

FY 2021 ANNUAL PLAN

Contents

Item	page
I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
1. Measures for Achievement of Goals regarding Education	
(1) Measures for achievement of goals regarding admission and entrance examination systems	
(2) Measures for achievement of goals regarding content and achievements of education	
(3) Measures for achievement of goals regarding systems/organizations for conducting education	
(4) Measures for achievement of goals regarding student support	
2. Measures to be Taken to Achieve Goals regarding Research	
(1) Measures for achievement of goals regarding research standards and results	
(2) Measures for achievement of goals regarding improvement of systems, etc. for promotion of research	
3. Measures for Achievement of Goals regarding Internationalization	
II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan Earthquake, etc.	
1. Measures for achievement of goals regarding collaboration and cooperation with local communities, etc.	
2. Specific measures regarding promotion of regional industry	
3. Measures for Achievement of Goals regarding Provision of Support to Reconstruction Efforts from the Great East Japan Earthquake	
III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
1. Measures for Achievement of Goals regarding Education	
(1) Measures for achievement of goals for improvement of organizational operation	
(2) Measures for achievement of goals regarding improvement of effectiveness and practicality of administrative work	
2. Measures for Achievement of Goals regarding Improvement of Financial Affairs	
(1) Specific measures regarding growth of self-generated income, including external research funds and other revenue	
(2) Specific measures regarding economization of expenses	
3. Measures for Achievement of Goals regarding Internal Investigations and Evaluations, and Provision of Information	
(1) Measures for achievement of goals regarding improvement of evaluations	
(2) Specific measures for promotion of the dissemination of information	
4. Specific Measures for Achievement of Important Goals regarding Other Business Operation	
(1) Measures for achievement of goals regarding compliance	
(2) Measures for achievement of goals regarding maintenance and utilization, etc. of facilities and equipment and communication	
(3) Measures for achievement of goals regarding healthcare and safety management	
IV. Other Matters	

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(1) Measures for achievement of goals regarding admission and entrance examination systems		(1) Measures for achievement of goals regarding admission and entrance examination systems	
<Shared of the Undergraduate school, the Graduate school and the JCD>		<Shared of the Undergraduate school, the Graduate school and the JCD>		
A	Admission policy will be widely provided on the admission guide, guidebook, and website of the UoA. By doing so, we will put our efforts on securing students who meet the requirements of the UoA.	A	a-1 The admission policy will be widely publicized through various means including high-school visits, open campus, information session, guidebook, campus guide, and the official website, in order to strive to recruit the students desired by the Undergraduate school. <Undergraduate school> a-2 The admission policy will be widely publicized through the application guide, the official website, etc. in an effort to strive to recruit the students desired by the Graduate school. <Graduate school>	1 SAD-SRS
			A-3 The admission policy will be widely publicized through various means including high-school visits, open campus, information sessions, the campus guide, and the official website in order to strive to recruit students desired by our college. We will review the campus guide and official website as necessary. [Alternative plans in response to the COVID-19 pandemic] In the event that implementation of in-person events will be difficult due to the COVID-19 pandemic, events including open campus will be remotely held and the weight will be shifted to activities such as publication of on-demand contents and web advertisement. <Junior College>	2 JCD
B	Every year, in a periodic manner, verification will be conducted regarding whether the admission policy is corresponding to rapidly changing times.	B	B-1 The Entrance Examination Committee will review whether the admission policy matches the changing times, etc. <Undergraduate school> > B-2 The Graduate School Entrance Examination Committee will review whether the admission policy is appropriate. <Graduate school>	3 SAD-SRS
			B-3 The admission policy will be verified by each department to see if it matches the changing times, etc., and if necessary, we will make improvements. <Junior College>	4 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(1) Measures for achievement of goals regarding admission and entrance examination systems		(1) Measures for achievement of goals regarding admission and entrance examination systems	
	<The Undergraduate school>			
C	Based on previous result related to applicants and admission, we will visit senior high schools in Fukushima prefecture and Kanto region proactively and strategically.	C	By verifying the past results, we will select highly prioritized high schools in the prefecture and highly prioritized areas outside the prefecture in order to effectively participate in events for college-bound students including student recruitment fairs. Meanwhile, we will proactively participate in online events of this kind.	5 SAD-SRS
D	Fair and appropriate entrance examination will be conducted.	D	We will impartially carry out the preparation of exam questions, proctoring of exams and scoring of exams.	6 SAD-SRS
E	Attracting a large number of applicants, we will secure students who meet the requirements of the UoA. Based on questionnaire answered by applicants, selection methods will be reviewed every AY for promoting adequate improvement.	E	After reviewing the status of the applicants for general entrance examination for AY 2020 and the results of questionnaires of the examinees, we will make the implementation method of the general entrance examination for the next year.	7 SAD-SRS
F	Grasping changes on university entrance examinations due to the exam revolution in an early juncture and appropriate manner, the entrance examination will be changed based on that.	F	We will accurately see what is happening regarding the reform of the test provided by the Center of University Admission Test. In the event that our entrance examinations will be changed in line with the reform of the system, we will broadly disseminate the information to that effect in an easy-to-understand manner within and without the university.	8 SAD-SRS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
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G	ICT Global Program All-English Course will recruit students through strategic and focused recruiting system. We will work on establishment of appropriate admission system.	G	Toward the self-sustainment of the program, we will downsize the budget for recruiting students for admission as first-year undergraduates. However, we will continue striving to recruit students by making use of opportunities such as on-line explanatory meetings. Further, we will make further efforts to diversify the university's student population by additionally including the ISC examination in India as a requirement for admission as first-year undergraduates. We will also enhance collaboration with other universities to recruit students for the 2+2 Program (Special Advanced Status System for Admission as 3rd-year Undergraduates) and promote recruiting international students to contribute to internationalization of the undergraduate school.	9 SAD-SRS
H	We will maintain competitive ratio at/around 5.0.	H	We will conduct recruiting activities intended for college-bound students and their parents through participation in university fairs across the country and our off-campus lectures. Further, we will proactively provide information to high school teachers in charge of career guidance through (online) visits to high schools and maintain the competition ratio of around 5.0 to 1.	10 SAD-SRS
I	We aim for the percentage of female among new students to be 15%.	I	We will aim to have 14% of new students be female by, among other things, focusing on visiting girls' high schools and other high schools with high proportion of girls whose students have entered the UoA or taken the entrance examination in the past, participating in university fairs, and advertising the information on our university using a variety of media. Further, we will look into and implement PR activities making use of our website.	11 SAD-SRS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
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	<The Graduate school>			
J	Internal admission to the graduate school will be increased. We will put our efforts on providing information on benefits, effects, and scholarship of the graduate school to students in an early juncture.	J	We will proactively provide information about the honors program, etc. to students from their 1st year through events including lectures, career guidance, graduate school fairs. Further, we will proactively disseminate the information on such events on the Student Affairs Division's page at our website. With all these measures, we will aim at increasing the percentage of students advancing to the graduate school.	12 SAD-SRS
K	We will secure admission from other universities and institutes of technology by conducting strategic school visits and inter-university collaboration.	K	We will put effort into promoting the UoA and securing entrants by sending pamphlets of the UoA graduate school mainly to other universities and technical colleges in the neighboring areas and participating in graduate school fairs to proactively disseminate information of the UoA which leads to understanding content of the research conducted at our university. Further, we will proactively share information on the graduate school with students outside the university such as enPIT students.	13 SAD-SRS
L	Using the Super Global University Creation Support Project, we will secure international students.	L	We will put efforts into securing quality international students by further utilizing the MEXT scholarship programs for international students and collaborating with partner universities through, among other activities, the Dual Degree Program (DDP) and Global 3+2 Program. *Dual Degree Program (DDP): a program for master's students, 1 year at partner university and 1 year at the UoA to receive master's degrees from both of the universities. *Global 3+2 Program: a program for master's students, three years at the undergraduate program of partner university and two years at the UoA master's program to receive master's program from the UoA.	14 SAD-SRS CFG

