

The Public University Corporation,
The University of Aizu Mid-term Goals and Mid-term Plans for the 3rd term



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The Public University Corporation

The University of Aizu Mid-term Goals and Mid-term Plans for the 3rd term
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The 3rd Mid-term Goals	The 3rd Mid-term Plan
<p><Fundamental Perspective> The Public University Corporation, the University of Aizu is the founder and manager of the University of Aizu (hereinafter the “UoA”) and the University of Aizu Junior College Division (hereafter the “JCD”), and has the mission to contribute to the advancement of scientific technologies and academic knowledge by fostering talents and conducting research in the fields of computer science and engineering, industrial informatics, as well as food and nutritional science and study of early childhood education, in parallel with contributing to industrial and cultural promotion. In addition, the entire corporation will aim at achieving the following basic goals below for contributions to the recovery of the prefecture from the Great East Japan Earthquake and to regional revitalization.</p> <p><Basic Goals> – The University The University shall aim at realization of its founding principle, “to Advance Knowledge for Humanity” (to make inventions and discoveries for peace and prosperity for humanity). The University shall also endeavor to contribute to the future of our nation and local communities by taking a leading role as a pioneer on an international level.</p> <ol style="list-style-type: none"> 1. Nurture internationally viable individuals as researchers, technical experts, leaders and entrepreneurs who will support technological innovations, rich in creativity, and having diverse perspectives and a strong sense of ethics. 2. Promote research and development in computer science and 	

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engineering to lead the world and to contribute to society and academia. 3. Contribute to advancement of the prefecture' s industry and culture by pursuing practicability and effectiveness in diversified areas related to education and research.

- The Junior College

Taking advantage of each of its specialty fields, the Junior College shall aim at contribution to regional communities and the improvement/development of culture and industry, through fostering of the individuals with practical skills necessary in the workplace and in life.

1. Foster professionals who have the ability to contribute to society through the utilization of the specialized knowledge and technical skills they have acquired.
2. Foster talents with a broad range of knowledge and a strong sense of ethics.
3. Provide local residents with opportunities for lifelong learning in order to contribute to the formation of a knowledge-based society.
4. Collaborate with academia, industry, the local population, and government in the region for contribution to its rejuvenation.

- Shared Goals of the University and the Junior College

1. Taking advantage of characteristic of the university, we will contribute to the revitalization of the prefecture from the Great East Japan Earthquake and strive to develop talent who will engage in it and live and work in the prefecture.
2. We will flexibly and proactively deal with various issues due to changes in social and economic circumstances inside and outside Japan such as acceleration of depopulation, declining birthrate

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and aging population.

3. In order to respond to the spread of COVID-19 and other infectious diseases, we will contribute to society through researches leveraging the expertise of the university and initiatives intensifying collaboration with other universities.

4. In consideration of the concept of SDGs and prefectural Carbon Neutral Commitment, etc., we will contribute to creation of the sustainable local community through initiatives leveraging our distinctive strengths.

I. Basic Organization for Education and Research and Period for Medium-Term Goals

1. Period for the Medium-term Goals

The period for these medium-term goals shall be From April 1, 2018 to March 31, 2024.

2. Basic Organization for Education and Research

In order to achieve the medium-term goals, the University and the Junior College are structured as follows:

