The Public University Corporation,

The University of Aizu Medium-term Goals and Plans for the 4th Term

March 28, 2024
The Public University Corporation

University of Aizu 4th Medium-term Goals	University of Aizu Fourth Medium-Term Plans
<Fundamental Perspective> In the third medium term, the Public University Corporation has contributed to the advancement of science and technology by fostering talents and conducting research in the fields of computer science and engineering, industrial informatics, food and nutritional science, and early childhood education, as well as to the promotion of industry and culture and to the revitalization and recovery following the Great East Japan Earthquake and regional creation. While the 3rd Medium-term Goals were generally achieved, there are specific items that we must continue to enhance. In addition, new issues have arisen due to recent changes in social conditions and other factors. Taking into account such changes in the social circumstances, the Corporation will add new basic goals to the 4th Medium-term Goals and the Corporation as a whole will aim at achieving the Medium-term Goals. **(Basic Goals)** The University of Aizu The UoA will aim at the realization of its founding principle, "to Advance Knowledge for Humanity" and also endeavor to contribute to the future of Japan and the region by consistently being a global pioneer. 1. The UoA will nurture researchers and technical experts, leaders of technical innovation and entrepreneurs who are rich in creativity, have diverse perspectives and a strong sense of ethics and are ready for the international stage. 2. The UoA will promote internationally-leading research and development in computer science and engineering and contribute to society and academia. 3. The UoA will contribute to the advancement of the prefecture's industry and culture by pursuing practicability and effectiveness in	

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diverse areas including education and by research and leveraging the region's characteristics. The Junior College Division (JCD) The JCD will engage in deep teaching and research in the arts and sciences that are its expertise and developing individuals with practical skills necessary in the workplace and in real life, thereby contributing the advancement of life, culture and industry in the region. 1. The JCD will foster professionals who have acquired the specialized knowledge and technical skills and can contribute to society. 2. The JCD will foster talents with a broad range of knowledge and a strong sense of ethics. 3. The JCD will provide opportunities for lifelong learning thoroughly related to the region in order to contribute to the formation of a knowledge-based society. 4. The JCD will collaborate with academia, industry, the local population, and government in the region to contribute to regional revitalization. New Goals Responding to Changes in Social Circumstances, etc. 1 The Corporation will work toward revitalization and reconstruction following the Great East Japan Earthquake and nuclear disaster through engaging in research and projects that take advantage of the characteristics of the UoA in cooperation with the national and local governments, and related organizations, and strive to develop talents that contribute to revitalization and creation. 2 The Corporation will flexibly and proactively respond to population decline, natural disasters, and other various challenges connected to socioeconomic changes in the prefecture, Japan, and overseas, as well as to challenges related to building a sustainable society, through appropriately grasping trends in the latest technologies and the needs and changes of industry, society, and the region, and making the most of the unique strengths of the UoA. 3. The Corporation will contribute to the promotion of the ICT field,	

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including the acceleration of DX in Japan and the shift to Society 5.0. 4 The Corporation will continue to make the university more attractive and respond to the expectations of the residents of the prefecture. **(Period for the 4th Medium-term Goals)** 　The period shall be April 1, 2024 to March 31, 2030.	
I. Items Regarding Improvement of the Quality of Education/Research (1) The Corporation will conduct fair and appropriate selection of applicants, secure highly motivated and skilled applicants, and engage in the talent development stated in the Basic Goals. In addition, the Corporation will constantly verify the appropriateness of the curriculum and raise the standard of educational quality. In order to promote women's participation and advancement in the science and engineering field, the Corporation will discuss the establishment of undergraduate admission slots for women.	**1 Measures That Should Be Taken to Achieve Goals Regarding Improvement of the Quality of Education** <Common to All Schools> (1)-1 We will improve the quality of education by continuously inspecting and evaluating the Diploma Policy through the PDCA cycle, and by revising the Curriculum Policy. At the same time, we will improve the educational capabilities among our faculty members through continued FD initiatives such as faculty training (which are organizational and continuous efforts by faculty members themselves to improve and enhance the class contents and methods). Aiming at securing the diverse motivated students that the University seeks, we will revise the Admission Policy in accordance with the inspection and evaluation of the Diploma Policy and changes in the social environment. And we will implement student recruitment and admissions selection while verifying the adequacy of the admission selection methods for making continuous improvements.

