

THE 填報的問題	架構	項目	說明	回覆資料彙整				
5.4.3 - Number of senior academic staff	SDG5 性 別 平等	高級學術人員數量	1. 109 學年度擔任高級職位的學術人員數量 *學術人員：如負責研究或教學、或兩者兼顧的講師、教授。也可包括只做研究的人員、助理教授和副教授、長期員工和約聘員工。 *學術人員不包括：研究助理、技術工、職工、學生、名譽學者、退休人員 2. 高級學術人員包括(但不限於)以下職務：教授、院長、校長、董事長、副校長、常務副校長、主席、主任、副主任	● 量化資料： 單位：人 <table><tr><th>學年度 項目</th><th>109 學年度</th></tr><tr><td>高級學術人員數量</td><td>94 (教授、一級行政主管、院長、系主任、所長人數)</td></tr></table>	學年度 項目	109 學年度	高級學術人員數量	94 (教授、一級行政主管、院長、系主任、所長人數)
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高級學術人員數量	94 (教授、一級行政主管、院長、系主任、所長人數)							
5.4.4 - Number of female senior academic staff	SDG5 性 別 平等	女性高級學術人員數	109 學年度擔任高級職位的女性學術人員數量 1. 學術人員：如負責研究或教學、或兩者兼	● 量化資料： 單位：人 <table><tr><th>學年度 項目</th><th>109 學年度</th></tr><tr><td></td><td></td></tr></table>	學年度 項目	109 學年度		
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			顧的講師、教授。也可包括只做研究的人員、助理教授和副教授、長期員工和約聘員工。 *學術人員不包括：研究助理、技術工、職工、學生、名譽學者、退休人員 2. 高級學術人員包括(但不限於)以下職務：教授、院長、校長、董事長、副校長、常務副校長、主席、主任、副主任	<table><tr><td>女性高級學術人員數 Number of female senior academic staff</td><td>19 (女性教授、一級行政主管、院長、系主任、所長人數)</td></tr></table>	女性高級學術人員數 Number of female senior academic staff	19 (女性教授、一級行政主管、院長、系主任、所長人數)
女性高級學術人員數 Number of female senior academic staff	19 (女性教授、一級行政主管、院長、系主任、所長人數)					
5.6.5 - Does your university as a body have childcare facilities for staff and faculty?	SDG5 性 別 平 等	工作人員和教師托兒設施	為工作人員和教師托兒設施	● 量化資料： ● paid 質化資料 本校有作需求調查，本校人員需求比例偏低，故本校業已於大苗栗地區共簽訂4間特約幼兒園。(私立維多利亞幼兒園、私立妙妙成長幼兒園、私立象山森林幼兒園、私立中油幼兒園) The university has conducted demand investigation, and the demand proportion of personnel in the university is relatively low, so the university has signed four special kindergartens in the greater Miaoli area. (private Victoria Kindergarten, private Miaomiao kindergarten, private Xiangshan		

				forest kindergarten, private CPC Corporation kindergarten) ● 相關法規及佐證資料 110 年度特約商店： https://personnel.nuu.edu.tw/p/405-1014-30076,c3279.php
5.6.6 - Does your university as a body have women's mentoring schemes, in which at least 10% of female students participate?	SDG5 性 別 平等	女性指導計畫	擁有至少 10%的女學生參與的女性指導計畫 指 導 計 畫 (mentoring scheme)：導師計畫、師徒制等	● 質化資料： ● Yes ● Qualitative material ● In Department of Culture Creativity and Digital Marketing, there were 100% female students to put forward three projects of the Ministry of science and technology. One of the projects passed the examination and approval. The 100% female student team participated in the Taoyuan Youth Cup in situ recycling material cultural innovation competition and won the gold medal. In another LINE sticker competition for gender equality in Miaoli County, the participation rate of female students was 90%. Department of Taiwan Languages and Communication promoted substantive gender equality. In teaching or projects, the proportion of female students as teaching assistants or research assistants is at least more than 50%. The average proportion of male and female students who completed "graduation project production" in 2018-2020 is about 2:3. The Department has at least 50% female students participating in the female guidance program. ● 相關法規及佐證資料