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
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M	We will implement admission selection fairly and appropriately. We will verify admission selection methods every AY and conduct improvement as necessary.	M	While rigorously and properly implementing the examinations for admission, we will review our current method, etc. to assess English proficiency to improve it as needed.	15 SAD-SRS
N	We will aim to fulfill 80% of the admission capacity of master's program.	N	We will aim to fulfill 70% of the admission capacity of master's program by utilizing the Integrated Undergraduate and Graduate Schools Honors Program, by conducting public relations activities to technical school students, and by securing international students utilizing DDP, etc.	16 SAD-SRS
<The JCD>				
O	We will implement publicity activities centered on the Admission Advertisement Center such as senior high school visits, further education consultations, open campus, etc. to ensure excellent entrants.	O	We will have Admission and PR Center to play the leading role in conducting PR activities including high-school visits, participating in college fairs, organizing open campus, operating our website. In addition, we will verify the PR activities that we conducted, in consideration of result of the questionnaires with examinees and information given by companies operating website providing university information, and make improvements as needed.	17 JCD
P	In order to improve the selection method, we will utilize the analysis on the general admission / recommendation-based admission results and the situation of entrants after enrollment.	P	Each of the academic departments will analyze results of questionnaire with examinees of the entrance exams, examination results, high-school visit reports, and the situation of newly admitted students, verify if the selection methods are processed appropriately and make improvements as needed.	18 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
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Q	Fair and appropriate entrance examination will be conducted.	Q	We will review the systems related to the examinations such as the creation of exam questions, proctor guide, scoring methods in order to launch the comprehensive selection for admission starting from AY2022 admission selection in line with the entrance examination system reform, and continue impartial implementation of the exams. In response to the spread of the new corona virus, preventive measures will be taken in a timely manner.	19 JCD
R	We will maintain about twice the ratio of applicants.	R	We will conduct PR activities including high school visits, information sessions, open campuses, home-coming reporter, campus guide, website, LINE, radio, TV, and other media in order to promote each department's characteristics and attractions, such as activities in the seminars and collaborated with the local community and keep the acceptance rate at around 50% (application to admission rate of two to one). Further, we will increase the opportunity for taking the entrance examination through launching the comprehensive selection for admission starting from AY2022 admission selection	20 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
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A	The diploma policy will be put on the guidebook for potential applicants, campus guide for current students, and the UoA website. This effort aims at advertising the personnel who the UoA would like to foster to a wide range of public.	A	A-1 We will widely publicize our diploma policy through various means including high-school visits, open campus, information sessions, campus guide and the official website. We will conduct questionnaires with examinees to check a level of our university's profile and update information we have released in a timely manner. <Undergraduate school>	21 SAD-AAS SAD-SRS
			A-2 We will widely publicize our diploma policy by posting it on the campus guide and the official website. <Graduate school>	
			A-3 We will publicize our diploma policy through various means including high-school visits, open campus, information sessions, campus guide and the official website. We will also check the visibility of our PR activities through open campus and questionnaires of new students and update the education information been published as necessary. <Junior College>	22 JCD
B	Every year, in a periodic manner, verification will be conducted regarding whether the diploma policy is corresponding to rapidly changing times.	B	B-1 The Academic Affairs Committee and the Committee for Promotion of Faculty Development will check whether our diploma policies are well adapted to change of the times, etc. <University>	23 SAD-AAS
			B-2 The admission policy will be verified by each department to see if it matches the changing times, etc., and we will make improvements as necessary. <Junior College>	24 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
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C	The curriculum policy will be put on the guidebook for potential applicants, campus guide for current students, and the UoA website. This effort aims at informing the UoA's educational vision to a wide range of public.	C	<p>C-1 We will widely disseminate the curriculum policy through high-school visits, open campus, information sessions, campus guide and the official website. We will renew our students' awareness on the policy at their enrollment and at the guidance sessions held at the beginning of a quarter. We will conduct questionnaires of examinees to check a level of our university's profile and update information we have released in a timely manner. <Undergraduate school></p> <p>C-2 We will widely disseminate the curriculum policy by posting it on the campus guide and the official website. We will renew our students' awareness on the policy at their enrollment and at the guidance sessions held at the beginning of a quarter. <Graduate school></p>	25 SAD-AAS SAD-SRS
			<p>C-3 We will disseminate the curriculum policy through high-school visits, open campus, information sessions, campus guide and the official website. We will renew our students' awareness on the policy at their enrollment and at the guidance sessions held at the beginning of each first and second semester. We will conduct questionnaires of new students to check the visibility of our activities, as well as updating public information as needed. <Junior College></p>	26 JCD
D	Every year, verification will be conducted whether the curriculum formation and implementation policy corresponds to the latest technological trends of the ICT field, changes in society and the times, etc., and it will be appropriately revised when necessary.	D	<p>D-1 The Committee for Promotion of Faculty Development will review and review whether the curriculum policy is well-adapted to the trend of the leading-edge technology in ICT field and changes of society and time. <Undergraduate></p> <p>D-2 The Committee for Promotion of Faculty Development will review and review whether the curriculum policy is well-adapted to the trend of the leading-edge technology in ICT field and changes of society and time. And we will review the introduced coursework to the doctoral program whether it is in line with the curriculum policy. <Graduate></p>	27 SAD-AAS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(2) Measures for achievement of goals regarding content and achievements of education		(2) Measures for achievement of goals regarding content and achievements of education	
			D-2 We will verify the curriculum policy at department meetings to see if it is suited to the leading-edge technologies' trends and changing society and times, and make improvements as necessary. <Junior College>	28 JCD
E	Educational program will be created based on the curriculum and diploma policies. We will conduct discussion for improvement in anytime.	E	E-1 The Academic Affairs Committee will verify the curriculum based on the diploma policy and the curriculum policy, and reflect the results in the next academic year's curriculum. The Curriculum Working Group, which was established in AY2020, will look into the revision of the curriculum to correspond to CC2020 (an international project regarding curriculums for information science-oriented universities). <Undergraduate school> E-2 The Graduate School Academic Affairs Committee will verify the curriculum based on the diploma policy and the curriculum policy, and reflect the results in the next academic year's curriculum. <Graduate school>	29 SAD-AAS
			E-3 At department meetings, we will verify each department's curriculum based on the diploma policy and curriculum policy, and make improvements as necessary.	30 JCD
F	Detailed course descriptions will be provided on syllabi to the public.	F	F-1 We will ensure specifying all matters important for teaching such as contents of each class session and evaluating method in syllabi and publicly disclosing them. <Undergraduate school, Graduate school >	31 SAD-AAS
			F-2 We will revise the items to be specified in syllabi as necessary, reviewing new items to be added, and announce them to faculty members when requesting to create syllabus of the next academic year. <Junior College>	32 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
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G	We will continue conducting student class survey. We will review and improve our education in anytime. The use of said survey may be used for faculty member evaluation in the future.	G	<p>G-1 We will continue to use OMR sheets to increase the response rate of student class evaluations. To streamline the aggregation task without negatively affecting the response rate, we will discuss the introduction of a web-based questionnaire taking into account the experience at the graduate school. <Undergraduate School> [Alternative Plans in response to the COVID-19 pandemic] We will continue the web-based student class evaluations and look into an implementation method to improve the response rate. <Undergraduate School></p> <p>G-2 We will continue the web-based students class evaluations and look into an implementation method to improve the response rate. <Graduate School></p>	33 SAD-AAS
			<p>G-3 We will conduct the student class evaluations and inform each faculty member of its results, etc. Moreover, we will review content of the student class evaluation so that students will be able to evaluate faculty members appropriately. Furthermore, we will continue to discuss how we will make the most of the results of the student class evaluations in the future. <Junior College></p>	34 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
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<The UoA >				
H	We will promote further globalization of the UoA to cultivate talents ready for the global stage.	H	With regard to an established system, the ICTG-U All-English Course, we will increase the number of Japanese students on top of maintaining the number of international students to promote the internationalization of the university. In FY202, we will aim to have a total of 77 students in the program including 42 international and 35 Japanese students.	35 SAD-AAS SAD-SRS CFG
I	Utilizing resources such as the Top Global University Project, we will promote continuous education from the undergraduate to graduate school on the spirit and methods of startup entrepreneurship, as well as education on contribution to society and the regional to develop talents who will contribute to the solving social and regional challenges.	I	We will aim at development of talent who will contribute to global start-ups by simulation through "Start-up Trial", among other things. With regard to overseas, domestic, and regional internship programs, we will make arrangements for alternative programs in preparation for the situation requiring response to the COVID-19 pandemic.	36 SAD-AAS CFG
<The Undergraduate school>				
J	The four-quarter system will be introduced in order to enhance consecutiveness with the grad-school education.	J	We will continue the quarter system apart from for a few courses and discuss how to improve it as necessary, taking into account opinions from faculty and students.	37 SAD-AAS
K	Aiming at detecting students who require learning support in early juncture and offer adequate helping hand, so-called the Academic Proficiency System will be established. For more efficient operation, every year, the system will be verified and we will improve the system if necessary.	K	Due to the introduction of the academic probation system for students who enter the UoA in and after AY2018, we will have first students that cannot advance to the 3rd-year. For such students, we will effectively employ this system including suggesting their career options other than staying at the university depending on their motivation to study. Further, we will discuss the necessity of revision of the criteria to appropriately implement the system.	38 SAD-AAS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
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L	Syllabi will be created in English.	L	We will continue to prepare the English course catalog by continuously include the syllabi written in English regarding the courses conducted in Japanese and those conducted by external instructors as well.	39 SAD-AAS
M	In regards to the only mandatory course; Graduation Thesis, we will continue creating and publishing graduate theses in English.	M	We will have students write their graduation theses and make presentations in English.	40 SAD-AAS
N	Acquiring a wide range of general education and fostering physical and mental health, general education course will be enhanced.	N	We will improve general education courses by, among other things, continuing to offer the course "Academic Skills", which teaches the basic skills (logical thinking, problem-self-solving skills) for university education and by utilizing external lecturers.	41 SAD-AAS
O	We will put our effort on fostering English proficiency among students so that they can handle GT creation/presentation and take specialized courses in English. All students will aim at obtaining a TOEIC score of 400 by the completion of 2nd-year undergraduate during the 3rd Mid-term Goals period.	O	We will use an e-learning system and conduct intensive TOEIC lectures for improvement of English education to foster English proficiency among students so that they can handle GT creation/presentation and take specialized courses in English. We will aim to have at least 60% of the first-year students obtain a TOEIC score of 400, and will aim to have all of the second-year students obtain a TOEIC score of 400.	42 SAD-AAS (CLR)
P	A half or more of the courses will be conducted in English. Leading-edge materials from abroad will be used proactively.	P	The proportion of the courses currently conducted in English has exceeded 50% of all the courses offered at the university and we will continue this situation. Further, given the fact that technological innovation in the field of computer science and engineering is being rapidly advanced, we will proactively utilize teaching materials overseas to conduct classes that meet the needs of the times.	43 CFG (SAD-AAS)

