a student organization. The team is responsible for ensuring campus safety, maintaining order (including traffic), and assisting with energy-saving initiatives.

Target

(1) Provide hands-on training for students to take part in maintaining campus safety, with educational value.
(2) Uphold campus order and support the implementation of energy-saving policies, fulfilling the responsibilities of modern civic life.

Eligibility

(1) Open to undergraduate students in their sophomore year or above.
(2) A minimum academic average of 70 or higher.
(3) A conduct grade of 80 or higher.

Responsibilities

(1) Classroom Facility Checks: Daily inspections of classroom facilities between 12:10–13:10.
(2) Parking Order Maintenance: Rotational shifts to monitor and report campus parking violations.
(3) Traffic Control and Guidance: Assisting with traffic direction and order during major campus events (e.g., new student orientation, commencement, university anniversary).
(4) Nighttime Medical Escort: Assisting with medical escorts from midnight to 6:00 a.m.
(5) Emergency Support: Assisting in the event of campus emergencies or major incidents.

Training Program

To support the wide range of responsibilities, the Office of Student Affairs organizes annual training programs to enhance the team's capabilities and performance. In Academic Year 2023, the Student Campus Patrol Team consisted of 21 members. The annual capacity-building program included a range of courses such as: etiquette and protocol training (basic drills), physical fitness training, fire safety and evacuation drills, CPR and first aid training, snake identification, traffic control training, self-defense techniques, legal practice seminars, and crisis management training. Each course was scheduled for 2 hours, totaling 20 training hours for the year.

Etiquette and Protocol Training

Self-Defense Training

Traffic Control Training

Legal Knowledge Seminar

CPR and First Aid Training

Crisis Management

6.4 Facility Safety – Ensuring Environmental, Facility, and Food Safety

Laboratory Safety Management

To protect the health and safety of faculty, staff, and students working in laboratories and related facilities, CGU has established the CGU Laboratory (Including Workshops) Occupational Safety and Health Guidelines in accordance with the Occupational Safety and Health Act. These guidelines form a comprehensive safety and health management system encompassing organizational responsibilities, equipment maintenance, education and training, emergency response, and personal protective measures.

Organization and Management

The Occupational Safety and Health Committee serves as the University's highest advisory and coordination body for campus-wide occupational safety and health affairs. Day-to-day implementation is managed by the Office of Environmental Safety and Hygiene. Each college, department, and laboratory has a designated safety and health supervisor responsible for routine management, environmental inspections, and safety education. Personnel at all levels—from supervisors to general laboratory users—bear safety responsibilities and must comply with relevant regulations and standard operating procedures.

Equipment and Facility Safety

All laboratories are subject to regular safety inspections of their environment and equipment, with special attention to the following key facilities:

- Proper ventilation, lighting, and temperature/humidity control.
- Emergency equipment such as eyewash stations, safety showers, fire extinguishers, and first aid kits.
- Smoke detectors, gas leak alarms, and emergency communication systems.
- Hazardous materials storage areas and waste classification/disposal units.
- Access to laboratories is controlled through a sign-in registration system, and unauthorized personnel are strictly prohibited from entering.

Operational and Personal Protective Guidelines

Laboratory procedures are guided by the principles of cleanliness, clear labeling, and adherence to proper protocols. When using hazardous chemicals, high-pressure gas, or electrical equipment, users must follow strict operational standards under the supervision of qualified personnel. Personnel are required to wear lab coats and use appropriate personal protective equipment (PPE), such as goggles, respirators, gloves, and protective footwear, based on the nature of the work. Hazardous substances must be clearly labeled and accompanied by Material Safety Data Sheets (MSDS).

Education, Training, and Health Management

In compliance with legal requirements, the University provides occupational safety and health training for all levels of personnel, including new hires, special operation personnel, and supervisors. Training content includes legal awareness, operational safety, hazard prevention, emergency response, and first aid. All laboratory personnel must complete the required training and pass an assessment before being allowed to work in laboratory settings.
In addition, laboratory-related personnel are required to undergo periodic health examinations, with records retained for at least ten years to ensure long-term physical and mental well-being.

Incident Reporting and Emergency Response Mechanisms

In the event of a laboratory accident or abnormal situation, immediate notification must be made to campus security (119) and relevant units, activating emergency broadcasting and evacuation protocols. Each unit must organize designated personnel for rescue and emergency operations, including first aid, firefighting, and safety inspections, according to assigned roles. For major occupational accidents, reports must be filed with the labor inspection agency within eight hours, and the incident must be documented and analyzed to reduce the risk of recurrence.

Food Safety Management

Food safety and hygiene are fundamental to sustainable campus operations and health management. In accordance with the Dietary Hygiene Management Regulations, CGU has established relevant regulations and a Dietary Hygiene Promotion Committee to promote auditing systems and evaluation mechanisms. Through institutionalized management and diverse participation, the University aims to enhance the quality of food hygiene and ensure supply chain transparency.

2024 Food Safety Initiatives and Results

- In 2024, CGU conducted a total of 32 food hygiene inspections.
- A total of 368 hours of training were provided to personnel from contracted food service providers, with 46 participants.
- Four rounds of food sampling tests were completed, with a 100% pass rate.
- No major food safety incidents occurred, and the Health Care Section received no cases requiring official reporting.

Food Safety Measures for Food Service Providers

Under the Dietary Hygiene Management Regulations, all contracted food service providers must possess valid qualifications. All personnel are required to undergo annual health checkups and complete at least 8 hours of training on hygiene and fire safety. Food service providers are required to complete daily hygiene inspection forms, and the University conducts weekly audits, forming a dual system of self-regulation and supervisory oversight to ensure food safety is implemented in daily operations.

