

FY 2019 ANNUAL PLAN

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<Shared of the Undergraduate school, the Graduate school and the JCD>		<Shared of the Undergraduate school, the Graduate school and the JCD>		
A	Admission policy will be widely provided on the admission guide, guidebook, and website of the UoA. By doing so, we will put our efforts on securing students who meet the requirements of the UoA.	A	A-1 The admission policy will be widely publicized through various means including high-school visits, open campus, information session, guidebook, campus guide, and the official website, in order to strive to recruit the students desired by the Undergraduate school. <Undergraduate school> A-2 The admission policy will be widely publicized through the application guide, the official website, etc. in an effort to strive to recruit the students desired by the Graduate school.<Graduate school> A-3 The admission policy will be widely publicized through various means including high-school visits, open campus, information sessions, etc, the campus guide, and the official website in order to strive to recruit the students desired by our college, as well as make necessary revisions of campus guide and the official website. <Junior College>	SAD-SRS JCD
B	Every year, in a periodic manner, verification will be conducted regarding whether the admission policy is corresponding to rapidly changing times.	B	B-1 The admission policy will be verified at the Undergraduate Entrance Examination Committee to see if it matches the changing times, etc. <Undergraduate school > B-2 The admission policy will be reviewed at the Graduate School Entrance Examination Committee to see if it meets the needs of the changing times, etc. <Graduate School> B-3 The admission policy will be verified by each department to see if it matches the changing times, etc. <Junior College>	SAD-SRS JCD
<The Undergraduate school>		<The Undergraduate school>		
C	Based on previous result related to applicants and admission, we will visit senior high schools in Fukushima prefecture and Kanto region proactively and strategically.	C	By verifying the status of past results, we will select high-priority high schools in the Prefecture and high-priority areas outside the Prefecture in order to effectively implement high school visits.	SAD-SRS
D	Fair and appropriate entrance examination will be conducted.	D	We will impartially carry out the preparation of exam questions, proctoring of exams and scoring of exams.	SAD-SRS

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E	Attracting a large number of applicants, we will secure students who meet the requirements of the UoA. Based on questionnaire answered by applicants, selection methods will be reviewed every AY for promoting adequate improvement.	E	After verifying the status of the applicants for general entrance examination for AY 2019 and the results of questionnaires of the examinees, we will make the implementation method of the general entrance examination for the next year.	SAD-SRS
F	Grasping changes on university entrance examinations due to the exam revolution in an early juncture and appropriate manner, the entrance examination will be changed based on that.	F	We will broadly disseminate information on our entrance examination system that will be updated in line with the reform of the National Center Test for University Admission (hereinafter referred to as the Center Test) in and outside the university.	SAD-SRS
G	ICT Global Program All-English Course will recruit students through strategic and focused recruiting system. We will work on establishment of appropriate admission system.	G	We will conduct recruiting activities mainly to the high-priority areas such as China, Vietnam, and Hong Kong. Also, we will revise the method of selecting entrants for the ICT Global Program (ICTG-U) All-English Undergraduate Course* through analysis and evaluation of the examination in question. *ICT Global Program (ICTG-U) All-English Undergraduate Course: An Undergraduate school course in which students can graduate taking only general education course and specialized course in English from the first year.	SAD-SRS
H	We will maintain competitive ratio at/around 5.0.	H	We will engage in promotional activities targeting applicants, their guardians, etc. by participating in university fairs across the country, conducting external lectures, etc. Further, we will proactively provide information to guidance counselors through high school visits, maintaining the competition ratio of around 5.0 to 1.	SAD-SRS
I	We aim for the percentage of female among new students to be 15%.	I	We will aim to have at least 14% of new students be female by, among other things, focusing on visiting girls' high schools and other high schools with high proportion of girls whose students have entered the UoA or taken the entrance examination in the past, participating in university fairs, and advertising the information related to open campus on the "Riko-challenge" website, which is a program organized by cabinet office to increase female students in the STEM field.	SAD-SRS