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<table>
<tr><td colspan="2">

<Outcome Indicators>
- We will secure 120 female applicants, equating to 50% of the undergraduate enrollment capacity.
- Average enrollment capacity fulfillment rate: 100%

</td></tr>
</table>

Outcome Indexes	<Common to All Schools> *Admission Capacity Fulfillment Ratio: 100% < The Junior College > · Class Evaluations by Students (Results of class evaluation survey by current students: Overall average rating of 4.5 or higher) · Achievement Rate of the Diploma Policy by Students (Results of a survey of students' evaluation of the UoA: Average rating of 4.0+)

< Undergraduate School >

1)-2 While observing the situation regarding the slots for female students newly established starting with the AY2024 Recommendation-based Admission A, we will consider whether it is necessary to establish admission slots for female students during the period of the medium-term plan.

Outcome Indexes	< Undergraduate School > *Female Applicants for Admission to the Undergraduate School: 120+

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(2) The Corporation will encourage students to participate in projects in the region, deepening comprehension of the local community through fieldwork and other activities in the community. In this way, we will strive to retain students in the prefecture.	<Common to Undergraduate School and Junior College> (2) We will encourage students to actively participate in large-scale projects such as the Fukushima Innovation Coast Initiative and Digital Garden City Nation Initiative. We will also strengthen education that gives thought to fieldwork in the local community and social contribution. In these and other ways, we will aim to retain students within the prefecture by promoting initiatives that connect students with the community.

<Outcome Indicators> ・ Percentage of graduates of the UoA undergraduate school employed in the prefecture: 30%+ ・ Percentage of JCD graduates employed in the prefecture: Average of 58%+ ・ Cumulative number of notifications of job openings from companies in the prefecture: 300+	Outcome Indexes	<Common to Undergraduate School and Junior College> *Cumulative number of notifications of job openings from companies in the prefecture: 300+ < Undergraduate School > *Percentage of graduates of the UoA undergraduate school employed in the prefecture: 30%+ by the end of the medium-term goal period ・ Cumulative projects in collaboration with local municipalities: 60+ < The Junior College > *Percentage of JCD Graduates Employed in the Prefecture: Average of 58%+ ・ Student Satisfaction with Participation in Community Activities (Results of a survey of students' evaluation of the UoA: Average rating of 4.0+)

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(3) The UoA will develop talents who can play an active role in Japan and abroad through improving students' abilities by conducting world-class specialized education and relevant English language education. In addition, the UoA will nurture talents who will contribute to reconstruction and creation through the development of educational programs that contribute to innovation, entrepreneurship, and regional contribution. <Outcome Indicators> ・ Cumulative number of graduates scoring 600 or higher on the TOEIC® test: 200+	<Common for Undergraduate and Graduate Schools> (3)-1 We will provide education that heeds the trends of IEEE and ACM, and allow students to acquire academic communication skills in English. <table><tr><td>Outcome Indexes</td><td>< Undergraduate School > *Cumulative number of graduates scoring 600 or higher on the TOEIC® test: 200+</td></tr></table> <Common for Undergraduate and Graduate Schools> (3)-2 In order to develop talents who will promote reconstruction and revitalization, as well as the development of a sustainable society, we will provide an education that promotes innovation, entrepreneurship, and regional contribution. <table><tr><td>Outcome Indexes</td><td><Common for Undergraduate and Graduate Schools> ・ Cumulative participants in programs related to innovation, etc.: 190+ (Innovation and Start-up Education Program, Basic Knowledge Course on Staring Up Ventures I and II, Venture Experiencing Factories for Experiencing Starting Up Ventures, Business Strategy, etc.)</td></tr></table>