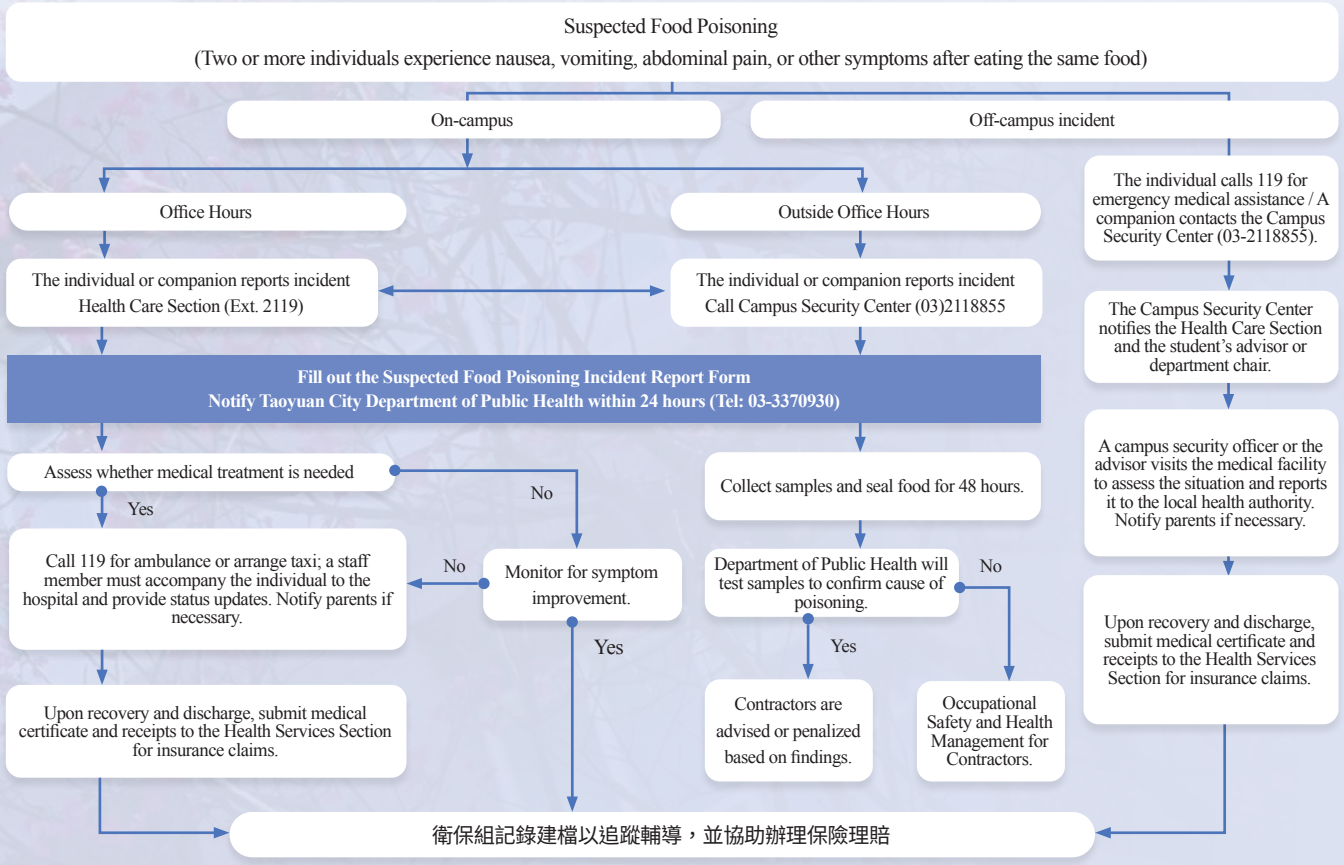
Food Hygiene Inspection and Monitoring Mechanisms

The Dietary Hygiene Promotion Committee, comprising administrative staff and student representatives, holds regular meetings each semester. Committee members are scheduled to conduct weekly on-site audits, checking the cleanliness of facilities, food ingredients, and personnel hygiene. Inspection data is archived and retained for one year. The Office of Student Affairs is responsible for training and inspection, while the Office of General Affairs oversees contracts and facility management. An annual comprehensive evaluation is conducted and used as a reference for contract renewal and future bidding processes to encourage continuous improvement.

Food Poisoning Response and Reporting Mechanism

When two or more individuals exhibit symptoms of suspected food poisoning (e.g., nausea, vomiting, abdominal pain) after consuming the same food, the case must be immediately reported to the Campus Security Center and the Health Care Section. Emergency procedures such as medical transport, sample collection, and food isolation are activated, and the local health bureau must be notified within 24 hours. During office hours, sample collection is handled by the Health Care Section. Outside office hours, the Office of General Affairs shall provide assistance. All incidents are followed up based on test results to ensure transparent communication and effective risk control.

▼Chang Gung University Suspected Food Poisoning Response Procedure



* Sample Collection: During office hours, sample collection is handled by the Health Care Section. Outside office hours, the Office of General Affairs (Security Team or Cafeteria Manager) assists with food preservation and coordinates sampling with the Department of Public Health.

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- ○ USR HUB: Promoting Green Office Practices
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- ○ Deep Cultivation Lecture
- ○ 2024 Young Entrepreneurs Innovation and Entrepreneurship Competition
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7.1 CGU's Blueprint for Deepening University Social Responsibility Practice

CGU upholds the founding principle of "giving back to society what is taken from society" and has long been committed to social care and the practice of university social responsibility. By integrating the resources of Formosa Plastics Group, the Chang Gung Medical System, Chang Gung University of Science and Technology, and Ming Chi University of Technology, and collaborating with local governments and civic organizations, the University strives to promote energy conservation, environmental protection, support for the underprivileged, poverty eradication, quality education, and the reduction of inequality, fostering a more inclusive and prosperous society. Through initiatives such as strengthening local engagement, revitalizing regional industries, promoting sustainable practices, deepening character education, and enhancing support systems for disadvantaged groups, the University aligns its academic expertise with societal needs. This holistic approach cultivates socially engaged faculty and student teams, continuously expanding the university's influence in advancing social inclusion and sustainable development.

7.2 University Social Responsibility Practice

CGU advances social responsibility primarily through the University Social Responsibility (USR) Program, which serves as the key platform for deepening campus-community connections and fostering interdisciplinary collaboration. By engaging deeply with local communities, the University addresses issues such as health promotion, support for disadvantaged groups, and cultural preservation. The University's Deep Cultivation and Germination Programs focus on building healthcare systems in surrounding and rural areas, promoting early intervention, and empowering persons with disabilities through vocational training. These initiatives play a vital role in improving local health, community well-being, and care for the elderly and underserved populations. In parallel, through the USR HUB Program, the University encourages faculty to integrate teaching resources with local needs, launching innovative practice projects. These efforts are further reinforced by partnerships with local governments, industries, and non-profit organizations to drive cultural innovation and industrial transformation. Through these targeted actions, CGU not only contributes to the sustainable development of local communities but also establishes lasting influence in healthcare, educational transformation, and environmental protection.

Key Areas of Implementation	Target Groups	Target
Establishing Healthcare Systems	Elderly population	Develop comprehensive care models to support sustainable community growth
	Children and youth	
	Infants and toddlers	
Strengthen social support mechanisms for underserved groups	Individuals with chronic mental illnesses	
	Individuals on the autism spectrum	
Local Development and Cultural Preservation	Local residents	
	CGU faculty, staff, and students	
	Local farmers and distilleries	

2024 Social Responsibility Performance Highlights

Number of social responsibility service activities conducted	Student participants in social responsibility service activities	Community participants in social responsibility service activities	Number of social responsibility courses offered	Number of students enrolled in social responsibility courses
133 sessions	2,341 participants	7,787 participants	14 courses	393 students

Note 1: Data reflects the program period from January 1 to December 31, 2024.
Note 2: Course and enrollment statistics are based on final enrollment data from the second semester of AY 2023 (2023-2) and the first semester of Academic Year 2024 (2024-1).

For detailed implementation and outcomes, please refer to the 2024 Chang Gung University Social Responsibility Report.

Deep Cultivation Program: Building a Community Healthcare System for an Aging Population—Serving Local and Rural Areas

Project Focus: Establishing a Healthcare System

Taiwan has officially become an aged society, making the provision of comfortable and accessible care for older adults a pressing issue. Preliminary findings from earlier phases of the project revealed that the local population is experiencing earlier onset of chronic diseases, underscoring the urgent need for health screenings and intervention programs. The core objectives of this program are: (1) to innovate and expand health screening and health promotion services; (2) to deepen community engagement and further establish a comprehensive community healthcare system; (3) to build the capacity for sustainable community development; and (4) to cultivate interdisciplinary talent with practical experience. The aim is to provide tailored health education and innovative services for individuals and communities, integrate local resources to implement health promotion initiatives, and foster diverse learning channels to train professional talent—advancing the mission of university social responsibility.

Building a Community Healthcare System for an Aging Population—Serving Local and Rural Areas

Disease Screening and Prevention

The project promotes ultrasound screening workshops and general health check-ups, integrating AI image interpretation and health education to enhance local medical professionals' expertise and expand healthcare capacity, ultimately creating a smart, healthy community.