(1) The University

The Undergraduate School

School of Computer Science and Engineering

The Graduate

School Graduate School of Computer Science and Engineering

(2) The Junior College

Departments

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<p>Department of Industrial Information Sciences Department of Food and Nutrition Sciences Department of Early Childhood Education</p> <p>II. Goals Regarding Improvement of the Quality of Education/Research Conducted at the University</p> <p>1. Goals Regarding Education</p> <p>(1)Goals regarding admission and entrance examination systems</p> <p>A. The admission policy shall be settled and released with reviews in a timely manner corresponding to changes of era, etc.</p> <p>B. Based on the admission policy, student recruitment and entrance shall be served in fair and appropriate manner.</p> <p>C. The university will respond to depopulation and the stringent situations surrounding the JCD and strive to secure superior new students and applicants in accordance with the admissions policy.</p> <p>D. Verifying if the student recruitment and entrance examination are implemented appropriately, and the result shall be reflected.</p>	<p>I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA</p> <p>1. Measures for Achievement of Goals regarding Education</p> <p>(1) Measures for achievement of goals regarding admission and entrance examination systems</p> <p>< Shared of the Undergraduate school, the Graduate school and the JCD ></p> <p>A. Admission policy will be widely published in pamphlets, on the website, etc. By doing so, we will aim at securing our desired students.</p> <p>B. Every year, in a periodic manner, verification will be conducted regarding whether the admission policy is corresponding to rapidly changing times.</p> <p>< The Undergraduate school ></p> <p>C. Based on previous results related to applicants and admissions, also taking advantage of online communications, we will visit senior high schools mainly in Fukushima prefecture, neighboring prefectures, and the Kanto region proactively and provide them with information on admissions selections strategically.</p> <p>D. Fair and appropriate entrance examination will be conducted.</p> <p>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.</p>
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- 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.
- G. In order to secure students for the ICT Global Program All-English Course, we will make a focused effort on recruiting, while strategically utilizing online communications, and work to establish an appropriate admissions examination system.
- H. We will maintain competitive ratio at/around 5.0.
- I. We aim for the percentage of female among new students to be 12%.
- <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.
- K. We will secure admission from other universities and institutes of technology by conducting strategic school visits and inter-university collaboration.
- L. Using the Super Global University Creation Support Project, we will secure international students.
- M. We will implement admission selection fairly and appropriately. We will verify admission selection methods every AY and conduct improvement as necessary.
- N. We will aim to fulfill 80% of the admission capacity of master' s program.
- < 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.

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<p>(2) Goals regarding content and achievements of education</p> <p>A. The diploma policy shall be settled and aimed at widely disseminating.</p> <p>B. The curriculum policy which comprises consistency with the diploma policy shall be settled, and curriculum shall be structured based on it.</p> <p>C. The University of Aizu will develop world-class specialized education capable of handling the rapid pace of technological change, as well as the high-quality English language education that supports such an education.</p> <p>D. The JCD will develop an educational program for developing professionals with specialized knowledge and skills who are capable of contributing to society.</p> <p>E. Constantly verifying if the educational contents are served based on the diploma policy and curriculum policy. They shall be reviewed if necessary.</p> <p>F. Educational contents, methods, and grade evaluation method shall be publicized. In addition to ensuring its fairness and equality, regular reviews shall be conducted to improve.</p>	<p>P. In order to improve our selection methods, we will analyze the results of the general, recommendation-based, and comprehensive admissions selection categories, as well as the situation of students after enrollment.</p> <p>Q. Fair and appropriate entrance examination will be conducted.</p> <p>R. We will maintain about twice the ratio of applicants.</p> <p>(2) Measures for achievement of goals regarding content and achievements of education < Shared of the Undergraduate school, the Graduate school and the JCD ></p> <p>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.</p> <p>B. Every year, in a periodic manner, verification will be conducted regarding whether the diploma policy is corresponding to rapidly changing times.</p> <p>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.</p> <p>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.</p> <p>E. Educational program will be created based on the curriculum and diploma policies. We will conduct discussion for improvement in anytime.</p> <p>F. Matters necessary from an educational stand point such as course</p>
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content, class implementation methods, and grading methods should all be clearly stated and published in the course syllabi. In addition, they shall be reviewed and revised as necessary.

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.

< The UoA >

H. We will promote further globalization of the UoA to cultivate talents ready for the global stage.

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.

< The Undergraduate school >

J. Regarding the Academic Probation System aiming at detecting students who require learning support in early juncture and offer appropriate helping hand, we will verify the system every year and improve it as necessary so that the learning support would be more efficient.

K. Syllabi will be created in English.

L. In regards to the only mandatory course; Graduation Thesis, we will continue creating and publishing graduate theses in English.

M. Acquiring a wide range of general education and fostering physical and mental health, general education course will be enhanced.