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(4) The JCD will develop an educational program for nurturing professionals capable of contributing to society with specialized knowledge and skills. <Outcome Indicators> ・ Acquisition Rate of Qualification to Take the Second-class Architect and/or Wood Construction Architect License Examination (by those interested): 100% ・ Dietitian license test pass rate: 100% ・ Type 2 kindergarten teaching license test pass rate: 100% ・ Childcare license test pass rate: 100%	< The Junior College > (4) The JCD will expand its student-planned and practical education projects aimed at solving local issues in order to foster professionals who can contribute to society by acquiring specialized knowledge and skills. **Outcome Indexes** | < The Junior College > *Acquisition Rate of Qualification to Take the Second-class Architect and/or Wood Construction Architect License Examinations (by those interested): 100% *Dietitian License Test Pass Rate: 100% *Type 2 Kindergarten Teaching License Test Pass Rate: 100% *Childcare License Test Pass Rate: 100% ・ Percentage of students seeking employment in license-related occupations who are employed in license-related occupations Department of Food and Nutrition Sciences: 100% Department of Early Childhood Education and Welfare: 100% ・ Satisfaction among Community Activity Partners (Average rating of a questionnaire survey with community activity partners: 4.0+)

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(5) The Corporation will provide students with meticulous academic, career, and daily life support and more to students in accordance with their individual situations. <Outcome Indicators> ・ Employment rate (for graduates seeking employment): 100%	<Common to All Schools> (5)-1 We will provide detailed support for students in accordance with each student's individual circumstances, including academic support, career support, financial support, and lifestyle counseling, so that students can enjoy fulfilling student lives with peace of mind. <table><tr><td>Outcome Indexes</td><td>< The Junior College > ・ Satisfaction on student support (Results of a survey of students' evaluation of the UoA: Average rating of 4.0+)</td></tr></table>

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(6) By improving the international competitiveness of the UoA and fostering talents who can play an active role internationally through enhancing the internationalization programs, etc. provided for students, and by having foreign faculty members and international students interact with the local community, the UoA will contribute to the internationalization and the expansion of international exchange of Fukushima Prefecture. <Outcome Indicators> ・ Cumulative Japanese students participating in study-abroad: 240 ・ Cumulative number of students participating in community exchanges: 300	<Common to All Schools> (5)-2 The Office for Employment Support and Career Support Center will provide meticulous support for making career choices. Outcome Indexes: *Employment Rate (for graduates seeking employment): 100% <Common for Undergraduate and Graduate Schools> (6)-1 We will expand the internationalization programs, etc. offered to students in order to improve their international competitiveness and develop talents who capable of global success. Outcome Indexes: <Common for Undergraduate and Graduate Schools> *Cumulative Japanese Students Participating in Study-abroad: 240 ・ Cumulative Number of Study Abroad (outbound and inbound) Programs: 136 <Common for Undergraduate and Graduate Schools> (6)-2 To contribute to the internationalization of Fukushima Prefecture and the expansion of international exchange, we will provide support for local exchanges in the prefecture by international faculty members and students. Outcome Indexes: <Common for Undergraduate and Graduate Schools> *Cumulative Number of Students Participating in Community Exchanges: 300

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II. Items Regarding Improvement of the Quality of Research	**2 Measures That Should Be Taken to Achieve Goals Regarding Improvement of the Quality of Education/Research**
(1) The UoA will conduct research in the field of computer science and engineering in order to meet social needs, taking into account the achievements and challenges of our past research activities. In addition, the UoA will designate priority research fields, conduct world-leading research in these fields, promote team-based research, and give the results of our research back to the community and society through collaboration with non-CSE fields.	<Common for Undergraduate and Graduate Schools> We will promote basic research on Computer Science Engineering with a long-term perspective. At the same time, we will conduct research in line with needs of and changes in industry, society, and the region and appropriately determine the direction of the research. In addition, we will set priority areas that meets the needs of society such as artificial intelligence, robotics, space, healthcare, information security, and conduct world-leading research in these areas. In addition, we will promote team-based research by clusters and return the results of this research to the community and society through, among other things, collaboration with other universities and fields.