Key Achievements:
- 12 screening events held, with 423 participants.
- 5 ultrasound workshops conducted, training 9 students and 32 medical professionals.
- Promoted AI-based telemedicine and self-managed health practices to realize the vision of "Smart × Sustainable × Local Health".

Enhancing screening team and local healthcare professional capabilities

Implementing disease prevention screenings in rural and community settings

Community Health and Active Living

A health intervention model integrating exercise, cognitive training, and psychological support was promoted to enhance the physical and mental well-being and overall quality of life of older adults. Custom insoles and student-led practical projects were introduced to connect rural health services with social innovation.

Key Achievements:
- Held 24 health activity sessions with a total of 5,501 older adult participants.
- Organized 5 insole fitting events and 2 health workshops with 648 student-faculty attendances and 80 instances of professional guidance. Developed 3 student-led health promotion projects.

Mobility assessments conducted at community service sites

Nutrition and food and agriculture education with elders at the Pei-Ai Service Center

Promoting intergenerational learning and communication

Health education and services for elders in rural tribal communities

Home Environment Assessments and Fall Prevention

Fall prevention education and home safety improvement initiatives were implemented through a LINE-based remote assessment system and a health education website, providing real-time and personalized recommendations to improve safety awareness and reduce fall risks among older adults.

Key Achievements:
- Conducted 17 fall prevention workshops with 344 older adult participants and 27 student-faculty participants.
- Issued 208 personalized fall prevention prescriptions.
- Completed home safety assessments for 13 elderly persons, generating 155 improvement recommendations.

Fall risk assessment conducted at Jiulu Community

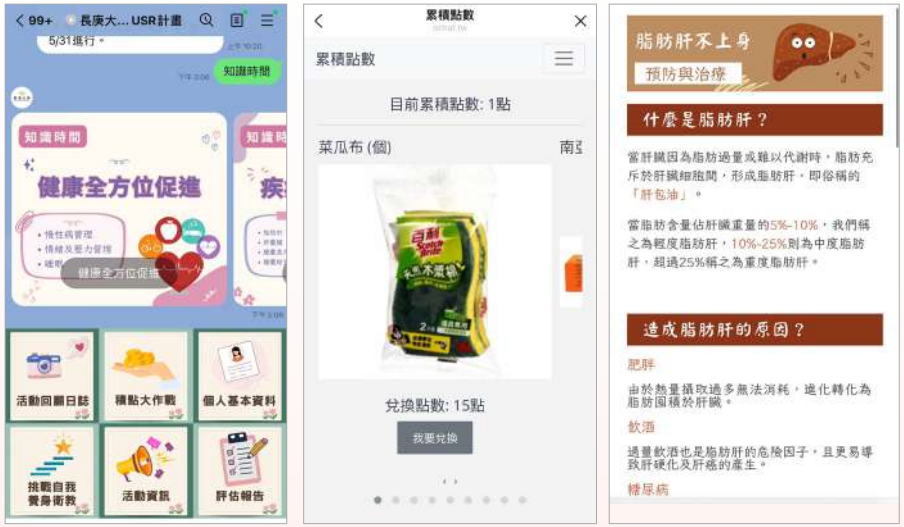
Fall prevention workshop held at the Pei Ai Service Center

Optimization of the Health Information Platform

A user-centric LINEBOT system was developed to provide personalized health screening and education services. The platform incorporates a “Health Coin” reward mechanism to enhance health management, self-engagement, and social connectedness among older adults. Information security was also implemented to ensure the protection of personal data.

Highlights:

- The system was pilot-tested at 6 community service centers.
- A total of 209 elderly users have participated in health management through the platform.



△ The LINEBOT, Health Coin, and Time Bank system encourage participation among community elders

△ QR code check-in for the LINEBOT system

Germination Program: Innovative Practice for Early Intervention and Promotion of Healthy Development

Project Focus: Establishing a Healthcare System

During the early stages of implementation, the program identified that due to transportation barriers and urban–rural disparities, the reporting rate of children with developmental delays in the target area was relatively low. Additional issues such as poor attention span, high childhood obesity rates, low physical fitness, and flat feet were also observed. To address these issues, the program is dedicated to enhancing community awareness of early intervention, promoting health improvement activities, integrating technology into health assessments and interventions, providing remote early intervention consultations, and conducting long-term outcome tracking. Looking ahead, the program aims to expand its services nationwide.

Innovative Practice for Early Intervention and Promotion of Healthy Development

Early Intervention Communities

In collaboration with Linkou Chang Gung Memorial Hospital and local organizations, the program seeks to gain in-depth understanding of the needs of parents and young children. It promotes the integration of early intervention resources into families to increase children's access to appropriate support.

Conducting on-site screenings to better understand parent-child needs

Discussing children's development with principals and teachers

Hosting the “Happy Angels” parent-child camp, using play to train children’s motor and hand coordination

Technology-Based Assessments

In partnership with Ton Yen General Hospital, the program implements EEG and body composition testing at nonprofit preschools to monitor attention levels and potential obesity risks in young children, thereby supporting early developmental screening.

Administering tech-based assessments and attention tests

Using AI-powered robots to assist with evaluations

Technology-Driven Interventions

Working with various universities and Chang Gung Memorial Hospital, the program introduces technological applications—such as assistive device enhancements, AR/VR, digital learning materials, and customized insoles—into communities to improve learning and social participation among disadvantaged children.

Using VR games to help train children's focus

Designing digital learning materials based on children's observed behaviors

Online Platform

In collaboration with the Department of Computer Science and Information Engineering and National Taipei University of Technology, the program has developed a digital screening and remote early intervention service system. This platform offers developmental recommendations, health consultations, and access to e-books, promoting community-based and intelligent early intervention services.

Developing digital systems and providing remote consultations

Recording interactive sessions for real-time expert feedback

Germination Program: "Occupational Empowerment, Inclusion, and Sustainability"—Workforce Empowerment for Persons with Disabilities

Project Focus: Strengthen Social Support Mechanisms for Underserved Groups

This program aims to enhance the work capacity and productivity of persons with disabilities, promoting their social participation and inclusion within the community. By integrating resources from the university, private institutions, Chang Gung Memorial Hospital, and local community networks, the program brings in professional instructors to strengthen the employability of disadvantaged groups and develop market-competitive products. The goal is to improve economic well-being and employment opportunities for these individuals within their communities. Target groups include individuals with mental health conditions in Taoyuan and adults with autism in the Linkou District of New Taipei City. The program leverages the interdisciplinary expertise of the Colleges of Medicine, Engineering, and Management to cultivate work capabilities and create diverse employment environments for persons with disabilities. The products developed by participants are sold via previously established physical stalls and e-commerce platforms, promoting independence and quality of life. Ultimately, the program strives to achieve local revitalization, sustainable development, and inclusive communities.

Workforce Empowerment for Persons with Disabilities

A systematic vocational training process was developed for individuals in psychiatric rehabilitation to enhance their adaptability and independent working abilities.

Empowerment through bakery workshops

Empowerment through art workshops

Empowerment through horticultural therapy workshops

Creation of Simulated Work Environments

Structured training courses were designed to simulate real workplace scenarios. Participants engage in product manufacturing and sales to cultivate workplace skills and adaptability.

Collaboration with Chang Gung Memorial Hospital to provide sales venues

Guided vocational training for persons with disabilities in simulated work settings

Establishment of the Bird of Paradise internship cart at Chang Gung Hospital

Addition of a bread stall at Kang Shin Daycare Center

E-Commerce Business Model and Marketing Strategy Development

By combining e-commerce operations with social engagement, the program supports persons with disabilities in expanding their sales channels. University students also participated in experiential learning while promoting sustainable agriculture through local partnerships.