N. 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

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	<p>the following TOEIC scores by the completion of 2nd-year undergraduate.</p> <p>Students admitted between AY2018 and AY2021: 400 Students admitted in AY2022 and after: 450</p> <p>O. A half or more of the courses will be conducted in English. Leading-edge materials from abroad will be used proactively.</p> <p>P. 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.</p> <p>Q. Through PBL and active learning style class such as a flip-flop classes, designing and practical skills will be fostered.</p> <p>R. 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.</p> <p>S. We encourage the acquisition of Information Technology Engineer certifications.</p> <p>< The Graduate school ></p> <p>T. 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.</p> <p>U. We will aim at conducting all courses except for those that must be taught in Japanese in English. Also, we will encourage students to further improve their English proficiency on their own by offering the educational environment.</p> <p>V. 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.</p> <p>W. 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-</p>
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<p>(3) Goals regarding systems/organizations for conducting education</p> <p>A. Maintenance of facilities necessary for implementing educational programs shall be prepared, and renewed in systematic manner.</p> <p>B. Adequate number of faculty members for implementing educational programs shall be ensured, and appropriate faculty organization shall be organized.</p> <p>C. The structure for offering education programs shall be reviewed in a timely manner corresponding to changes of era, etc.</p>	<p>solving ability and management skills.</p> <p>X. 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.</p> <p>< The JCD ></p> <p>Y. We will aim at 100% of the passing ratio of the examination for students who wish to take the licenses and the qualifications.</p> <p>Z. Regarding job placements in careers relevant to the licenses and qualifications earned by students, we will aim at an 100% job placement rate in relevant fields for both the Department of Food and Nutrition and the Department of Early Childhood Education.</p> <p>(3) Measures for achievement of goals regarding systems/organizations for conducting education</p> <p>< Shared of the Undergraduate school, the Graduate school and the JCD ></p> <p>A. Educational program will afford necessary facilities and equipment and those will be maintained and managed appropriately.</p> <p>B. Equipment, etc. used in classes, etc. will be renewed in a systematic manner. And features of the devices will be improved.</p> <p>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.</p> <p>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</p>
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<p>(4) Goals regarding support of students</p> <p>A. Student support policies regarding students' learning, life, and career shall be settled and shared on campus. Based on the policies, students will be supported.</p> <p>B. The university will improve its employment support system and aim for a 100% employment rate for new graduates who seek employment.</p>	<p>the change of time and the technical advances.</p> <p>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.</p> <p>F. Taking faculty development in account, training for faculty member will be enhanced.</p> <p>< The UoA ></p> <p>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%.</p> <p>H. We will put our efforts on having 10% of female faculty members.</p> <p>(4) Measures for achievement of goals regarding student support < Shared of the Undergraduate school, the Graduate school and the JCD ></p> <p>A. Student support policy will be established and written on Campus Guide and UoA website.</p> <p>B. We will support students' learning by class mentor system, comprehensive instructions given by GT supervisors, support in office hours, and the mentor system while reviewing the systems properly.</p> <p>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.</p> <p>D. In accordance with the student support policy and in response to situational changes such as the aging of facilities, an increase in international students, and the COVID-19 pandemic, we will appropriately manage the student dormitory.</p> <p>< The UoA ></p>
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	<p>E. Poor-performing students due to introduction of the Academic Proficiency System will be grasped in early juncture for early care.</p> <p>F. The ratio of students who graduate/complete from respective programs within the standard enrollment period will be increased.</p> <p>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.</p> <p>H. Student Counseling Office, Nurse's Room, and Complaint Counseling Office will collaborate with each other in order to provide life support in details.</p> <p>I. In order to obtain career-selection-related information in advance, a course will be offered and students will be recommended to take it.</p> <p>At the Employment Support Office mainly, tailored support will be offered.</p> <p>< The JCD ></p> <p>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.</p> <p>K. Faculty and personnel of UoA will cooperate to finely conduct consultations on students' living.</p> <p>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.</p>
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<p>2. Goals Regarding Research</p> <p>(1) Goals regarding research standards and results</p> <p>A. The University</p> <p>(i) In consideration of the achievements and issues of research activities to date, the university will carry out research that meets the needs of society in the field of computer science and engineering. At the same time, it will aim to expand the scope of its research to include new fields such as renewable energy, robotics, space information science, geoscience, and medicine, as well as interdisciplinary fields. By doing this, it will give the fruits of research back to the community through the promotion of innovation, etc.</p> <p>(ii) The university shall work toward research in the fastest-growing technology fields such as artificial intelligence, security, big data, IoT (Internet of Things), high-performance computing which are expected to support other various technologies in next generation, in addition, seeds, advanced, and strategic research which are fundamental research to create innovative developments of ICT.</p> <p>B. The Junior College</p> <p>The JCD shall conduct fundamental and regional-problem-solving research in specialized field of each department. Those research achievements shall be given back to the society and community</p>	<p>2. Measures to be Taken to Achieve Goals regarding Research</p> <p>(1) Measures for achievement of goals regarding research standards and results</p> <p>< The UoA ></p> <p>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 and changes of industry, society, and the region and appropriately determine the direction of the research.</p> <p>B. We will proactively promote research exchanges with research institutes including world-class universities as well as those conducted through interdisciplinary fusion.</p> <p>C. In consideration of the achievements and issues, etc. of research activities to date, 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 that can contribute to promotion of DX.</p> <p>D. In consideration of the achievements and issues, etc. of research activities to date, 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.</p> <p>E. In consideration of the achievements and issues, etc. of research activities to date, the IS division will engage in a wide range of research and development such as biomedical sensing and signal</p>
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processing, computer graphics and computer art, high performance audio signal processing and virtual reality development, robotics vision and image processing, large-scale data warehouses and web system construction, data mining and machine learning, big data analysis and deep learning, cloud computing, intelligent services and intelligent environments, IoT and mobile computing, and security infrastructure implementation.