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
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Q	We will create the UoA's original material such as textbooks, reference materials, and lecture handouts. We will use the UoA's characteristics in such way.	Q	Instructors teaching the courses will create teaching materials with enriched contents in order to use in the classes for courses such as "Computer Literacy".	44 SAD-AAS
R	Through PBL and active learning style class such as a flip-flop classes, designing and practical skills will be fostered.	R	We will offer education using active-learning methods in the classes such as "Software Studio" and "Venture Start-up Factories" courses, and in the enPiT program to foster designing and practical skills of the students.	45 SAD-AAS
S	In accordance with the ICT Global Program All-English Course, we will provide students with a curriculum which is likely to enable them to obtain credits through only classes in English.	S	While maintaining and improving the curriculum developed for ICTG-U All-English Course, we will further increase the number of courses taught in English.	46 SAD-AAS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
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T	We will aim at 25% of passing rate of information processing engineer examination.	T	<p>We will inform students of the information on the examination corresponding to changes to be made to the examination implementation method by the exam organizer. At the same time, we will encourage students to take the exam by providing encouragement allowances to students who passed the exam in cooperation with the UoA Supporters' Association.</p> <p>In order for students to prepare for the exam, 1) we will offer the course for the Information Technology Examinations as an intensive course, and 2) we will provide an environment where students can get instruction by utilizing the e-learning system at the Office for Learning Support. Through these measures, we will continue aiming for at least 25% of passing rate of the students taking the examination.</p> <p>[Alternative plans in response to the COVID-19 pandemic] In the event that the exam organizer will not accept collective applications, we will encourage students to apply for the exam individually.</p>	47 SAD-AAS SAD-SHWS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
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	<The Graduate school>			
U	We will classify courses into fundamental ones and advanced ones. At the same time, we will improve the curriculum based on core course design of world-class graduate schools.	U	We will review whether the content of core courses and advanced courses for the master's program is appropriate and appropriately implement the curriculum.	48 SAD-AAS
V	More than 96.7% of the courses will be conducted in English. We will offer educational environment aiming for further improvement of students' proficiency in English.	V	We will aim at 96.7% as the proportion of the courses conducted in English. We will continue to encourage master's students to take TOEIC test.	49 SAD-AAS
W	In the field of Computer and Information Systems, we will offer advanced and practical education at a higher level, in addition to highly specialized courses.	W	We will establish and implement seminar courses such as "Research Seminar" and "Creative Factory Seminar" and research courses for the graduate department of Computer Information Systems in the master's program.	50 SAD-AAS
X	In the field of IT Project Management, we will prepare international-level ICT experts in leading industry. Offering unique courses, we will aim at training students in problem-solving ability and management skills.	X	We will develop internationally viable ICT specialists by having students solve practical problems related to ICT industry in a team-based manner in the courses such as "Software Development Arena" of the PM graduate department in the master's program.	51 SAD-AAS
Y	In the doctoral program, we will cultivate the research capabilities of students through research work while enhancing the coursework of the doctoral program as part of a consistent educational program integrated with the master's program and cultivate students' ability to utilize knowledge.	Y	In order to introduce the coursework system to the doctoral program starting from AY2020 fall, we will discuss matters requiring improvement while implementing the current curriculum. We will review whether research work and course work are appropriately combined.	52 SAD-AAS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(2) Measures for achievement of goals regarding content and achievements of education		(2) Measures for achievement of goals regarding content and achievements of education	
<The JCD>				
Z	We will aim at 100% of the passing ratio of the examination for students who wish to take the licenses and the qualifications.	Z	<p>Department of Industrial Information Science: We will aim for a 100% in acquisition rate for those wishing to obtain the Color Coordination Test and eligibility for taking Second-class Architect Test.</p> <p>Department of Food and Nutrition Science: We will aim for a 100% in acquisition rate for those wishing to obtain the certificates for nutritionist, eligibility for taking the Food Specialist Test and NR/Supplement Advisor Test.</p> <p>Department of Early Childhood Education: We will aim for a 100% in acquisition rate for those wishing to obtain the Type-2 Kindergarten Teacher License, Certificate for Nursery Teacher, and eligibility for taking the Social Worker Test.</p>	53 JCD
AA	Regarding job placements in careers relevant to the licenses and qualifications earned by students, we will aim at an 80% job placement rate in relevant fields for the Department of Food and Nutrition, a 95% rate for the Department of Early Childhood Education.	AA	<p>The JCD will collect and provide students with information on philosophies, characteristics, etc. of companies opening career opportunities related to licenses and qualifications that can be obtained in JCD.</p> <p>Department of Food and Nutrition Science: Amongst those acquired the certificate of nutritionist, we will aim for an 80% in employment rate to the positions related to the certificate.</p> <p>Department of Early Childhood Education: Amongst those acquired the second-category kindergarten teacher license and the certificate for nursery teacher, we will aim for a 95% in employment rate to the positions related to the license or certificate.</p>	54 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(3) Measures for achievement of goals regarding systems/organizations for conducting education		(3) Measures for achievement of goals regarding systems/organizations for conducting education	
<Shared of the Undergraduate school, the Graduate school and the JCD>				
A	Educational program will afford necessary facilities and equipment and those will be maintained and managed appropriately.	A	We will conduct repairs and maintenance/management of facilities and equipment in a planned and efficient manner based on the facility repair plan established in accordance on the long-term maintenance plan. (Scheduled Projects) Repairs to exterior walls of Library and Research Quadrangles Waterproofing of roofs of the Gymnasium and Fieldhouse Replacement of the elevators in the Lecture Hall Replacement of the toilets in the Junior College Division South Building and Gymnasium, etc.	55 GAD-FS (JCD)
B	Equipment, etc. used in classes, etc. will be renewed in a systematic manner. And features of the devices will be improved.	B	B-1 As the experimental measurement devices used in classes, etc. are obsolete, the replacement plan thereof will be revised. Further, we will conduct periodic inspections of the CLR's educational equipment in order to maintain the performance of the equipment. <UoA>	56 SAD-AAS
			B-2 We will replace and improve the ten devices which are used for exercises and experiments including draft chambers, horizontal belt sander, etc. 〈Junior College〉	57 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
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C	The computers and network systems, including the terminals used in exercise rooms, etc. shall be replaced with the latest equipment during upgrades. At the same time, we will constantly provide a safe and secure user environment.	C	<p>C-1 In October 2021, we will replace the educational terminals in iLab, CALL, and Exercise Rooms 5 and 6 and improve Computing System 3 in order to improve the user-friendliness of the environment.</p> <p>In April 2022, we will renew the Network System and the External Connection Line contract and make the improvements to the systems and environments that will be needed to satisfy the performance and security requirements of the AINS Network System in order to start providing service to users.</p> <p>In order to effectively conduct classes, we will improve the free software that is provided and improve the computing environment in, among other ways, facilitating its remote use from off campus.</p> <p>We will move forward with improving the computing systems and the software, etc. using classes in accordance with the security policy.</p>	58 ISTC
			<p>C-2 Aiming at replacing the system scheduled in FY2023, we will summarize opinions of the JCD through discussing and deliberating on technologies of information and communication infrastructure that will support education and research in the future. In a bid to conduct remote classes as a countermeasure against COVID-19, the JCD will collect information of alternative learning-management system (LMS) and discuss introducing the LMS to the next system. 〈Junior College〉</p>	59 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(3) Measures for achievement of goals regarding systems/organizations for conducting education		(3) Measures for achievement of goals regarding systems/organizations for conducting education	
D	While securing the number of current faculty members necessary for implementation of the education program, when we hire new members, we will widely recruit the talented people to respond to the change of time and the technical advances.	D	In order to make personnel assignments that fit the curriculum, in the event of a vacancy in the faculty, we will proceed with recruitment procedures in a timely manner to avoid any vacancy periods. The UoA will use recruit through open international recruitment while the JCD will recruit through broad domestic recruitment.	60 GAD-GAS (JCD)
E	We will strive to achieve conformity between the curriculum policy and a structure of faculty organization. The faculty will be organized in response to the changing times and policy revisions.	E	We will review the current curriculum implementation policies and faculty organization and make changes to its structure if needed.	61 GAD-GAS (JCD)
F	Taking faculty development in account, training for faculty member will be enhanced.	F	F-1 Based on the discussions at the Committee for Promotion of Faculty Development, we will encourage faculty members to improve their teaching skills by continuously providing FD lectures and conducting students class evaluations.	62 SAD-AAS
			F-2 With the characteristics of the JCD, such as our small-group instruction and our wide range of study fields, we will conduct FD lectures for assuring the quality of education to promote enhancing faculty development. (Junior College)	63 JCD
<The UoA >				
G	While we recruit people by international recruitment, we will aim for the foreign faculty and the faculty who earned degrees abroad ratio to be 60.7%.	G	We will aim for the ratio of the foreign faculty and the faculty who earned degrees abroad ratio to be 60% (67 of 112) by securing excellent faculty members through open international recruiting process.	64 GAD-GAS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(3) Measures for achievement of goals regarding systems/organizations for conducting education		(3) Measures for achievement of goals regarding systems/organizations for conducting education	
H	We will put our efforts on having 10% of female faculty members.	H	We will aim to hire one female faculty member.	65 GAD-GAS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(4) Measures for achievement of goals regarding student support		(4) Measures for achievement of goals regarding student support	
<Shared of the Undergraduate school, the Graduate school and the JCD>				
A	Student support policy will be established and written on Campus Guide and UoA website.	A	<p>A-1 We will establish a student support policy and publicize it through the official website, the campus guide, the forum on the academic administration system, etc. Meanwhile we will continue support of students' university life by utilizing the UoA Student Living Expense Support Fund. <The University></p> <p>A-2 We will implement student supports in accordance with the support policies established by the Academic Affairs and Student Welfare Committee. Further, we will actively consider the utilization of support from outside of the JCD.</p> <p>In the event that we receive information from the government, etc. on various support systems such as financial aid for students economically affected by the COVID-19 pandemic, we will provide students with that information in a timely manner. Further, in the event that material goods, etc. are provided by other organizations, we will distribute them to students in a tele-manner.</p>	66 SAD-AAS SAD-SHWS
B	We will support students' learning by class mentor system, comprehensive instructions given by GT supervisors, support in office hours, and the mentor system.	B	<p>B-1 In order to prevent situation where students cannot receive any support from any faculty members, the class mentor system for 1st- and 2nd-year students and the GT supervisor system for 3rd- and 4th-year students will be applied. <Undergraduate School></p> <p>B-2 Research advisors will primarily instruct their students. <Graduate School></p>	67 JCD
			<p>B-3 The Academic Affairs and Welfare Committee, seminar instructors and student advisors will support students, including accepting consultations from students and instructing them at any time. <Junior College></p>	68 SAD-AAS
				69 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(4) Measures for achievement of goals regarding student support		(4) Measures for achievement of goals regarding student support	
C	We will proactively support students who are looking for jobs in Fukushima prefecture, aiming to fulfill both students' desires and local needs for labor.	C	<p>C-1 In the Career Support Office, we will conduct individual interviews with students about to start job hunting and, having ascertained the desired career path of each student, provide them with information on job listings suited to their individual desires.</p> <p>C-2 We will consolidate information on the job opportunities at Fukushima companies and provide students with the information. Widely notifying students of the job fairs held within Fukushima Prefecture and on campus, as well as utilizing the government job placement office (Hello Work) on bulletin boards and by email, etc., we will encourage students to participate into these. <Junior College></p>	70 SAD-SHWS
D	In accordance with the student support policy, and in response to situational changes such as the aging of facilities and increased numbers of international students, we will we will appropriately establish and manage student housing facilities.	D	D-1 The student dormitory (Somei House) was established and is operated as a place of education where students can learn together, require sociability, a cosmopolitan spirit, etc. and grow as people. The residents are expected to engage in community life while following the dormitory rules, behaving responsibly and in accordance with dormitory rules, and deepening their mutual understanding through mutual corporation and respect. For this reason, each unit has an upperclassman (Somei House Resident Assistants) who supports the residence of the unit by providing guidance and advice regarding everyday life. Further, in consideration of the service life of the building's facilities, we will conduct maintenance and repairs on the facilities and equipment and a well-planned manner.	71 JCD
				72 SAD-SHWS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(4) Measures for achievement of goals regarding student support		(4) Measures for achievement of goals regarding student support	
			D-2 Checking opinions from residents and current status of the operation of Ikki Dormitory, we will prioritize the renovation of facilities and equipment that need to be repaired for tackling aging, improving life environment, and preventing infections, etc. in order of their priority. (Junior College)	73 JCD
<The UoA >				
E	Poor-performing students due to introduction of the Academic Proficiency System will be grasped in early juncture for early care.	E	The Learning Support Office will hire excellent students as TAs and SAs in addition to the two Learning Support Staff Members, who possess specialized knowledge and skills. By doing this, we will continue to have an effective learning support system that is capable of responding to student needs at all times. Further, we will also improve the support systems to make them more convenient for students. by utilizing systems including the so-called academic probation system and the standards for academic underperformance, we will strive to detect underperforming students an early juncture and conduct periodic consultations with said students and their parents or guardians based on information from relevant parties including faculty advisors, the students counseling office, etc.	74 SAD-AAS SAD-SHWS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(4) Measures for achievement of goals regarding student support		(4) Measures for achievement of goals regarding student support	
F	The ratio of students who graduate/complete from respective programs within the standard enrollment period will be increased.	F	We will share the list of students who have poor academic performance and other information related to such students with the AAC members, GT supervisors (students of 3rd and 4th years) and class mentors (students of 1st and 2nd years) every half year to encourage them and their guardians to have consultation. We will aim to reduce the number of students who have poor academic performances. On top of consultations with faculty members and Student Affairs Division staff, we will provide attentive and detailed advice corresponding to needs of students in question and their guardians in cooperation with staff of the Student Canceling Room, Nurse's Office, Office for Learning Support and Office for Employment Support. By doing so we will put effort into increasing the ratio of students who can graduate from the undergraduate school or complete the graduate programs within the legitimate number of years.	75 SAD-AAS
G	We will actively promote tuition waivers, scholarships, and system of TA/SA/RA. We will collaborate with the Support Association. By these means, financial support will be enhanced.	G	G-1 We will continue to exempt tuition for students having financial difficulties and victims of the Great East Japan Earthquake. Meanwhile, we will provide support of students' university life by utilizing the UoA Student Living Expense Support Fund. G-2 We will support students of doctoral program by utilizing the RA system, and will support students of master's program by utilizing the scholarship programs for honors program, DDP, etc. G-3 To undergraduate students, we will continue to provide financial support in cooperation with the UoA Supporters' Association for their study and job search activities. G-4 We will continue to inform students of external scholarship programs offered by various organizations including private ones.	76 SAD-SHWS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(4) Measures for achievement of goals regarding student support		(4) Measures for achievement of goals regarding student support	
H	Student Counseling Office, Nurse's Room, and Complaint Counseling Office will collaborate with each other in order to provide life support in details.	H	Taking into account content of consultations provided to students, people including the Student Affairs Division staff, the counselor, nurse, learning support staff, career counselors, harassment counselor will share information related to students in question in order to provide attentive care corresponding to issues of individual students.	77 SAD-SHWS
I	In order to obtain career-selection-related information in advance, a course will be offered and students will be recommended to take it. At the Employment Support Office mainly, tailored support will be offered.	I	I-1 We will aim to continue the 100% job placement rate by, among other things, holding joint corporate information sessions and company visits and having the career support staff members provide fine-grained support all year long. I-2 We will conduct career education that starts from admission and is conscious of students' post-graduation career paths by recommending that all 1st-year students take the Introduction to Computer Science and Engineering course and through classes in the Career Design I course. Further, at the Career Support Office, we will conduct individual interviews with students about to start job hunting and, having ascertained the desired career path of each student, provide them with information on job listings suited to their individual desires.	78 SAD-SHWS
<The JCD>				
J	Utilizing the system for exemption of tuition, and/or various scholarships, we will aim for the enhancement of students' economical support by corroborated with the Supporters' Association of UoA.	J	In order to support the students facing difficulty in studying due to financial reasons, we will continue the tuition waiver using the national learning support system for higher education and the partial tuition waiver that has been conducted as the university corporation. Moreover, we also continue to support the students facing difficulty in studying due to being victimized by the Great East Japan Earthquake. In addition, we will continuously subsidize the use of the cafeteria in collaboration with the Education Support Association.	79 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(4) Measures for achievement of goals regarding student support		(4) Measures for achievement of goals regarding student support	
K	Faculty and personnel of UoA will cooperate to finely conduct consultations on students' living.	K	With collaboration among faculty members in charge of each seminar, student counseling staff, Student Section, etc., we will create an environment and atmosphere in the Student Counseling Office that makes it easy for students to come inside to receive counseling. When students ask for a consultation, information of the matters will be centralized to Dean of Students, and Dean of Students and faculty and administrative staff members in charge of relevant matters will be handling the consultation appropriately. Through discussing the matters with the Dean of the Undergraduate School and at the Deans Meeting as necessary, the entire university or department will handle consultations for students.	80 JCD
L	In order to support students' carrier paths finely, we will collect and provide the company/internship related information to implement student consultations centered on the Carrier Support Center.	L	We will make a "Personal Interview Registration Sheet" for every student based on individual interviews and career questionnaires. We will share information between the Career Instruction Committee and Career Consultant. According to the students' desired career paths, we will appropriately support students through we will aim at a 100% in employment rate for those wishing to get jobs by providing them with mockup interviews and correction of entry sheets, etc.	81 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	1. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	2. Measures to be Taken to Achieve Goals regarding Research		1. Measures for Achievement of Goals regarding Education	
	(1) Measures for achievement of goals regarding research standards and results		(1) Measures for achievement of goals regarding research standards and results	
<The UoA >				
A	We will promote basic research on Computer Science Engineering with a long-term perspective. At the same time, we will ascertain the latest global technological trends, as well as needs of industry, society, and the region and appropriately determine the direction of the research.	A	<p>In order to deepen our fundamental research, grasp the latest technological trends and respond to the social needs of industry, we advanced studies and research focused on fields with a high potential to change the world and social life and also further promoted research and strategic research (SR) in each of the CAIST clusters.</p> <p>In particular, we advanced fundamental and applied in fields including ① Artificial Intelligence (AI) ② robotics ③ fundamental and applied research on security, distributed systems, and other related fields and ④ Big Data and the Internet of Things.</p> <p>Further, through the activities of the AI Center and the University-Business Innovation Center, we engaged in research that responds to the individual needs from society, the local community, and companies. The Center for Space Informatics Research advanced collaborative research with researchers from across the country. Further, in October, we launched multiple cross-organizational research clusters and enhanced the University's research system. At the cluster forum held on October 24, which was attended by 83 people, researchers from inside and outside the University gave presentations and engaged in discussions.</p>	82 Dean (Chairs of Dept.)