- Utilized the Imia platform to apply diverse marketing strategies, increasing product visibility and sales.
- Enhanced e-commerce interface design through collaboration with corporate welfare committees, university courses, and campus events.
- Hosted the “Herb Hunting on the Hills” workplace experience event, with 56 field participants and 50 student/faculty participants.

Guided university students in hands-on ecological practices at the Star Kids Farm

Organized a farm-to-table experience camp for persons with disabilities

Hosted the Star Kids Coffee Workshop and fun run event

Developed the Star Hand Art e-commerce platform

Activity Guidance Robots

AI technologies and digital learning materials were employed to support training for individuals with autism. By using facial expression recognition and companion robots, the program helped improve attention and work performance.

- Applied YOLO convolutional neural networks to build an emotional recognition model.
- Created digital learning materials combining audiovisual prompts and task-based guidance.
- Students from the Department of Computer Science and Information Engineering participated in project-based learning, collecting 248 sets of emotional image data.

Companion robots guided individuals through each step of coffee packaging

Intelligent technology served as a helpful assistant for coffee-related tasks

System architecture diagram of the emotion recognition AI model

Companion robot monitors emotional states of participants

USR HUB: Forest Ecology Survey of Woodlands Surrounding Chang Gung University

Project Focus: Local Development and Cultural Preservation

Upholding the principles of environmental sustainability, this project conducts ecological surveys of woodlands located north of Wanshou Road, east of National Taiwan Sport University, and south of Qingshan Road, and adjacent to Chang Gung University in Taoyuan City. These forested areas, situated in a subtropical climate zone, are home to a diverse range of natural ecosystems. Through the installation of infrared cameras, the project collects data on local wildlife and unique ecological species. The findings are integrated into university curricula as learning materials for students. Additionally, survey results are shared with the public through exhibitions, with the ultimate goal of establishing a comprehensive ecological database for the woodlands in Guishan District.

Field exploration and camera installation

Wildlife activity log

Highlight Achievements

Capturing Rich Biodiversity

As of September 11, 2024, the survey has recorded 11 species of birds and mammals, including the Crested Serpent Eagle (a Category II protected species), the Crab-eating Mongoose and the Taiwan Blue Magpie (both Category III protected species), and the rare winter migratory bird, the Eurasian Woodcock.

"Return to Guishan Forest" Online Exhibition

To broaden public access to the project outcomes, a dedicated exhibition page has been launched on the Open Museum platform, allowing the latest findings and records to be shared with the wider community.

"Return to Guishan Forest" Online Exhibition

USR HUB: Linking Small-scale Agricultural Products with the Brewing Industry and Collaborating with Japanese Distillery Revitalization Teams

Project Focus: Local Development and Cultural Preservation

This project focuses on bridging traditional agriculture in Guishan District with emerging industries brought in by recent waves of urban migration. It aims to address the lack of sales channels for local farmers, promote specialty agricultural products and agritourism, and help resolve issues faced by local distilleries—such as unstable imported raw materials and price fluctuations due to global market conditions. By using locally grown crops as ingredients for brewing, the initiative not only reduces food waste but also fosters local industrial cooperation and promotes sustainable development.

The project centers around the general education course offered by the University: Diversification of Guishan's Rice Industry – Sake Brewing. Students use locally cultivated rice as raw material to learn sake brewing, and are brought into the field to understand rice production and the challenges faced by farmers. The course also compares industrial-scale and lab-scale brewing techniques. In addition, the project includes brewery site visits for faculty and students not directly involved in the program, to deepen awareness of university social responsibility and the Guishan field site.

Promotional booth at a beer festival

Local activity held at a Guishan tea plantation

Highlight Achievements

Industry Visits

Participants visited two distilleries to explore how they incorporate locally sourced ingredients in brewing. These practices contribute to reducing agricultural waste and lowering the carbon footprint from imported raw materials.

Pilot Production and Promotion

Since young people are generally unfamiliar with agricultural products and related industries, students were invited to take part in the product development process. They experimented with different concentrations and sweetness levels to identify the most aromatic, flavorful, and well-balanced sake that appeals to younger consumers. The pilot product features black tea from Yicheng Tea Shop in Guishan District, blended with sweet potato liquor from HC Distillery. The Guishan District Office and Maple Tea Rice Agritourism Promotion Association also joined the promotional efforts. All partners agreed that the product should eventually enter the commercial market. During the naming process, everyone actively contributed, and the final name 333 Black Tea Liqueur was chosen "333" being the postal code for Guishan District, lending the name both subtlety and flair.

333 Black Tea Liqueur

USR HUB: Promoting Green Office Practices

Project Focus: Local Development and Cultural Preservation

In collaboration with the USR team from National Chi Nan University, this project led 35 faculty, staff, and students from Chang Gung University on a field visit to the Chi Nan USR site. Through insightful sessions with scholars specializing in energy and water conservation, and with the head of the award-winning “Best Water Bamboo Farm,” participants gained a deeper understanding of how sustainable values can be realized through technology, circular economy principles, and net-zero carbon practices. Participants also experienced harvesting water bamboo firsthand, learned about farmland ecosystems and the environmental impact of golden apple snails, and engaged in DIY activities using local ingredients alongside food and farming education—bringing the concept of green office practices to life.

Leveraging technology and innovation to achieve sustainable agriculture

Visited the USR field site of National Chi Nan University – the "Best Water Bamboo Farm."

USR HUB: Smart Campus Health Promotion Program

Project Focus: Establishing a Healthcare System

This program aims to enhance awareness of healthy lifestyles within the campus community through a series of health promotion courses, field observations, and the development of a smart circular exercise zone. First, educational courses were implemented to improve understanding of exercise and smart health systems, encouraging practical application in daily life. Second, the smart exercise facility provides a safe and tech-enhanced environment for students and faculty, fostering increased participation and creating an energetic, health-conscious atmosphere on campus.

Nearly 200 individuals signed up to experience the smart circular exercise zone. The system integrates technology with visual interfaces and real-time feedback, allowing users to intuitively monitor their fitness progress. A group participation model incorporating a "buddy system" adds a social element to exercise, increasing engagement and motivation. This not only boosts workout effectiveness but also helps participants maintain a consistent exercise routine in a fun and encouraging environment.

Reservation trends and participant distribution

Group participation model

USR HUB: Health Interventions for Childhood Obesity and Fatty Liver in Indigenous Communities and Diabetes Foot Care Empowerment

Project Focus: Establishing a Healthcare System

To enhance the health and well-being of residents in Fuxing District, this project primarily promotes two initiatives: the “Heart & Liver Guardians” program for the prevention of childhood fatty liver disease and metabolic syndrome, and the “Footprints of Atayal Hunters” program for diabetic foot care. “Heart & Liver Guardians” focuses on preventing fatty liver and metabolic disorders in Indigenous children and adolescents, while “Footprints of Atayal Hunters” aims to improve foot care for diabetes patients, preventing ulcers and amputations and reducing the health risks associated with foot complications.
Through hands-on training, teachers lead students in participating directly in foot care for tribal elders—personally washing their feet, conducting foot inspections, and assessing for neuropathy—thereby strengthening the professional skills of local care providers. The team also actively promotes health education among children and youth by organizing multiple fatty liver prevention activities and summer health camps at local elementary and junior high schools, helping children build sound and lasting health awareness from an early age.