<Outcome Indicators> ・ Cumulative Number of Papers Accepted by Major Journals (including int. conferences): 1,800+ ・ Cumulative Number of Citations: 27,000+ ・ Cumulative Adoption of Competitive Research Funds Cumulative: 60+	

Outcome Indexes	<Common for Undergraduate and Graduate Schools> *Cumulative Number of Papers Accepted by Major Journals (including int. conferences): 1,800+ *Cumulative Number of Citations: 27,000+ *Cumulative Number of Adoption of Competitive Research Funds: 60+ ・ Cumulative Number of Accepted Papers in the Cluster: 360+ ・ Cumulative Number of Joint Research Projects: 180+ ・ Cumulative Number of Joint/commissioned Research Projects with Local Governments in the Prefecture: 30

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(2) The JCD will conduct fundamental and regional-problem-solving research in the specialized field of each department. Those research achievements shall be given back to society and the community.	< The Junior College > (2) The JCD will conduct fundamental and regional-problem-solving research in specialized field. Those research achievements will be given back to society the and community.

<Outcome Indicators>
· Cumulative Published Research Papers (including those in research bulletins): 600+

Outcome Indexes	< The Junior College > *Cumulative Number of Published Research Papers (including those in research bulletins): 600+

III. Items Regarding Regional Contribution and Revitalization and Creation Support

(1) The Corporation will strengthen the relationship between the Corporation and society, and strive to contribute to the local community by making the most of our expertise in computer science, industry, culture, etc. It will also contribute to talent development, the promotion of DX, and the realization of a sustainable society in the prefecture. In addition, the Corporation will coordinate and actively promote partnerships and cooperation with the prefecture, national and municipal governments, educational and research institutions, businesses, NPOs, and other diverse entities. In this way, the Corporation will utilize the UoA's international network to promote initiatives that contribute to regional development.

<Outcome Indicators>
· Cumulative Number of AOI Meetings: 1,800
· Cumulative Number of Local Governments and Companies Concluding Industry-academia-government Collaboration Agreements: 45
· Cumulative number of JCD community collaborative and cooperative projects: 120+
· Cumulative Number of Off-campus Lectures: 180+

III. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery and Creation

<Common for Undergraduate and Graduate Schools>
(1)-1 Through the AOI Conference and other frameworks, we will actively promote collaboration with various entities such as local governments and companies. In doing so, we will contribute to the local community by making use of our expertise. In addition, we will contribute to the promotion of DX, the promotion of local industries, and talent development through participation in the Smart City Initiative, the Aizu Regional Problem Solving Coordination Promotion Committee, and other comprehensive regional initiatives.

Outcome Indexes	<Common for Undergraduate and Graduate Schools> *Cumulative Number of AOI Meetings: 1,800 *Cumulative Number of Local Governments and Companies Concluding Industry-academia-government Collaboration Agreements: 45 organizations

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	<Common for Undergraduate and Graduate Schools> (1)-2 We will contribute to talent development and regional revitalization by utilizing the University's intellectual resources to hold public lectures and faculty dispatch lectures, and by implementing projects in collaboration with various regional organizations. In addition, in order to support the improvement of the science, mathematics, and English abilities of JHS and SHS students in the prefecture, as well as to support the internationalization of the students, we will dispatch faculty members to our partner SHS (with which we have signed SHS-university cooperative agreements), as well as other JHS and SHS in the prefecture. <table><tr><td>Outcome Indexes</td><td><Common for Undergraduate and Graduate Schools> - Cumulative Number of Public Lectures and Faculty Dispatch Lectures:300 cases+ *Cumulative Off-campus Lectures: 180+</td></tr></table> < The Junior College > (1)-3 Through the Regional Revitalization Steering Committee, etc., we will strengthen collaboration and partnerships with municipalities and various regional organizations in the prefecture, and work systematically and proactively on community development utilizing regional resources, revitalization and strengthening of regional ties, and promotion of regional industries. <table><tr><td>Outcome Indexes</td><td>< The Junior College > *Cumulative Number of Community Collaborative and Cooperative Projects: 120+ - Satisfaction of participants in dispatch lectures and open lectures (average rating of 4.0+ in participant questionnaire results)</td></tr></table>

