

# The University of Aizu Action Plan based the Female Advancement Act

The Public University Corporation, the University of Aizu will create a favorable working environment that allows all employees to perform at the utmost of their potential by increasing the number of female faculty members and supporting the balancing of work and child-rearing. In order to achieve this, the University will formulate an action plan as detailed below.

## 1. Period of the Action Plan

April 1, 2022 - March 31, 2024 (2 years)

## 2. Issues of the University

- (1) The ratio of female faculty members at the University of Aizu is low and needs to be increased.
- (2) Since the ratio of female managers is low in the Administrative Office, it is necessary to promote the development of candidates for management positions and the assignment of female managers.
- (3) The University needs to make it possible for employees to achieve work-life balance by promoting work-style reforms and developing a favorable work environment.

## 3. Goals and Initiatives

### Goal 1: Achieve a 10% female faculty ratio at the University of Aizu

#### Details and Timing of Initiatives

- ① From April 2022: We will make appeals for the active recruitment of female faculty members at opportunities such as regular meetings of the Board of Directors and the Deans and Directors Council while also fostering awareness of the need to promote female advancement.
- ② From April 2022: On the "Employment Opportunity" pages of the University of Aizu website, we will clearly state that the University of Aizu is promoting the active recruitment of female faculty members.

### Goal 2: Have at least two female managers in the administrative staff at all times

#### Details and Timing of Initiatives

- ① From April 2022: We will develop female employees who can be promoted to managerial positions by providing them with diverse experiences within the university and by utilizing external managerial training programs.
- ② From April 2022: We will continue to ask the Fukushima prefectural government to assign female managers to the University.