Adolescent fatty liver screening

Foot care for diabetes patients

Health education summer camp

USR HUB: From Rehabilitation to Empowerment: Intergenerational Co-Farming for Sustainable and Joyful Living

Project Focus: Establishing a Healthcare System

This program adopts an empowerment-based approach to create a new model for health promotion. By applying inclusive technologies and integrating medical and design expertise, it aims to develop supportive community activity spaces that encourage elderly individuals living alone to step outside, rediscover joy and purpose in daily life, and ultimately fulfill the goals of SDG 3 (Good Health and Well-being) and SDG 11 (Sustainable Cities and Communities).

Deeply rooted in local community engagement, the project incorporates the concept of "Happy Farms" to connect people, food, and place. In collaboration with CGU's medical design and occupational therapy teams, the program provides on-site services to create supportive environments and empowered living spaces.

Through home gardening activities, the program enhances physical mobility in older adults, while community-based initiatives such as Gardening Circles, Cooking Masters, and Afternoon Tea Gatherings promote social interaction and community participation. At the same time, the project fosters an age-inclusive society where younger and older generations engage and grow together. To help older adults regain occupational skills, the program offers cooking and baking courses using homegrown ingredients to support second-career employment opportunities. Participants are also trained in the use of digital tools for data organization and sharing of outcomes.

Digital literacy training courses

"Food and Agriculture Farm" activities for active aging

7.3 University-Level Programs for Advancing Social Responsibility

CGU promotes sustainable development and social responsibility through a range of diverse campus-wide initiatives, such as the Deep Cultivation Lecture Series and the Young Entrepreneurs Innovation and Startup Competition. These highlight activities aim to deepen students' understanding of sustainability and amplify the university's positive impact on society.

Deep Cultivation Lecture

To encourage faculty and students to step beyond classroom learning and engage in real-world applications of social responsibility, the Office of Sustainable Development organizes the Deep Cultivation Lecture Series each semester. These lectures invite renowned speakers to inspire students and faculty to align innovation with social needs and actively participate in the implementation of University Social Responsibility (USR).

Featured Lectures and Workshops	
"Photography in Indigenous Communities: Life Beyond the Lens" — Lecture by Iban Ziro, Traditional Artisan and Photographer	Atayal artisan and photographer Iban Ziro shared personal experiences on how photography can serve as a powerful medium for strengthening family education and deepening parent-child relationships. The talk explored how photography fosters personal identity and self-worth while preserving culture through visual storytelling. Attendees were encouraged to reflect on the importance of respecting and safeguarding Indigenous heritage.
"Atayal Handicraft Workshop – Traditional Bow and Arrow Charms" — Workshop by Walis Hayoung, Artist from Fuxing District	The bow and arrow, not only central to Atayal mythology about shooting down the sun but also an essential part of Indigenous hunting culture, served as the focus of this hands-on workshop.Artist Walis Hayoung guided participants in crafting symbolic Atayal bow and arrow charms, fostering cultural appreciation through traditional craftsmanship.
"Marine Ecology and Ocean Waste" — Environmental Lecture by Yu-Hui Lin, Taiwan Environmental Information Association	This session tackled the growing issue of marine waste: how severe the problem has become, the unseen forces behind it, and the devastating effects on marine life and human health. Beyond raising awareness, the lecture encouraged participants to reflect on their own actions and take part in reducing ocean waste.
"Atayal Handicraft Workshop – Tribal Travel Mug" — Workshop by Walis Hayoung, Artist from Fuxing District	In a second interactive session, Walis Hayoung led students and faculty in crafting Atayal-style tribal travel mugs. The workshop provided a unique opportunity for cultural exchange and a deeper understanding of Indigenous traditions through hands-on creation.

"Photography in Indigenous Communities: Life Beyond the Lens"

"Atayal Handicraft Workshop – Traditional Bow and Arrow Charms"

"Marine Ecology and Ocean Waste" Environmental Lecture

"Atayal Handicraft Workshop – Tribal Travel Mug"

2024 Young Entrepreneurs Innovation and Entrepreneurship Competition

To inspire youth to pursue their dreams through sustainable innovation, CGU hosted the 2024 Young Entrepreneurs Dream-Building Program: Intercollegiate Innovation and Entrepreneurship Competition. The event encouraged students to develop innovative service concepts aligned with sustainability goals. After intense competition, the final round was held in a lively atmosphere on May 4, 2024, successfully concluding the event. This year's competition featured two main categories: the Technology Innovation and Entrepreneurship Division and the Sustainable Innovation Service Division. A record-breaking 93 teams comprising 389 students from universities and colleges across Taiwan participated in the event.

Young Entrepreneurs Innovation and Entrepreneurship Competition

2024 Sustainability Forum

To explore the concept and goals of sustainable development, the Office of Sustainable Development at Chang Gung University, in collaboration with Professor Ching-Yi Wu 's USR team, organized the Chang Gung University Sustainability SIG Exchange Forum on May 24, 2024. The forum brought together experts and scholars to share diverse insights and foster cross-disciplinary dialogue, aiming to advance sustainable development and fulfill social responsibility objectives.

2024 Chang Gung University Sustainability Forum

2024 Sustainability Action Expo

From August 8 to 10, 2024, Chang Gung University participated in the 2024 Sustainability Action Expo, showcasing the University's achievements in social responsibility. Through interactive exhibitions, CGU demonstrated how sustainability concepts can be transformed into tangible actions, highlighting its commitment to the core values of the SDGs and its soft power cultivated through long-term engagement in USR field projects.

Sustainability Action Award Ceremony

Sustainability Action Expo

2024 "Together We Grow, United in Purpose" USR Achievements Exhibition

CGU joined forces with Chang Gung University of Science and Technology and Ming Chi University of Technology to present the 2024 "Together We Grow, United in Purpose" USR Achievements Exhibition. The opening ceremony was held on November 20 at the third floor of the Student Activity Center at CGU. This two-week exhibition showcased the outstanding outcomes of the three universities' USR initiatives, encouraging faculty and students to actively engage in sustainable development and social responsibility. It also demonstrated how close collaboration with local communities can drive a better and more sustainable future.

Opening Ceremony of the Achievements Exhibition

7.4 Service Learning and Character Education

Local Community Service

To deepen social engagement and cultivate model citizens for modern society, the University actively encourages student clubs to participate in various community service initiatives. These include regular service activities in local communities and elementary schools, as well as winter and summer break outreach programs. Many of these initiatives target remote mountain areas and underprivileged groups in Taiwan, offering healthcare services and educational support for children.