				文創系： https://secretary.nuu.edu.tw/p/404-1003-30047-1.php?Lang=zh-tw https://secretary.nuu.edu.tw/p/16-1003-23444.php?Lang=zh-tw 國立聯合大學導師遴聘辦法 https://counseling.nuu.edu.tw/p/412-1038-4419.php?Lang=zh-tw	
5.5.1 - Number of graduates: Total	SDG5 性 別 平等	畢業生數量	109 學年度的畢業生總數	● 量化資料： 所有學生人數與畢業數各 SDG 表應一致 單位：人	
				項目	109 學年度
				畢業生總數	1746
5.2.5 - Number of first-generation women starting a degree	SDG5 性 別 平等	第一代大學生新生(女生)數量	109 學年度第一代大學生(女生)數量 *一代大學生：指學生為其直系親屬中第一個上大學的人	● 量化資料： 13	
5.2.4 - Number of women starting a degree	SDG5 性 別 平等	學位生新生(女生)數量	109 學年度新生(女生)數量	● 量化資料： 559	
5.3.1 - Does your university as a body systematically measure/track women's application rate,	SDG5 性 別 平等	求學保障追蹤	系統地統計和追蹤本校女學生的申請率、錄取率/入學率和學業完成率	● 質化資料 有，教育部補助大專校院 STEM 領域及女性研發人才培育計畫 The Ministry of Education subsidizes colleges and universities in STEM fields and female R&D talent cultivation programs	

acceptance/entry rate and study completion rate at the university?				● 相關法規及佐證資料： https://edu.law.moe.gov.tw/LawContent.aspx?id=GL002078 https://drive.google.com/file/d/11GG5le0Zex13bPuIBi_arOOMw17W3d2d/view?usp=sharing
5.3.2 - Does your university as a body have a policy (e.g. an Access and Participation plan) addressing women's applications, acceptance/entry, and participation at the university?	SDG5 性 別 平等	女性申請和入學政策	幫助本校女性申請、錄取/入學和參與的政策(如：途徑、參與計劃)	● 質化資料： In NUU there is no gender difference in application, acceptance, and entry. There are policies to encourage female faculties for researches. ● 相關法規及佐證資料： https://drive.google.com/file/d/11GG5le0Zex13bPuIBi_arOOMw17W3d2d/view
5.3.3 - Does your university as a body provide women's access schemes (e.g. mentoring, scholarships, or other provisions)?	SDG5 性 別 平等	女性求學保障方案	推出女性求學保障方案，包括提供指導、獎學金或其他有針對性的支持援助	● 質化資料 ● The University stipulates no difference in teaching, activities, evaluation, rewards and punishments, benefits and services due to students' gender or sexual orientation. The university stipulates if a new student is pregnant or gives birth, she may apply to the school for admission qualification with supporting documents before the registration deadline without paying any fee. If a student is unable to participate in the semester examination due to emergencies such as pregnancy, childbirth or raising a child of age under 3, she shall submit supporting documents before the end of the semester examination, go through the leave procedures with the instructor, and take

				a make-up examination after being approved by the head of the department. For those pregnant, giving birth or raising a child of age under 3: a hospital certificate shall be attached to apply for an extension of the suspension period. The extended suspension period is not included in the suspension year. ● 相關法規及佐證資料 「國立聯合大學學則」 https://reg.nuu.edu.tw/p/406-1024-10628,r122.php?Lang=zh-tw 「國立聯合大學性別平等教育實施要點」 https://gee.nuu.edu.tw/var/file/26/1026/img/208/589194873.pdf
5.3.4 - Does your university as a body encourage applications by women in subjects where they are underrepresented?	SDG5 性 別 平 等	女性申請女學生較少的科系	透過學校的外展服務，或與其他大學、社區團體、政府機構、非政府組織在區域或國家級活動中合作，鼓勵女性申請女學生較少的學科。	● 質化資料： ● No Qualitative material 是否有推出鼓勵女性申請女學生較少的科系的方案？ Is there a programme to encourage women to apply for departments with fewer female students? 否，本校招生入學不針對學生之性別、性別特質或性別認同而給予鼓勵或服務上之差別待遇。 No, the enrollment of the university does not differ according to gender, gender traits or gender identity.
5.6.7 - Does your university as a body have	SDG5 性 別 平 等	追蹤女性畢業率及畢業後續發展	衡量/追蹤女性畢業的可能性(與男性作比較)，並制定縮小差距的合理計	● 質化資料 ● Yes

measurement/tracking of women's likelihood of graduating compared to men's, and schemes in place to close any gap?			劃	生涯發展與諮商輔導中心(職涯發展輔導室)於此項目相關業務執行「畢業生流向追蹤問卷調查」作業，自 103 年起逐年蒐集畢業滿 1 年、3 年及 5 年畢業生離校後回饋意見與流向發展情形，問卷題項包括 1. 就業流向(目前工作狀況、服務部門、是否擔任主管、工作行業類別、月收入級距、工作地點、未就業原因)、就業條件(工作滿意度、專業能力與工作相符程度)、學習回饋等。 The career development counseling office (career development guidance office) carries out the "graduate flow tracking questionnaire" for the relevant business of this project, and collects feedback opinions and development situation of graduates graduated for 1 year, 3 years and 5 years since 2014. The questionnaire items include: 1. Employment flow direction (current work status, service department, whether works as a supervisor, job industry category, monthly income class, workplace, reasons for not being employed), employment conditions (job satisfaction, professional ability and consistency between work and the professional), learning feedback, etc. ● 相關法規及佐證資料 1. 「畢業生流向追蹤問卷調查平台」連結： https://career.nuu.edu.tw/gftq/index.php/home/home 2. 「國立聯合大學畢業生流向追蹤作業要點」 https://careercuidance.nuu.edu.tw/p/412-1039-211.php
5.6.8 - Does your university as a body have a policy that protects those	SDG5 性 別 平等	制定政策保護聲稱受到教育或就業歧視的群體	制定政策保護聲稱受到教育或就業歧視的群體	● 質化資料 1. 每學年於新生入學前辦理新生導航，實施「校園防制霸凌」宣教活動，以加強學生對校園防制霸凌之認知。