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(2)　The Corporation will contribute to regional development and industrial promotion through the development of ICT talents who have been playing a key role in regional economy in the middle of the advancement of digitalization in society, while encouraging students and others to start their businesses and supporting them both before and after. 　<Outcome Indicators> ・　Total U-Aizu Ventures: 40+	<Common for Undergraduate and Graduate Schools> (2) In order to promote the development of ICT talent, we will promote recurrent education such as the women's IT talent development. At the same time, we will promote cyber-security talent development through industry-academia-government collaboration led by the UoA in order to contribute to promote information-related industries in the prefecture. By doing these, we will strive to increase the technical capabilities among companies. _Outcome Indexes_: <Common for Undergraduate and Graduate Schools> ・　Cumulative participants in talent development programs related to security and IT fundamentals: 210 <Common for Undergraduate and Graduate Schools> (2)-2 The schools will raise students' awareness of entrepreneurship and business start-ups by utilizing initiatives such as the Innovation and Start-up Education Program (ISEP) and Aizu IT Nisshinkan, and by enhancing support for students looking to start companies, etc. In addition, through the certification of U-AIZU Ventures, we will work on efforts including the branding of these startups and offering campus facility usage fee waivers. _Outcome Indexes_: <Common for Undergraduate and Graduate Schools> *Total number of Certified U-Aizu Ventures: 40+

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(3) The Corporation will collaborate with the nation, prefecture, municipalities, Fukushima Innovation Coast Initiative Promotion Organization, Fukushima International Research and Education Organization (F-REI) and other relevant organizations and businesses in the prefecture, using the Laboratory for Leading-edge ICT in Aizu (LICTiA), the University of Aizu Robot Test Field Research Center and the Regional Revitalization Center as the base. By doing so, we will contribute to cutting-edge research, talent development, and the creation and concentration of new industries, taking into account the past achievements and issues.	<Common for Undergraduate and Graduate Schools> (3) The Corporation will contribute to the reconstruction and creation of Fukushima by collaborating with municipalities, schools, and national and prefectural reconstruction-related organizations such as the Fukushima International Research and Education Institute (F-REI) in the following areas: I. Research, technological development, and talent development focused on software II. Development of technologies suited for harsh environments such as disaster sites and space. III. Promotion of the local economy by stimulating innovation IV. Contribution to the development of the roboticists needed for DX and the advancement of the robotics industry.

<Outcome Indicators> ・ Cumulative Fukushima Innovation Coast Initiative Projects: 100+	Outcome Indexes	<Common for Undergraduate and Graduate Schools> *Cumulative number of Fukushima Innovation Coast Initiative Projects: 100+

IV. Items Regarding Improving and Streamlining Business Operations	IV Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness
The Corporation will appropriately acquire and assign faculty and staff, and strive to develop talents with high expertise in their work. Additionally, taking into account the purpose of work style reforms and gender equality initiatives, the Corporation will facilitate an environment where everyone can work comfortably. In addition, the schools will improve and streamline their operations through constant review of business tasks.	< University Corporation > By switching from prefectural officials to corporate staff and actively recruiting female faculty members, the Corporation will promote the appropriate allocation of faculty and administrative staff members and develop highly-expertized talents. In addition, the Corporation will promote efficient work styles, proactively promote the scrap-and-build of business tasks, use ICT and other means in order to streamline operations. Furthermore, we will create an environment that emphasizes diversity where everyone can comfortably work, thereby achieving a childcare leave utilization rate of 100% for both male and female employees. We will also increase the percentage of female personnel in managerial positions.