Statistics of Student Clubs Participating in Service Learning Initiatives

Public Affairs Clubs	Religious and Service Clubs	Music Clubs	Skills Clubs	Sports Clubs	Regional Clubs
Medical Student Association, Traditional Chinese Medicine Student Association, Physical Therapy Student Association, Occupational Therapy Student Association, Nursing Student Association	Lokahda Mountain Medical Service Team, Chun Huei Club, Dandelion Service Team, Doctor Dog Club, Tzu Chi Collegiate Club, Light and Salt Club, Chun Huei Club, Chongde Youth Club	Wind Orchestra Club, Chinese Orchestra Club, Piano Club	Traditional Chinese Medicine Club, IT Club, CGU Etiquette Club, Photography Club	Martial Arts Club, Karate Club, Running Club, Combat Sports Club	Taoyuan Alumni Association, Tainan Alumni Association, Kaohsiung-Pingtung Alumni Association

Statistical Table of Service Locations

Public Welfare Organizations	Medical and Care Institutions	Elementary Schools	Remote Areas	Government Agencies
Yilan County Yuanshan Zhenshan Community Development Association, Mu Hsiang Sweet Home, Hong-Hua Children Home, Banqiao Animal Shelter, Bali Shelter, ZhuoMama Dog Shelter, Wugu District Public Animal Shelter, Ming Chih Cat Club, etc.	Chang Gung Memorial Hospital, Chang Gung Health and Culture Village, local nursing homes, Yu Jian Nursing Home, long-term care centers, and institutions for people with disabilities (e.g., Yang-Feng Psychiatric Community Rehabilitation Center), etc.	Hushan Elementary School (Yilan), Guangchun Elementary School (Pingtung), Xinpo Elementary School (Taoyuan), Qiaotou Elementary School (Yunlin), Gongliao Elementary School (New Taipei), Shenggong Elementary School (Tainan), Dapu Elementary School (Taoyuan), etc.	Gaoyi, Sanguang, and Hualing villages in Fuxing District, Taoyuan	Beach cleanup activities coordinated with local Environmental Protection Bureaus

Lokahda Mountain Medical Service Team traveled to Fuxing District, Taoyuan, implementing long-term home visit plans, recreational companionship programs, field surveys, and health education seminars (January 17–20, 2024)

The Traditional Chinese Medicine Society provided free Chinese medicine consultations and organized an elementary school camp in Yuanshan Township, Yilan County (January 14–17, 2024)

Department of Physical Therapy's 2024 "Flying Freely, Living Fully Inclusive Growth Camp" provided children with cerebral palsy opportunities for independent recreational and physical activities, promoted peer interaction, and offered parents of children with developmental delays or special health needs a space to share experiences and learn the latest in pediatric healthcare and education (July 13–14, 2024)

Volunteer Programs in Offshore Islands

In 2024, the Penghu Offshore Volunteer Team continued its mission in Penghu, further deepening students' character education through service learning.

Offshore Volunteer Service Team Performance Summary			
Category	Summer 2023		Winter 2024
Team Name	Penghu Offshore Volunteer Team	Malaysia Volunteer Team	Penghu Offshore Volunteer Team
Service Locations	Wang'an Island & Le Pont House, Magong City	SJK(C) Han Chiang	Wang'an Island & Le Pont House, Magong City
Number of Volunteers	21	26	21

2024 Winter Penghu Offshore Volunteer Team – Jiangjun Elementary School Camp

2024 Winter Penghu Offshore Volunteer Team – Companion Service for People with Disabilities at Le Pont House

Appendix

GRI Standards Content Index Table

Declaration of Use	Chang Gung University has reported the content for the 2023 academic year (August 1, 2023 to July 31, 2024) and for the period January 1, 2024 to December 31, 2024, 2024 in accordance with the GRI Standards 2021.
GRI 1 Version	GRI 1: Foundation 2021
GRI Sector Standards	None (No relevant sector standards have been issued by the GRI at this time)

General Disclosures

GRI Code	Disclosure	Corresponding Section / Description	Page
GRI 2: General Disclosures 2021			
GRI 2-1	Organizational details	1.1 History and Brief Overview	P.28
GRI 2-2	Entities included in the organization's sustainability reporting	About the Report	P.11
GRI 2-3	Reporting period, frequency and contact point	About the Report	P.11
GRI 2-4	Restatements of information	4.2 Environmental Action Performance - GHG Emissions	P.112
GRI 2-5	External assurance	About the Report	P.11
GRI 2-6	Activities, value chain and other business relationships	1.3 Distinctive Features of University Governance Supply Chain Management Policy	P.31 P.117
GRI 2-7	Employees	5.1 Workforce Overview	P.120
GRI 2-8	Workers who are not employees	5.1 Workforce Overview	P.120
GRI 2-9	Governance structure and composition	Composition of the Board of Trustees	P.41
GRI 2-10	Nomination and selection of the highest governance body	Nomination and Selection of the Board of Trustees	P.43
GRI 2-11	Chair of the highest governance body	Recusal Due to Conflicts of Interest	P.43
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	2.2 Sustainable Development Promotion Committee 2.3 Internal Controls and Risk Management	P.44 P.46
GRI 2-13	Delegation of responsibility for managing impacts	2.2 Sustainable Development Promotion Committee 2.3 Internal Controls and Risk Management	P.44 P.46
GRI 2-14	Role of the highest governance body in sustainability reporting	About the Report	P.11
GRI 2-15	Conflicts of interest	Recusal Due to Conflicts of Interest	P.43
GRI 2-16	Communication of critical concerns	Composition of the Board of Trustees	P.41
GRI 2-17	Collective knowledge of the highest governance body	Reason for omission: not applicable Not relevant to university governance	-
GRI 2-18	Evaluation of the performance of the highest governance body	Reason for omission: not applicable No performance evaluation process for the University's Board of Trustees	-
GRI 2-19	Remuneration policies	Trustee Remuneration Policy	P.43
GRI 2-20	Process to determine remuneration	Trustee Remuneration Policy	P.43
GRI 2-21	Annual Total Compensation Ratio	Remuneration Standards	P.127
GRI 2-22	Statement on sustainable development strategy	Message from the President 1.2 Sustainability Commitment and Strategy	P.2 P.30
GRI 2-23	Policy Commitments	Policy Commitments	P.40
GRI 2-24	Embedding policy commitments	Policy Commitments 2.2 Sustainable Development Promotion Committee	P.40 P.44
GRI 2-25	Processes to remediate negative impacts	Complaint and Suggestion Channels	P.52

GRI Code	Disclosure	Corresponding Section / Description	Page
GRI 2-26	Mechanisms for seeking advice and raising concerns	Complaint and Suggestion Channels	P.52
GRI 2-27	Legal Compliance	Legal Compliance (No violations occurred during the reporting period)	P.51
GRI 2-28	Membership associations	1.5 Memberships in Industry Associations	P.38
GRI 2-29	Approach to stakeholder engagement	Stakeholder Engagement	P.14
GRI 2-30	Collective bargaining agreements	Rights Protection	P.125

Disclosures on material topics

GRI Code	Disclosure	Corresponding Sections	Page
GRI 3: Material Topics 2021			
GRI 3-1	Process to determine material topics	Material Topics Analysis	P.13
GRI 3-2	List of material topics	Identification of Material Topics	P.17