reporting discrimination from educational or employment disadvantage?				In every academic year, freshmen shall conduct freshman guidance before entering university, and implement "campus bullying prevention and control" publicity and education activities to strengthen students' awareness of campus bullying prevention and control. 1.每學期辦理入班宣導，「校園防制霸凌」宣教為入班宣導之重點，有效落實「防制校園霸凌」事件之發生。 Every semester, we will handle the enrollment publicity, among which the publicity and education of "preventing and controlling bullying on campus" will be the focus, and effectively implement the occurrence of "bullying on campus". ● 相關法規及佐證資料 國立聯合大學校園霸凌防制要點 https://stua02.nuu.edu.tw/p/406-1034-13303,r182.php
5.6.1 - Does your university as a body have a policy of non-discrimination against women?	SDG5 性 別 平 等	不歧視女性政策	推出不歧視女性政策	● 質化資料 ● Yes 本校訂有「國立聯合大學性別平等教育實施要點」，本校教職員工生不分其生理性別、性傾向、性別特質或性別認同，應受到相同的對待；本校招生及就學許可不得有性別或性傾向之差別待遇；各單位不得因學生之性別或性傾向而給予教學、活動、評量、獎懲、福利及服務上之差別待遇；本校教職員工之職前教育、新進人員培訓、在職進修及教育行政主管人員之儲訓課程，應納入性別平等教育之內容。 This school has established the "Key points for the implementation of gender equality education in National United University", Faculty

				students of the University shall be treated equally regardless of their biological gender, sexual orientation, gender characteristics or gender identity; the enrollment of the university shall not differ according to gender, gender traits or gender identity. All units shall not give differential treatment in teaching, activities, evaluation, rewards and punishments, benefits and services due to students' gender or sexual orientation. The pre-service education, training for new recruits, on-the-job training and training courses for educational administration managers of the school shall be incorporated into the content of gender equality education. ● 相關法規及佐證資料 「國立聯合大學性別平等教育實施要點」 https://gee.nuu.edu.tw/var/file/26/1026/img/208/589194873.pdf
5.6.2 - Does your university as a body have a policy of non-discrimination for transgender people?	SDG5 性 別 平 等	不歧視變性人政策	推出不歧視變性人政策	● 質化資料 本校訂有「國立聯合大學國立聯合大學性侵害性騷擾或性霸凌防治辦法」，為推動校園性侵害、性騷擾及性霸凌防治教育，提供本校教職員工生免於性侵害、性騷擾及性霸凌之學習及工作環境，本校教職員工生於進行校內外教學活動、執行職務及人際互動時，應尊重性別多元與個別差異。 The school has established the "Measures for the prevention and control of sexual assault, sexual harassment or sexual bullying of National United University". In order to promote the prevention and control of sexual assault, sexual harassment and sexual bullying on campus and provide a learning and working environment free from sexual assault, sexual

				harassment and sexual bullying for the teaching staff and students of the University, all teaching staff and students of the University shall respect the diversity and individual differences of gender when conducting teaching activities, performing duties and interpersonal interaction inside and outside the campus. ● 相關法規及佐證資料 「國立聯合大學國立聯合大學性侵害性騷擾或性霸凌防治辦法」 https://gee.nuu.edu.tw/var/file/26/1026/img/208/327017135.pdf
5.6.3 - Does your university as a body have a maternity and paternity policies that support women's participation?	SDG5 性 別 平 等	產假和陪產假政策	推出支持女性使用產假和陪產假政策	● 質化資料 本校教職員工生分別依據不同人員類別之請假規則給予產假以及陪產假，分述如下： The teaching staff, office clerks and students of the university will be granted maternity leave and paternity leave according to the leave rules of different personnel categories, which are respectively described as follows: The faculty, staff and students of this school are given maternity leave and paternity leave according to the leave rules of different categories of personnel, please refer to the link. ● 相關法規及佐證資料 1. 教師請假 https://law.moj.gov.tw/LawClass/LawAll.aspx?PCode=H0150030 2. 勞動基準法 https://law.moj.gov.tw/LawClass/LawAll.aspx?PCode=N0030001

