

The University of Aizu Staff Development Implementation Policy

June 17, 2026

Article 1 (Purpose)

This policy establishes the basic framework for the University of Aizu (hereinafter, “the UNIVERSITY”) to, under the leadership of the University President and in accordance with the University of Aizu Basic Policy on Faculty Development and Staff Development (Draft), promote university-wide activities related to staff development (hereinafter, “SD”) (hereinafter, “SD ACTIVITIES”), which aim to enhance the skills and qualities necessary for the university administration which are required of faculty members, administrative staff, and teaching assistants (hereinafter referred to “FACULTY AND STAFF, ETC.”) in order to continuously carry out high-quality education and research activities, social contribution activities, etc.

Article 2 (Positioning of SD and Targeting of SD ACTIVITIES)

- 1 The UNIVERSITY will position SD as a foundation to support the management of teaching and learning led by the University President. It will implement activities to enhance the skills and qualities necessary for university administration which are required of FACULTY AND STAFF, ETC in order to address a wide range of issues and ensure the appropriate and effective management of education and research activities, etc.
- 2 The SD ACTIVITIES of the UNIVERSITY shall be targeted at All FACULTY AND STAFF, ETC.

Article 3 (Implementation System and Reporting)

- 1 The University President will establish a system for the planning, implementation, evaluation, and improvement of SD ACTIVITIES centered around on the General Affairs and Budget Division of the Administrative Office (hereinafter, “GABD”).
- 2 The GABD, in cooperation with the Planning and Management Committee and other relevant internal organizations, will conduct training in an organized and systematic manner to ensure that FACULTY AND STAFF, ETC. acquire the knowledge, skills, and social norms required for university administration, to enhance their skills and qualities, and to promote their self-development.
- 3 The GABD shall self-inspect and evaluate the results of the implementation of training provided for in Paragraph 2 and report the results to the University President.

Article 4 (Method of Implementation)

- 1 In the planning, etc. of SD ACTIVITIES, the UNIVERSITY will assure that SD ACTIVITIES provide necessary training opportunities as appropriate for the position, rank, experience level, etc. of FACULTY AND STAFF, ETC., and that it also takes into account the Talent Development Program of the University of Aizu established by the corporation.
- 2 The content of training shall reflect the results of the analysis of participant evaluations, etc., and shall be enhanced by, among other things, reflecting changes in social conditions surrounding the UNIVERSITY. At the same time, said content shall be that which promotes the development of individuals with an awareness of social norms and ethics, and who will be active in various organizations and fields within the UNIVERSITY.
- 3 The details and results of SD ACTIVITIES shall be disclosed inside and outside the university as appropriate.