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<The Graduate school>		<The Graduate school>		
J	Internal admission to the graduate school will be increased. We will put our efforts on providing information on benefits, effects, and scholarship of the graduate school to students in an early juncture.	J	We will proactively provide information about the honors program, etc. to students from their 1st year through lectures, career guidance, graduate school fairs, etc. We will also hold information sessions for guardians to deepen their understanding toward post-graduate education	SAD-SRS
K	We will secure admission from other universities and institutes of technology by conducting strategic school visits and inter-university collaboration.	K	We will, among other things, send pamphlets of the UoA graduate school mainly to other universities and technical colleges in the neighborhood and conduct school visits by faculty members with an aim to promote understanding of the UoA as part of an initiative to secure students.	SAD-SRS
L	Using the Super Global University Creation Support Project, we will secure international students.	L	We will aim at securing quality international students by further utilizing the MEXT scholarship programs for international students and collaborating with partner universities through activities such as the Dual Degree Program (DDP) and Global 3+2 Program, etc. *Dual Degree Program (DDP): a program for master's students, 1 year at partner university and 1 year at the UoA and receive master's degrees from both of the universities. *Global 3+2 Program: a program for master's students, 3 year at the undergraduate program of partner university and 2 year at the UoA master's program and receive master's program from the UoA.	SAD-SRS CFG
M	We will implement admission selection fairly and appropriately. We will verify admission selection methods every AY and conduct improvement as necessary.	M	While strictly and properly implementing the method of selecting entrants, we will discuss the confirmation method for English proficiency at the UoA entrance examinations and will make improvements as needed.	SAD-SRS
N	We will aim to fulfill 80% of the admission capacity of master's program.	N	We will aim to fulfill 70% of the admission capacity of master's program by utilizing the Integrated Undergraduate and Graduate Schools Honors Program, by conducting public relations activities to technical school students, and by securing international students utilizing DDP, etc.	SAD-SRS

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<The JCD>		<The JCD>		
O	We will implement publicity activities centered on the Admission Advertisement Center such as senior high school visits, further education consultations, open campus, etc. to ensure excellent entrants.	O	We will conduct finely-tuned PR activities including high-school visits, information sessions, open campus and web site operation. The Admission and PR Center will play the key role in this matter. In addition, we will conduct questionnaires of new students, verify the PR activities that we conduct, and make improvements as needed.	JCD
P	In order to improve the selection method, we will utilize the analysis on the general admission / recommendation-based admission results and the situation of entrants after enrollment.	P	We will analyze the results of admission exams, high-school visit reports, the results of questionnaires of new students, and the situations of new students after enrollment in the JCD, verify the selection method of each department. and make improvements as needed.	JCD
Q	Fair and appropriate entrance examination will be conducted.	Q	We will impartially carry out the preparation of exam questions, proctoring of exams and scoring of exams.	JCD
R	We will maintain about twice the ratio of applicants.	R	We will conduct PR activities including high school visits, information sessions, open campuses, home-coming reporter, campus guide, website, LINE, radio, TV, and other media in order to keep the acceptance rate at around 50% (application to admission rate of two to one). Further, we will also promote each department's characteristics and attractions.	JCD

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<Shared of the Undergraduate school, the Graduate school and the JCD>		<Shared of the Undergraduate school, the Graduate school and the JCD>		
A	The diploma policy will be put on the guidebook for potential applicants, campus guide for current students, and the UoA website. This effort aims at advertising the personnel who the UoA would like to foster to a wide range of public.	A	<p>A-1 We will widely publicize our diploma policy through various means including high-school visits, open campus, information sessions, campus guide and the official website. We will conduct questionnaires of examinees to check the visibility of our PR activities, as well as updating public information as needed.</p> <p><Undergraduate school></p> <p>A-2 We will widely publicize our diploma policy by posting it on the campus guide and the official website. <Graduate school></p> <p>A-3 We will widely publicize our diploma policy through various means including high-school visits, open campus, information sessions, campus guide and the official website. We will also check the visibility of our PR activities through open campus and questionnaires of new students and update the public information as appropriate.<Junior College></p>	SAD-AAS SAD-SRS JCD
B	Every year, in a periodic manner, verification will be conducted regarding whether the diploma policy is corresponding to rapidly changing times.	B	<p>B-1 Mainly the Committee for Promotion of Faculty Development will examine whether the Diploma Policy is well-adapted to change of time, etc.</p> <p>B-2 The diploma policy will be periodically verified at department meetings and the Academic Affairs and Welfare Committee meetings as to whether it matches the changing times, etc. <Junior College></p>	SAD-AAS JCD