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.

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 and writing, development of technology enhanced learning tools such as visualizers/detectors of features in scientific texts, machine learning to identify learner styles across devices, creation of a website to help computer science students use video to better prepare for job interviews, and more.

H. At CAIST, the leading-edge and interdisciplinary research which is integrated with computer science and engineering will be promoted. While examining the reform and abolishment of clusters every fiscal year, we will establish an infrastructure for industry and innovation for responding to the rapidly changing time in a timely manner, and give it back to society.

I. At Aizu Research Center for Space Informatics (ARC-Space), we will engage in research activities in the field of space

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<p>(2) Goals regarding improvement of systems, etc. for promotion of research</p>	<p>informatic science integrating space science and informatic science taking advantage of the UoA' s leading-edge technologies in the field of technologies related to computer information science.</p> <p>In addition, we will promote joint-research with internal and external parties based on MEXT' s Joint Usage / Research Center.</p> <p>J. 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).</p> <p>K. We will aim to acquire 120 externally-funded research grants and 250 million yen in external grant funding including that for Industry - Academia -Government Collaboration (including that acquired by the JCD).</p> <p>L. We will aim for a MEXT Grants-in-aid for Scientific Research (KAKEN) new applications of 45 and acceptance rate of 30%.</p> <p>M. We will aim for 3,000 academic paper citations annually (an average of thirty five citations per mainline undergraduate school faculty member).</p> <p>N. We will aim to apply for twelve patents annually.</p> <p>< The JCD ></p> <p>O. 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.</p> <p>P. We aim for 100 published academic research (includes papers stated in the research bulletin).</p> <p>(2) Measures for achievement of goals regarding improvement of systems, etc. for promotion of research</p>
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- A. To assure research environment for faculty members and students, extensive facilities and equipment shall be provided as well as securing internal research funds.
- B. In order to promote the management of research activities and budgets in an appropriate manner, the further enhancement of the system and training for prevention of misconducts shall be provided.

3. Globalization Goals

Even in a challenging situation where international exchange is limited due to reasons such as COVID-19, as a top global university, the university shall work on the enhancement of international competitiveness and the development of human resources to be successful in the world while further improving its projects and strengthening its systems. In addition, the university shall contribute to the globalization of Fukushima prefecture, expansion of international exchanges.

- A. We will appropriately maintain and manage the facilities and equipment required for research.
- 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.
- C. We will constantly review the Impropriety Prevention Plan based on MEXT guidelines and other regulations. Also, based on the plan, we will strive to appropriately implement research funds by raising compliance awareness among faculty and administrative staff members through training sessions, etc.

3. Measures for Achievement of Goals regarding Internationalization < The UoA >

- (1) We will promote further globalization of the activities by our faculty and student body through collaborations with various research institutes including world-class universities both online and in person on campus by, among other things, conducting international collaborative research and organizing international conferences.
- (2) Even in a challenging situation where international exchange is limited due to reasons such as COVID-19, while taking advantage of online communications, we will conduct overseas student internships. At the same time, we will encourage submission of papers to, and presentation at, overseas conferences.
- (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.
- (4) We will aim to increase the ratio to 6.3% (83people) of

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III. Goals Regarding Local Contribution and Revitalization from the Great East Japan Disaster, etc.