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<Outcome Indicators> · Percentage of female managers (faculty and staff members eligible for special adjustment payments): 15%+ · Childcare leave acquisition rate among faculty and staff members: 100% · Total admin. tasks revised (reorganized): 18+	Outcome Indexes · Percentage of corporate staff: Approx. 55% · Female faculty ratio: 10%+ · Staff training participation rate: 80%+ · Training satisfaction (average rating of 4.0+ on participant survey results) *Total admin. tasks revised (reorganized): 18+ *Childcare leave acquisition rate among faculty and staff members: 100% *Percentage of female managers (faculty and staff members eligible for special adjustment payments): 15%+ by the end of the medium-term goal period

V. Items Regarding Improvement of Financial Affairs

We will accurately analyze our financial situation, optimize operational costs, and control operating expenses in order to promote efficient financial management from a medium- to long-term perspective, while actively obtaining external funding, etc. and increasing internal income. Furthermore, in line with the Fukushima Prefecture Intellectual Property Strategy Promotion Plan, etc., we will create, utilize, and protect our intellectual properties while appropriately managing them.

<Outcome Indicators>
· Cumulative number of external funds and donations (including the JCD): 1.8 billion yen
· We will record ordinary profit every fiscal year.

V. Measures Taken to Achieve Goals Related to Improving Financial Composition

< University Corporation >
(1) In order to maximize the use of its limited financial resources, the Corporation will identify truly necessary projects from the perspective of effectiveness and efficiency. We will also review the cost-effectiveness of projects, including those entailing a financial burden in subsequent fiscal years, and implement projects with scrap-and-build as our basic policy.

Outcome Indexes	*Cumulative number of admin. tasks reviewed (reorganized): 18+ (reprint) *We will record ordinary profit every fiscal year.

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	(2) The Corporation will actively work on new applications for external funds such as Grants in Aid for Scientific Research (KAKENHI) and on joint research with companies, etc., actively engage in donation solicitation activities to secure research funds, etc., and utilize these funds. {table below} (3) In addition, regarding faculty members' new employment duty related inventions, we will strive to protect their intellectual properties by supporting faculty members to file their application appropriately through deliberations by the Employment Duty Related Invention Deliberation Council. In addition, the UoA's intellectual property will be utilized for licensing and new joint research, as well as encouraging joint applications with joint research partners and creating intellectual property that can be easily utilized by joint research partners. {table below}

Under (2):

Outcome Indexes	*Cumulative number of external funds and donations received: 1.8 billion yen *Cumulative competitive research grants: 60+ (reiterated)

Under (3):

Outcome Indexes	· Cumulative total of patent applications: 72

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VI. Items Regarding the Self-Inspection and Evaluation of the Status of Education, Research, Organization and Administration and the Provision of Information on the Status Thereof (1) The Corporation will implement annual self-checks and evaluations and third-party evaluations regarding its management and the overall activities of the UoA and work on improvement based on the results. Moreover, we will report achievements in terms of the	**VI. Measures to be Taken to Achieve Goals Regarding the Provision of Information on Self-Inspection and Evaluation of the Status of Education, Research, the Organization, and its Operation, as well as Said Status** < University Corporation > (1)-1The Corporation will continuously assure that the PDCA cycle functions in regards to the status of education, research, the organization, and its operation by reflecting the results of self-inspections and self-evaluations, as well as evaluation by the Public

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performance indicators set forth in the Medium-term Goals and Plans to the prefecture every fiscal year.	University Corporation Evaluation Committee and accreditation evaluation organizations.

<table>
<tr><td><Outcome Indicators>
· We will report achievements connected to the Medium-term Goals and Plans to the prefecture every fiscal year.</td><td>Outcome Indexes</td><td>· Publication of evaluation results on the website
· Publication of the status of improvements made through the PDCA cycle</td></tr>
</table>

(1)-2 The Corporation will report achievements connected to the Medium-term Goals and Plans to the prefecture every fiscal year.

Outcome Indexes	*We will report achievements connected to the Medium-term Goals and Plans to the prefecture every fiscal year. · The status of achievement of annual performance indexes for each of the undergraduate and graduate schools and the JCD will be announced annually.

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(2) The Corporation will strive to proactively disclose information about research activities at home and abroad in order to improve the recognition of the UoA while promoting social understanding about its activities.	(2) In order to increase the recognition of the University and to promote social understanding of its activities, the Corporation will actively disseminate its domestically and internationally initiatives and the results of its education and research, etc. through international conferences, websites, and other media.