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	1. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	2. Measures to be Taken to Achieve Goals regarding Research		1. Measures for Achievement of Goals regarding Education	
	(1) Measures for achievement of goals regarding research standards and results		(1) Measures for achievement of goals regarding research standards and results	
B	We will proactively promote research exchanges with research institutes including world-class universities as well as those conducted through interdisciplinary fusion.	B	We will deepen our research exchanges with universities with which we have signed exchange agreements. In particular, we will establish and enhance collaboration with universities and other entities in the world's leading ICT, strive to disseminate information on the University of Aizu's research results and facilitate mutual exchange and understanding, and aim to increase the level of research and the name-recognition of the University through exchange and collaboration. Domestically, we will strengthen our collaboration with universities and other organizations in the fields of material science, medical science, finance, the social sciences, etc. and promote interdisciplinary exchanges that reflect the needs of society, the local community, etc.	83 Dean (Chairs of Dept.)
C	The CS division will engage in a wide range of research and development such as modeling of quantum computing and next generation computing elements, investigating new theories and techniques for information / cyber / IoT security, development of mathematical models, computer models, simulations and new methodologies for solving complex problems, and development of core technologies for constructing artificial intelligence systems, intelligent services, and intelligent environments.	C	The CS division will continue to foster basic and applied research in Computer Science and its applications. We will strive to increase our visibility both in Japan and abroad – to achieve this, we will encourage research collaboration with a wide variety of research organizations; We will also strive to increase research publications in high level journals and conferences and to increase external research funding. As in the past we will continue excellent researches in key areas of computer science research such as Artificial Intelligence, Machine Learning, Cognitive computing, Information/Cyber security, Intelligent services/environments, Data Mining, Computational modeling, and the mathematical foundations of Computer Science and its applications to physical and natural sciences.	84 CS Division

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	1. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	2. Measures to be Taken to Achieve Goals regarding Research		1. Measures for Achievement of Goals regarding Education	
	(1) Measures for achievement of goals regarding research standards and results		(1) Measures for achievement of goals regarding research standards and results	
D	The CE division will engage in a wide range of research and development such as wireless networks, software-defined radios, software-defined sensor networks, cloud computing and other cutting-edge computing technologies, secure embedded systems, neural network-inspired systems and platforms, big data driven networks and their applications, and lightweight, energy-efficient wearable devices as well as computing technologies that utilize them.	D	The CE Division will conduct research and development of innovative computing, which will promote computer engineering advancements, such as High-Performance computing, advanced network technology, and devices and platforms for the Internet of Things. In particular, the division will conduct research and development on neural network-inspired systems and platforms, wireless communication networks, software-defined radios, software-defined sensor networks, cloud and edge computing, AI-chip, safety embedded systems, big-data-driven networks, and their applications, and wearable devices and computing.	85 CE Division
E	The IS division will engage in a wide range of research and development such as audio signal processing, biomedical sensing and signal processing, computer graphics, computer vision, and image processing, enterprise web systems, databases and data mining, big data and deep learning, cloud computing, intelligent services and intelligent environments, IoT, mobile computing, and security.	E	In the fields of the Information Systems area, we will conduct research and development on new approaches, methods, algorithms, devices, and system construction for the purpose of acquiring, collecting, accumulating, processing, etc. multimedia data (visual, video, audio, text, music, numerical values, etc.) from space, the earth, and organisms using the latest ICT/AI research findings and methods in an effort to discover new knowledge and create new systems of knowledge. In particular, we will actively conduct research and development on noncontact / hidden methods, devices, and systems suitable for the COVID era and also tackle urgent issues faced by modern society such as improving the welfare of, promoting the health of, and improving the quality of life of the people of Japan, responding to natural disasters and protecting the global environment from the fields such as cloud databases, Big Data analysis and data mining, human support systems for industrial and disaster response robots, mobile ambient systems for integrating mixed realities, application platforms in multipurpose distributed environments, planetary probe image data analysis, biomedical information infrastructure, machine learning-based applications, and tsunami modeling and simulation.	86 IS Division

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	1. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	2. Measures to be Taken to Achieve Goals regarding Research		1. Measures for Achievement of Goals regarding Education	
	(1) Measures for achievement of goals regarding research standards and results		(1) Measures for achievement of goals regarding research standards and results	
F	The CCRS will engage in research aimed at enhancing the content of and methods used by the liberal arts education demanded by modern society from the perspective of humanities and social sciences such as philosophy, sociology, jurisprudence, pedagogy, psychology and theory of physical education, as well as research regarding culture in an information-based society.	F	As part of research into improving the content the liberal arts education demanded by modern society and the methods used to teach it, we will begin work on developing textbooks for the “Academic Skills ” course.	87 CCRS
G	The CLR will engage in research on the diverse areas related to language pedagogy and linguistics, such as research into the differences between Japanese and English pronunciation, development of elicitation tools for the assessment of L2 speaking, development of a theory regarding L2 phonology – both speech perception and production, use of manga for L2 writing, development of technology enhanced learning tools, research into L2 as a sociolinguistic practice, and more.	G	The CLR will research, present, and publish in diverse areas related to language pedagogy and linguistics: technical communication and information design for CLIL, development of elicitation tools for L2 speaking assessment, interaction between ICT and education, technology-enhanced learning, developing pragmatic/interactional competence in L2 speaking/writing, English pronunciation-spelling correspondence, tone and phonation, second language phonology and speech perception, second-language vocabulary, cognitive linguistics, and the Aizu dialect of Japanese.	88 CLR

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	1. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	2. Measures to be Taken to Achieve Goals regarding Research		1. Measures for Achievement of Goals regarding Education	
	(1) Measures for achievement of goals regarding research standards and results		(1) Measures for achievement of goals regarding research standards and results	
H	At CAIST, the leading-edge and intern-disciplinary research which is integrated with computer science and engineering will be promoted. Responding to the rapidly changing time in timely manner, every fiscal year, we will examine about revision and abolishment of clusters.	H	We will aim to increasing the sophistication of our platform for giving back to society through our technical prowess through industry-university-government collaboration with a focus on cutting-edge research and development. At the same time, we will promote the strengthening of our competitiveness in the realm of the acquisition of external funding in order to engage in the challenging technological research and development needed to create innovation. Further, we will aim to conduct cross-cluster collaboration through the Cluster Conference and to create opportunities for intra-university exchange aimed at promoting synergy through collaboration with internal research projects. In addition, we will aim to establish a support system for an interdisciplinary intra/extra-university research collaboration system. In addition, through the holding of meetings of the advisory board, the annual symposium, etc., we will proactively collect advice from external experts and, based on that advice, improve the quality of the future plans of CAIST as a research organization. At the same time, we will enhance our public relations activities through the website, etc. and pursue the construction of a system for disseminating academic achievements domestically and abroad. Moreover, in order to maintain the high-quality technological innovation ability needed to flexibly respond to the rapidly changing times, we will proactively conduct periodic revisions and discontinuations of research clusters through cluster review meetings and aim to further stimulate research and development	89 CAIST