1. Establish goals regarding collaboration and cooperation with local communities, etc.

- (1) We will strive for regional contribution leveraging our expertise in computer science, industry, culture, etc. and work on projects to promote DX in the prefecture.
- (2) The university shall proactively promote collaboration and cooperation with the prefecture, municipalities, and various education institutions such as Fukushima Medical University. At the same time, we will promote initiatives that can solve problems of each area in the prefecture using ICT, etc. in an effort to further contribute to the communities.
- (3) Through collaboration with UoA-launched business ventures and various sectors, including companies within Fukushima Prefecture, research institutions, various bodies such as NPOs, etc., strive to foster excellent talents who respond to needs of the region and facilitate rejuvenation of local communities.
- (4) The JCD will aim to engage in at least 20 regional cooperative/collaborative projects annually.

international students among all students.

- (5) We will aim to increase the number to 50 of Japanese students who participate in study abroad programs.

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.

< Shared of the UoA and the JCD >

- (1) In order to provide various learning opportunities, utilizing the UoA's intellectual property, we will proactively organize public lectures and dispatch faculty members to conduct dispatch lectures while considering implementing them online. With regard to implementation of those lectures, COVID-19 preventive measures will be taken in accordance with the infection status.

- (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.

< The UoA >

- (3) We will position the All-Japan High School Computing Contest as the symbol project of Aizu, we will organize the event taking advantage of ICT, in addition to aiming to increase the number of participants (target: 1,800 people) in collaboration with Aizu as a whole, including local companies and local municipalities.

- (4) Collaborating with local incorporated NPOs and Aizuwakamatsu City, we will continue to support implementation of the Computer Science Summer Camp, etc. At the same time, we will share the

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appeal of the UoA and Aizu broadly to all over Japan through these exchanges.

(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.

(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.

(7) Under collaboration agreement, we will collaborate with municipalities, etc. Within the scheme, we will work on solving regional issues such as industrial development taking advantage of UoA's ICT-related knowledge and personnel training, and promotion of DX.

(8) In collaboration with research institutions, etc. including Fukushima Medical University, we will promote initiatives such as joint research, taking advantage of our ICT-related knowledge in medical and healthcare fields.

(9) We will work on initiatives such as University-launched Innovative Venture Creation Program as part of Academia Consortium Fukushima.

(10) 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 return research results and technologies to a wide range of companies in the

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<p>2. Goals regarding promotion of regional industry</p> <p>(1) In addition to development of ICT talent who are crucial for reactivation of the future local economy, the university will contribute to stimulation of the local economy and creation of employment by developing new technology and its social implementation while promoting collaboration among industry, academia, government.</p> <p>(2) The mid-term plan will encourage the creation of UoA alumni-launched ventures authorized by the university, with the goal to reach a total of 30 ventures during the medium-</p>	<p>prefecture in order to stimulate innovation in the region.</p> <p>(11) We will conduct robot / ICT education for high school students, etc. in Minami-soma city taking advantage of the results of robot technology development projects. By doing so, we will contribute to the development of talent to promote DX and talent who can play an important role in the industry in the region.</p> <p>(12) We will strive to revitalize the region by encouraging the use of ICT through Aizu IT Autumn Forums we will jointly hold with Aizu Academia-Industry Consortium as part of initiatives to disseminate information for making Aizu region an IT hub,</p> <p>(12) 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 adoption of DX in companies.</p> <p>< The JCD ></p> <p>(13) We will cooperate and collaborate with local organizations including municipalities in Fukushima prefecture in a way that leverages our expertise.</p> <p>(14) We will offer dispatch lectures and open lectures 80 times within the year.</p> <p>2. Specific measures regarding promotion of regional industry</p> <p>< The UoA ></p> <p>(1) Implementing collaboration with companies in the prefecture, ICT training and employment support, etc. will be offered to females who wish to get a job or start a business. By doing so, we will aim at development of ICT talent required to promote the regional society's DX and help local industries to revitalize moving forward, and creating a place where women can take active roles. Through the training project, annually fifty individuals will be able to get a job (150 individuals in three years.)</p>
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<p>term goal period.</p> <p>(3) In addition to playing a central role in the project in collaboration with industry and government, responding to accelerated digitalization, the university will contribute to the development of information-related industry in the prefecture.</p>	<p>(2) Through initiatives such as the Innovation and Startup Education Program, we will cultivate students' interest in entrepreneurship and encourage the creation of new venture companies. Furthermore, we will support the UoA-accredited venture companies.</p> <p>(3) By contributing to the community-based initiatives such as the Super City Initiative and the Aizu Region Collaborative Problem-Solving Promotion Committee, we aim for promotion of local industries and development of human resources.</p> <p>(4) In order to contribute to the region's industrial development, we will proactively collaborate with companies in the region through AOI meetings, etc. to increase the number of opportunities to leverage faculty members' knowledge and research results based on companies' needs.</p> <p>(5) In order to contribute to promotion of information-related industries in the prefecture, we will promote robot technology development and cyber-security talent development through industry-academia-government collaboration led by the UoA. By doing so, we will aim at increasing technological competitiveness and promoting initiatives to develop ICT talent required to respond to the digitalization.</p>
<p>3. Goals Regarding Support to the Post-Quake Revitalization</p> <p>(1) We will work on cutting-edge ICT research including cyber security with the Laboratory for leading-edge ICT in Aizu as its hub. In consideration of the achievements and issues of activities to date, we will engage in projects to further advance the revitalization of the prefecture and continue developing ICT talent who will contribute to the revitalization.</p>	<p>3. Measures for Achievement of Goals regarding Provision of Support to Reconstruction Efforts from the Great East Japan Earthquake</p> <p>< The UoA ></p> <p>(1) We will hold the AOI meetings 300 times and more a year through industry-academia-government collaboration for promotion of innovation using LICTiA as a base.</p> <p>(2) By solving problems of companies and the region through the AOI meetings, we will support industries and development of the region</p>

