

**AY 2006 ANNUAL PLANS as they relate to Mid-Term Plans of the
Public University Corporation, the University of Aizu**

The University of Aizu

As of April 27, 2006

MID-TERM PLANS

I Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University

1. Measures to be taken to achieve goals regarding education

(1) Measures to be taken to achieve goals regarding educational achievement

Maintaining an open computer environment which provides students technical information that makes it possible for students to acquire knowledge broadly and deeply according to their motivation for learning, and acquire fundamental skills and knowledge, in order to nurture human resources who can recognize and solve new problems using their own ideas in the computer society.

In order to conduct education at the internationally recognized standard for which the University is aiming, significantly improving educational contents, methods, etc. will be required to respond appropriately to rapid advances in society and technological advancement.

Various support systems provided by the Ministry of Education, Culture, Sports, Science and Technology, etc. for improvement and support for educational contents and methods at universities shall be proactively utilized measures to realize the activities mentioned above.

The administrative planning functions shall be functionally reinforced within the University to support educational / research activities in these fields.

ANNUAL PLANS

I Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University

1. Measures to be taken to achieve goals regarding education

(1) Measures to be taken to achieve goals regarding educational achievement

【Undergraduate School】

- a. Restructuring of the academic departments will be carried out in order to conduct education and research conforming to progress made in computer science and engineering and the computer society.
- b. Striving to nurture individuals with proposal-making ability, practical expertise, creativeness and an entrepreneurial spirit, so that they will be competitive in society, human resources will be developed while fostering abilities in solving daily issues in a scientific manner, making use of creativeness and innovative and useful ideas in individual students, with which students can cope with changes in the future.
- c. With the foundation of logical thinking based on knowledge of mathematics and physics, in addition to knowledge of a broad range of humanities, social sciences, computer ethics and intellectual property, acquiring competence in computer science and engineering shall be aimed for.
- d. Individuals who have reliable skills and basic knowledge in the field of information and telecommunications focused on software and system design, and have attained fundamental knowledge in software engineering will be nurtured.
- e. The University shall aim at increasing the percentage of students who have obtained computer-related certification (certification for engineers of basic information technology: from the current 25% to 50%, certification for software technical engineers: from the current 7% to

【Undergraduate School】

- a. Deliberation shall be implemented for restructuring of the departmental system.
- b. Graduation thesis instruction shall be conducted based upon instruction for small class sizes, and the expectations of students will be respected.
- c. The Center for Cultural Research and Studies shall play a central role in improving courses in the Lower Division Course Group in order to provide fundamental visions toward learning and science, methodologies, and opportunities to learn about and understand society, and to cultivate students' humane thinking for the purpose of nurturing well-rounded members of society with a strong sense of values.
- d. Contents of curriculums shall be inspected so that students are assured to acquiring skills and the latest knowledge regarding software engineering.
 - e-1. Classes for certification examinations for basic information technology engineers shall be offered focusing on students who wish to take the classes.
 - e-2. Transportation service shall be provided for students who take

<p>15%) by encouraging students to take relevant examinations.</p> <p>f. For students who have aspirations to continue studying at the Graduate School, “research-oriented education” will be further promoted.</p> <p>g. Consistency between upper division general education at the Undergraduate School and specialized education at the Graduate School shall be pursued. At the same time, depending on undergraduate students’ needs, they shall be able to acquire academic credits from the Graduate School as well.</p> <p>h. Highly professional English language education shall be provided centered on faculty members who are native-like speakers of English and who have doctoral degrees (Ph.D) in relevant fields, aiming at acquisition of English language skills to be of practical use for research and development in the field of computer science, as well as in the international business scene.</p> <p>i. Students shall be encouraged to take English proficiency tests in order to demonstrate their English proficiency, so that 80% of students shall take such tests by the time of their graduation.</p>	<p>certification examinations for basic information technology engineers.</p> <p>e-3. Grants shall be provided to successful students who passed certification examinations and acquired the certification for basic information technology engineers to encourage them to upgrade their skills.</p> <p>f. For instruction of SCCP and graduation theses, more advanced-level contents conducive to research at the Graduate School shall be provided to students.</p> <p>g. Reexamination of allowing undergraduate students to take Graduate School courses and acquire credits for the courses will be done when considering improvement of curriculums.</p> <p>h. Creation of a good English education environment for students shall be worked on, further taking into consideration English used at work and in research.</p> <p>i-1. Grants shall be given to students who acquired high scores in English proficiency tests such as TOEIC and TOEFL to encourage students to upgrade their skills.</p> <p>i-2. “TOEIC Institutional Special Program” shall be continued in order to offer students TOEIC tests at the University of Aizu</p> <p>i-3. For students’ convenience in taking TOEFL tests, procedures to</p>
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<p>【Graduate School】</p> <ul style="list-style-type: none"> a. Restructuring of the fields of study of the Graduate School will be carried out in order to conduct education and research conforming to progress made in computer science and engineering and the computer society. b. Education shall be conducted to foster individuals who are interested in integration of multiple fields of specialization. c. The Center for Language Research shall conduct research on methods of teaching scientific English expressions, and shall at the same time, use these results to conduct English education as common courses of the Graduate School. d. Consideration shall be given to establish programs flexible enough to accept students who have already started their professional careers. e. Concerning conferment of doctoral degrees, an increase of the number of individuals to whom degrees will be conferred to shall be aimed at, utilizing the system for conferment of doctoral degrees based on theses submitted by people not enrolled at the Graduate School and students who withdrew from the program following fulfillment of the standard academic residence requirement, while maintaining the quality of education at the Graduate School. 	<p>establish the University of Aizu as a TOEFL test site through the Internet shall be taken.</p> <p>【Graduate School】</p> <ul style="list-style-type: none"> a. Deliberation shall be implemented for restructuring the organization of fields of study. b-1. Seminars which will use multiple research rooms and collaborative research shall be proactively promoted. b-2. Research seminars with the purpose of providing students with exposure to similar and related areas of study shall be implemented. c. Establishment of new inter-graduate departmental courses to improve students' English proficiency in the Master's Program at the Graduate School shall be considered. d. Establishment of convenient courses such as those with flexible enrollment periods, setting up of satellite lecture rooms, etc. for working people who wish to study at the University shall be considered. e-1. For students who have withdrawn from Graduate School programs following fulfillment of their standard academic residence requirement and have been continuing their research at companies, etc., the University will provide them with necessary information, make efforts to understand their research progress as well, and recommend them to utilize the "Ronpaku" system for conferment of doctoral degrees based on theses submitted by people not enrolled at
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<p>(2) Measures to be taken for achievement of goals regarding educational content</p> <p>① Specific measures regarding selection of students in accordance with policy of acceptance of admitted students (admission policy)</p> <p>Flexible and various selection methods will be deliberated on and implemented to correspond to the diversity of applicants, taking into account methods for securing the quality of students completing undergraduate/graduate programs.</p> <p>【Undergraduate School】</p> <p>(a) Increasing student capacity shall be considered at the Undergraduate School.</p> <p>(b) Students with a sense of purpose in the specific field, computer science and engineering, shall be actively admitted to the University.</p> <p>(c) Entrance examinations: As mathematics and English are indispensable and fundamental subjects for studying computer science and engineering, questions shall be given focusing on mathematics and English.</p> <p>(d) Special admissions: Admission by recommendation for applicants residing in the Prefecture (admission capacity: 20% of the entire admission capacity), which has been conducted since opening of the</p>	<p>the Graduate School.</p> <p>e-2. In-depth management of students' progress regarding research by research advisors shall be implemented.</p> <p>e-3. Interim research progress presentation meetings by second-year students in the Doctoral Program shall be improved.</p> <p>(2) Measures to be taken for achievement of goals regarding educational content</p> <p>① Specific measures regarding selection of students in accordance with a policy for acceptance of students (admission policy)</p> <p>Surveys regarding students' progress of studying from enrollment through graduation, and their career development after graduation shall be implemented for the purpose of evaluating entrance examination procedures and selection methods.</p> <p>【Undergraduate School】</p> <p>(a) Increasing student capacity for the Undergraduate School shall be deliberated.</p> <p>(b) Coinciding with the drafting of the admission policy, official announcement and posting of entrance examination guidelines shall be implemented.</p> <p>(c) The previous year's results of the University Testing Center Examinations shall be evaluated and selection methods shall be examined.</p> <p>(d) The previous year's results of the University Testing Center Examinations shall be evaluated, so that the present system for</p>
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<p>University, shall continue to be conducted. In addition, admission by recommendation for applicants all over Japan shall be conducted.</p> <p>(e) For the purpose of providing students opportunities to enjoy university education at a stage of education earlier than in the conventional Japanese school system, a system that allows second-year high-school students to be admitted (early admission) shall be introduced, aiming at nurturing human resources with broadened horizons and flexible thinking that promote creative research that can contribute to the world in the future.</p> <p>【Graduate School】</p> <p>(a) Educational environments shall be improved through offering of more conversion courses for students graduating from undergraduate schools who majored in fields other than computer related fields, to help them become oriented to studies in computer science, so that a wide range of students can be accepted.</p> <p>(b) Concerning methods for acceptance of mid-career professionals, change of periods of enrollment, such as long-term and one-year enrollment systems, in addition to improvement of convenience for commute by opening nighttime and holiday classes at satellite offices shall be considered.</p> <p>(c) Selection of international students for admission to the Graduate School has been carried out without applicants having to come to Japan. Acceptance of excellent international students shall be implemented by means of cooperation, agreements, treaties, etc. with universities in other countries.</p>	<p>special selection can be more firmly established.</p> <p>(e) The previous year's results of the University Testing Center Examinations shall be evaluated, so that the present system for early university entrance can be more firmly established.</p> <p>【Graduate School】</p> <p>(a) Concerning increase of the number of conversion courses offered, it shall be examined, also taking into consideration links with the Undergraduate School.</p> <p>(b-1) Courses convenient for members of society who wish to study at the University of Aizu shall be examined.</p> <p>(b-2) Courses for reeducation of present junior and senior high school teachers and selection methods for them, etc. shall be examined.</p> <p>(c-1) In order to assure excellent international students, special consideration for selection methods for these types of students, etc. shall be continued.</p> <p>(c-2) For mutual recognition of academic transfer not only with domestic universities but also with overseas universities, conclusion of</p>
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<p>(d) Early admission/early entrance which allows third-year students of the Undergraduate School to enter the Graduate School shall be continuously implemented.</p> <p>② Specific measures to be taken for preparation of the curriculum to meet with the policy on education at the University</p> <p>【Undergraduate School】</p> <p>(a) First-year students shall study both specialized courses and basic education courses, and curriculum shall be designed, taking into consideration a broad range of studies for accumulation of knowledge regarding specialized education, focusing attention on student understanding, shall be designed.</p> <p>(b) The curriculum shall be revised based on international standards in order to improve knowledge and skills to be provided to students, tailored to progress in computer science and technology, and respond to the demands of the times.</p> <p>(c) Education shall be provided to nurture individuals with practical knowledge and skills regarding software technology in order to meet the needs of society.</p> <p>(d) English language education shall be provided, focusing on necessary English skills for learning computer science and engineering.</p>	<p>agreements with overseas universities shall be promoted on a practical basis.</p> <p>(d) In order to acquire excellent students, early admission into the Graduate School (early university entrance) shall be proactively implemented.</p> <p>② Specific policies to be taken for structuring of the curriculum to meet the educational mission of the University</p> <p>【Undergraduate School】</p> <p>(a) Based upon systematic curriculums consisting of the lower division course group and the upper division course group, lectures and exercises shall be effectively provided to students.</p> <p>(b) For meeting society's demands to nurture excellent specialists, review on curriculums shall be deliberated.</p> <p>(c) Review on curriculums for promotion of fostering active human resources in software according to society's demands shall be deliberated.</p> <p>(d) Based upon technical terminology related to computers, instruction on useful English expressions in specialized fields shall be provided to students.</p>
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【Master's Program】

- (a) Standardization of the term system with the Undergraduate School shall be examined in order to deepen correlation with Undergraduate School education.
- (b) Consistency of curriculum with the Undergraduate School education shall be improved by operating in conjunction with research-driven education at the Undergraduate School so that Undergraduate School students who are planning to go on to the Graduate School can conduct research, once they are in the Graduate School.
- (c) Curricula shall be flexibly reviewed to promote education including revision of courses and subjects to nurture individuals with practical knowledge and skills regarding software technology in order to meet the needs of society.
- (d) General courses common to the fields of study of the Graduate School shall be provided as basic courses for the Graduate School.

