

Management and Administrative Intentions
of the Institute of Molecular Biosciences Administrator,
following 10 Principles of Good Governance

Principles of Good Governance	
New Public Management	
1. Efficiency	1.1 Senior leaders use resources economically, leading to productivity that is worth the management, investment, and for the benefit of the public.
	1.2 Senior leaders reduce operational procedures and duration to facilitate and reduce costs, including eliminating obsolete and unnecessary works. Energy-saving, pollution reduction, and creating a safe working environment for workers are taken into consideration.
2. Effectiveness	2.1 Senior leaders have a strategic vision that meets the needs of customers, service recipients, and all stakeholders. Their tasks align with the Institute’s missions so the Institute’s objectives are achieved.
	2.2 Senior leaders set definite operational goals that respond to the community’s expectations. They establish work processes that are systematic and standardized.
	2.3 Senior leaders manage risks and aim for excellence in performance. They continuously follow up with performance evaluation and improvement.
3. Responsiveness	3.1 Senior leaders can provide quality services that can be completed within a specified time.
	3.2 Senior leaders build trust and respond appropriately to the expectations and needs of diverse customers, service recipients, and stakeholders.

Democratic Value	
4. Accountability	4.1 Senior leaders can respond and clarify any question when arises, including establishing a system that reports the progress or achievement of any goal to the public, for the auditing and evaluation benefits.
	4.2 Senior leaders provide a system that rectifies or mitigates potential problems and their consequences.
5. Transparency	5.1 Senior leaders operate with integrity and directness. They support internal audit procedures by the University and other government audit offices.
	5.2 Senior leaders regularly and precisely disclose information that is necessary, practical, and reliable to the community, and establish a system that allows easy and independent access to such information as appropriate.
6. Rule of Law	6.1 Senior leaders exercise the authority given by law, rules, and regulations in the Institute operation unambiguously and rigorously with fairness, no discrimination, and consideration of the rights and freedom of the community and other stakeholders.
	6.2 Senior leaders communicate and encourage personnel to strictly and fairly operate with considerations to the law, rules, and regulations and to stand up for what is right.
7. Equity	7.1 Senior leaders provide service equally, without the discrimination of gender, country of origin, ethnicity, language, gender, age, physical or health condition, status, socioeconomic status, religious belief, or education.
	7.2 Senior leaders provide equal opportunities to access public services to the disadvantaged in society.

Participatory State	
8. Participation/ Consensus Oriented	8.1 Senior leaders are open to the opinion of the community and include the community in the process of learning, understanding, exchanging opinions and relevant problems/issues, and decision-making. The community also participates in the process and revision of performance evaluation.
	8.2 Senior leaders strive to seek consensus among relevant stakeholders. Particularly concerning important issues, those who are directly affected must have no unresolvable objection.
9. Decentralization	9.1 Senior leaders appropriately delegate and decentralize their responsibilities in decision-making and operational process to non-executive personnel at various levels.
	9.2 Senior leaders convey roles, missions, and procedures to other departments.
Administrative Responsibility	
10. Morality/Ethics	10.1 Senior leaders have a sense of responsibility to perform their duties in an ethical manner that meets society's expectations.
	10.2 Senior leaders uphold the core values of Ethical Standards for Personnel in Executive Positions and Government Officials, including the Civil Service Code of Ethics, Professional Ethics, and related laws.