GRI Code	Disclosure	Corresponding Sections	Page
Environmental and Energy Sustainability			
GRI 3-3	Management of material topics	Chapter 4 Environmental Protection	P.17
GRI 302-1	Energy consumption within the organization	Energy management	P.111
GRI 302-2	Energy consumption outside of the organization	Reason for omission: Unable to obtain data Data on energy consumption outside the organization is currently unavailable.	-
GRI 302-3	Energy intensity	Energy management	P.111
GRI 302-4	Reduction of energy consumption	Reason for omission: Unable to obtain data Data on energy savings from the CGU's energy conservation projects is currently unavailable.	-
GRI 302-5	Reductions in energy requirements of products and services	Reason for omission: not applicable CGU is an educational institution and does not engage in the manufacturing or sale of products.	-
GRI 305-1	Direct (Scope 1) GHG emissions	GHG emissions	P.112
GRI 305-2	Energy indirect (Scope 2) GHG emissions	GHG emissions	P.112
GRI 305-3	Other indirect (Scope 3) GHG emissions	Reason for omission: Unable to obtain data Currently unable to calculate Scope 3 greenhouse gas emissions data.	-
GRI 305-4	GHG emissions intensity	GHG emissions	P.112
GRI 305-5	Reduction of GHG emissions	Reason for omission: Unable to obtain data Currently unable to calculate CGU's carbon reduction data.	-
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Reason for omission: not applicable CGU does not emit relevant substances; this indicator is not relevant to the material topics identified.	-
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Reason for omission: not applicable Air pollution is not a material topic for the University, and no emission data is available. This indicator is not relevant to the identified material topics.	-
GRI 306-1	Waste generation and significant waste-related impacts	Waste Management	P.115
GRI 306-2	Management of significant waste-related impacts	Waste Management	P.115
GRI 306-3	Waste generated	Waste Management	P.115
GRI 306-4	Waste diverted from disposal	Waste Management	P.115
GRI 306-5	Waste directed to disposal	Waste Management	P.115
Community Engagement			
GRI 3-3	Management of material topics	Chapter 7 Community Engagement	P.17
GRI 203-1	Infrastructure investments and services supported	Chapter 7 Community Engagement	P.155

GRI Code	Disclosure	Corresponding Sections	Page
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Chapter 7 Community Engagement (CGU operates a single campus, with 100% of its sites having implemented community development programs)	P.155
Industry-Academia Collaboration			
GRI 3-3	Management of material topics	3.6 Industry-Academia Collaboration	P.17
Custom Topic	-	-	-
Friendly Campus			
GRI 3-3	Management of material topics	Chapter 6 Campus Health and Safety	P.17
GRI 201-3	Defined benefit plan obligations and other retirement plans	Statutory Benefits	P.128
GRI 403-1	Occupational health and safety management system	6.1 Safety and Health Management	P.134
GRI 403-2	Hazard identification, risk assessment, and incident investigation	6.2 Incident Reporting and Emergency Response Procedures	P.134
GRI 403-3	Occupational health services	Health Examinations	P.140
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Safety and Health Committee	P.134
GRI 403-5	Worker training on occupational health and safety	Occupational Safety and Health Training	P.135
GRI 403-6	Promotion of worker health	Health Promotion and Care	P.141
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Campus Safety Improvement Measures	P.148
GRI 403-8	Workers covered by an occupational health and safety management system	6.1 Safety and Health Management	P.134
GRI 403-9	Work-related injuries	Occupational Injury Statistics	P.147
GRI 403-10	Work-related ill health	Regular Health Checkups for Faculty and Staff	P.140

GRI Code	Disclosure	Corresponding Sections	Page
GRI 401-1	New employee hires and employee turnover	Employee Turnover	P.123
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Welfare Benefits	P.128
GRI 401-3	Parental leave	Parental Leave Without Pay	P.124
GRI 404-1	Average hours of training per year per employee	Diverse Training Channels	P.131
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Performance and Career Development	P.132
Teaching Quality and Innovative Pedagogy			
GRI 3-3	Management of material topics	3.4 Teaching Quality and Innovative Pedagogy	P.17
Custom Topic	-	-	-
International Connections			
GRI 3-3	Management of material topics	1.3 Distinctive Features of University Governance	P.17
Custom Topic	-	-	-
Research Achievements			
GRI 3-3	Management of material topics	3.5 Research Achievements	P.17
Custom Topic	-	-	-
Information Security			
GRI 3-3	Management of material topics	2.4 Information Security	P.17
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No such incidents occurred during the reporting year	-
Financial Performance			
GRI 3-3	Management of material topics	3.3 Financial Stability and Abundant Resources	P.17

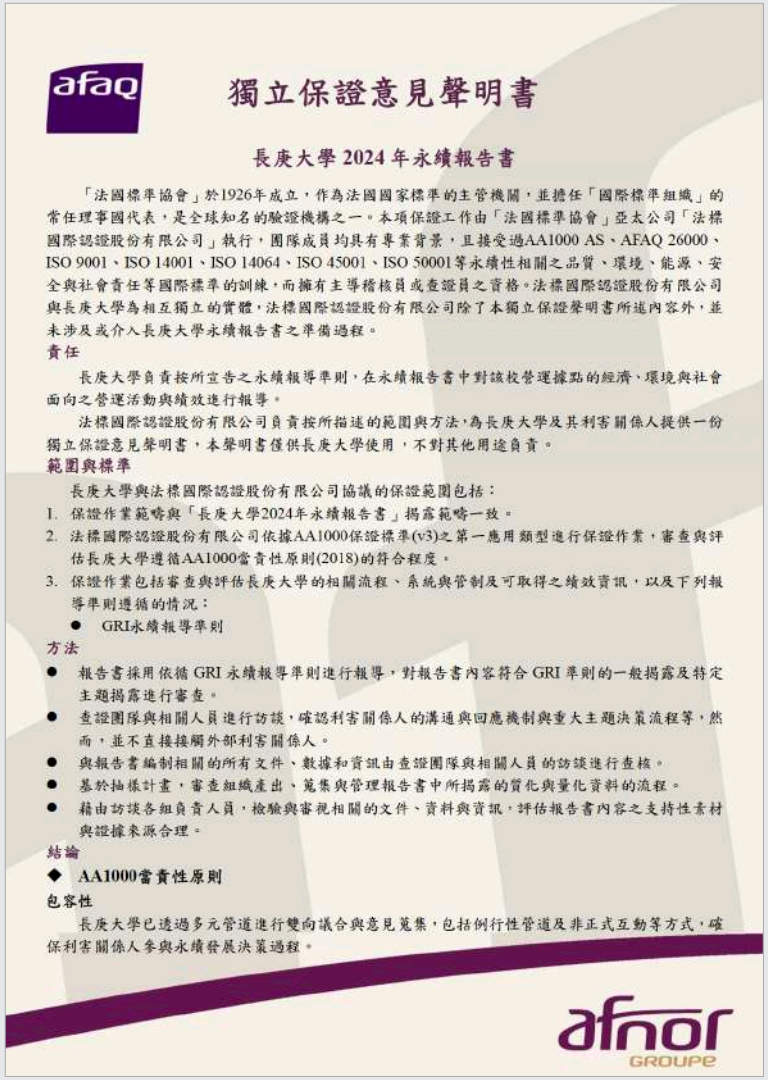
GRI Code	Disclosure	Corresponding Sections	Page
Custom Topic	-	-	-
Student Counseling			
GRI 3-3	Management of material topics	3.7 Student Career Counseling	P.17
Custom Topic	-	-	-

Others Non-Material Topics

GRI Code	Disclosure	Corresponding Sections	Page
GRI 201: Economic Performance 2016			
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Financial Impacts of Climate-Related Risks and Opportunities	P.105
GRI 201-4	Financial assistance received from government	3.3 Financial Stability and Abundant Resources	P.58
GRI 202: Market Presence 2016			
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Remuneration Standards	P.127
GRI 202-2	Proportion of senior management hired from the local community	Diverse and Inclusive Employment Opportunities	P.121
GRI 204: Procurement Practices 2016			
GRI 204-1	Proportion of spending on local suppliers	Sustainable Procurement	P.117
GRI 303: Water and Effluents 2018			
GRI 303-3	Water withdrawal	Water Resource Management	P.114
GRI 405: Diversity and Equal Opportunity 2016			
GRI 405-1	Diversity of governance bodies and employees	Composition of the Board of Trustees Diverse and Inclusive Employment Opportunities	P.41 P.121