- (e) Proactively collaborating with society, unique and creative educational measures at the University shall be conducted such as creative factory seminars, which aim at active collaboration between students in order to return research achievements to society.
- (f) Education, so that students will be able to give internationally viable

【Master's Program】

- (a) Examination shall focus on standardization of semester/quarter systems between the Undergraduate and Graduate Schools, examination shall be initiated.
- (b) Improvement of curriculums shall be deliberated, in consideration of interaction with education in the Undergraduate School.

- (c) Re-examination of curriculums, including examining courses and subjects for promotion of fostering practical software human resources according to society's demands, shall be deliberated.

- (d-1) New subjects which should be recognized as inter-departmental courses for the Graduate School of Computer Science and Engineering of the University of Aizu shall be examined.
- (d-2) New courses which should be open to students as inter-departmental courses for respective graduate departments shall be examined.
- (d-3) Inter-departmental courses to enhance students' English proficiency shall be examined by the Center for Language Research.
- (e) Creative Factory Seminar presentations shall be implemented in order to fulfill the quality of the seminar.

presentations will be offered, such as encouraging students to listen to various presentations beyond their majors and grade levels to acquire broad fields of knowledge, and also implementing presentation seminars so that students can receive effective presentation skill training, shall be provided.

【Doctoral Program】

(a) Individuals who can become independent researchers in the future shall be nurtured through experiencing research activities as collaborative research partners with faculty members aiming at achieving goals of high standards with utilizing the RA* system.

(b) Advanced training regarding research methodologies, etc. shall be implemented in special seminars and special research.

*RA (Research Assistant) ... Students of Doctoral Program at the Graduate School to be engaged as assistants for faculty members' research

③ Specific measures regarding educational methodology

【Undergraduate School】

(a) SCCPs (Student Cooperative Class Projects) shall be provided to students starting from their first-year in order to have them realize the importance of upper division education courses.

(b) Small classes and seminars shall be formed to encourage interactive

(f) Presentation Seminars shall be fulfilled and training for effective presentation skills for academic conferences shall be implemented.

【Doctoral Program】

(a) From the perspective of nurturing researchers, the RA system shall be revitalized.

(b) Interim progress presentation meetings by second-year students shall be improved, so that an environment in which students can acquire advice from research advisors and also other instructors can be created

③ Specific measures regarding educational methodology

【Undergraduate School】

(a) As a part of the project, “Advanced Education on Computer Science and Engineering,” which has been accepted for the national program, “Support Program for University Education with Distinctive Characteristics” and is now in its fourth year, advancement of SCCPs shall be aimed for.

<p>education.</p> <p>(c) Practical skills regarding programming, diversified computer operating and English language proficiency shall be provided.</p> <p>(d) Efficiency of class management and educational effectiveness shall be improved by upgrading teaching skills of TAs* and SAs*. *TA (Teaching Assistant) ... Students of the Master's Program at the Graduate School to be engaged as teaching assistants at the Undergraduate School *SA (Student Assistant) ... Fourth-year students at the Undergraduate School to be engaged as assistants for specialized basic education at the Undergraduate School</p> <p>(e) Effective software education shall be provided by encouraging students to participate in various contests in relevant fields and internships* in the industrial world, etc., which will be regarded as a regular education program at the University. *Internships ... A system in which students get on-the-job work experiences on their initiative for the purpose of deepening their understanding of jobs and companies that they are interested in, and improve their career resume and skills</p>	<p>(b-1) Seminar rooms and small-sized lecture rooms in the Research Quadrangles shall be used more effectively.</p> <p>(b-2) Exercises and supplementary classes shall be offered on a continuous basis in order to help students review what they learned in fundamental subjects, e.g. physics or math.</p> <p>(c) Topics for SCCPs shall be further diversified, so that students can gain exposure to the forefront of research and gain skills necessary for acquisition of licenses and other practical skills through participation in SCCPs.</p> <p>(d) Training for TAs and RAs shall be planned to upgrade their teaching skills.</p> <p>(e-1) The University shall support students of the University who take part in ACM programming contests.</p> <p>(e-2) Implementation of internship programs shall be deliberated on from the viewpoint of education.</p>
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- (f) Participation in education conducted at the University by individuals who have graduated from the University will be considered, so that more practical education can be provided.
- (g) English language education shall be provided centered on faculty members who have doctoral degrees (Ph.D) in relevant fields for English education.
- (h) Lectures to be conducted in English in upper division courses (currently 60%) shall continue using progressive teaching materials published overseas written in English, and students shall continue preparing their graduation theses in English, so that students can acquire knowledge of cutting-edge technology in computer science and engineering.
- (i) To foster students who have a broad range of knowledge and high ethical standards as computer science and technology researchers and engineers, academic courses such as “Introduction to Computer Science and Engineering” and “computer ethics,” etc. shall be improved.

【Graduate School】

- (a) Education fostering students who not only focus on their specific areas of research, but are exposed to a diverse range of special areas shall actively be planned, through seminars involving multi laboratories and research collaboration.
- (b) English shall be used as a common language for classes in most cases.
- (c) Special training programs which allow students to conduct research at research organizations outside the University (including an “internship

- (f) Graduates of the University who are now working for companies and other institutions as engineers or researchers could be invited to SCCPs as lecturers.
- (g) English language education by researchers specializing in English language education shall be continued.
- (h) Lectures to be conducted in English in upper division courses and writing of graduation theses in English shall be continued.
- (i) Wide-ranging lectures from outside of the University shall be invited to lectures for the course, “Introduction to Computer Science,” aiming to give students an understanding of the IT world from a broader standpoint.

【Graduate School】

- (a) Efforts shall be made to carry out seminars involving multi laboratories and fields of study.
- (b) Lectures shall be basically given in English, and official documents used for academic affairs shall be prepared in English.
- (c) Deliberations regarding application of special training programs shall be conducted.

<p>program”) shall be implemented and utilized.</p> <p>(d) Attendance by students at academic conferences and research seminars shall be supported.</p> <p>④ Specific measures regarding evaluation of students’ academic achievements</p> <p>【Undergraduate School】</p> <p>(a) Evaluation of students’ academic performance based on standards which satisfy requirements set by third-party evaluation organizations shall be put into practice.</p> <p>(b) Exam questions shall be disclosed after relevant examinations, in principle, and evaluation standards for each course shall be included in syllabuses before the start of each semester.</p> <p>(c) With regard to courses taught by more than one faculty member, adjustments shall be done as necessary to insure evaluation without class-bias.</p> <p>(d) The “Committee for Settlement of Student Grievances” shall act to settle students’ problems and requests regarding evaluation.</p> <p>(e) Emphasis will be put on students’ attending all of their classes, taking into consideration characteristics of subjects in computer engineering and science.</p>	<p>(d) Details of supporting attendance by students at academic conferences and research seminars shall be deliberated.</p> <p>④ Specific measures regarding evaluation of students’ academic achievements</p> <p>【Undergraduate School】</p> <p>(a) Improvement of evaluation methods shall be worked on through discussion on evaluation of students’ academic achievements by the Academic Affairs Committee.</p> <p>(b-1) Methods for disclosure of exam questions shall be deliberated.</p> <p>(b-2) Evaluation policies shall be announced in course syllabuses.</p> <p>(c) With regard to courses taught by more than one faculty member, meetings shall be held among these faculty members to insure evaluation without class-bias.</p> <p>(d) If faculty members and students cannot come to an understanding regarding academic grades, the Committee for Settlement of Student Grievances shall handle relevant cases, for example, through mediation by faculty members assigned to the Office for Settlement of Student Grievances.</p> <p>(e) Emphasis will be put on students’ attending all of their classes.</p>
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【Graduate School】

- (a) Evaluation of students' academic performance based on standards which satisfy requirements set by third-party evaluation organizations shall be put into practice.
- (b) In order to live up to expectations and gain trust from society, the University will take responsibility in securing the quality of students who are awarded graduate academic degrees. In concrete terms, implementation of evaluation of performance based on standards which satisfy requirements set by third-party evaluation organizations shall be considered.
- (c) Regarding the Doctoral thesis review, the current criterion shall be maintained. Regarding the Master's theses, thesis presentations outside of the University shall be made obligatory for assurance of quality.
- (d) To maintain the quality of academic degrees conferred a system which allows having faculty members from other graduate schools or research institutions as referees of doctoral thesis review committees shall be utilized as circumstances demand.
- (e) Regarding academic courses in the Master's Program, disclosure of examination questions shall be standardized. On top of that, policies regarding evaluation of students' academic performance shall be announced for respective courses in syllabi, etc. before classes begin.
- (f) "The Grievance Processing Committee" shall respond to objections and requests by students regarding evaluation of students' academic performance.

【Graduate School】

- (a) Improvement of evaluation methods shall be worked on through discussion on evaluation of students' academic performance by the Graduate School Academic Affairs Committee respectively.
- (b) Methods for insuring objectivity for conferment of academic degrees shall be deliberated.
- (c) For assurance Master's theses quality, presentation of papers on occasions outside of the University as an obligation shall be discussed.
- (d) Invitation of referees from outside of the University shall be encouraged, depending on research areas related to relevant theses.
- (e-1) Methods for disclosure of exam questions shall be deliberated.
- (e-2) Evaluation policies shall be announced in course syllabuses.
- (f) If faculty members and students cannot come to an understanding regarding academic grades, the Committee for Settlement of Student Grievances shall handle relevant cases, for example, through mediation by faculty members assigned to the Office for Settlement of Student Grievances.