<Outcome Indicators> · Cumulative total of updates of the website, etc.: 2,400	Outcome Indexes	*Cumulative number of updates of the website, etc.: 2,400

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VII. Important Items Regarding Other Business Operations The Corporation will ensure transparency in corporate operations by promoting to strictly observe and enforce laws and regulations through the maintenance of strict rules of service as corporate personnel, etc. In addition, the Corporation will strive to facilitate a system for the appropriate and reasonable management of research activities and funds, and to enhance the training offered to researchers and students. <Outcome Indicators> ・ In order to meet the expectations of the residents of the prefecture, the Corporation will develop and publish a Public University Corporation Governance Code regarding the university's operational and decision-making systems by the end of FY2025. ・ The Corporation will conduct annual compliance training for faculty and staff members.	**VII. Measures Should be Taken to Achieve Important Items of Other Business Operation** < University Corporation > 1 The Corporation will ensure transparency in corporate management by strictly observing and enforcing laws and regulations through the maintenance of strict rules of service as corporate personnel, etc. <table><tr><td>Outcome Indexes</td><td>*The Public University Corporation Governance Code will be developed and published by the end of FY2025. *Compliance training for faculty and staff members will be conducted every fiscal year.</td></tr></table> 2 The Corporation will ensure the appropriateness of academic research by striving to assure that each faculty member is aware of an complies with research ethics, conflicts of interest, security export controls, etc., and by holding deliberations at relevant committees as necessary. <table><tr><td>Outcome Indexes</td><td>・ E-learning training for research compliance, etc. completion rate: 100%</td></tr></table> ***Outcome indicators for the 4th medium-term goals.**

VIII Other Matters

1. Budget (including personnel cost estimates), income and expenditure plan, and financial plan
   (Attached Document)

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.

3. Plans to transfer or offer valuable property as collateral
   None.

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.

5. Matters related to business operation provided for in prefectural rules
(1) Plans Related to Facilities and Equipment
   The Corporation will systematically implement the service life extension plan of UoA and JCD facilities in consideration of the budgeting process for each fiscal year and other factors.

(2) Plans Related to HR
   A. We will appropriately conduct the measures described in IV to gather talented personnel with diverse backgrounds.
   B. We will promptly establish the faculty evaluation system and will advance discussions of the manner in which evaluation results will be reflected.
   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.

(3) Purposes for the Reserve Fund
   The carry-over from the 1st, 2nd, and 3rd 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.

(4) Other necessary matters related to business operation of the Public University Corporation
   None.

6. Student capacity
   *See the attached appendix

(Attached Document)

<u>1. Budget</u>

Budget for FY2024-FY2029

Unit: Million yen

Category	Amount
Revenue	
Operational subsidies	22,081
Grants	2,108
Self-generated income	6,338
Tuition fees, admission fees, entrance examination fees etc.	5,834
Property income	463
Miscellaneous income	40
Income from commissioned research, donations, etc.	843
Reversal of reserve funds for specific purposes	1,584
Income from long-term debt	-
Total receipts	32,956
Expenditures	
Operating Expenses:	29,564
Education and Research Expenses	19,050
General and Administrative Expenses:	10,514
Facility maintenance expenses	2,548
Expenses for commissioned research, donation-funded projects, etc.	843
Long-term debt redemption	-
Total receipts	32,956

【Labor Cost Estimates】

A total of 15,004 million yen will be spent during the fourth medium term.
As fractions less than a million yen are rounded off for each item, the total may not correspond
(Note 2) The budget amount is estimated based on the rules for calculating the operational subsidies.
(Note 3) Retirement allowances are going to be paid in line with the University of Aizu Regulation Concerning Retirement Allowances for Personnel, but the amount granted as part of the operational subsidy is determined during the budgeting process for each fiscal year.
(Note 4) The university's own revenues and/or subsidies from the operating budget will be allocated to finance expenses based on contracts, etc. for a long term beyond the fourth-medium term.