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C	The curriculum policy will be put on the guidebook for potential applicants, campus guide for current students, and the UoA website. This effort aims at informing the UoA's educational vision to a wide range of public.	C	<p>C-1 We will widely disseminate the curriculum policy through high-school visits, open campus, information sessions, campus guide and the official website. We will renew our students' awareness on the policy at their enrollment and at the guidance sessions held at the beginning of a quarter. We will conduct questionnaires of examinees to check the visibility of our activities, as well as updating public information as needed. <Undergraduate school></p> <p>C-2 We will widely disseminate the curriculum policy by posting it on the campus guide and the official website. We will renew our students' awareness on the policy at their enrollment and at the guidance sessions held at the beginning of a quarter. <Graduate school></p> <p>C-3 We will widely disseminate the curriculum policy through high-school visits, open campus, information sessions, campus guide and the official website. We will renew our students' awareness on the policy at their enrollment and at the guidance sessions held at the beginning of each first and second semester. We will conduct questionnaires of new students to check the visibility of our activities, as well as updating public information as needed. <Junior College></p>	SAD-AAS SAD-SRS JCD
D	Every year, verification will be conducted whether the curriculum formation and implementation policy corresponds to the latest technological trends of the ICT field, changes in society and the times, etc., and it will be appropriately revised when necessary.	D	<p>D-1 The Committee for Promotion of Faculty Development will examine and review whether the curriculum policy is well-adapted to the trend of the leading-edge technology in ICT field and changes of society and time. We started discussions of the curriculum policies for the master's and doctoral programs in FY2018 but have not established yet. We will continue said discussion and target to establish curriculum policies for each program by the end of FY2019. <The University></p> <p>D-2 We will verify the curriculum policy at department meetings to see if it is suited to the leading-edge technologies' trends and changing society and times, and make necessary revisions as needed and appropriate. <Junior College></p>	SAD-AAS JCD

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E	Educational program will be created based on the curriculum and diploma policies. We will conduct discussion for improvement in anytime.	E	E-1 At the Academic Affairs Committee, we will verify the curriculum based on the diploma policy and the curriculum policy, and reflect the results in the next academic year's curriculum. <Undergraduate school> E-2 At the Graduate School Academic Affairs Committee, we will verify the curriculum based on the diploma policy and the curriculum policy, and reflect the results in the next academic year's curriculum. <Graduate school> E-3 At department meetings, we will verify each department's curriculum based on the diploma policy and curriculum policy, and reflect the results in the next academic year's curriculum. <Junior College>	SAD-AAS JCD
F	Detailed course descriptions will be provided on syllabi to the public.	F	F-1 We will ensure specifying contents of each class and evaluating method in all syllabi. <Undergraduate school, Graduate school > F-2 We will revise the items to be specified in syllabi as necessary, reviewing new items to be added, and announce them thoroughly campus-wide. <Junior College>	SAD-AAS JCD
G	We will continue conducting student class survey. We will review and improve our education in anytime. The use of said survey may be used for faculty member evaluation in the future.	G	G-1 We will continue to use OMR sheets to increase the response rate of students class evaluations. To streamline the aggregation task without negatively affecting the response rate, we will discuss the introduction of a web-based questionnaire taking into account the experience at the graduate school. <Undergraduate school> G-2 We will continue the web-based students class evaluations and discuss the implementation method to improve the response rate. <Graduate school> G-3 We will conduct the student class evaluations and verify its results, etc. We will review the student class evaluation system, including utilizing the results for faculty evaluations, etc. <Junior College>	GAD-GAS SAD-AAS JCD