<p>(3) Measures to be taken to achieve goals regarding systems/organizations for conducting education</p> <p>① Specific measures regarding placement of faculty and administrative staff members</p> <p>a Formation of academic departments shall be reviewed to correspond to curriculum formation, and faculty members shall be flexibly assigned.</p> <p>b An education system including teacher-training courses which would make it possible for students to acquire first class certificates for teaching in junior high school in mathematics, senior high school mathematics, and senior high school information classes shall be improved further.</p> <p>c Employment of faculty members shall be promoted with an international perspective in a well-planned manner so that systems allowing high quality education can be conducted will be secured.</p> <p>② Specific measures to be taken for improvement of the educational environment</p> <p>a Structure necessary for management and administration of computer environments shall be maintained while facilities and equipment, etc. related to computers on campus shall be promoted by constantly reflecting trends in the evolution of information technology.</p> <p>b In addition to collection and improvement of library materials required for education and research, effort shall be exerted towards maintenance</p>	<p>(3) Measures to be taken to achieve goals regarding systems conducting education</p> <p>① Specific measures regarding placement of faculty and administrative staff members</p> <p>a Review of academic departments shall be deliberated.</p> <p>b In line with establishment of teacher-training programs in the Graduate School, the present education system shall be further improved.</p> <p>c Excellent faculty members shall be recruited worldwide through open and international institutions for faculty positions.</p> <p>② Specific measures to be taken for improvement of the educational environment</p> <p>a With regard to computer systems and network systems, which form the backbone of the University, they shall be operated on a leased basis as before, in order to flexibly cope with advancement in information technology. In addition, latest information should be accumulated upon replacement of these systems, parallel with purchase of high-performance workstations and network machines.</p> <p>b-1 Striving to improve the University's book collection, requests from faculty and students shall be taken into account when purchasing</p>
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<p>of favorable environments and improvement of services for users through workshops for use of the University Library, etc.</p> <p>c Online journal subscriptions* shall be further promoted, so that the latest information can be collected promptly and comprehensively, and used to contribute to education and research.</p> <p>※ Online journal subscription: Online service for retrieval and viewing academic journals, etc.</p> <p>d For realization of high-level education in various scientific fields, and for the ease of giving lectures from distant places, full-scale operation of e-learning* and a system for its management shall be improved.</p> <p>※ e-learning: A learning style utilizing the Internet.</p> <p>③ Specific measures to be taken for evaluation of educational activities</p> <p>a Periodic evaluation of educational activities shall be implemented by the Internal Affairs Committee.</p> <p>b Student class evaluations shall be maintained.</p> <p>c Evaluation on educational activities by third parties including specialists in education shall be carried out.</p> <p>④ Specific measures to be taken to effectively use evaluation results for improvement of quality of education</p>	<p>library materials, including books, reference books, serial publications, and audio visual materials, etc.</p> <p>b-2 “Library tours” for new students and “seminars for learning information retrieval and use of online journals” for students and faculty members shall be planned during orientation periods.</p> <p>c “IEEE online journals” shall be subscribed to and subscription of other online journals of common interest shall also be considered.</p> <p>d Lectures through e-Learning systems shall be deliberated based on past results in preparation for its full-scale operation.</p> <p>③ Specific measures to be taken for evaluation of educational activities</p> <p>a Evaluation of educational activities shall be done by the Internal Affairs Committee.</p> <p>b Student class evaluations shall be conducted each semester.</p> <p>c The University shall undergo third-party evaluation on educational activities.</p> <p>④ Specific measures to be taken to effectively use evaluation results for improvement of the quality of education</p>
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<p>a An organization (a center) for providing support for education shall be established, and integration of lectures and exercises, collaboration between courses, improvement of faculty members' instructing skills (FD, Faculty Development)[※] including preparation of syllabi shall be reviewed and implemented. Student class evaluations shall also be implemented and the results of these evaluations shall be analyzed.</p> <p>※ FD (Faculty Development): Research and training for improvement of class content and teaching skills, etc. for the University as a whole</p> <p>b Results of student class evaluations, and follow-up surveys from past graduates will be given to faculty members, and at the same time, results of class evaluations, questions for course exams, lists of grades, and distribution of grades will be disclosed within the University so that systems for faculty members to address improvement of quality of education will be formed.</p> <p>(4) Measures to be taken to achieve goals regarding student support</p> <p>① Specific measures regarding learning assistance</p> <p>a In order to bring out characteristics and abilities of each student, a mentor system[※] or an office hour system[※] under which faculty members support individual students with guidance and a student advisor system[※] shall be put into practice.</p> <p>※ Mentor System: Students are grouped into several small classes, to each of which a faculty member is assigned to support students mentally on a continuous basis.</p> <p>※ Office Hour System: Specific hours that respective faculty members make available to students for counseling about their campus lives in</p>	<p>a-1 An organization for providing support for education shall be established.</p> <p>a-2 This organization shall be responsible for implementation of student class evaluations and analysis thereof.</p> <p>a-3 Faculty development seminars shall be planned.</p> <p>b In order to find more effective approaches, results of student class evaluations shall be made known within campus.</p> <p>(4) Measures to be taken to achieve goals regarding student support</p> <p>① Specific measures regarding learning assistance</p> <p>a-1 The mentor system and office hour system shall be deliberated for implementation.</p> <p>a-2 The student advisor system, under which student advisors support students, specifically first-year students.</p>
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<p>general</p> <p>* Student Advisor System: The specific hours that TAs or SAs make available to students for counseling regarding academic matters</p> <p>b The “Withdrawal Recommendation System” to detect and care underachieving students at an early juncture will be maintained. It is expected that students will be able to find suitable future paths through advice on studies and student lifestyles.</p> <p>② Specific measures for support of student lifestyles and health</p> <p>a Improvement of environments as they relate to students’ lifestyles</p> <p>(a) With regard to lifestyle and health counseling, a counselor (Student Counseling Room), a nurse (Medical Treatment Room), Grievance Counselors (Grievance Counseling Office, Grievance Processing Committee), Counselor for Sexual Harassment (Committee for Prevention of Sexual harassment) and staff members of the Student Affairs Division will cooperatively work for students.</p> <p>(b) Basically, counseling shall be done on a student-counselor basis. However, in order to detect and care students experiencing difficulties in their lifestyles at an early juncture, adequate information shall be forwarded to their guardians at an adequate juncture so that guardians can also grasp situations through consultation, etc.</p> <p>(c) With regard to realization of an environment in consideration for universal design*, approaches for students with physical disabilities in terms of education and research shall be improved in line with establishment of a support system by faculty and students</p>	<p>b The “Withdrawal Recommendation System” shall be maintained.</p> <p>② Specific measures for support of student lifestyles and health</p> <p>a Improvement of environments as they relate to students’ lifestyles</p> <p>(a) The counselor from the Student Counseling Room, as well as the nurse from the Nurse’s Room shall be provided with opportunities to take part in seminars for improvement and maintenance of their specialized knowledge.</p> <p>(b) Meetings geared for students’ guardians who need consultations for problems students have in keeping up with their studies shall be held.</p> <p>(c) Close communication shall be maintained among students with physical disabilities, their guardians, and the University, so that the existing support system can be improved according to their needs.</p>
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<p>※ Universal design: Universal design is an approach to the design of all products, buildings and environments to be as usable as possible by as many people as possible.</p> <p>b Students' extra-curricular activities</p> <p>(a) In order for students to be more actively engaged in extra-curricular activities, spaces and places reserved for conversation and relaxation should be ensured.</p> <p>(b) Taking into account an educational viewpoint that students improve themselves through interaction with many students as they spend their time in a group, measures to support students' extra-curricular activities shall be put into practice.</p> <p>c A system to support lifestyles of students</p> <p>(a) Measures for reducing students' financial burdens shall be considered. For example, dormitories for freshmen or low-rent apartments by use of housing owned by private companies shall be considered, with an expectation that there will be more applications for admission from excellent students.</p> <p>(b) In order to accept excellent students, preferential treatments of students, such as expansion of the range of students subject to tuition exemption and establishment of a University of Aizu scholarship system will be considered. Emphasis will be placed on consideration on such systems for the Graduate School.</p>	<p>b Students' extra-curricular activities</p> <p>(a) Efforts shall be directed to creation of an environment in which students can be actively engaged in extra-curricular activities, meanwhile the University shall ensure adequate spaces for these activities.</p> <p>(b) The University and the University of Aizu Supporters' Association, for which members are students' guardians, shall work together to help students enjoy their campus lives.</p> <p>c A system to support lifestyles of students</p> <p>(a-1) Ensuring low-rent apartments for students shall be deliberated on.</p> <p>(a-2) The feasibility of dormitories shall be deliberated on.</p> <p>(b-1) In order to ensure acceptance of excellent students, financial support measures shall be put into practice to support international students, such as tuition exemption and establishment of a University of Aizu scholarship system, etc.</p> <p>(b-2) A system to financially support excellent students, not limited to international students, shall be deliberated.</p>
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<p>(c) Through further improvement of the TA and RA systems, financial burdens on graduate school students will be reduced, so that they can concentrate on their studies and research.</p> <p>(d) Effective use of the Lounge for International Exchange and Informal Discussion shall be aimed at for communication between international students and Japanese students, among faculty and administrative staff members, and for exchange of various information shall be worked on.</p> <p>(e) The University and the Support Association for International Students of the University of Aizu (SAISUA) shall work together to support international students.</p> <p>(f) Occasions for informal discussion and exchange of opinions between international students and people from local companies and societies shall be organized.</p> <p>③ Specific measures regarding support for students' career development activities</p> <p>a The employment rate for students who wish to be employed at private companies will be maintained at 100 %.</p> <p>b For improvement of quality of career guidance, on-campus company seminars jointly held by companies and the original handbooks for University of Aizu students seeking jobs should be improved. In addition, in order for students to develop views towards professions and increase their interest in future employment at an early juncture of their enrollment at the Undergraduate School, career planning seminars intended for students of lower academic years (e.g.</p>	<p>(c) The TA system and RA system shall be further improved.</p> <p>(d) For cultivation of students with global perspectives, intensive Japanese language courses and lessons on Chinese culture, etc. shall be planned.</p> <p>(e) The University will help enhance organization of the Support Association for International Students of the University of Aizu.</p> <p>(f) The University will contribute to internationalization of local communities through casual meetings between international students of the University and local citizens.</p> <p>③ Specific measures regarding support for students' career development activities</p> <p>a Programs to support students' career development shall be improved.</p> <p>b-1 A guidebook to help students find employment shall be published independently by the University.</p> <p>b-2 On-campus explanatory meetings of companies shall take place as before.</p> <p>b-3 Career development guidance to provide students with basic information and practical knowledge shall be planned.</p> <p>b-4 Career planning seminars for students to start planning their future</p>
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<p>second-year students) shall be planned and a qualified career counselor ※ (whose qualification is recognized by the Ministry of Health, Labor and Welfare) shall be placed at the University.</p> <p>※ Career counselor: An individual who gives students advice on career development</p> <p>c For the purpose of increasing students' awareness of choice of occupations, enhancing students' motivation to study, and improving students' ability to adapt themselves to society, students shall be encouraged to be engaged in internship programs. Deliberations shall also be made on handling of the internship program as a course for which students can earn academic credits.</p> <p>d Seminars for vocational assistance intended for faculty members shall be held in order to contribute to faculty members' activities to support students' career development.</p> <p>e Visitation programs to local companies shall be planned and carried out, so that both students and faculty members can attain deeper understanding about career development.</p> <p>f By reinforcement of ties between the Alumni Association and the University, networks among past graduates from the University will be established to help programs to support students currently enrolled seeking employment.</p> <p>g As a measure for supporting young researchers, the employment system established originally by the University for special research fellows shall be maintained, providing Pos. Doc. positions ※ to graduates of our Doctoral Program.</p> <p>※ Pos. Doc. positions: Positions that refer to "Post Doctoral Fellows,"</p>	<p>paths including teaching students about what it means to be employed, and vocational aptitude testing at an early juncture shall be planned.</p> <p>b-5 Career counseling by the career counselor and mock interviews for employment shall be planned.</p> <p>c In order to encourage students to take part in the Internship Program, meetings for explanation of the Internship Program shall be planned.</p> <p>d Meetings for faculty members to show how they can support students' career development shall be planned.</p> <p>e Visitation programs to local companies by students and faculty members shall be planned.</p> <p>f Establishment of networks including past graduates from the University in cooperation with the Alumni Association shall be aimed for.</p> <p>g The University will actively work on employment of post doctoral graduates from the University who are qualified for special research fellow positions.</p>
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research fellows working for research institutions like universities who were awarded a Doctoral degree, but have not yet been employed at permanent positions at companies or educational institutions. The term of employment for those research fellows is usually short-term.

- h Occasions for our students and faculty members to meet and exchange information with persons who were previously faculty members of our University or who were awarded a Master's/Doctoral degree from our University shall be planned in order to increase job opportunities for our graduate students.

- h Arrangement of occasions for doctoral students of the University to accumulate information regarding employment in research or faculty positions shall be deliberated on.

