

## **Self-Autonomy in Faculty' s Personnel Decisions Lauded by Ministry of Education:**

As per a resolution passed by the 24th Standing Committee Governing Academic Performance in Higher Education, the M.O.E. has formally accorded T.K.U. the self-autonomy in determining her own faculty' s qualifications, etc.

A memo with the reference number Tai (90) Shen 900983307 issued to T.K.U. in past summer says: "We are happy to inform you that as of year 2001, permission will be granted to T.K.U. to fully implement the self-autonomy system in making personnel decisions. Given the fact that in the past three years Tamkang U. has successfully fulfilled the probation period, during which caution was truly exercised; especially noteworthy were the system as well as the rules governing faculty' s qualification evaluation and their promotion. All in all, we are satisfied with T.K.U.' s performance. In areas such as survey of faculty' s academic achievement and instigating research incentives, T.K.U. is especially commendable. She also has set up a fool-proof system of ombudsman and rebuttal, the memo further noted.

However, the M.O.E. has also noted some slight discrepancies, such as when passing grade is set at 80, could it result in an over-blown situation in grading? As for the spectrum representing the different level of evaluator' s representation and the minimum requirement set at 1/2 of attendance rate and 1/2 or 2/3 of approval rate, they have also caused some concern, as the Memo continued to assert.

Pres. Chang Horng-jinh expressed his joy over the M.O.E.' s Memo, saying

that in recent years much emphasis has been given to academic research with the aim of enhancing our school' s prestige; our achievement was affirmed positively by the M.O.E.' s directive itself.

2010/09/27