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	1. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	2. Measures to be Taken to Achieve Goals regarding Research		1. Measures for Achievement of Goals regarding Education	
	(1) Measures for achievement of goals regarding research standards and results		(1) Measures for achievement of goals regarding research standards and results	
H-1		H-1	Leveraging the UoA's innovation in the field of information science, we will make research achievements as a supplier of geographical information systems (GIS) and expiration support software to Japanese deep space probe program in the field of space exploration. With this being the final fiscal year of the hub startup program, we will implement intra/extra-university collaborative research as an open university-business collaborative program and make it take root. Through the open base program, collaborative research based on a collaboration agreement with the Japan Aerospace Exploration Agency (JAXA) , and fundamental research and development, we will contribute to space projects. Further, as members of the Japan Meteorological Agency Volcanic Eruption Warning Liaison Committee's Satellite Analysis Group, we will conduct research into monitoring volcanic activity of volcanoes including Fukushima Prefecture's Mt. Azuma using synthetic aperture radar data from Earth observation satellites.	89-1 ARC-Space
I	We will aim to have 300 papers annually (an average of four papers per mainline undergraduate school faculty member) accepted for major journals and conferences (including international conferences).	I	We will aim to have 300 papers accepted by major journals in the Scopus bibliography and citation database and collect the information on each faculty member's achievement and share it within the university.	90 OPM
J	We will aim to acquire 50 externally-funded research grants and 150 million yen in external grant funding including that for Industry - Academia - Government Collaboration (including that acquired by the JCD).	J	•We will continue to share information on publically available research funding with faculty members and provide them with support on the application process in collaboration with UBIC faculty members if requested.	91 PCD-CAS (JCD)

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	1. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	2. Measures to be Taken to Achieve Goals regarding Research		1. Measures for Achievement of Goals regarding Education	
	(1) Measures for achievement of goals regarding research standards and results		(1) Measures for achievement of goals regarding research standards and results	
K	We will aim for a Grants-in-aid for Scientific Research (KAKEN) new acceptance rate of 30%.	K	<ul style="list-style-type: none"> • We will notify faculty members of KAKENHI research categories for which the call for applications begin in April 2021 and provide pre-check of the application forms. • We will continue to hold internal information sessions and provide pre-checks of application forms ahead of FY2022 KAKENHI in corporation with faculty members as in FY2020. • We will aim for an annual KAKEN adoption rate of 30% for new proposals. 	92 PCD-CAS
L	We will aim for 3,000 academic paper citations annually (an average of thirty five citations per mainline undergraduate school faculty member).	L	We will aim to achieve 3,000 paper citations in Scopus and collect the information on each faculty member's achievement and share it within the university.	93 OPM
M	We will aim to apply for ten patents annually.	M	We will aim to file 10 patent requests per year.	94 PCD-CAS
<The JCD>				
N	The JCD will conduct fundamental and regional-problem- solving research in specialized field of each department. Those research achievements will be given back to the society and community.	N	We will conduct basic research, applied research and regional practice research. Those results will be given back to local communities and society through publication in journals, conferences, the JCD academic repository and on websites.	95 JCD
O	We aim for 100 published academic research (includes papers stated in the research bulletin).	O	We aim for 100 published academic research (includes papers stated in the research bulletin).	96 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	1. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	1. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	2. Measures to be Taken to Achieve Goals regarding Research		1. Measures for Achievement of Goals regarding Education	
	(2) Measures for achievement of goals regarding improvement of systems, etc. for promotion of research		(2) Measures for achievement of goals regarding improvement of systems, etc. for promotion of research	
A	We will appropriately maintain and manage the facilities and equipment required for research.	A	<p>A-1 In accordance with the facility repair plan based on the facility long-term maintenance plan, we will conduct repair work and maintenance on facilities and equipment in a planned and efficient manner. (Work to be Implemented)</p> <ul style="list-style-type: none"> - Repair work for the external walls of the Library and Research Quadrangles - Waterproofing repair work for the rooftop of the Field House and Gymnasium - Replacement of Lecture Hall elevators - Replacement of toilets in JCD South Wing and Gymnasium [Reprinted] <p>A-2 We plan to make improvement to some IT environments such as computer data storage for faculty and students, web servers, and email environments. We will improve systems related to computer data storage for faculty and students and email / web environments in order to provide necessary and optimal teaching and research environments for faculty members by, among other things, improving the environment to disseminate information on the university website and enhancing the security of email environments.</p>	97 GAD-FS ISTC (JCD)
B	Regarding internal research funds, in addition to striving to secure funding in terms of a total amount, we will consider policies for achieving more effective allocation and utilization of the funds by introducing an element of competitiveness.	B	Based on the budget execution status as well as opinions made at meetings such as Deans and Directors meetings, we will review the competitive research funding system in order to increase faculty members' motivation and allocate the funding effectively.	98 PCD-CAS (JCD)

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	1. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	2. Measures to be Taken to Achieve Goals regarding Research		1. Measures for Achievement of Goals regarding Education	
	(2) Measures for achievement of goals regarding improvement of systems, etc. for promotion of research		(2) Measures for achievement of goals regarding improvement of systems, etc. for promotion of research	
C	While constantly reviewing the impropriety prevention plan we will strive to appropriately implement research funds. At the same time, we will assure permeation of a mindset of compliance by holding study sessions, etc.	C	We will conduct compliance training for research activities through e-learning in principle as usual. We will consider enhanced measures to prevent research misconduct by, among other things, holding workshops by external lecturers and informing faculty members of the manual concerning accounting management and execution of ordering by faculty. Regarding the regular holding of the Research Ethics Committee meetings, we will strive to improve faculty's awareness of research ethics by, among other things, continuously hold the meetings and taking an opportunity to share information that will help them understand the systems related to research ethics.	99 PCD-CAS (JCD)

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	1. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	1. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	3. Measures for Achievement of Goals regarding Internationalization		1. Measures for Achievement of Goals regarding Education	
<The UoA >				
(1)	We will promote further globalization of the activities by our faculty and student body through exchanges with research institutes including world-class universities, including conducting international collaborative research, organizing international conferences, etc.	(1)	We will provide opportunities for international joint research, etc. and disseminate the University information such as its globalization, specialties, fields of research to leading researchers in the world by covering the expenses of domestic / international conferences, etc. held at the UoA.	100 CFG
(2)	Utilizing the Top Global University Promotion Project, we will conduct overseas student internships. At the same time, we will encourage submission of papers to, and presentation at, overseas conferences.	(2)	<p>(2)-1 We will provide internship programs for various purposes. In order to improve the quality of the programs, we will ensure to follow up the situations before/during/after the training. [Alternative plans in response to the COVID-19 pandemic] We will plan and implement alternative programs online in collaboration with our international partner universities.</p> <p>(2)-2 We will obtain more external funding to improve the quality of the programs by deepening our partnership with the Local Ventures Creation and Support Foundation and companies in and outside the country. We will also create opportunities to internally and externally disseminate the information regarding students' achievements in the activities.</p> <p>(2)-3 We will thoroughly disseminate the information regarding the overseas travel expenses subsidy system in order to increase the number of students using the system.</p>	101 CFG

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	3. Measures for Achievement of Goals regarding Internationalization		1. Measures for Achievement of Goals regarding Education	
(3)	We will create opportunities for foreign faculty members and international students to engage in broad exchanges with Japanese students, faculty members, and administrative staff members, as well as members of the local community.	(3)	<p>(3)-1 We will cultivate students' communication skills and cross-cultural understanding needed for global talent by encouraging them to actively participate in study / internship abroad programs, international exchanges, etc. through freshman orientations, study abroad fairs, signage, etc. from the first year.</p> <p>(3)-2 We will contribute to the globalization in the region by having international students, Japanese students, faculty members and administrative staff participate in education programs for international understanding, exchange events, etc. in collaboration with regional educational institutions and municipalities.</p>	102 CFG
(4)	We will aim to increase the ratio to 6.3%(83people) of international students among all students.	(4)	<p>We will continue to aim for 6.3% or more of the students to be international students by streamlining and diversifying the activities to recruit 1-year undergraduate students and striving to secure talent who will contribute to the globalization of the university.</p> <p>[Alternative plans in response to the COVID-19 pandemic] For international students who cannot enter due to COVID-19 pandemic, we will implement student exchange activities such as orientation sessions or buddy programs online.</p> <p>We will strive to secure quality 3rd-year transfer students in collaboration with our international partner universities. Further, we will continue to aim for 6.3% of the students to be international students by increasing the number of international students at the graduate school and ICTG program through more effective student recruitment activities.</p>	103 CFG

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	1. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	3. Measures for Achievement of Goals regarding Internationalization		1. Measures for Achievement of Goals regarding Education	
(5)	We will aim to increase the number to 50 of Japanese students who participate in study abroad programs.	(5)	<p>We will, among other things, increase the number of partner schools, companies, etc. for our short to mid-term study / internship abroad programs. We will also explain students the meaning of studying abroad and participating in internship programs as well as step-by-step career paths by utilizing information distribution tools such as freshman orientations, study abroad fair, and signage. Further, we will aim for the number of Japanese students who have studied abroad of 50 (corresponding to the standard set by MEXT) by obtaining external funding to reduce their financial burden and encouraging as many students as possible to participate in the programs.</p> <p>*As we expect the change to the MEXT's standard regarding the number of students who have studied abroad will remain in effect in FY2021, we will implement online exchange programs satisfying the standard as alternative programs.</p>	104 CFG