<p>2. Measures for achievement of goals regarding research</p> <p>(1) Measures for achievement of goals regarding research standards and results</p> <p>① Model research directions</p> <p>a World-class research in computer science and engineering will be further promoted to create results having a major impact on relevant fields.</p> <p>b Research will be conducted to contribute to “formation of a local society where sustainable development is possible,” a theme which has been assigned to Fukushima Prefecture as well as the world in the 21st century. In order to achieve these goals, heightening of professional awareness as researchers will be promoted.</p> <p>c In order to promote the pioneering research with creativity and originality, invitation of young researchers to the University shall be focused on.</p> <p>【Fields to be focused on】</p> <p>a Pioneering research: Innovative computing Research in innovative computing to advance high performance computing science. This will be done through installing system software, and systems utilizing parallel algorithms in University’s computer system design infrastructure.</p> <p>b Research with the objective of regional contribution: Ubiquitous computing Research in constructing information environments for ubiquitous medicine and care, education and learning, daily life and work, etc.,</p>	<p>2. Measures for achievement of goals regarding research</p> <p>(1) Measures for achievement of goals regarding research standards and results</p> <p>① Model research directions</p> <p>a Pioneering research, with a focus on innovative computing for advancement of high performance computation science, shall be worked on.</p> <p>b Research for construction of information environments for ubiquitous medicine and care, education and learning, daily life and work, etc., which play important roles in ensuring a safe and secure society shall be worked on.</p> <p>c Research to convey the importance of science to the next generation, for example participation in space frontier projects, shall be worked on.</p>
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<p>which play important roles in ensuring a safe and secure society.</p> <p>c Exploratory research Participation in space frontier projects as part of research to convey the importance of science to the next generation.</p> <p>※ The above fields shall be re-examined as necessary, in correlation to changes in environments, etc. within and outside the University.</p> <p>② Specific measures regarding methods for giving back research results to society</p> <p>a The University shall give back research results to society through international conferences, academic journals, patents, and technology transfers as well as hosting of international workshops, symposiums and international conferences.</p> <p>b The University shall share its research results with local communities and citizens through hosting of public lectures, IT seminars, forums, etc.</p> <p>c Market value of research results shall be improved through acquisition of patent rights and technology transfer.</p>	<p>② Specific measures regarding methods for giving back research results to society</p> <p>a The University shall support international conferences and workshops hosted by organizations belonging to the University.</p> <p>b-1 Public lectures inside/outside of the University shall be carried out.</p> <p>b-2 In order to share research results of the University, university-industry cooperation forums shall be carried out.</p> <p>b-3 IT seminars shall be organized for contribution to fostering of human resources with practical knowledge required for playing an important role in the ubiquitous computing society,.</p> <p>b-4 Introductory seminars on multimedia shall be organized intended for local citizens, so that they can support the information-oriented society.</p> <p>c Effective management and aggressive use of intellectual property shall be aimed at.</p>
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<p>d The University-Business Innovation Center shall take an initiative in selecting research topics needed by local communities and industry as well as actively promoting the University's collaboration with local communities and industry.</p> <p>e The University shall actively host lectures and research funded externally, and promote collaborative research with external organizations and/or utilization of external funds (cooperative and commissioned research, grant donations.) The University shall also strive to send information, give publicity, conduct activities for enlightenment, and make known release research results to the public.</p> <p>f For the purpose of contribution to improvement of English education in other universities, etc., achievements of English education and research for the Graduate School conducted by the Center for Language Research will be made known to the public.</p> <p>③ Specific measures regarding verification of research standards and results</p> <p>a Periodic self-inspections/evaluations as well as third-party evaluations shall be implemented. Results of research projects, etc. shall be presented and verified at presentations and symposiums open to those outside of the University.</p>	<p>d-1 University-industry cooperation forums shall be held in order to publicize research results of the University, understand the needs of local communities and industry, and consider feasibility of research collaboration.</p> <p>d-2 A committee for promotion of cooperative projects shall be established at the University in order to promote projects involving multiple laboratories and fields of study, making the best use of knowledge possessed by the University.</p> <p>e Efforts will be directed to acquisition of external funds.</p> <p>f The Center for Language Research will work on English language education targeted for graduate school students.</p> <p>③ Specific measures regarding verification of research standards and results</p> <p>a Self-inspection/evaluation as well as methods for third-party evaluations with regard to research standards and research results shall be deliberated on.</p>
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<p>b The University shall aim at a 50 % increase in the number of the University's publication in major journals during the mid-term plan period. (An increase from the present number of 113 papers to 170 papers)</p> <p>c The University shall discuss a commendation system for highly evaluated research results.</p> <p>(2) Measures for achievement of goals regarding improvement of systems for promotion of research</p> <p>① Specific measures regarding assignment of researchers</p> <p>a Making the best use of networks with non-Japanese researchers who have belonged to the University of Aizu and related foreign institutions, etc., commissioning of visiting researchers at the University of Aizu and measures for recruitment of excellent non-Japanese faculty members shall be examined.</p> <p>b A system which enables young and prospective post-doctoral research students and research assistants, etc. to actively participate in research shall be prepared for revitalization of research at the University.</p> <p>c Regarding research areas which focus on essential goals of the University of Aizu, support systems and maintenance of academic research environments shall be given extra consideration.</p> <p>d In order to promote organizational and strategic collaboration between the University's research activities and society, the University-Business Innovation Center (UBIC,) in particular, shall</p>	<p>b An increase in the number of papers published in major journals shall be targeted, by way of providing faculty with related information and understanding of this issue.</p> <p>c The University shall discuss a commendation system for highly evaluated research results.</p> <p>(2) Measures for achievement of goals regarding improvement of systems for promotion of research</p> <p>① Specific measures regarding assignment of researchers</p> <p>a A database regarding researchers living outside of Japan who previously worked for the University of Aizu shall be created. (The Center of Strategy for International Programs)</p> <p>b Research assistant activities, which are carried out by doctoral students, shall be revitalized.</p> <p>c A committee for promotion of cooperative projects shall be established at the University in order to promote projects involving multiple laboratories and fields of study.</p> <p>d Staffing of faculty members to UBIC shall be strengthened for creation of collaboration strategies from the viewpoint of education.</p>
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become the center for promotion of projects which meet social needs and/or can obtain external funds

② Specific measures regarding research environments

- a The current laboratory system will be reviewed, and a research organization with flexible, trans-disciplinary and bottom-up functional structures will be established, in addition to another organization to address passing on and evolving knowledge, a mission of the University.
- b A limited term of office system will be introduced to the flexible research organization, and acquisition of external funds on the basis of research for specific purposes, such as basic research intended for the Center of Excellence (COE) Program[※], etc. and research for contribution to local communities will be one of the missions of research. In principle, faculty of this organization shall be assigned a smaller workload related to educational responsibilities, so that they can concentrate on research, and during a start-up period, they shall be given priority regarding allocation of research funds.※ Center of Excellence (COE) Program: Based on the June 2001 report, "A Policy for the Structural Reform of Universities, 2 the Ministry of Education, Culture, Sports, Technology and Science (MEXT) established a budget to launch in FY 2002 a new initiative called the 21st Century COE Program. Program works to cultivate a competitive academic environment among Japanese universities by giving targeted support to the creation of world-standard research and education bases (Centers of Excellence) in a range of disciplines.

② Specific measures regarding research environments

- a With regard to research organizations, reassessment of the current laboratory system shall be considered.
- b Discussion will start to find an ideal research organization with flexibility.

<ul style="list-style-type: none"> c In order to support research conducted by faculty members and doctoral students, the existing RA system shall be improved. d A portion of external funds shall be appropriated for advanced and inter-disciplinary research, international cooperation, and fortification of research environments. e The University shall entrust UBIC with promoting cooperative research, etc., for the University as well as establishing strategies for obtaining external funds, and making these strategies well known to faculty members. f The University shall take measures in which indirect expenses to be used for improvement of the University's overall research environment shall be added to direct expenses for collaborative research expenses and commissioned research expenses to be paid by research partners. For the time being, UBIC shall take the lead in making an effort to win understanding from businesses and the University's collaborative research partners, on these measures concerning indirect expenses. g The University shall assign UBIC a function of being headquarters for administrating intellectual property to improve the University's overall function of assisting collaboration among industry, academia, 	<ul style="list-style-type: none"> c Efforts will be directed to improvement of the RA system in order to support research conducted by faculty members and doctoral students. d Measures which allow shifts of as much funds as possible allocated to indirect expenses to expenditures for purposes out of the range of relevant external research subsidies shall be considered, within the scope allowed between the University and funding organizations, such as the national government or partner companies. e The existing University-Business Innovation Center Steering Committee shall be revamped to establish a committee for promotion of university-industry cooperation, and function as an organization which coordinates various matters concerning research as they relate to the University as a whole. In addition, a greater emphasis shall be placed on staffing of faculty members to UBIC and setting up strategies for promotion of university-industry cooperation. f When discussing details of collaborative research with partner institutions, the University will try to get approval from relevant partner institutions to bear cost of indirect expenses for other purposes. g In order to enhance its function as a base for support of university-industry cooperation, the organization of UBIC shall be reviewed on a steady basis to increase effectiveness of operation.
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<p>and government, for the purpose of giving back research achievements to society.</p> <p>h The University shall strive for improvement of the environment utilizing competitive research funds (funds for research for which applications are invited from within the University,) while faculty members, etc. who have been allocated competitive research funds should apply for patents, etc. within a year after completion of their relevant research.</p> <p>③ Detailed measures regarding evaluation of research activities</p> <p>a Making the best use of the Internal Evaluation Committee, etc., evaluation of research processes and research achievements shall be implemented on a periodic basis.</p> <p>b The University shall continue improving its website for good publicity to the general public. Through the site, the University shall release the University gazette on an annual basis and publicly present “research reports” from faculty members and projects. This shall facilitate evaluations and wider access to research results.</p> <p>c Social contribution shall be evaluated from the standpoint of technological innovation such as, creation of intellectual property, transfer of technology, etc., and shall be reflected in evaluation of faculty members.</p> <p>d Research activities shall also be evaluated in terms of results of research advice given to students, obtaining external research funds, faculty members in positions as executives of scientific conferences and/or members of committees, etc.</p>	<p>h Competitive funds shall be managed so that prerequisites for receipt are properly observed by recipients.</p> <p>③ Detailed measures regarding evaluation of research activities</p> <p>a Research processes and research achievements shall be evaluated by the Internal Evaluation Committee.</p> <p>b University gazettes shall be published in order to make research reports by faculty members widely known.</p> <p>c Social contribution by faculty members shall be evaluated from the standpoint of technological innovation such as, creation of intellectual property, technology transfer, etc.</p> <p>d Research activities shall also be evaluated in terms of results of research advice given to students, obtaining external research funds, faculty members’ activity in positions as executives of scientific conferences and/or members of committees, etc.</p>
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- ④ Specific measures regarding utilizing of evaluation results towards improvement of the quality of research
- a Research for which external research funds have been granted shall be additionally provided with internal research funds, depending on necessity assessed on the basis of research results.
 - b Internal research funds of the University of Aizu shall be allocated taking into consideration of fields that the University of Aizu shall work on as essential goals.
 - c In the light of the importance of academic research based on creativity in basic field research lacking financial resources, appropriate consideration shall be given to budget assistance for this type of research.

- ④ Specific measures regarding utilizing of evaluation results towards improvement of the quality of research
- a Creation of a system to reserve research funds at the discretion of the Chairperson of the Board of Executives for evaluation-based re-allocation shall be deliberated.
 - b Establishment of a research budget category, for which top-down allocation of funds will be allocated, shall be deliberated on.
 - c Establishment of a research budget category, for which top-down allocation of funds will be allocated, shall be deliberated on.