				https://drive.google.com/drive/folders/1l9ZS6CP2cdQt3-5xU4xGfpB6WV77c_qV?usp=sharing
5.6.4 - Does your university as a body have accessible childcare facilities for students which allow recent mothers to attend university courses?	SDG5 性 別 平 等	學生托兒設施	為學生提供便捷的托兒設施，以允許新手媽媽學習大學課程	● 質化資料 ● Free 二坪校區及八甲校區皆設有哺(集)乳室。 Both Erping campus and Bajia campus have nursing rooms. ● 相關法規及佐證資料 哺(集)乳室及使用管理規則 https://drive.google.com/drive/folders/1LRogHu7B3pObNgj1jy6hgg-gpTr8FV5x?usp=sharing

5.6.7 - Does your university as a body have measurement/tracking of women's likelihood of graduating compared to men's, and schemes in place to close any gap?	SDG5 性別 平等	追蹤女性畢業率及畢業後續發展	衡量/追蹤女性畢業的可能性(與男性作比較),並制定縮小差距的合理計劃	● 質化資料 生涯發展與諮商輔導中心(職涯發展輔導室)於此項目相關業務執行「畢業生流向追蹤問卷調查」作業,自 103 年起逐年蒐集畢業滿 1 年、3 年及 5 年畢業生離校後回饋意見與流向發展情形,問卷題項包括 1. 就業流向(目前工作狀況、服務部門、是否擔任主管、工作行業類別、月收入級距、工作地點、未就業原因)、就業條件(工作滿意度、專業能力與工作相符程度)、學習回饋等。 The career development counseling office (career development guidance office)carries out the "graduate flow tracking questionnaire" for the relevant business of this project, and collects feedback opinions and development situation of graduates graduated for 1 year, 3 years and 5 years since 2014. The questionnaire items include: 1. Employment flow direction (current work status, service department, whether works as a supervisor, job industry category, monthly income class, workplace, reasons for not being employed), employment conditions (job satisfaction, professional ability and consistency between work and the professional), learning feedback, etc. ● 相關法規及佐證資料 1. 「畢業生流向追蹤問卷調查平台」連結： https://career.nuu.edu.tw/gftq/index.php/home/home 2. 「國立聯合大學畢業生流向追蹤作業要點」 https://careercuidance.nuu.edu.tw/p/412-1039-211.php
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Number of students	SDG5 性 別 平等	學生人數		項目	109 學年度	
				全校學生 FTE 數量	7559	

Number of Students starting a degree	SDG5 性 別 平等	學位生新生數		項目	109 學年度
				學位生新生數 (今年大一新生數，能畢業拿學位的人數)	1980
Number of first-generation students starting a degree	SDG5 性 別 平等	開始攻讀學位的第 一代學生人數		40	

Number of employees	SDG5 性 別 平等	在職員工人數		454			
Number of academic staff	SDG5 性 別 平等	學術人員數量					
					女性人數 Number of female personnel	總人數 Total number	
				專任教師(含助教、教官) Full-time teachers (including teaching assistants and instructors)	60	262	

Number of female graduates by subject area (STEM, Medicine, Arts & Humanities/ Social Sciences): Total	SDG5 性別平等	三大學科類別的女性畢業生總數 (=D+E+F)		
			項目	109 學年度
			全校學生 FTE 數量	7559
			校園人口數量(FTE 學生+FTE 教職員=454)	8013
			畢業生總數	1746
			學位生新生數 (今年大一新生數，能畢業拿學位的人數)	1980
			三大學科類別畢業生總數(=A+B+C)	1131
			STEM 畢業生數量(A)	530
			醫學學科 畢業生數量(B)	0
			藝術與人文/社會科學學科 畢業生數量(C)	601
			三大學科類別的女性畢業生總數(=D+E+F)	501
			STEM 女性畢業生數量(D)	104
			醫學學科 女性畢業生數量(E)	0
			藝術與人文/社會科學學科 女性畢業生數量(F)	397
			全校學生數	7559

Number of female graduates: STEM	SDG5 性 別 平 等	STEM 女性畢業生 數量(D)		項 目	109 學年度	
				STEM 女性畢業生數量(D)	104	

Number of female graduates: Medicine	SDG5 性 別 平等	女性畢業生人數：醫學		項目	109 學年度	
				醫學學科 女性畢業生數量(E)	0	
Number of female graduates: Arts & Humanities / Social Sciences	SDG5 性 別 平等	女畢業生人數：藝術與人文/社會科學		項目	109 學年度	
				藝術與人文/社會科學學科 女性畢業生數量(F)	397	