GRI Code	Disclosure	Corresponding Sections	Page
GRI 405-2	Ratio of basic salary and remuneration of women to men	Remuneration Standards	P.127

獨立保證意見說明書



獨立保證意見聲明書

長庚大學 2024 年永續報告書

「法國標準協會」於1926年成立，作為法國國家標準的主管機關，並擔任「國際標準組織」的常任理事國代表，是全球知名的驗證機構之一。本項保證工作由「法國標準協會」亞太公司「法標國際認證股份有限公司」執行，團隊成員均具有專業背景，且接受過AA1000 AS、AFAQ 26000、ISO 9001、ISO 14001、ISO 14064、ISO 45001、ISO 50001等永續性相關之品質、環境、能源、安全與社會責任等國際標準的訓練，而擁有主導稽核員或查證員之資格。法標國際認證股份有限公司與長庚大學為相互獨立的實體，法標國際認證股份有限公司除了本獨立保證聲明書所述內容外，並未涉及或介入長庚大學永續報告書之準備過程。

責任

長庚大學負責按所宣告之永續報導準則，在永續報告書中對該校營運據點的經濟、環境與社會面向之營運活動與績效進行報導。

法標國際認證股份有限公司負責按所描述的範圍與方法，為長庚大學及其利害關係人提供一份獨立保證意見聲明書，本聲明書僅供長庚大學使用，不對其他用途負責。

範圍與標準

長庚大學與法標國際認證股份有限公司協議的保證範圍包括：

1. 保證作業範疇與「長庚大學2024年永續報告書」揭露範疇一致。
2. 法標國際認證股份有限公司依據AA1000保證標準(v3)之第一應用類型進行保證作業，審查與評估長庚大學遵循AA1000當責性原則(2018)的符合程度。
3. 保證作業包括審查與評估長庚大學的相關流程、系統與管制及可取得之績效資訊，以及下列報導準則遵循的情況：
   - GRI永續報導準則

方法

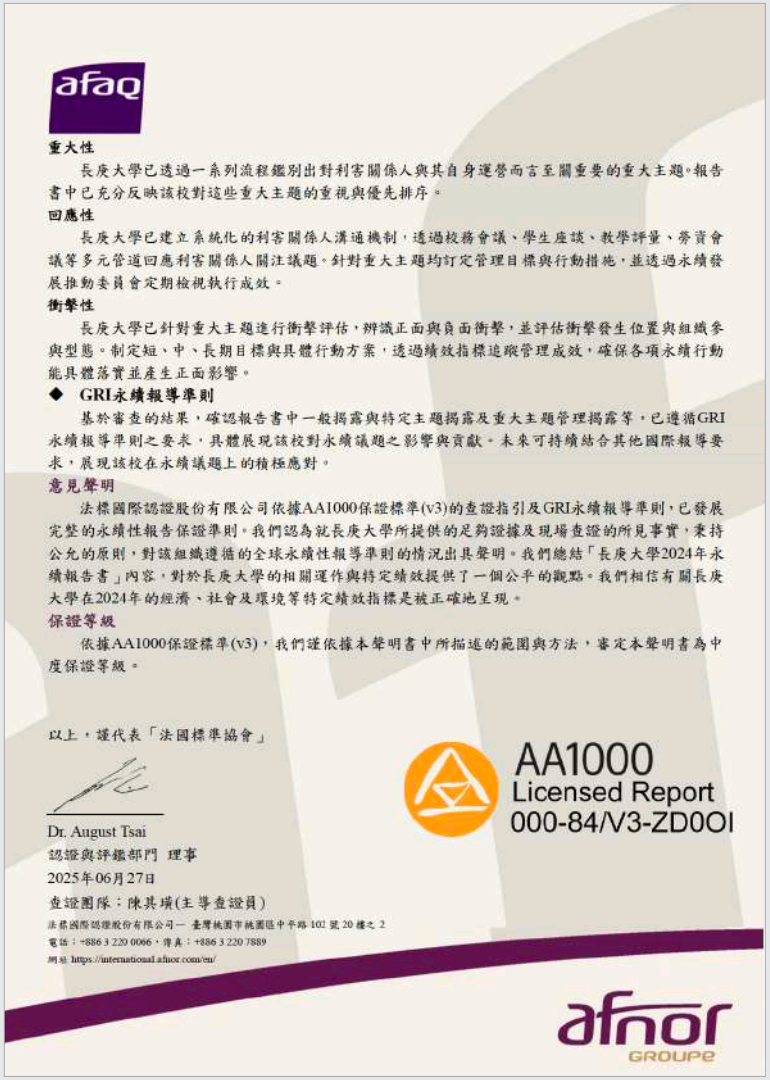
- 報告書採用依循 GRI 永續報導準則進行報導，對報告書內容符合 GRI 準則的一般揭露及特定主題揭露進行審查。
- 查證團隊與相關人員進行訪談，確認利害關係人的溝通與回應機制與重大主題決策流程等，然而，並不直接接觸外部利害關係人。
- 與報告書編制相關的所有文件、數據和資訊由查證團隊與相關人員的訪談進行查核。
- 基於抽樣計畫，審查組織產出、蒐集與管理報告書中所揭露的質化與量化資料的流程。
- 藉由訪談各組負責人員，檢驗與審視相關的文件、資料與資訊，評估報告書內容之支持性素材與證據來源合理。

結論

◆ **AA1000當責性原則**

包容性

長庚大學已透過多元管道進行雙向議合與意見蒐集，包括例行性管道及非正式互動等方式，確保利害關係人參與永續發展決策過程。



重大性

長庚大學已透過一系列流程鑑別出對利害關係人與其自身運營而言至關重要的重大主題。報告書中已充分反映該校對這些重大主題的重視與優先排序。

回應性

長庚大學已建立系統化的利害關係人溝通機制，透過校務會議、學生座談、教學評量、榮譽會議等多元管道回應利害關係人關注議題。針對重大主題均訂定管理目標與行動措施，並透過永續發展推動委員會定期檢視執行成效。

衝擊性

長庚大學已針對重大主題進行衝擊評估，辨識正面與負面衝擊，並評估衝擊發生位置與組織參與型態。制定短、中、長期目標與具體行動方案，透過績效指標追蹤管理成效，確保各項永續行動能具體落實並產生正面影響。

◆ **GRI永續報導準則**

基於審查的結果，確認報告書中一般揭露與特定主題揭露及重大主題管理揭露等，已遵循GRI永續報導準則之要求，具體展現該校對永續議題之影響與貢獻。未來可持續結合其他國際報導要求，展現該校在永續議題上的積極應對。

意見聲明

法標國際認證股份有限公司依據AA1000保證標準(v3)的查證指引及GRI永續報導準則，已發展完整的永續性報告保證準則。我們認為就長庚大學所提供的足夠證據及現場查證的所見事實，秉持公允的原則，對該組織遵循的全球永續性報導準則的情況出具聲明。我們總結「長庚大學2024年永續報告書」內容，對於長庚大學的相關運作與特定績效提供了一個公平的觀點。我們相信有關長庚大學在2024年的經濟、社會及環境等特定績效指標是被正確地呈現。

保證等級

依據AA1000保證標準(v3)，我們謹依據本聲明書中所描述的範圍與方法，審定本聲明書為中度保證等級。

以上，謹代表「法國標準協會」

AA1000
Licensed Report
000-84/V3-ZD0OI

Dr. August Tsai
認證與評鑑部門 理事
2025年06月27日
查證團隊：陳其璜(主導查證員)
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