<p>3. Measures for achievement of goals concerning contribution to local communities</p> <p>① Specific measures regarding collaboration and mutual support with local communities and prefectural administration</p> <p>a. As a university open to local communities, the University shall expand opening of various facilities such as the University Library and promote use of athletic facilities by people outside the University</p> <p>b. UBIC will aim to promote continuous reform and promptly respond to changes of industry structure, etc., so that users, including local private companies can enjoy practical advantage from support provided by UBIC and the user-friendliness of relevant facilities as results of the reform.</p> <p>c. Public lectures in which University's unique facilities and research achievements are utilized shall be actively offered. Such public lectures include the "TRY series" and multimedia seminars for which computer machines are actually used during lectures.</p> <p>d. The University shall make known to the public, not only public lectures to be held on campus, but also off-campus public lectures to be held at local facilities, and further promote implementation of off-campus lectures for high schools inside and outside the Prefecture as well as</p>	<p>3. Measures for achievement of goals concerning contribution to local communities</p> <p>① Specific measures regarding collaboration and mutual support with local communities and prefectural administration</p> <p>a-1 The University Library has been open to people outside the University only for browsing and making copies of library materials. In addition to this service, the University Library will start lending books to people outside the University.</p> <p>a-2 The range of people who are eligible to use University athletic facilities will be extended, so that use of athletic facilities by organizations in the local communities can be promoted.</p> <p>b-1 Efforts will be made so that the checking function of the Committee for Promotion of University-Industry Collaboration will be improved.</p> <p>c-1 Content of the "TRY series," for which computer machines are actually used during lectures will be improved.</p> <p>c-2 A new type of public lecture given by students will be planned utilizing the University's resources.</p> <p>c-3 As many public lectures as possible will be offered as collaborative courses for the "Prefectural Residents' College ('Kenmin College')", so that an increase in the number of participants can be attained.</p> <p>d-1 Off-campus lectures will be offered in cooperation with local organizations promoting life-long education including community centers.</p> <p>d-2 Off-campus lectures at high schools inside and outside the</p>
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<p>public lectures in cooperation with local lifelong-education promoting organizations.</p> <p>e. The University shall promote support in the form of providing access to human resources and facilities for improvement of the skills of junior-high and high school teachers in the Prefecture, and in addition, shall consider providing long-term training by accepting currently-employed teachers from outside the University to the Graduate School where specialized certificates for teaching can be obtained.</p> <p>f. The University shall work on preparation of a system for improvement of junior and senior high school student proficiency in mathematics, physics and English in the Prefecture, and conduct research regarding content of education, teaching materials and IT tools, etc., in cooperation with the Fukushima Prefectural Board of Education. In particular, the University shall further cooperate with the Board of Education in order to realize integrated education for junior and senior high school students at Aizu Gakuho High School.</p> <p>g. The University shall host the “Computer Science Summer Camp” and the “Personal Computing Contest for High School Students in Japan” in cooperation with affiliated organizations and other organizations, etc. to nurture individuals who will support the information society and publicize the University’s distinctive characteristics and strengths to the nation as a whole through these events.</p>	<p>Prefecture will be actively offered.</p> <p>e-1 Short-term training seminars for currently-employed teachers within the Prefecture will be offered in cooperation with the Prefectural Board of Education.</p> <p>e-2 Accepting of currently-employed teachers for long-term training at the Graduate School will be considered.</p> <p>f-1 In cooperation with the Prefectural Board of Education, the University will consider projects for improvement of academic proficiency of junior and senior high school students within the Prefecture.</p> <p>f-2 The University will provide support in order to realize integrated education for junior and senior high school students at Aizu Gakuho High School.</p> <p>g-1 In cooperation with relevant organizations, the University shall host the “Computer Science Summer Camp.”</p> <p>g-2 The Prefecture, the University and the Executive Committee for the “Personal Computing Contest for High School Students in Japan” will cooperatively host the “2006 Personal Computing Contest for High School Students in Japan.” Utilizing this occasion, that is, through efforts to increase the number of teams participating in the contest and establishment of a new sub-category, “One image - CG category” under the CG/Content category, development of a wider range of “IT (information</p>
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<p>h. The University shall promote research/development of programs such as e-mail software. So that computers can be operated with ease by the elderly and the physically challenged.</p> <p>i. By means of cooperation with Fukushima Medical University, etc., the University shall put an emphasis on research/development of “IT (information technology)” related to remote medical care, for example, use of mobile phones and perform activities with close communication with the local community.</p> <p>j. Seminars for faculty and administrative staff development shall be planned cooperatively by universities not only in Fukushima Prefecture, Fukushima Medical University, for example, but also in neighboring areas, while taking advantage of the characteristics of each university as much as possible. In addition, joint meetings among those universities shall be planned for periodic exchange of information, so that universities can make the best use of information obtained at those meetings.</p> <p>② Specific measures regarding promotion of industry-academia-government cooperation</p> <p>a. The University will actively promote industry-academia-government cooperation playing a leading role for regional development.</p> <p>b. From a global point of view, China, Russia, and India have been active in</p>	<p>technology)” professionals will be promoted.</p> <p>h-1 Research/development in information technology geared for the elderly and the physically challenged will be promoted.</p> <p>h-2 A project team for promotion of collaborative research will be established within the University to promote research projects utilizing knowledge accumulated at the University.</p> <p>i-1 By means of cooperation with Fukushima Medical University, etc., research/development of “IT (information technology)” related to medical support will be promoted.</p> <p>i-2 The Committee for Collaborative Research Projects within the University will be established to promote research projects utilizing knowledge accumulated at the University.</p> <p>j-1 A variety of information will be exchanged at meetings, etc. for the Prefectural Council for Higher Education.</p> <p>② Specific measures regarding promotion of industry-academia-government cooperation</p> <p>a. Projects and events for promotion of industry-academia-government cooperation will be implemented under the leadership and supervision of the Committee for Promotion of Industry-University Cooperation.</p> <p>b. More active involvement of University’s non-Japanese faculty members</p>
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<p>economic activities related to IT fields. Many professors at the University are from these countries and their expertise shall be utilized for diversified development and cultivation of markets for prefectural venture businesses in the future.</p> <p>c. The establishment of a satellite office will be considered so that activities for education, research and contribution to local communities in relation with firms and researchers, etc. in the metropolitan area will be promoted. The office will also be utilized as a center for activities carried out in that area by venture business companies started by the University.</p> <p>③ Specific measures regarding evaluation of contribution to local communities</p> <p>a. Achievement of goals regarding each business item related to contribution to local communities shall be examined.</p> <p>b. Evaluations regarding local contribution shall be conducted taking into account opinions from relevant external organizations, etc.</p> <p>4. Measures for achievement of goals regarding international exchange</p> <p>① Specific measures regarding promotion of international exchange</p> <p>a. Activities related to international exchange, which until now, have been dependent on the initiative of individual faculty members, will be centralized at the newly-established Center for Strategy of International Programs. Follow-up regarding international research collaboration, etc. will be carried out efficiently and organizationally by the Center.</p>	<p>in industry-academia-government cooperation projects will be promoted, and their expertise will be utilized.</p> <p>c. Development of an office for the purpose of enrichment of relevant by the University will be considered.</p> <p>③ Specific measures regarding evaluation of contribution to local communities</p> <p>a. Criteria to evaluate the degree of achievement regarding each business items related to contribution to local communities will be examined.</p> <p>b. Criteria will be examined so that opinions from relevant external organizations, etc. can be taken into consideration.</p> <p>4. Measures for achievement of goals regarding international exchange</p> <p>① Specific measures regarding promotion of international exchange</p> <p>a-1 Activities related to international exchange will be carried out by the University as a whole, centered around the Center for Strategy of International Programs centered around.</p> <p>a-2 Activities conducted at the Center for Strategy of International Programs will be made known within the University as needed, and relevant information will be shared with all faculty and</p>
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<p>b. The University shall plan on concluding strategic agreements with well-known international academic institutions, and actively promote exchange of faculty members and students, and collaborative research, etc. with these universities. The University shall aim to have academic exchange agreements with at least ten such universities during the period of the plan.</p> <p>c. Assistance in planning and holding of international academic conferences will be provided, as part of the University's activities in supporting international research collaboration.</p>	<p>administrative staff members of the University.</p> <p>a-3 Meetings of the Advisory Board organized of advisors from within/outside the University will be held for evaluation of University's activities related to international exchange from a broad point of view.</p> <p>a-4 In addition to University's activities related to international exchange being actively publicized through the University Website and providing relevant information to mass media, results achieved through University's international exchange activities will be returned to local communities by organizing informal get-togethers.</p> <p>b-1 Increasing the number of exchange agreements with academic institutions overseas will be promoted by utilizing networks of individual faculty members.</p> <p>b-2 Through consultation with universities and research institutions, etc. with which the University has concluded exchange agreements, conditions for student exchange will be developed, in addition to carrying out programs for student short-term study abroad and overseas training.</p> <p>b-3 Collaborative research conducted by University faculty and researchers affiliated with universities, etc. overseas with which the University has concluded exchange agreements will be supported.</p> <p>b-4 Faculty members who are planning to apply for external subsidy programs related to international exchange will be supported.</p> <p>c-1 Assistance in planning and holding of international academic conferences and workshops, etc. will be provided.</p>
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<p>d. Improvement in the quality of performance of duties related to international activities within the University will be planned through education and training of employees who have duties related to international activities, such as providing training seminars for translators and interpreters at the University to improve their skills in these areas, and giving practical education to foreign faculty etc. advisors.</p>	<p>d-1 Interpretation and translation seminars will be held.</p>
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<p>II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness</p> <p>1. Specific measures for achievement of goals regarding improvement of management systems</p> <p>① Detailed measures regarding effective organization management</p> <p>a. In order to effectively carry out education and research at the University in accordance with the spirit of the Local Independent Administrative Corporation Law, it is necessary to establish a system which supports the Chairperson of the Board of Executives in sustaining leadership with clarity, fairness, accuracy, and promptness, while the Board of Executives, the Management Council and the Council for Education and Research cooperate and adequately share responsibilities.</p> <p>b. Efficiency in spending education and research expenses shall be aimed for, and administrative processes and systems will be reviewed for increasing education and research effectiveness.</p>	<p>II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness</p> <p>1. Specific measures for achievement of goals regarding improvement of management systems</p> <p>① Detailed measures regarding effective organization management</p> <p>a-1 An appropriate University management system for which the Board of Executives, the Management Council and the Council for Education and Research adequately share responsibilities will be established.</p> <p>a-2 The Chairperson of the Board of Executives will place five regents on the Board, in charge of general and financial affairs, management and external affairs, education and academic affairs at the University, research at the University, research at the Junior College Division respectively (including the Vice-chairperson).</p> <p>a-3 The regent in charge of education and academic affairs will concurrently serve as the Dean of the Undergraduate School of Computer Science and Engineering, the regent in charge of research at the University will concurrently serve as the Dean of the Graduate School of Computer Science and Engineering, and the regent in charge of research at the Junior College Division will concurrently serve as the Dean of the Junior College Division, so that effective management of the University will be promoted.</p> <p>b-1 Efficiency in use of education and research expenses shall be aimed for, and administrative processes and systems will be reviewed to increase education and research effectiveness.</p>
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<p>c. Organization, roles, and management of the Faculty Assembly suitable for new administration of the University at the post-reorganization period shall be established.</p> <p>d. For adequate business operation of the University including accounting affairs, items required to be improved regarding business operation of the University shall be checked and assessed with the help of knowledgeable persons and specialists from outside of the University including an audit corporation, etc. to ensure a system for providing advice and recommendations for University improvement.</p> <p>② Specific measures regarding realization of strategic distribution of university resources</p> <p>a. The administrative organization shall be established to sufficiently support the Chairperson of the Board of Executives and member executives, etc. in performing relevant duties.</p>	<p>c-1 Organization, roles, and operational methods of the Faculty Assembly appropriate for new administration of the University at the post-reorganization period will be constructed, taking into consideration delegation of roles of the Board of Executives, Management Council, Education and Research Council, Deans and Directors Council, and standing committees in relation to roles of the Faculty Assembly and the Graduate School Faculty Assembly.</p> <p>d-1 As accounting auditor, an audit corporation will be selected, and with the help of the audit corporation, items requiring improvement regarding business operation of the University shall be checked and assessed to ensure a system for providing advice and recommendations for University improvement.</p> <p>d-2 Methods for internal audit systems will be deliberated on.</p> <p>② Specific measures regarding realization of strategic distribution of university resources</p> <p>a-1 The current administrative organization will remain as it is. However, this will be reviewed as necessary.</p> <p>a-2 The Evaluation Office which will be organized of faculty and administrative staff members holding concurrent duties in the Office will be newly established for the University. The Office will carry out duties regarding matters related to internal evaluations and assessment of progress made on mid-term goals and annual plans.</p> <p>a-3 In addition, the Audit Office which will be organized of administrative staff members holding concurrent duties in the Office will be established for the University, in order to assist auditors in clerical</p>
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<p>b. In order to support individual regents, etc. in carrying out relevant duties, committees responsible for planning and handling of duties shall be established, and enhancement of functions of committees shall be conducted.</p> <p>c. In order to cope with technical business operations critical for corporation management, knowledgeable persons and specialists from outside of the University shall be employed as full-time or part-time staff members, in addition to members of the Management Council from outside of the University.</p> <p>d. Establishment of a system in which a certain portion of the operation subsidy can be used at the discretion of the Chairperson of the Board of Executives shall be deliberated on for flexible and dynamic corporation management under the leadership of the Chairperson of the Board of Executives.</p> <p>2. Measures for achievement of goals regarding reassessment of educational and research organizations</p>	<p>work relevant to audits.</p> <p>b-1 In order to support individual regents, etc. in carrying out relevant duties, committees responsible for raising proposals for plans and handling of duties will be established.</p> <p>b-2 In addition to standing committees, the University-Business Innovation Center, and the Center for Strategy of International Programs, etc., the Admissions Center, and the Regional Community Revitalization Center (provisional name) will be newly established.</p> <p>c-1 Knowledgeable persons and specialists outside the University will be appointed as part-time members of the Management Council and Education and Research Council,.</p> <p>c-2 In order to cope with specialized business operations critical for corporation management including items related to University-Industry cooperation, local collaboration, intellectual properties, international exchange, student job search, recruiting students, finance and auditing, knowledgeable persons and specialists from outside of the University will be employed as full-time or part-time employees.</p> <p>d-1 A system in which the operation subsidy can be used flexibly and dynamically at the discretion of the Chairperson of the Board of Executives will be deliberated on.</p> <p>2. Measures for achievement of goals regarding reassessment of educational and research organizations</p>