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| <p>(2) The university shall tackle issues of the devastated areas such as depopulation by producing ICT talent and leveraging ICT. In addition, we will contribute to the revitalization of the prefecture through giving advice on prefectural measures.</p> <p>(3) As a part of the Fukushima/International Research Industry City (Innovation Coast) initiative, the university shall promote technical development of disaster-recovery robots, etc. collaborating with companies, etc. in the prefecture. By doing so, we will promote initiatives to create and accumulate new industries.</p> <p>(4) Mainly at the Local Revitalization Center, the JCD will leverage the specialization of each of its departments and contribute to the revitalization of Fukushima prefecture through activities conducted in close cooperation with local regions, including the cultural revitalization of the region, revitalization of local economy, etc.</p> | <p>toward Fukushima's revitalization. Taking advantage of the UoA's expertise, we will give the prefecture and municipalities advice on DX in public administration.</p> <p>(3) Collaborating with prefectural police headquarters, prefecture's public health management and cyber-crime prevention will be a focus of personnel training at LICTiA.</p> <p>(4) We will implement the project to support both ICT talent development and employment in the prefecture for women in the prefecture including evacuees outside the prefecture. By doing so, we will strive to develop ICT talent who can play an important role in the regional revitalization and retain them in the prefecture.</p> <p>(5) We will deploy technologies developed by the UoA-launched ventures and local companies in collaboration with municipalities, schools, revitalization-related national / prefectural organizations in Hama-dori region and offer ICT-related education which will become even more necessary in the future. By doing so, we will contribute to regional revitalization through development of regional economy by boosting innovation and developing talent necessary for DX and development of industries in the areas under evacuation order.</p> <p>(6) Regarding the leading technology industry, which is the pillar of industrial revitalization in Hama-dori region, especially robotics industry, we will aim at developing robotics talent required for DX as well as boosting industrial development initiatives and innovation through research / technological development and talent development main in software development while utilizing the UoA Robot Test Field Research Center as a hub. By doing so, we will contribute to the revitalization of Fukushima.</p> |
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<p>IV. Goals Regarding Improvement of Administrative Operation and Effectiveness</p> <p>1. Goals regarding Improvement of Business Operation and Effectiveness</p> <p>(1) Goals regarding improvement of the organizational operation</p> <p>A. The policy for the smooth operation of the university shall be settled and shared aiming for realization of principle and objective of the university.</p> <p>B. Provisions necessary for the management of corporation and the university shall be organized to clarify process, authority, and responsibility for decision-making,</p> <p>C. The university shall comply with laws and regulations, and regularly verify if the organizational managements are conducted appropriately. Reviews shall be conducted if necessary</p> <p>D. The university shall establish education /research organization in addition to the administrative organization which would be suitable for working on realization of principle and objective of the university.</p> <p>The members of the organizations shall be selected and assigned fairly from faculty and personnel of the university.</p>	<p>< The JCD ></p> <p>(7) We will support activities of the Kumamachi/Oono elementary school and Okuma-town junior high school from both side of facilities and education.</p> <p>(8) In addition to faculty dispatch programs and off-campus activities, we will implement other revitalization-related activities in collaboration with the region in more flexible manners taking advantage of online communications, etc.</p> <p>III Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness</p> <p>1. Measures for Achievement of Goals regarding Improvement of Administrative Operation and Effectiveness</p> <p>(1) Measures for achievement of goals for improvement of organizational operation</p> <p>A. “The Public University Corporation, the University of Aizu Organizational Operation Policy” and “the UoA Code of Conduct” , which are our policies regarding organizational management and performance of duties, will be announced to faculty members and administrative staff upon meetings and training.</p> <p>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.</p> <p>C. Internal audit with predetermined annual theme will be conducted whether if the organization is operated with compliance with laws and regulations.</p> <p>D. Every year, internal organization and personnel system of the UoA corporation will be verified in line with operational circumstances.</p>
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<p>The university shall put effort on enhancing their abilities as well.</p>	<p>Necessary review will be conducted on them. 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. F. All administrative staff to corporate administrative staff ratio will be increased to 45%. G. Multiple female administrative managers will be appointed. 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.</p>
<p>(2) Goals regarding improvement of effectiveness and streamlining of administrative work The university shall work on reducing the frequency and hours of meetings, paper reduction, energy-saving for administrative procedures, and systemization.</p>	<p>(2) Measures for achievement of goals regarding improvement of effectiveness and practicality of administrative work A. We will aim at reducing administrative burdens by promoting DX across the university and streamlining administrative process utilizing ICT. B. We will promote paperless meetings and the amount of paper purchased will be reduced by 5%.</p>
<p>2. Goals Regarding Improvement of Financial Affairs (1) Goals concerning the growth of self-generated income, including external research funds and other revenue We will obtain external funds by creating and leveraging intellectual properties and increasing protection of their rights. In addition, we will strive to strengthen our financial foundation by attempting to increase revenue by lending the university facilities for remuneration, calling for donation, etc.</p>	<p>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 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.</p>