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan	Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan	
	1. Measures for achievement of goals regarding collaboration and cooperation with local communities, etc.		1. Measures for Achievement of Goals regarding Education	
	<Shared of the UoA and the JCD>			
(1)	Utilizing the UoA's intellectual property, we will proactively organize public lectures and dispatch faculty members to conduct dispatch lectures.	(1)	(1)-1 Based on the UoA's regional contribution policy, we will proactively hold public lectures to support lifelong learning and education and studying for junior/senior high school students as well as dispatched lectures by our faculty members, by utilizing the specialties of the university.<UoA>	105 PCD-PPR
			(1)-2 We will conduct public lectures of each field of specialization. In addition, we will widely make learning opportunities available by on-demand providing public lectures and special-lecture sessions implemented <Junior College>	106 JCD
(2)	As a university open to the local community, availability of university facilities will be proactively advertised to general public. Local community and residents will receive a wide range of opportunities to use the UoA facilities.	(2)	We will strive to attract more users by introducing our open facilities such as the Auditorium, Gymnasia, LICTiA, Library, etc. to external users through the university website, etc.	107 GAD-GAS SAD-SHWS ARC (JCD)
	<The UoA >			
(3)	We will position the All-Japan High School Computing Contest as the symbol project of Aizu, which puts much energy into ICT talent development, aiming to increase the number of participants (target: 2,000 people) in collaboration with Aizu as a whole, including local companies and local municipalities.	(3)	We will strive to further disseminate the selling points of PCK and raise the awareness by utilizing social media, etc. At the same time, we will hold the 18th PCK 2021 and target to have 2,000 participants of high schools / technical colleges in the country by actively recruiting participants from western Japan.	108 PCD-PS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan	Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan	
	1. Measures for achievement of goals regarding collaboration and cooperation with local communities, etc.		1. Measures for Achievement of Goals regarding Education	
(4)	Collaborating with local incorporated NPOs and Aizuwakamatsu City, we will continue to conduct the computer science summer camp. At the same time, we will newly accept junior and senior high school students from overseas and promote the appeal of the UoA and Aizu broadly to the world through these exchanges.	(4)	<p>(4)-1 In collaboration with relevant organizations such as Aizu Wakamatsu City, we will hold the (24th) "Computer Science Summer Camp at UoA 2021 " in which senior/junior high school students in and outside the prefecture participate.</p> <p>(4)-2 Taking into account the effect of the COVID-19 pandemic, we will improve the implementation of online campus tour and the distribution of videos of the online campus tours for high school students who are interested in studying at our university. By doing so, we will disseminate the characteristics of the university and Aizu.</p>	109 PCD-PS CFG
(5)	We will proactively respond to requests from senior high school faculty members for the dispatch of UoA faculty members. At the same time, we will strengthen our collaborations with senior high schools designed as SSH (Super Science High schools) and SGH (Super Global High schools) in particular.	(5)	We will proactively advertise off-campus public lectures. At the same time, we will directly inform headmasters of high schools in the prefectures of the programs. Further, we will provide mock lectures to designated schools such as SSH and SGH and invite students for university visits.	110 SAD-SRS
(6)	We will support the improvement of Fukushima junior and senior high school students' academic abilities in math, science, and English, as well as their internationalization. In particular, we will further strengthen our collaboration with Aizu Gakuho High School, which is based on a university-high school collaborative agreement.	(6)	We will send our faculty members to senior/junior high schools in the prefecture such as Aizu Gakuho Senior High School and support the improvement of their academic performance and the globalization.	111 SAD-SRS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan	Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan	
	1. Measures for achievement of goals regarding collaboration and cooperation with local communities, etc.		1. Measures for Achievement of Goals regarding Education	
(7)	Under collaboration agreement, we will collaborate with Aizuwakamatsu City, Kitakata City, Koriyama City, and Koriyama Techno Police Promotion Agency, and Okuma Town. Within the scheme, we will work on solving regional issues such as industrial advancement and personnel training.	(7)	We will exchange information and other things with municipalities, etc. we signed a partner agreement with, find regional issues and needs through AOI meetings, and discuss how to solve those regional issues.	112 PCD-CAS
(8)	With Fukushima Medical University, in medical and healthcare fields, ICT knowledge scheme of collaboration will be promoted such as the data check for Fukushima Health Management Survey to ensure the residents' safety.	(8)	We will support, among other things, the operation of managing prefectural health survey data owned by Fukushima Medical University by utilizing the LICTIA Data Center. At the same time, we will collaborate with Fukushima Prefecture utilizing our ICT knowledge. We will also strive to create new joint research opportunities, etc. by demonstrating the technologies owned by the University that can be used in the medical/health field at technical exhibitions such as Medical Creation Fukushima.	113 PCD-CAS ARC
(9)	We will work on initiatives based on the Fukushima Female Support Declaration and the Academia Consortium Fukushima.	(9)	In collaboration with the Academia Consortium Fukushima, we will solve regional issues such as the regional revitalization by participating in the Fukushima Prefecture Leading Entrepreneur Creation Project and collaborating with other universities through various projects.	114 PCD-PS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	<p>II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan</p> <p>1. Measures for achievement of goals regarding collaboration and cooperation with local communities, etc.</p>	Item	<p>II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan</p> <p>1. Measures for Achievement of Goals regarding Education</p>	
(10)	<p>We will promote further standardization software technologies which are worked on as part of the development project. We will use research results and technologies for alumni ventures and a wide range of companies in the prefecture. We will contribute on industrial advancement and human resource development.</p>	(10)	<p>We will further promote the standardization of software technologies through training and the robot software review meetings of the Fukushima Robot Industry Promotion Council. At the same time, we will share the research results and technologies with various companies in the prefecture. In FY2021, we will conduct R&D activities focusing on the introduction of robotics in the companies located in the prefecture including those in manufacturing industry.</p> <p>In addition, we will continue to contribute to the revitalization of Hamadori by, among other things, enforcing the collaboration with companies in Hamadori where the Robot Test Field is located, supporting the local team to participate in the Word Robot Summit (a robot competition) which was postponed until 2021, and providing education to high school students in the area.</p>	115 PCD-CAS ARC
(11)	<p>Aizu Open Innovation Meetings (AOI Meetings,) which is main role in the UoA's university-business collaboration, will be utilized actively. At the same time, we will figure out practical utilization of apps developed under collaboration with alumni ventures and local companies.</p>	(11)	<p>Through AOI meetings participated by many companies, municipalities, etc. from various regions in the prefecture, we will strive to deploy the advanced ICT technologies in the region in collaboration with the UoA-launched ventures, other companies, etc. and help the utilization of ICT in the companies and the regions.</p>	116 ARC
(12)	<p>We will train personnel who have IT skills which connect technology and the place where technology is used, aiming at order to solve issues of companies.</p>	(12)	<p>We will connect students who have skills and awareness about issues with companies by conducting talent development projects such as "Advanced ICT Industry Promotion Project" aimed for fostering advanced ICT specialists and encouraging young people to settle in the prefecture. We will also foster talent by solving problems utilizing ICT technologies such as applications and IoT.</p>	117 ARC

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan	Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan	
	1. Measures for achievement of goals regarding collaboration and cooperation with local communities, etc.		1. Measures for Achievement of Goals regarding Education	
	<The JCD>			
(13)	We will cooperate and collaborate with local organizations including municipalities in Fukushima prefecture in a way that leverages our expertise.	(13)	We will conduct basic research, applied research and regional practice research. Those results will be given back to local communities and society through publication in journals, conferences, the JCD academic repository and on websites.	118 JCD
(14)	We will offer dispatch lectures and open lectures more than 80 times within the year.	(14)	We will aim to conduct 80 dispatch lectures by creating a list of dispatch lectures that summarizes information such as the field of their research and disseminating the information through distributing the list to relevant organizations and posting it on the university website.	119 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan	Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan	
	2. Specific measures regarding promotion of regional industry		1. Measures for Achievement of Goals regarding Education	
<The UoA >				
(1)	Implementing collaboration with companies in the prefecture, ICT training will be offered to females who wish to get a job, aiming at maintaining ICT workforce and creating a place where women can take active roles in the prefecture. Through the training project, annually fifty individuals will be able to get a job (150 individuals in three years.)	(1)	In collaboration with Fukushima Information Industry Association, companies in Aizu Academia-Industry Consortium, commercial and industrial associations, and UoA-launched venture companies, we will strive to help women find employment in IT companies or engage in work related to IT by offering e-learning or practical courses for women in and outside the prefecture wishing to find employment (work for a company or start business) in the prefecture as well as "Female IT Professional Talent Development and Employment Support Project (Female IT Career Development Juku)". We will aim to help 42 participants get (60% of the 70 participants) a job. We will recruit 30 people for the IT Fundamentals and Web Design course, 40 for the Programming Fundamentals and Entrepreneurship Support Course.	120 ARC
(2)	Supporting the UoA-accredited venture companies, we will create and implement new privileges.	(2)	We will target to newly authorize two companies as UoA-accredited venture companies. Further, we will ask UoA-accredited companies their needs, discuss doable support measures, and implement them.	121 ARC PCD-CAS
(3)	Promoting the UoA-industry-government collaboration project such as smart community project, we aim for promotion of local industries and development of human resources.	(3)	We will work on regional industry development and talent development through the fusion of local resources and ICT technologies by utilizing the LICTiA (Data Center, etc.), deploying our robot technologies, disseminating information related to the advanced ICT technologies at the IT AKI Forum as well as supporting the Smart City Plan (Aizuwakamatsu City) in cooperation with Aizuwakamatsu City and tenant companies of Aict.	122 ARC

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan	Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan	
	2. Specific measures regarding promotion of regional industry		1. Measures for Achievement of Goals regarding Education	
(4)	In order to contribute to the region's industrial development, we will proactively collaborate with companies in the region to increase the number of opportunities to leverage faculty members' knowledge and research results.	(4)	We will contribute to the development of industry in the entire prefecture by holding AOI meetings for searching seeds that meet the needs of society and market as well as supporting their commercialization in Aizu region and other areas in the prefecture.	123 ARC

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan Earthquake	Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan Earthquake	
	3. Measures for Achievement of Goals regarding Provision of Support to Reconstruction Efforts from the Great East Japan Earthquake		1. Measures for Achievement of Goals regarding Education	
<The UoA >				
(1)	As a promotion of LICTiA activities, we aim for the AOI meetings for creation of innovation to be held 300 times within the year, and the usage rate of LICTiA Cloud be 60%.	(1)	We aim to hold the AOI meetings for creation of innovation 300 times a year not just in Aizu District but in partner cities in the prefecture such as Koriyama City, Shirakawa City, and Minamisoma City. We will also target annual usage rate of 60% for LICTiA Cloud.	124 ARC
(2)	Based on collaboration agreements with companies leading Japan's advance technological industry, we will work on support of industry toward Fukushima's revitalization.	(2)	<p>We will continue working on university-academia-government initiatives with prefecture-based companies and local municipalities by utilizing ICT in order to contribute to revitalization in the prefecture through the development of advanced technology industry.</p> <p>We will engage in fostering talent for robotics technologies based on the partner agreement with Minamisoma City and providing development support through joint research projects and commissioned projects initiated by AOI meetings. We will contribute to revitalization in the prefecture through the development of advanced technology industry by providing these support to the technology demonstration/development in collaboration with companies and municipalities as well as engaging in talent development.</p>	125 PCD-CAS ARC
(3)	Collaborating with Fukushima Medical University and prefectural police headquarters, prefecture's public health management and cyber-crime prevention will be a focus of personnel training at LICTiA.	(3)	<p>Based on the MOU regarding cyber security, we will work with Fukushima Prefectural Police in information sharing, technical support, and talent development.</p> <p>We will support the operation of managing prefectural health survey data by Fukushima Medical University and give advice on provision of data for research purposes, utilizing our ICT knowledge.</p>	126 PCD-CAS ARC

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan Earthquake	Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan Earthquake	
	3. Measures for Achievement of Goals regarding Provision of Support to Reconstruction Efforts from the Great East Japan Earthquake		1. Measures for Achievement of Goals regarding Education	
(4)	Collaborating with ICT companies within the prefecture, we will implement the human resource development project for women in the prefecture and women who evacuated outside the prefecture to support integrally with learning and working.	(4)	In collaboration with Fukushima Information Industry Association, companies in Aizu Academia-Industry Consortium, commercial and industrial associations, UoA-launched venture companies, we will strive to foster IT talent by offering e-learning or practical courses for women in and outside the prefecture wishing to find employment (work for a company or start business) in the prefecture as well as "Female IT Professional Talent Development and Employment Support Project". We will recruit 30 people for web designer training course and 40 people for programmer training course.	127 ARC
(5)	Through deployment of technologies developed by the UoA alumni ventures and local companies collaborating with municipalities, schools, revitalization-related national organizations in the Coastal region in Fukushima, and development of human resources, we will make use of it for revitalization of evacuated area.	(5)	We will contribute to the revitalization of industry of Hamadori region, by among other things, enforcing the collaboration with companies and related organizations in Hamadori and companies in Fukushima Robot Test Field, etc. and conducting R&D activities leveraging the ICT knowledge and technologies at the UoA and the collaboration network with various companies.	128 ARC