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<p>① Specific measures regarding steps for flexible and dynamic formation and reconsideration of educational and research organizations</p> <p>a. Taking into consideration academic trends and social needs, deliberation shall be made for detailed review of organizations of the Undergraduate and Graduate Schools.</p> <p>b. Taking into consideration results of evaluations conducted by the Evaluation Committee for internal investigations, external accreditation/evaluation organizations and Fukushima Prefecture Public University Evaluation Committee, deliberation shall be made for review of organizations.</p> <p>3. Measures for achievement of goals regarding appropriate assignment of faculty and administrative personnel</p> <p>① Specific measures regarding securing of human resources</p> <p>a. Employment of faculty members shall be based on an open application policy.</p> <p>b. Diverse faculty employment systems shall be deliberated on.</p>	<p>① Detailed measures regarding steps for flexible and dynamic formation and reassessment of educational and research organizations</p> <p>a-1 In order to comprehensively improve education conducted at the Undergraduate School, the Dean of the Undergraduate School of Computer Science and Engineering will be established as a regular position.</p> <p>a-2 Taking into consideration academic trends and social needs, deliberation shall be made regarding detailed review of organizations of the Undergraduate and Graduate Schools.</p> <p>b-1 Taking into consideration results of evaluations conducted by the internal Evaluation Committee, external accreditation/evaluation organizations and Fukushima Prefecture Public University Evaluation Committee, review of University organization will be deliberated on.</p> <p>3. Measures for achievement of goals regarding appropriate assignment of faculty and administrative personnel</p> <p>① Specific measures regarding securing of human resources</p> <p>a-1 Employment of faculty members will be continuously based on an open invitation policy.</p> <p>b-1 A system in which experts in advanced fields of specialization will be strategically employed as faculty with fixed terms of office will be continued.</p> <p>b-2 Effective operation of systems for invitation of visiting researchers and special researcher positions with fixed terms of office will be continued.</p> <p>b-3 Regarding the fixed term of office employment system in general,</p>
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<p>c. Flexible treatment of salaries shall be deliberated on so that many excellent applicants can be sought from other universities, etc.</p> <p>d. For the purpose of giving incentives for faculty members to conduct education and research, criteria for in-house promotion shall be deliberated on.</p> <p>e. Faculty employment based on the open application policy shall be promoted to insure acceptance of excellent educators and researchers selected under a fair employment system regardless of nationality, etc.</p> <p>f. Employment of excellent female faculty members shall be worked on for realization of a gender-equal society.</p> <p>② Specific measures regarding construction of flexible and diverse personnel systems by utilization of non-public employee employment styles</p> <p>a. A personnel evaluation system for internal promotion shall be established for the purpose of increasing faculty incentives. This system is expected to</p>	<p>deliberation on methods for the system will be made, as well as on diverse faculty employment systems.</p> <p>c-1 A personnel evaluation system will be developed, so that deliberation can be made for flexible treatment of salaries.</p> <p>c-2 Systems to be originally designed by the university corporation, e.g. a sabbatical system*, will be introduced, in order to develop an environment which will help attract excellent applicants inside/outside the University.</p> <p>d-1 Taking into consideration current situation of and requests from academic departments and centers, criteria for in-house promotion shall be deliberated on, for the purpose of giving incentives to faculty members in their educational and research activities.</p> <p>e-1 Faculty employment based on the open invitation policy will be continued to insure acceptance of excellent educators and researchers selected under a fair employment system regardless of nationality, etc.</p> <p>f-1 Employment of excellent female faculty members shall be promoted for realization of a gender-equal society.</p> <p>f-2 Maintaining an environment where female faculty can work comfortably will be promoted.</p> <p>② Specific measures regarding construction of flexible and diverse personnel systems by utilization of non-public employee employment styles</p> <p>a-1 Model systems for internal promotion will be deliberated on, for the purpose of increasing faculty incentives, taking into consideration not</p>
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<p>be well-balanced with the existing public invitation system focusing on applicants' academic paper publication. The system shall evaluate not only academic paper publication, but also achievements in education, contribution to society, and contribution to internal business operation at the University.</p> <p>b. Concurrent employment shall be gradually deregulated for promotion of industry-university-government cooperation. Handling of duty hours, etc. in that case shall also be deliberated on.</p> <p>c. A system for personnel exchange of faculty members with other national/public university corporations and for personnel exchange of faculty and administrative staff members with prefectural organizations shall be established and utilized as necessary.</p> <p>d. Educational programs for personnel organized by the national government, the prefectural government and Fukushima Municipal Learning Center shall be effectively used. In addition, systems to be originally established by the university corporation, e.g. a sabbatical system*, shall be deliberated</p>	<p>only evaluation of academic paper publications, but also of achievements in education, contribution to society, and contribution to internal business operation at the University.</p> <p>a-2 Deliberations will be made, towards preparation of a comprehensive evaluation system, in which evaluation results will be reflected in promotions and salaries, blending it with the existing public invitation system focused on applicants' academic paper publications.</p> <p>b-1 Allowing faculty members to concurrently be employed by other employees will not be restricted to times outside regular work hours, for faculty members who will be engaged in business utilizing research results from work done at the University, and a system will be constructed and utilized, in which such faculty members are allowed to concentrate on the relevant business by taking leaves of absence for designated periods of time.</p> <p>b-2 Due consideration will be given so that the relevant system can be utilized, and handling of duty hours, etc. in these cases will also be considered.</p> <p>c-1 Models for a system for personnel exchange of faculty with other national/public university corporations and for personnel exchange of faculty and administrative staff with prefectural organizations will be negotiated with relevant organizations as necessary.</p> <p>d-1 Utilization of educational programs for clerical personnel organized by the national government, the prefectural government and Fukushima Municipal Learning Center shall be continued.</p> <p>d-2 Systems to be originally established by the university corporation, e.g.</p>
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<p>on.</p> <p>* Sabbatical system: a self-study system which faculty are eligible for under the condition that they have worked for the University for a designated number of years.</p> <p>4. Measures for achievement of goals regarding improvement of effectiveness and practicality of administrative work, etc.</p> <p>① Specific measures regarding reconsideration of the functions and structure of administrative organizations</p> <p>a. Advancement of specialized knowledge regarding university management, etc. of administrative personnel and employment of proper administrative personnel with specialized knowledge and ability shall be positively promoted.</p> <p>b. Administrative personnel shall be actively invited to participate in management and planning regarding University operation.</p> <p>c. Plans for technical seminars for development of knowledge and skills of administrative staff members in cooperation with other universities shall</p>	<p>a sabbatical system*, will be deliberated on, striving for improvement in education and research abilities of faculty.</p> <p>* Sabbatical system: a self-study system which faculty are eligible for under the condition that they have worked for the University for a designated number of years.</p> <p>4. Measures for achievement of goals regarding improvement of effectiveness and practicality of administrative work, etc.</p> <p>① Specific measures regarding reconsideration of the functions and structure of administrative organizations</p> <p>a-1 Advancement of specialized abilities regarding university management, etc. of administrative personnel will be proactively promoted, utilizing various training programs.</p> <p>a-2 Plans for employment of proper administrative personnel with specialized knowledge and abilities will be drawn, and will be proactively referred to for employment.</p> <p>b-1 Administrative personnel will be required to participate in management of the University including activities of the Board of Executives, executive councils and other committees within the University.</p> <p>b-2 Administrative personnel will continue to be required to participate in planning operations carried out by the Center for Strategy of International Programs and the Evaluation Office, which will be established, as well as operations carried out by the administrative group in charge of planning.</p> <p>c-1 Situations regarding specialized offered for seminars for administrative personnel in cooperation with other universities will be</p>
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<p>be deliberated on.</p> <p>② Specific measures regarding improvement of effectiveness and practicality of administrative work</p> <p>a. The present academic affairs administration system shall be improved based on comprehensive review on user-friendliness and information security, etc.</p> <p>b. In order to enhance security of information related to the administrative system, necessary schemes and funding mechanisms shall be established. In addition, system improvements shall be done for reduction of workloads and costs related to information security regarding the administrative system.</p> <p>c. Efficiency in office counter work will be increased and services provided for students will be improved.</p> <p>d. For efficient and rationalized business operation, certain administrative work shall be integrated, and also the budget execution shall be expedited.</p> <p>e. For efficient and rationalized business operation related to meetings and committees, the present meetings and committees shall be reorganized, abolished or merged.</p>	<p>surveyed and models for implementation methods will be deliberated on.</p> <p>② Specific measures regarding improvement of effectiveness and practicality of administrative work</p> <p>a-1 Deliberations will be made by the ISTC Steering Committee and a relevant working group towards starting of operation of the new administrative system in AY 2007.</p> <p>b-1 Deliberations will be made by the ISTC Steering Committee and a relevant working group towards starting of operation of the new administrative system in AY 2007.</p> <p>c-1 Efficient operation systems for office counter work will be deliberated on from diversified standpoints for improvement of services offered to students.</p> <p>c-2 Constant efforts to raise awareness among administrative staff members will be made for improvement of services offered to students.</p> <p>d-1 Procedures and flowcharts for business operations will be reviewed towards integration of administrative work.</p> <p>d-2 Improvement of efficiency and practicality in business processing will be promoted in addition to expedited budget execution.</p> <p>e-1 For efficient and practical business operation related to meetings and committees, the present meetings and committees will be reorganized, abolished or merged, so that the University can be</p>
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<p>f. Possible outsourcing of business shall be actively worked on, taking into consideration a viewpoint of performance and cost.</p> <p>g. Shared use and electronic management of information shall be promoted, seeking upgrading of and efficiency in management operations.</p>	<p>operated by limited human resources.</p> <p>f-1 Outsourcing of business items related to personnel, salary, welfare programs, etc. will be implemented.</p> <p>f-2 Possible outsourcing of business will be considered and actively worked on hereafter.</p> <p>g-1 Shared use and electronic management of information will be promoted, utilizing networks in an effort to expedite business processes.</p> <p>g-2 Upgrading and promotion of efficiency in overall management operations will be promoted, by gradually transferring to a paperless work system.</p>
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<p>III Measures that should be taken in order to achieve goals regarding improvement of financial affairs</p> <ol style="list-style-type: none"> 1. Measures for achievement of goals regarding increasing self-income, for example, external research funds, etc. <ol style="list-style-type: none"> (1) Planning of research programs by faculty members for applications to external funds shall be encouraged. An objective of having at least one application for public-invitation-based research funds, e.g. Grants-In-Aid for Scientific Research, made by each faculty member shall be established. (2) A system to support faculty members in making applications for research projects individually or in groups shall be improved, in order to increase acquisition of external funds. (3) A 50% increase in the amount of acquired external research funds (public-invitation-based research funds, cooperative research funds, commissioned research funds, and grant donations,) within a planned period of time, shall be aimed at. (4) For the purpose of supporting acquisition of other strategic funds, portions of funds allocated for indirect overhead expenses from acquired external funds shall be used for concentrated basic research at the University, exploratory research by young faculty members, and creative research, etc. (5) Cooperative research with private companies and research in high social needs shall be actively conducted in accordance with fair rules and contracts, so that the University can acquire external funds. 	<p>III Measures that should be taken in order to achieve goals regarding improvement of financial affairs</p> <ol style="list-style-type: none"> 1. Measures for achievement of goals regarding increasing self-income, for example, external research funds, etc. <ol style="list-style-type: none"> (1)-1 For acquisition of external funds from a broad range of fields, faculty members will be well-informed of various information and be given support when they make applications for research funds. (1)-2 Faculty members will be encouraged to carry out proposals for and planning of research programs and to apply for research funds individually. (2)-1 For acquisition of external funds from a broad range of fields, faculty members will be well-informed of various information and be given support when they make applications for research funds. (2)-2 A system to support faculty members in making applications for individual and group research projects will be improved. (3)-3 For acquisition of external funds from a broad range of fields, faculty members will be well-informed of various information and be given support when they make applications for research funds. (3)-2 A 10% increase in the amount of acquired external research funds (public-invitation-based research funds, cooperative research funds, commissioned research funds, and grant donations, etc.) within this fiscal year, will be aimed at. (4) Portions of funds allocated for indirect overhead expenses from acquired external funds will be used to establish intellectual property cycles through accumulation of research achievements as assets. (5)-1 The University-Business Innovation Center will take the initiative in promotion of effective research over a broad range of fields, which involves matching of the needs of companies and
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<p>(6) The strategy on intellectual property of the University shall be established, and income from patent rights acquired through research achievements of the University and incubation of venture business shall be aimed at.</p> <p>(7) Increase in income from usage fees of facilities of the University shall be aimed at, from the standpoint of efficient use of property.</p> <p>(8) Income from charging for short-period technical seminars for mid-career professionals, etc. shall be discussed.</p> <p>(9) Amounts for application fees and entrance examination fees, admission fees and tuition, etc. shall be appropriately determined, taking into account the role of the University as a public university corporation.</p> <p>(10) A system for acceptance of donations from private companies and graduates, etc. shall be improved. Donations shall be collected on a continuing basis, and establishment of the University Foundation shall be discussed.</p> <p>2. Measures for achievement of goals regarding economization of expenses</p> <p>(1) In order to reduce administrative expenses, the existing organizations shall be reorganized or merged as necessary, based on the results of internal investigations and evaluations.</p> <p>(2) Establishment of environmental criteria for the University shall be considered, and economization in water and power consumption,</p>	<p>research seeds to be provided by the University.</p> <p>(5)-2 Cooperative and commissioned research with private companies will be further promoted, so that the University can acquire external funds.</p> <p>(6) Based on the strategy of intellectual property, intellectual property cycles will be established, and enhancement of the economic level of local communities through incubation of venture business, etc. will be aimed at.</p> <p>(7) Increase in income by reassessment of lending standards and usage fees of facilities of the University will be aimed at.</p> <p>(8) Holding of technical seminars for mid-career professionals will be discussed.</p> <p>(9) Amounts for application fees and entrance examination fees, admission fees and tuition, etc. will be held unchanged for FY 2006, from the standpoint of securing a large number of excellent students.</p> <p>(10) A system for acceptance of donations from private companies and graduates, etc. will be discussed.</p> <p>2. Measures for achievement of goals regarding economization of expenses</p> <p>(1) Deliberations will be made regarding management and administration systems, etc. of the existing organizations, based on the results of internal investigations and evaluations, and the evaluation results by evaluation organizations for accreditation of universities and the Fukushima Prefecture Public University Corporation Evaluation Committee.</p> <p>(2)-1 For the establishment of environmental criteria for the University, collection of relevant information and deliberations</p>