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<p>(2) Goals concerning economization of expenses</p> <p>When planning budget, ordering, and upon various opportunities, details of settled amount of expenses shall be inspected and scrutinized. In addition, the university shall work on controlling expenses through analysis on medium-and-long term financial state as well.</p>	<p>B. By participating in technical exhibitions, etc. and collaborating with TLO (Technology Licensing Organization), we will disseminate information on intellectual properties and aim at acquiring new licenses and joint research opportunities. Also, by promoting joint applications with joint research partners and creating intellectual properties that can be used easily by the partners, we will aim at utilizing intellectual properties.</p> <p>C. In addition, regarding faculty members' employment duty related inventions, in an effort to protect their intellectual properties, we will strive to acquire patent rights and manage patent expiration dates by supporting faculty members to apply appropriately through deliberations by the Employment Duty Related Invention Deliberation Council.</p> <p>D. For securing student support and research fund, donation system will be established and utilized.</p> <p>(2) Specific measures regarding economization of expenses</p> <p>A. We will grasp our financial and operational status properly with financial reports every fiscal year. Also, we will create an appropriate budget based on medium-term plans and annual plans taking into account medium-to-long term financial management.</p> <p>B. We will promote appropriate and efficient budgeting by reviewing methods such as administration processes as needed as well as reflecting necessary system revisions, etc. in our accounting-related regulations.</p> <p>C. Through learning session for accounting staff, cost awareness and deep knowledge in accounting administration will be promoted.</p> <p>D. Aiming for stable management, we will create medium-to-long term facility maintenance plans.</p>
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<p>(3) Objectives Related to Corporate Facilities and Equipment Aiming for stable management, we will create medium-to-long term facility maintenance plans.</p> <p>3. Goals Regarding Internal Investigations and Evaluations, and Provision of Information</p> <p>(1) Goals concerning improvement of evaluations</p> <p>A. Every year, annual self-check/evaluation and evaluation by third-party against the management of corporation and overall university activities shall be implemented. The university shall work on improvement based on the results.</p> <p>B. The university shall operate work achievement evaluation system for administrative staff, etc. appropriately, and work on establishment of the evaluation system for faculty as early as possible.</p>	<p>3. Measures for Achievement of Goals regarding Internal Investigations and Evaluations, and Provision of Information</p> <p>(1) Measures for achievement of goals regarding improvement of evaluations < Shared of the UoA and the JCD ></p> <p>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.</p> <p>B. Submitting performance report to the prefecture every fiscal year, we will receive evaluation by the Public University Corporation Evaluation Committee.</p> <p>C. The performance report and evaluation result will be published internally and externally.</p> <p>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.</p> <p>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.</p> <p>(2) Specific measures for promotion of the dissemination of information</p> <p>A. In line with the Information Publication System and Public University Corporation System, we will promote appropriate</p>
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<p>4. Important Goals Regarding Other Business Operation</p> <p>(1) Goals concerning compliance The university will work to earn the trust of the prefecture’s citizens by promoting efforts to assure compliance, such as strict maintenance of disciplinary regulations by corporate personnel.</p> <p>(2) Goals related to facilitation and use of properties and information communication infrastructure.</p> <p>A. To provide facilities and equipment required for education and research continuously, planned repairs and maintenance of aging buildings shall be conducted sequentially with replacement of devices, etc.</p> <p>B. The information and communication infrastructure shall be maintained appropriately to support for operation, edgy education and research of the university.</p> <p>The sufficient measures of information security shall be implemented as well.</p> <p>(3) Goals related to health and safety management</p> <p>A. The university shall, among other things, implement health checks and establish a consultation system. In addition, it shall improve countermeasures against novel infectious diseases such as COVID-19. By doing this, the university will protect the health of students, faculty, and administrative staff.</p>	<p>informational.</p> <p>B. The UoA’s education, research, industry, and regional contribution will be advertised externally in order to enhance public recognition of the UoA.</p> <p>4. Specific Measures for Achievement of Important Goals regarding Other Business Operation</p> <p>(1) Measures for achievement of goals regarding compliance</p> <p>A. Targeting faculty members and administrative staff, we will organize training sessions related to observation of laws and harassment prevention every year.</p> <p>B. We will conduct interviews by individuals in management positions at the appropriate, creating opportunities for consultation, and ascertaining the faculty’s situation.</p> <p>(2) Measures for achievement of goals regarding maintenance and utilization, etc. of facilities and equipment and communication infrastructure</p> <p>(3) We will implement initiatives that promote the SDGs.</p> <p>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.</p> <p>B. We promote the systematic remodeling of facilities showing significant signs of aging, such as the JCD dormitory.</p> <p>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.</p>
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B. The university shall protect the security of students and faculty by regular checks on facilities, and implementing training, drills, etc. related to disaster prevention.