2. Income and Expenditure Plan

Income and Expenditure Plan for FY2024 - 29

Unit: Million yen

Category	Amount
Expenses	32,445
Ordinary expenses	32,445
Operating Expenses:	25,994
Education and Research Expenses	10,409
Commissioned research expenses, etc.	580
Personnel expenses	15,004
General and administrative expenses	3,631
Expenses for treasury administration	89
Miscellaneous loss	0
Depreciation and amortization	2,729
Nonrecurring loss	0
Revenue	31,695
Ordinary profits	31,695
Profits from operational subsidies	22,096
Profits from subsidies, etc.	2,108
Profits from tuition fees	4,526
Profits from enrollment fees	1,173
Profits from examination fees, etc.	134
Profits from commissioned research, etc.	580
Donation profits	184
Financial profits	1
Miscellaneous profits	582
Reversal of grants, etc. in lieu of assets	306
Extraordinary profit	0
Net profit	△750
Reversal of reserve funds for specific purposes	792
Gross profit	42

As fractions less than a million yen are rounded off for each item, the total may not correspond to the sum of the amount of the items in the table.

3. Financial Plan

Financial Plan for FY2024 – 2029

Unit: Million yen

Category	Amount
Capital expenditures	34,627
Operational expenditures	29,430
Investment expenditures	2,969
Financial expenditures	2,161
Carry-over to the next medium-term period	65
Capital gains	34,627
Operational revenues	31,371
Revenue from operational subsidies	22,081
Revenue from grants	2,108
Revenues from tuition fees, admission fees, examination fees etc.	5,834
Revenues from commissioned research, etc.	580
Donation revenues	184
Other revenues	582
Investment revenues	1,501
Rent revenues	0
Other revenues	1,501
Financial revenues	0
Carry-over from last medium-term plan period	1,754

As fractions less than a million yen are rounded off for each item, the total may not correspond to the sum of the amount of the items in the table.

(Appendix) Admission Capacity

The University of Aizu

Academic Year	Name of department, graduate school and admission capacity (Unit: Persons)
AY2024	The School of Computer Science and Engineering 960
	The Graduate School of Computer Science and Engineering 270 (including 240 in the master's program) (including 30 in the doctoral program)
AY2025	The School of Computer Science and Engineering 960
	The Graduate School of Computer Science and Engineering 270 (including 240 in the master's program) (including 30 in the doctoral program)
AY2026	The School of Computer Science and Engineering 960
	The Graduate School of Computer Science and Engineering 270 (including 240 in the master's program) (including 30 in the doctoral program)
AY2027	The School of Computer Science and Engineering 960
	The Graduate School of Computer Science and Engineering 270 (including 240 in the master's program) (including 30 in the doctoral program)
AY2028	The School of Computer Science and Engineering 960
	The Graduate School of Computer Science and Engineering 270 (including 240 in the master's program) (including 30 in the doctoral program)
AY2029	The School of Computer Science and Engineering 960
	The Graduate School of Computer Science and Engineering 270 (including 240 in the master's program) (including 30 in the doctoral program)

The Junior College Division (JCD)

Academic Year	Name and capacity of department (Unit: Persons)
AY2024	Department of Industrial Information Sciences 120 Department of Food and Nutrition Sciences 80 Department of Early Childhood Education and Welfare 100
AY2025	Department of Industrial Information Sciences 120 Department of Food and Nutrition Sciences 80 Department of Early Childhood Education and Welfare 100
AY2026	Department of Industrial Information Sciences 120 Department of Food and Nutrition Sciences 80 Department of Early Childhood Education and Welfare 100
AY2027	Department of Industrial Information Sciences 120 Department of Food and Nutrition Sciences 80 Department of Early Childhood Education and Welfare 100
AY2028	Department of Industrial Information Sciences 120 Department of Food and Nutrition Sciences 80 Department of Early Childhood Education and Welfare 100
AY2029	Department of Industrial Information Sciences 120 Department of Food and Nutrition Sciences 80 Department of Early Childhood Education and Welfare 100