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<p>reduction of waste, and recycling for energy-saving purposes shall be encouraged and put into practice.</p> <p>(3) In order to economize administrative expenses, reorganization/merger and abolition of meetings and committees shall be aimed at, and reduction/acceleration of paperwork as well as labor-saving measures shall be promoted.</p> <p>3. Measures for achievement of goals regarding improvement of property management and administration</p> <p>(1) Systems for effective and efficient facility management shall be improved through re-examination of organizations made as necessary.</p> <p>(2) University facilities, e.g. the University Auditorium, lecture rooms and parking lots, shall be open to the public as long as use of these facilities does not interfere with education and research of the University, so that University property can be more effectively utilized. By widely publicizing the system for use of University facilities and expanding the range of organizations eligible to use them, the average number of cases of use of the University Auditorium by individuals or groups outside the University per year should be increased from 16 cases to 21 cases (an increase of 30%). The average number of cases of use of rooms in the Lecture Hall by individuals or groups outside the University per year should be increased from 16 cases to 19 cases (an increase of 20%).</p> <p>(3) For more effective property utilization, maintenance and administration of University facilities shall be sufficiently financed with operational subsidies and carried out efficiently, based on long-term maintenance plans, etc.</p> <p>(4) A system for proper administration of intangible fixed assets including</p>	<p>will be made.</p> <p>(2)-2 Economization in water and power consumption, reduction of waste, and recycling for energy-saving purposes will be encouraged and put into practice.</p> <p>(3) In order to realize efficient administration of the University with limited human resources, reorganization/merger and abolition of meetings and committees will be aimed at.</p> <p>3. Measures for achievement of goals regarding improvement of property management and administration</p> <p>(1) Through promotion of cooperation among organizations, systems for effective and efficient facility management will be improved.</p> <p>(2) By widely publicizing the system for use of University facilities, expansion of the range of organizations eligible to use facilities, etc. will be aimed at.</p> <p>(3) Maintenance and administration of University facilities will be carried out efficiently by securing necessary budgets, based on long-term maintenance plans.</p> <p>(4) Establishment of a system for proper administration of intangible</p>
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<p>patents, software and financial assets shall be established.</p> <p>IV Measures that Should Be Taken to Achieve Goals Regarding Internal Investigations and Evaluations of Situations Concerning Education/Research and Organizations/Administration</p> <p>1. Specific measures regarding implementation of internal investigations and evaluations</p> <p>(1) Internal investigations and evaluations shall be conducted on a regular basis by the Internal Affairs Committee, and the results of the investigations and evaluations shall be disclosed within and outside the University.</p> <p>(2) The University will receive appropriate external audits by certified public accountants, etc. regarding financial situations and administration/operation of the University, and the results of external audits will be disclosed to the public.</p> <p>(3) Internal investigations and evaluations will be carried out effectively, taking into account consistency with external evaluations, etc., by organizations including institutes for university accreditation/evaluation and the Evaluation Committee for Public University Corporations.</p> <p>(4) An organization for evaluation of faculty members shall be established to conduct evaluations on a regular basis.</p>	<p>fixed assets including patents, software and financial assets will be discussed.</p> <p>IV Measures that Should Be Taken to Achieve Goals Regarding Internal Investigations and Evaluations of Situations Concerning Education/Research and Organizations/Administration</p> <p>1. Specific measures regarding implementation of internal investigations and evaluations</p> <p>(1)-1 Internal investigations and evaluations regarding content of education and research will be conducted utilizing the Evaluation Office.</p> <p>(1)-2 Internal Affairs Committee meetings will be held on a regular basis for deliberations on the results of investigations and evaluations, and the results will be disclosed within and outside the University.</p> <p>(2) The University will receive appropriate audits by accounting auditors and corporate auditors regarding financial situations and administration/operation of the University on a regular basis, and the results of audits will be disclosed to the public via the University website.</p> <p>(3) Internal investigations and evaluations will be carried out effectively, reflecting the results of external evaluations by evaluation organizations for accreditation of universities and the Fukushima Prefecture Public University Corporation Evaluation Committee.</p> <p>(4) Deliberations will be made regarding the role of a faculty evaluation committee, and with establishment of an appropriate committee, a system for conducting evaluations on a regular basis will be</p>
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<p>(5) Evaluation criteria shall be prepared using evaluation criteria employed by third-party evaluation organizations, etc. as reference.</p> <p>2. Specific measures regarding implementation of third-party evaluations</p> <p>(1) The University receives mutual evaluations by the Japan University Accreditation Association or evaluations by the National Institution for Academic Degrees and University Evaluation regularly.</p> <p>(2) The results of third-party evaluations shall be disclosed to the public.</p> <p>3. Specific measures regarding utilization of evaluation results</p> <p>(1) Evaluation data for individuals and departments/divisions regarding research and education will be standardized and stored in databases, and the results of evaluations will be reflected in administration of the University.</p> <p>(2) Deliberations regarding faculty training programs responding to the evaluation results will be made by the organization for faculty development (FD).</p> <p>(3) Results of third-party evaluations will be disclosed to the public via the Internet, and utilized in the process of internal investigations and evaluations to contribute to continued improvement of university administration. In addition, the results of improvement, etc. will also be disclosed to the public.</p>	<p>prepared.</p> <p>(5) Evaluation criteria will be prepared using evaluation criteria employed by third-party evaluation organizations, etc. as reference.</p> <p>2. Specific measures regarding implementation of third-party evaluations</p> <p>(1) The University will prepare for mutual evaluations by the Japan University Accreditation Association according to a set of plans.</p> <p>(2) The results of third-party evaluations will be disclosed to the public via the University website.</p> <p>3. Specific measures regarding utilization of evaluation results</p> <p>(1) Deliberations will be made regarding standardization of evaluation data for individuals and departments/divisions regarding research and education, and storing of the data in databases.</p> <p>(2) An organization for faculty development (FD) will be established for deliberations regarding faculty training programs necessary based on evaluation results.</p> <p>(3)-1 Results of third-party evaluations will be disclosed to the public via the University website.</p> <p>(3)-2 The evaluation results will be utilized in the process of internal investigations and evaluations, and results of improvement, etc. will also be disclosed to the public.</p>
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<p>V. Measures to Be Taken to Achieve Goals Regarding Provision of Information on Situations Concerning Education/Research and Organizations/Administration</p> <p>1. Specific measures regarding further disclosure, provision and public relations regarding information for situations concerning education/research and organizations/administration</p> <p>(1) By improving the content of the University website and holding the “Open Campus” programs, understandings of the University among general citizens as well as prospective students will be further promoted.</p> <p>(2) Excellent educational and research activities and achievements of the University will be stored in databases. In addition, images and concepts regarding public relations (fundamental policies) of the University will be established through cooperation from local communities and the mass media, and strategic public relations will be aggressively carried out in and outside Japan.</p> <p>(3) Deliberations will be made regarding the method for promotion of effective construction of databases, from a viewpoint that educational and research activities of faculty members should be considered as assets of the University.</p> <p>(4) Through periodic publication of “Technical Reports,” educational and research activities of the University and cultural resources within the University will be widely open to the public.</p>	<p>V. Measures to Be Taken to Achieve Goals Regarding Provision of Information on Situations Concerning Education/Research and Organizations/Administration</p> <p>1. Specific measures regarding further disclosure, provision and public relations regarding information for situations concerning education/research and organizations/administration</p> <p>(1)–1 A system for improvement of public relations activities, such as making/updating the University website and campus tours for visitors, will be developed.</p> <p>(1)–2 The University website will be redesigned, taking the opportunity of the reorganization of the University into a public university corporation.</p> <p>(1)–3 “Open Campus” programs will be held during the University Festival period.</p> <p>(2)–1 Through improvement of the University website and publications as well as utilization of mass media, public relations will be carried out proactively.</p> <p>(2)–2 With exchange activities with universities, etc. abroad and via the University website, information regarding the University will be made available to the world proactively.</p> <p>(3) Deliberations will be made regarding the construction of databases pertaining to educational and research activities of faculty members.</p> <p>(4) Through publication of “Technical Reports,” educational and research activities of the University will be disclosed to the public.</p>
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<p>VI. Measures that Should Be Taken to Achieve Important Goals Regarding Other Business Operations</p> <p>1. Specific measures to be taken to achieve goals regarding maintenance and utilization, etc. of facilities and equipment</p> <ol style="list-style-type: none"> (1) From the perspective of improvement of education and research functions looking toward the future and cooperation with local communities, fundamental policies regarding campus plans will be established and put into practice. (2) Creation of a model campus coexisting with nature in corporation with local communities, taking into account green preservation and existing natural environments will be carried out. (3) For maintenance of facilities, effort will be directed towards handling of timely issues, such as reinforcement of earthquake resistance, and introduction of universal design*, etc. (4) For replacement and repairs of equipment based on long-term maintenance plans, environmentally-friendly systems will be adopted, in terms of LCC (Life Cycle Cost)*, resource saving, energy conservation, and limited emissions of carbon dioxide. (5) Maintenance of facilities will be conducted in conjunction with operation/management of facilities with thorough understanding of the concept of facilities management, referring to methods adopted by private companies, etc. (6) Considerable effort will be directed towards introduction of new maintenance approaches, such as utilization of external funding including competitive funding and donations, etc., and introduction of ESCO (Energy Service Company)* and PFI (Private Finance Initiative.)* (7) In accordance with relevant laws, measures taken by the national 	<p>VI. Measures that Should Be Taken to Achieve Important Goals Regarding Other Business Operations</p> <p>1. Specific measures to be taken to achieve goals regarding maintenance and utilization, etc. of facilities and equipment</p> <ol style="list-style-type: none"> (1) Assessment and survey of current situations regarding maintenance of the campus shall be conducted from various points of view. (2) Based on the policies of the University of Aizu Nature-Friendly Maintenance Program Examination Committee, efforts will be directed toward green preservation in cooperation with community organizations and NPOs. (3) Based on the content of surveys regarding universal design within the University, policies for facility maintenance will be formulated. (4) Follow-ups based on long-term maintenance plans, and assessment of how much consideration has been given to reduction of environmental loads in terms of energy conservation, resource saving, and savings on utility charges during business operation will be done. (5) Basic data will be assessed, and deliberations will be made toward implementation of facilities management (FM) methods. (6) Deliberations will be made towards fundamental surveys pertaining to subsidy programs, etc. for ESCO projects and selection of ESCO projects. (7) A firm understanding of current situations and compilation of data
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<p>government and the government of Fukushima Prefecture, etc., establishment of environmental criteria for the University will be discussed, and measures for economization in water and power consumption, recycling, reduction of waste, and energy saving, etc. will be promoted. In addition, the implementation results will be analyzed accurately and announced within the university.</p> <p>(8) Deliberations will be made regarding measures for effective use of outdated computers.</p> <p>* LCC (Life Cycle Cost): Total cost required for a building's life cycle, from planning/design, construction, maintenance, to demolition/disposal.</p> <p>* ESCO (Energy Service Company): A private business that offers comprehensive services, including technology, facilities, human resources and funds, required for energy conservation for buildings to clients, which enable its clients to enjoy the merits of energy saving gains (savings on utility bills, etc.)</p> <p>* PFI (Private Finance Initiative): An approach to utilize private funding, management skills, and technological capabilities for construction, maintenance and operation of public facilities, etc.</p> <p>2. Measures to Be Taken to Achieve Goals Regarding Healthcare and Safety Management</p> <p>(1) Based on the content of relevant laws, etc., effort will be made towards promotion of comprehensive safety and health measures, and improvement of safety and health environments, through proper assignment of qualified health management staff, provision of thorough</p>	<p>toward formulation of environmental policies of the University will be conducted, and deliberations on the establishment of environmental criteria will be made.</p> <p>(8) Check of the number of computers currently in use, utilization studies, and hearing of opinions from faculty members will be conducted for the purpose of formulation of utilization policies.</p> <p>* Universal design: A concept of planning and design of buildings, products, or services, taking into account various needs from all people, so that they can be used easily, safely and comfortably by all people, regardless of age, gender, physical ability, or language, etc.</p> <p>* ESCO (Energy Service Company): A private business that offers comprehensive services, including technology, facilities, human resources and funds, required for energy conservation for buildings to clients, which enable its clients to enjoy the merits of energy saving gains (savings on utility bills, etc.)</p> <p>* FM (Facility Management): An approach to pursue ideal facility management, aiming at efficient use of buildings and improvement of social/economic values of the buildings over their life cycles, through improvement of the amenity of business environments and intellectual productivity of people working at the buildings</p> <p>2. Measures to Be Taken to Achieve Goals Regarding Healthcare and Safety Management</p> <p>(1)-1 Based on the content of relevant laws, including the Industrial Safety and Health Law, qualified health management staff and health promoters will be properly assigned.</p> <p>(1)-2 Provision of thorough safety education for faculty and</p>
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<p>safety education for faculty and administrative personnel, and preparation of various manuals, etc.</p> <p>(2) Efforts shall be made toward realization of periodic health checks for all students, faculty and administrative staff.</p> <p>(3) Efforts shall be made so that health management for students, faculty and administrative personnel, from the standpoint of mental and physical health, will be improved without delay, by providing counseling through interviews with a counselor.</p> <p>(4) As information security safeguards, the adequate number of specialists on security maintenance will continue to be assigned, in order to maintain the present systems for operation.</p> <p>(5) As provision of necessary crime prevention equipment, crime prevention and guard systems in and outside the buildings will be maintained.</p> <p>(6) For the purpose of raising awareness of students, faculty and administrative personnel, etc. in regard to safety and disaster prevention, training programs regarding action plans in the event of disasters and disaster prevention drills shall be conducted based on University's disaster prevention measure manuals.</p> <p>(7) Proper repair and maintenance of facilities and equipment in terms of</p>	<p>administrative personnel will be aimed at, through appointment of a physician in charge of health management and activities of the Health Committee.</p> <p>(1)-3 Efforts will be made towards promotion of comprehensive safety and health measures, and improvement of safety and health environments, through preparation of various manuals, etc.</p> <p>(2) Efforts shall be made toward realization of periodic health checks for all students, faculty and administrative staff by raising their awareness of the importance of periodic health checks through activities of the Health Committee.</p> <p>(3) Efforts will be made so that the Student Counseling Room and the Medical Treatment Room will be made known and more accessible to students, faculty and administrative personnel.</p> <p>(4)-1 The security system will be maintained by the Information Systems and Technology Center staff and commissioned operation management companies.</p> <p>(4)-2 Improvement of the qualifications and quality of staff members specializing in information processing will be aimed at, through participation in seminars on information security.</p> <p>(5) Locations which may pose concerns of potential danger in situations such as natural disasters (snow disasters, typhoon, etc.) and crimes (robbery, etc.) on campus will be re-examined, and deliberations on necessary countermeasures will be made again.</p> <p>(6) Easy-to-understand disaster prevention measure manuals and a digest version of guidelines using many illustrations and photos will be edited and issued.</p> <p>(7) After investigations of problems regarding maintenance and</p>
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<p>safety management will be carried out, so that these facilities and equipment can be used and operated correctly and appropriately in the event of a disaster.</p> <p>(8) Efforts shall be made to maintain and improve buildings and facilities required for the University as a campus designated as an emergency evacuation area for local communities in the event of large-scale disasters, such as earthquakes.</p> <p>(9) On the occurrence of large-scale disasters, cooperation with the Prefectural Government, local municipal governments, the police and the fire authorities, etc. shall be promoted to facilitate their disaster-relief activities, through utilizing assets owned by the University, such as solidly structured buildings and telecommunication facilities, etc.</p> <p>(10) Through opening of the University park, trails and other University facilities, the University shall keep close relations with local residents, the school for the handicapped and the local kindergarten towards improvement of cooperation between the said entities, in the event of disasters.</p>	<p>management of facilities and equipment based on long-term maintenance plans and current situations regarding the security system, repair policies will be decided.</p> <p>(8) After investigations regarding current situations as facilities for emergency evacuation in the event of disasters and insufficient facilities, etc., maintenance policies will be formulated.</p> <p>(9) Resources that the University can offer will be examined, and consultations and arrangements with relevant organizations will be made.</p> <p>(10) Networks with users will be constructed through public relation activities for promotion of use of campus facilities throughout the year.</p>
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VII. Other Matters