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.

E. For adapting to the New Normal and improvement of users' convenience, we will improve the library circulation management system by introducing IC tags.

F. In order to deal with computer security incidents, we will improve the CSIRT system and establish procedures to respond to incidents.

(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%.

B. Mental-health check will be implemented for using it for mental care for faculty members and administrative staff.

C. We will maintain and regularly check disaster and crime prevention facilities, and guard and safety management system.

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.

E. So as to act promptly upon a disaster occurs; disaster prevention drill will be implemented in the entire university.

(4) Measures for serious risks such as novel infectious diseases

A. By collecting information on novel infectious diseases, we will promptly and appropriately implement measures to reduce the risk of infection among students, faculty and administrative staff members.

B. In order to prepare for not only novel infectious diseases but also other serious risks we may face, we will establish systems,

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etc. and implement emergency measures to handle the risks promptly.

IV Other Matters

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

*See the attached sheets

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) Plan for facilities and equipment

A. Based on the Long-term Maintenance Plan described in III-4-(2)-A, we will conduct repair works in a systematic manner.

B. We promote the systematic remodeling of facilities showing significant signs of aging, such as the JCD dormitory.

(2) Plan for personnel affairs

A. We will appropriately conduct the measures described in I-1-(3) to gather talented personnel with diverse backgrounds.

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	<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 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> <p>None.</p> <p>6. Student capacity *See the attached appendix</p>
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