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan Earthquake	Item	II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan Earthquake	
	3. Measures for Achievement of Goals regarding Provision of Support to Reconstruction Efforts from the Great East Japan Earthquake		1. Measures for Achievement of Goals regarding Education	
(6)	We will contribute to the reconstruction of Fukushima through research, technological development and creating technical talents focusing on software development for robotics industry of the leading technological industry, which is characterized as the pillar of industrial revitalization in the coastal area of Fukushima.	(6)	We will contribute to the realization of the Innovation Coast Project by working on the demonstration and development of advanced ICT technologies such as robot software technologies and robot technologies based on the research and development of robot data repositories, in collaboration with local companies and other institutions at the UoA Robot Test Field Research Center established in the Fukushima Robot Test Field. In addition, we will work on the initiatives for the World Robot Summit in 2021. Further, we will add value with software and standardize software with software libraries through the Association of Promotion of Fukushima Robotics Industry's review meeting for robot/software. We will also foster ICT talent for revitalization through talent development trainings. In particular, we will support the revitalization by enhancing the partnership with local companies in Hamadori where the Robot Test Field is located through developing young talent in the region such as high school students.	129 ARC
<The JCD>				
(7)	We will support activities of the Okuma-town junior high school from both side of facilities and education.	(7)	Based on the educational collaboration agreement with the Okuma Town Board of Education, we will dispatch faculty members to Okuma Town Elementary School and Okuma Town Junior High School.	130 JCD
(8)	We aim for the community-based activities collaborating with local communities/companies to be implemented 5 times within the year.	(8)	We will promote activities of the JCD through sending the list of off-campus lectures to local governments in the distressed area. We will aim to conduct 5 projects in collaboration with these municipals such as off-campus lectures and revitalization support for these local governments and residents evacuated from the disaster-hit area and returned home.	131 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
	1. Measures for Achievement of Goals regarding Improvement of Administrative Operation and Effectiveness		1. Measures for Achievement of Goals regarding Education	
	(1) Measures for achievement of goals for improvement of organizational operation		(1) Measures for achievement of goals for improvement of organizational operation	
A	Organizational Operation Policy will be clearly written. And the UoA Code of Conduct will be announced to faculty members and administrative staff upon meetings and trainings.	A	We will disseminate the content of the organization management policies and the code of conduct to faculty and administrative staff members through e-mail, or Faculty Assembly meeting and other opportunities such as training for new employees.	132 GAD-GAS (JCD)
B	The systematic regulation which reflects objectives of the public university corporation system will be created. In anytime we will review it while operating corporation and university promptly and fairly.	B	We will establish regulations, etc. related to information security measures in accordance with the Basic Policy and Basic Regulations Concerning Information Security Measures of the Public University Corporation, the University of Aizu (information security policy) established in March, 2021.	133 GAD-GAS (JCD)
C	Internal audit with predetermined annual theme will be conducted whether if the organization is operated with compliance with laws and regulations.	C	We will conduct internal audits focusing on "the appropriate management of donations from the UoA Supporters' Associations and Alumni Association".	134 GAD-GAS (JCD)
D	Every year, internal organization and personnel system of the UoA corporation will be verified in line with operational circumstances. Necessary review will be conducted on them.	D	We will review the organization and personnel structures, and update them as needed.	135 GAD-GAS
E	In principle, we hire personnel through international recruitment. Not only for faculty members who are hired through strict assessment, will administrative staff be recruited based on legally fair recruitment process.	E	E-1 In principle, faculty members will be hired through international open recruitment. E-2 Administrative staff will be recruited through "Hello Work" (employment service center) and selected based on the examinations to evaluate the nature and abilities the Corporation is looking for.	136 GAD-GAS
F	All administrative staff to corporate administrative staff ratio will be increased to 45%.	F	We will achieve 45% of the staff (32/71) to be corporate by switching one prefectural personnel to corporate staff.	137 GAD-GAS
G	Multiple female administrative managers will be appointed.	G	While making efforts to nurture female staff who can be assigned to manager positions through internal job rotations and trainings, we will request the Prefecture to dispatch female managers.	138 GAD-GAS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
	1. Measures for Achievement of Goals regarding Improvement of Administrative Operation and Effectiveness		1. Measures for Achievement of Goals regarding Education	
	(1) Measures for achievement of goals for improvement of organizational operation		(1) Measures for achievement of goals for improvement of organizational operation	
H	For training administrative staff in charge of operation of the public university corporation, appropriate training system will be created. We will increase job performance skills.	H	In order to improve the professional competence needed in business operation of the university, we will conduct training sessions based on the training system suitable for the university operation by utilizing external training programs.	139 GAD-GAS (JCD)

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
	1. Measures for Achievement of Goals regarding Improvement of Administrative Operation and Effectiveness		1. Measures for Achievement of Goals regarding Education	
	(2) Measures for achievement of goals regarding improvement of effectiveness and practicality of administrative work		(2) Measures for achievement of goals regarding improvement of effectiveness and practicality of administrative work	
A	In order to promote reduction of administrative duties, we will reduce number of meetings held and time for a meeting, proactively promote power and system saving.	A	We will work on reducing the amount of time to give explanations at meetings by distributing meeting materials in advance as well as reducing the amount of printing work by continuing paperless meetings.	140 GAD-GAS (JCD)
B	We will promote paperless meetings and the amount of paper purchased will be reduced by 5%.	B	We will strive to reduce the amount of copying paper we purchase by about 4%, which is 125,000 pages fewer than average amount of the second medium-term goal period, by continuing paperless meetings, thoroughly promoting double-sided copying, and promoting the reuse of blank sides. The average amount of copying papers during the second medium-term goal period: 3,158,250 pages	141 GAD-GAS (JCD)

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
	2. Measures for Achievement of Goals regarding Improvement of Financial Affairs		1. Measures for Achievement of Goals regarding Education	
	(1) Specific measures regarding growth of self-generated income, including external research funds and other revenue		(1) Specific measures regarding growth of self-generated income, including external research funds and other revenue	
A	We will proactively rent the UoA facilities according to a purpose. LICTiA and UBIC will aim at 20 million yen and other facilities will aim at 3 million yen of facility use fee revenue annually.	A	<p>A-1 By proactively lending the data centers and conference spaces at LICTiA and securing tenants for R&D rooms and booth offices at UBIC when vacancies arise, we will target to achieve the total annual income from the usage fees of these facilities of 20 million yen.</p> <p>A-2 In order to promote the external use of the auditorium and gymnasium, we will target to achieve the total annual income from the usage fees of these facilities of 3 million yen by sharing the availability of the facilities on the university website.</p> <p>[Alternative plans in response to the COVID-19 pandemic] We will suspend on lending these facilities to external users in principle.</p>	142 GAD-GAS PCD-CAS SAD-SHWS ARC
B	In order to increase licensing revenue, we will disseminate information on our intellectual property within society through more channels and increase the number of opportunities for their use.	B	We will aim to disseminate the technologies we have by issuing collections of seeds or participating in technology exhibitions, etc. We will continue to collaborate with technology transfer agencies (TLO) in order to have more agreements of licensing permission	143 PCD-CAS (JCD)
C	For securing student support and research fund, donation system will be established and utilized.	C	<p>C-1 In order to support students with financial difficulties, we will raise donations for the UoA Student Life Support Association in collaboration with local business associations and distribute prepaid cards to students by utilizing the donation.</p> <p>[Alternative plans in response to the COVID-19 pandemic] In the case where the COVID-19 pandemic continues to affect students, we will continue taking supporting measures leveraging the funds.</p> <p>C-2 We will support the research using the scholarship donations.</p>	144 SAD-SHWS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
	2. Measures for Achievement of Goals regarding Improvement of Financial Affairs		1. Measures for Achievement of Goals regarding Education	
	(1) Specific measures regarding growth of self-generated income, including external research funds and other revenue		(1) Specific measures regarding growth of self-generated income, including external research funds and other revenue	
			C-3 We will use the JCD website to publicize how to utilize the Kosho Scholarship and the tax benefits in order to widely solicit donations. <Junior College>	145 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
	2. Measures for Achievement of Goals regarding Improvement of Financial Affairs		1. Measures for Achievement of Goals regarding Education	
	(2) Specific measures regarding economization of expenses		(2) Specific measures regarding economization of expenses	
A	Through learning session for accounting staff, cost awareness and deep knowledge in accounting administration will be promoted.	A	We will improve professional competence of the staff by understanding the appropriate timing of training for newcomers, estimation of subsidies, budget drafting, financial accounting system replacement, etc. and holding information sessions for persons in charge and trainings effectively.	146 GAD-BAS (JCD)
B	Issues among the current accounting system will be detected and improved.	B	Using the operational policy of financial accounting system, we will appropriately maintain and manage the system in terms of ensuring security standards and handling unexpected irregular situations. For further operational optimization, we will make the use of evaluation on the new system introduced in FY2020.	147 GAD-BAS
C	Conducting financial status analysis, we will conduct research on how we should use the result of said analysis.	C	We will create financial reports, share the information by making it easily understood internally and externally, and maintain the corporate finance healthy and efficient looking to the future operation.	148 GAD-BAS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
	3. Measures for Achievement of Goals regarding Internal Investigations and Evaluations, and Provision of Information		1. Measures for Achievement of Goals regarding Education	
	(1) Measures for achievement of goals regarding improvement of evaluations		(1) Measures for achievement of goals regarding improvement of evaluations	
<Shared of the UoA and the JCD>				
A	Every fiscal year, we will conduct self-check and evaluation at each division and department. As the entire university corporation, we will create a performance report.	A	Each department and division will conduct self-assessment/evaluation on the implementation status of their FY2019 annual plans. We will deliberate the results at the Office for Evaluation of the Corporation and the Management Council meetings with external experts and finalize them in the achievement reports as a corporation.	149 PCD-PPR (JCD)
B	Submitting performance report to the prefecture every fiscal year, we will receive evaluation by the Public University Corporation Evaluation Committee.	B	We will submit the achievement reports for FY2019 to the prefecture by the deadline. Then we will reflect the points to be improved in the operations of each university based on the results of the evaluation by the Public University Corporation Evaluation Committee.	150 PCD-PPR (JCD)
C	The performance report and evaluation result will be published internally and externally.	C	We will disclose the achievement reports for FY2019 created by the corporation and the results of the evaluation by the Public University Corporation Evaluation Committee on the UoA's and JCD's official website.	151 PCD-PPR (JCD)
D	Result of the personnel evaluation has been served as the base of salary for administrative staff, etc. We will operate the evaluation equally, fairly, and rigorously.	D	We will conduct administrative personnel evaluations in a fair, appropriate, and strict manner.	152 GAD-GAS (JCD)

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
	3. Measures for Achievement of Goals regarding Internal Investigations and Evaluations, and Provision of Information		1. Measures for Achievement of Goals regarding Education	
	(1) Measures for achievement of goals regarding improvement of evaluations		(1) Measures for achievement of goals regarding improvement of evaluations	
E	Regarding performance evaluation for faculty members, evaluation item and weight of each item will be reviewed. The evaluation system will be improved repeatedly. Degree of perfection will be increased. We will discuss about the method how we use the evaluation result.	E	We will review the faculty achievement evaluation system following its trial run, brush up the system, and discuss how to reflect the evaluation results. And, we continuously proceed with consideration for efficient input method of the faculty achievement date and to create a database in the future. Furthermore, we will work on discussing how we show information to faculty members.	153 GAD-GAS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
	3. Measures for Achievement of Goals regarding Internal Investigations and Evaluations, and Provision of Information		1. Measures for Achievement of Goals regarding Education	
	(2) Specific measures for promotion of the dissemination of information		(2) Specific measures for promotion of the dissemination of information	
A	In line with the Information Publication System and Public University Corporation System, we will promote appropriate informational.	A	We will disclose the information required to be shared with the prefectural citizens such as corporate annual plans, appointment of executives, operation status of the university on the university website.	154 PCD-PPR (JCD)
B	The UoA's education, research, industry, and regional contribution will be advertised externally in order to enhance public recognition of the UoA.	B	We will proactively disseminate the outstanding initiatives, achievements, and innovative activities, etc. in the field of education, research, industry-academia collaboration, and regional contribution of the UoA and JCD in and outside the country, utilizing external media as well as the university websites.	155 PCD-PPR (JCD)

