

The University of Aizu Basic Policy on Faculty Development and Staff Development

June 17, 2026

1. Basic Stance

The University of Aizu (hereinafter, “the UNIVERSITY”), in order to realize its founding principle of “to Advance Knowledge for Humanity”) and its basic principles, achieve goals including the basic objectives in its medium-term goals and the educational and research goals set forth in the Ruling on the University of Aizu, and strengthen both the education it provides students and its own administration as a university so that it can continuously develop as an institution of higher education of high quality that is trusted by society, promotes activities related to faculty development (hereinafter, “FD”) and staff development (hereinafter, “SD”) respectively (hereinafter collectively, “FD/SD ACTIVITIES”).

FD/SD ACTIVITIES at the UNIVERSITY will consist of training and other initiatives implemented in an organized and systematic manner that will lead to faculty members, teaching assistants, and administrative staff (hereinafter, “FACULTY AND STAFF, ETC.”) acquiring the necessary knowledge, skills, and professional norms, improving their abilities and qualifications, and enhancing the quality of education.

2. Policy for Promotion of FD/SD ACTIVITIES

- (1) FD activities will be promoted in order to enrich the education provided by the UNIVERSITY by implementing initiatives to enhance the abilities and qualifications of FACULTY AND STAFF, ETC. and to improve educational activities through means such as evidence-based training and research on educational content, methods, and evaluation, with an eye to aim to developing the talents described in the diploma policies of the undergraduate school and graduate school respectively.
- (2) SD activities will be promoted in order for the UNIVERSITY to continuously and consistently carry out high-quality education and research activities, social contribution activities, etc. by implementing training and other initiatives aimed at improving the abilities and qualities necessary for FACULTY AND STAFF, ETC. involved in university administration.
- (3) The FD/SD ACTIVITIES of the UNIVERSITY will be targeted at all FACULTY AND STAFF, ETC.
- (4) The details of FD/SD ACTIVITIES and other relevant information will be disseminated within and outside the university as appropriate.
- (5) Other policies related to the specific implementation of FD/SD ACTIVITIES shall be determined separately.

3. System for the Implementation and Promotion of FD/SD ACTIVITIES

- (1) The Committee for the Promotion of Faculty Development will be responsible for FD activities, while the General Affairs and Budget Division of the Administrative Office will be responsible for SD activities.
- (2) To ensure that FD/SD ACTIVITIES are implemented on a university-wide basis, the Planning and Management Committee will work with the entities implementing FD/SD ACTIVITIES and other relevant internal organizations to promote them in an organized manner, including conducting a university-wide review of the activities.

4. Continuous Improvement and Enhancement of FD/SD ACTIVITIES

In order to sustain high-quality FD/SD ACTIVITIES, the Planning and Management Committee, under the direction of the University President, will continuously improve and enhance FD/SD ACTIVITIES through the PDCA cycle of the UNIVERSITY's management of teaching and learning (internal quality assurance), based on the results of self-assessments and evaluations by the entities implementing FD/SD ACTIVITIES and the results of inspections and evaluations by the Evaluation Committee.