1. Budget (including personnel expense estimates,) and plans pertaining to revenues and expenditures, and financial plans
 - ※ Omitted
2. Short-term loan limit
 - (1) Limit: 800,000,000 yen
 - (2) Assumed reasons for loans:

It is assumed that the University may need to obtain loans in order to cover expenditures that are urgently required due to delay in receipt of operational subsidies or occurrence of accidents, etc.
3. Plans to transfer valuable property or offer valuable property as collateral

None.
4. Use of surplus

If there is surplus after the settlement of accounts, the surplus will be used for improvement in the quality of education and research, and improvement of organizational operation, facilities and equipment.
5. Matters related to business operation provided for in Prefectural rulings
 - (1) Plans regarding facilities and equipment

Taking into account long-term maintenance plans, plans regarding facilities and equipment shall be decided in the budget-making process for each fiscal year.
 - (2) Plans regarding personnel affairs
 - (a) Selection and employment of internationally-recognized excellent scholars from within and outside Japan, through proactive recruiting

VII. Other Matters

1. Budget (including personnel expense estimates,) and plans pertaining to revenues and expenditures, and financial plans
 - ※As described on the attached document.
2. Short-term loan limit
 - (3) Limit: 800,000,000 yen
 - (4) Assumed reasons for loans:

It is assumed that the University may need to obtain loans in order to cover expenditures that are urgently required due to delay in receipt of operational subsidies or occurrence of accidents, etc.
3. Plans to transfer valuable property or offer valuable property as collateral

None.
4. Use of surplus

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5. Matters related to business operation provided for in Prefectural rulings
 - (1) Plans regarding facilities and equipment

Details	Estimated cost	Financial source
Caulking work for fixtures in the Research Quadrangles (University of Aizu)	50 million yen	Subsidy for operation
Repair work for water pipes in the North Building (Junior College Division)		
 - (2) Plans regarding personnel affairs
 - (a) Selection and employment of internationally-recognized excellent scholars from within and outside Japan, through proactive

<p>activities based on the principle of open invitation</p> <p>(b) Employment of individuals with specialized knowledge and skills as personnel of the Corporation</p> <p>(3) Plans regarding use of reserve funds None.</p>	<p>recruiting activities based on the principle of open invitation</p> <p>(b) Employment of individuals with specialized knowledge and skills as personnel of the Corporation</p> <p>(3)Plans regarding use of reserve funds None.</p>
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