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
	4. Specific Measures for Achievement of Important Goals regarding Other Business Operation		1. Measures for Achievement of Goals regarding Education	
	(1) Measures for achievement of goals regarding compliance		(1) Measures for achievement of goals regarding compliance	
A	Targeting faculty members and administrative staff, we will organize training sessions related to observation of laws and harassment prevention every year.	A	<p>Online training courses, etc., we will proceed with discussing training methods, etc. in the COVID-19. In April, we will conduct training sessions for new employees and those dispatched from Fukushima Prefecture while conducting training sessions specialized in relevant operations and supporting self-development trainings.</p> <p>ensure compliance by conducting training sessions regarding harassment for new employees in April and for faculty members and administrative staff (mainly harassment consultation staff) in May as well as disseminating the content of the code of conduct to faculty members and administrative staff.</p> <p>We will conduct e-learning compliance trainings for research activities as usual. We will hold training sessions by visiting instructors and notify the manual for observation of accounting execution and other measures for reinforcing the prevention of research misconducts.</p> <p>We will continue to hold the Research Ethics Committee meetings regularly while finding a opportunities for providing notifications for improving faculty's awareness of research ethics.</p>	156 GAD-GAS PCD-CAS (JCD)
B	We will conduct interviews by individuals in management positions at the appropriate, creating opportunities for consultation, and ascertaining the faculty's situation.	B	Managers will interview individual employees at least three times a year.	157 GAD-GAS (JCD)

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
	4. Specific Measures for Achievement of Important Goals regarding Other Business Operation		1. Measures for Achievement of Goals regarding Education	
	(2) Measures for achievement of goals regarding maintenance and utilization, etc. of facilities and equipment and communication		(2) Measures for achievement of goals regarding maintenance and utilization, etc. of facilities and equipment and communication	
A	In order to provide students a safe, peaceful, and comfortable education in adequate educational environment, we will optimize facilities and equipment. Based on the Long-term Maintenance Plan, we will efficiently conduct maintenance works and management.	A	In accordance with the Facility Repair Plan based on the Facility Long-term Maintenance Plan, we will conduct repair work and maintenance management in a systematic and efficient manner. (To be implemented) Repair work for exterior wall of the Library Hall and Research Quadrangles Repair work for waterproof rooftop of the Gymnasium and Field House. Renewal work for the elevator on the Lecture Hall Repair work for the JCD South Building, toilet of the Gymnasium, etc. [repeated]	158 GAD-FS (JCD)
B	We promote the systematic remodeling of facilities showing significant signs of aging, such as the JCD dormitory.	B	We will appropriately manage the facilities in order to use the deteriorated JCD student dormitory for a longer time and maintain the living environment of the dormitory residents.	159 GAD-FS (JCD)
C	We will facilitate the UoA operation and the leading-edge education and research with information and transmission base which support such activities in systematic manner. And we will implement sufficient security measures.	C	C-1 In accordance with the Information Security Policy, we will prepare implementation process document and other relevant regulations for enhancing our information security countermeasure. C-2 We plan to replace the system in October 2021 for enhancement, etc. of file sharing service among faculty and administrative staff members and security of the email environment, etc. and we will facilitate systems for the data storage for faculty members, staff members and students, email, web, etc. so as to advancing operational support environment related to university operations and education and research environment for faculty members and students. In accordance with implementation of the Information Security Policy, we will facilitate the operational system related to establishment of the CSIRT; a team of experts handling computer security incidents.	160 ISTC

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
	4. Specific Measures for Achievement of Important Goals regarding Other Business Operation		1. Measures for Achievement of Goals regarding Education	
	(2) Measures for achievement of goals regarding maintenance and utilization, etc. of facilities and equipment and communication		(2) Measures for achievement of goals regarding maintenance and utilization, etc. of facilities and equipment and communication	
			C-3 Following the enactment of the Corporation's Security Policy, we will launch on drafting subordinate regulations such as operational regulations. We will strive for making the operational regulations consistent with our existing Computer Center Guidelines. We will continue to edify and remind our faculty, administrative staff and students of security incidents occurred in other universities, companies, etc. <Junior College>	161 JCD
D	The UoA Library will sustainably provide electric information contents and facilitate comfortable environment for users. We will sustainably release academic information through academic repository.	D	D-1 While taking infection prevention countermeasures for COVID-19, we will continue to offer users library services they can use safely. Moreover, through expanding selective collection events, we promote use of the library and improve the environment for use of the library looking ahead to the future. We will also continue to provide various academic information resources through academic books closely related to the content of lectures, e-journals, database establishment, and content registration with the academic repository. <UoA>	162 ISTC
			D-2 We will proceed with implementing measures to respond to the lack of space at the library by, among other things, retiring library books to allow the optimization of the library's collection. Moreover, through events for new students such as library quiz rally, we will widely promote how to use the library, aiming for further utilization of the library. For sustainable provision of academic information, we will properly manage and use the JCD academic repository. We will consider introduction of new BDS such as those using integrated chips for streamlining library security, collection management and check-out procedure. <Junior College>	163 JCD

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
	4. Specific Measures for Achievement of Important Goals regarding Other Business Operation		1. Measures for Achievement of Goals regarding Education	
	(3) Measures for achievement of goals regarding healthcare and safety management		(3) Measures for achievement of goals regarding healthcare and safety management	
A	Health-checkup-taker ratio among students, faculty members, and administrative staff will achieve 100%.	A	<p>A-1 Largely shifting the period of health checkup for UoA and JCD personnel and faculty members from November to May and increasing the opportunity for taking health checkups, we will aim for 100% of UoA and JCD personnel and faculty members getting health checkups. We will also aim to have 100% of individuals indicated as needing follow-up examinations receive said examinations by periodically having their supervisors check with them (in person), etc.</p> <p>A-2 We will aim for a year-on-year increase of UoA students getting health checkups by creating an environment that is conducive for students getting the checks by, among other things, actively calling for UoA students to undergo health checks.</p> <p>Under COVID-19, for facilitating the additional opportunity for periodical medical checkups for students to avoid the 3C settings, we will implement measures including increasing the period of the checks from two days to four days.</p>	164 GAD-GAS SAD-SHWS
			<p>A-3 We will aim for 100% of students getting health checkups by proactively calling for students to undergo the health check via student guidance and e-mails by reminding those still don't take exams of the makeup exam days or exams at external medical institutions, etc. (Junior College)</p>	165 JCD
B	Mental-health check will be implemented for using it for mental care for faculty members and administrative staff.	B	We will summarize and analyze the results of mental health checkups, share the results with each division after reviewing them at the Health Committee meeting, utilize them to understand the situation, etc.	166 GAD-GAS (JCD)

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
	4. Specific Measures for Achievement of Important Goals regarding Other Business Operation		1. Measures for Achievement of Goals regarding Education	
	(3) Measures for achievement of goals regarding healthcare and safety management		(3) Measures for achievement of goals regarding healthcare and safety management	
C	We will maintain and regularly check disaster and crime prevention facilities, and guard and safety management system.	C	Besides the legally mandated inspections of disaster prevention / security facilities and equipment, we will strive to ensure the security through voluntary inspections by the staff in charge.	167 GAD-GAS (JCD)
D	We will establish and improve manuals and construct systems aimed at helping prevent or minimize injuries, accidents, and other incidents that occur on campus.	D	Staff members will patrol and check the facilities and equipment. We will also disseminate the action manuals to faculty members, administrative staff and students.	168 GAD-GAS (JCD)
E	So as to act promptly upon a disaster occurs; disaster prevention drill will be implemented in the entire university.	E	Based on the implementation status of the past drills, we will revise and conduct disaster prevention drills in which students, faculty members, and administrative staff jointly participate.	169 GAD-GAS (JCD)

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	IV. Other Matters	Item	IV. Other Matters	
			1. Measures for Achievement of Goals regarding Education	
1	Budget (including personnel cost estimates), income and expenditure plan, and financial plan *See the attached sheets	1	Budget (including personnel cost estimates), income and expenditure plan *See the attached sheets	GAD-BAS
2	Short-term loan limit (1) Limit: 800,000,000 yen (2) Possible reasons for loans: It is possible that the University may need to obtain loans as countermeasure expenses for urgent necessity due to delay in accepting subsidies for operational expenses, occurrence of incidents, etc.	2	(1) Limit: 800,000,000 yen (2) Possible reasons for loans: It is possible that the University may need to obtain loans as countermeasure expenses for urgent necessity due to delay in accepting subsidies for operational expenses, occurrence of incidents, etc.	GAD-BAS
3	Plans to transfer or offer valuable property as collateral None.	3	Plans to transfer or offer valuable property as collateral None.	GAD-BAS
4	Use of surplus If there is a surplus after the settlement of accounts, we will use the surplus to improve the quality of education and research, as well as organizational operation, facilities and equipment.	4	Use of surplus If there is a surplus after the settlement of accounts, we will use the surplus to improve the quality of education and research, as well as organizational operation, facilities and equipment.	GAD-BAS

FY 2021 ANNUAL PLAN

The 3rd Mid-term Plan		FY 2021 Annual Plan		
Item	IV. Other Matters	Item	IV. Other Matters	
			1. Measures for Achievement of Goals regarding Education	
5	<p>Matters related to business operation provided for in prefectural rules</p> <p>(1) Plan for facilities and equipment</p> <p>A. Based on the Long-term Maintenance Plan described in III-4-(2)-A, we will conduct repair works in a systematic manner.</p> <p>B. We promote the systematic remodeling of facilities showing significant signs of aging, such as the JCD dormitory. [reprint]</p> <p>(2) Plan for personnel affairs</p> <p>A. We will appropriately conduct the measures described in I -1-(3) to gather talented personnel with diverse backgrounds.</p> <p>B. We will promptly establish the evaluation method described in III-3-(1)-E and will promote the discussion on the reflection method of the evaluation result.</p> <p>C. We will set a basic policy regarding the recruitment, training, promotion, etc. of personnel, and will appropriately manage the personnel matters based on the policy.</p> <p>(3) Plan for the use of reserve funds</p> <p>The reserve carried forward from the first and second mid-term goal periods and the reserve funds for improvement of education research, and university operation will be used for the improvement of the quality of education and research, and for the improvement of organizational operation, facilities and equipment.</p> <p>(4) Other necessary matters related to business operation of the Public University Corporation</p>	5	<p>Matters related to business operation provided for in prefectural rules</p> <p>(1) Plans Related to Facilities and Equipment</p> <p>a As listed in 3-4-(2)-A</p> <p>b As listed in 3-4-(2)-B</p> <p>(2) Plans Related to HR</p> <p>a As listed in 1-1-(3)-D, G, and H</p> <p>b As listed in 3-3-(1)-E</p> <p>c Corporate employees will be hired in a systematic manner that balances new graduates with experienced workers in accordance with the Policy on the Employment of Corporate Employees.</p> <p>(3) Purposes for the Reserve Fund</p> <p>The carry-over from the 1st and 2nd Medium-term Goal Periods and the reserve funds for improvement of education, research, and university operation will be used to fund improvements of the quality of education and research as well as improvements to organizational operation, facilities, and equipment.</p> <p>(4) Other Necessary Matters Related to the Operation and Management of the Corporation</p> <p>None.</p>	GAD-GAS GAD-FS GAD-BAS (JCD)
6	<p>Student capacity</p> <p>*See the attached appendix</p>	6	<p>Student capacity</p> <p>*See the attached appendix</p>	