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<The UoA >				
H	We will promote further globalization of the UoA to cultivate talents ready for the global stage.	H	We will discuss the introduction of a flexible system to allow Japanese students to switch their program to ICTG-U All-English Course after entering the university, in order to increase the number of students in this program aiming to enroll 40 students. We will also encourage the students in this program to continue their educations into the graduate school.	SAD-AAS SAD-SRS CFG
I	Utilizing resources such as the Top Global University Project, we will promote continuous education from the undergraduate to graduate school on the spirit and methods of startup entrepreneurship, as well as education on contribution to society and the regional to develop talents who will contribute to the solving social and regional challenges.	I	We will proactively invite, among other things, corporate sponsored competitions to encourage sprit of entrepreneur and to solve social and regional issues. By supporting the organization of these events and encouraging students' participation, we will provide more opportunities for students to think about contribution to society and the region. We will also foster talents who will contribute to the development of society and the region and the solution to their problems by establishing new overseas, domestic, and regional internship programs while continuing existing ones.	SAD-AAS CFG
<The Undergraduate school>		<The Undergraduate school>		
J	The four-quarter system will be introduced in order to enhance consecutiveness with the grad-school education.	J	We will continue the quarter system apart from for a few courses and discuss how to improve it if needed, taking into account opinions from faculty and students.	SAD-AAS
K	Aiming at detecting students who require learning support in early juncture and offer adequate helping hand, so-called the Academic Proficiency System will be established. For more efficient operation, every year, the system will be verified and we will improve the system if necessary.	K	In response to the introduction of the academic probation system for students who enter the UoA in and after AY2018, we will provide additional English education, etc. to the students who cannot meet the standard.	SAD-AAS

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L	Syllabi will be created in English.	L	We will continue to prepare the English course catalog by continuously translating the syllabi of the courses conducted in Japanese or by external lecturers into English.	SAD-AAS
M	In regards to the only mandatory course; Graduation Thesis, we will continue creating and publishing graduate theses in English.	M	We will have students write their graduation theses and make presentations in English.	SAD-AAS
N	Acquiring a wide range of general education and fostering physical and mental health, general education course will be enhanced.	N	We will improve general education courses by continuing to offer the course "Academic Skills", which teaches the basic skills (logical thinking, problem-solving skills) for university education, and by utilizing external lecturers.	SAD-AAS
O	We will put our effort on fostering English proficiency among students so that they can handle GT creation/presentation and take specialized courses in English. All students will aim at obtaining a TOEIC score of 400 by the completion of 2nd-year undergraduate during the 3rd Mid-term Goals period.	O	We will use an e-learning system for improvement of English education to foster English proficiency among students so that they can handle GT creation/presentation and take specialized courses in English and will aim for having 60% of the first-year students to be able to obtain TOEIC score of 400, and will aim to have all 2nd year students achieve a TOEIC score of at least 400.	SAD-AAS (CLR)
P	A half or more of the courses will be conducted in English. Leading-edge materials from abroad will be used proactively.	P	Increasing the number of courses for ICTG-U All-English Course starting in the last fiscal year has caused the courses currently conducted in English to exceed 50%. We will maintain this. Further, given the fact that much of the advanced content in the field of computer science and engineering is published overseas and the fast pace of technological innovation is high, we will proactively utilize teaching materials from overseas that meet the needs of the times in our classes.	SAD-AAS

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Q	We will create the UoA's original material such as textbooks, reference materials, and lecture handouts. We will use the UoA's characteristics in such way.	Q	We will create teaching materials with enriched contents in order to use in the classes of "Computer Literacy" course, etc.	SAD-AAS
R	Through PBL and active learning style class such as a flip-flop classes, designing and practical skills will be fostered.	R	We will offer education using active-learning methods in the classes of "Software Studio", "Venture Start-up Factories", or in enPIT to foster designing and practical skills of the students.	SAD-AAS
S	In accordance with the ICT Global Program All-English Course, we will provide students with a curriculum which is likely to enable them to obtain credits through only classes in English.	S	While maintaining and improving the curriculum developed for ICTG-U All-English Course, we will further promote offering specialized courses taught in English.	SAD-AAS
T	We will aim at 25% of passing rate of information processing engineer examination.	T	While offering the course for the Information Technology Examinations as an intensive course, we will create an environment where students can study at any time by instructing how to operate or utilize the e-learning system at the Office for Learning Support. Also, we will aim at 25% of passing rate of the examination by subsidizing the students in cooperation with the Supporters' Association of the UoA.	SAD-AAS SAD-SHWS

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<The Graduate school>		<The Graduate school>		
U	We will classify courses into fundamental ones and advanced ones. At the same time, we will improve the curriculum based on core course design of world-class graduate schools.	U	We will discuss the issues requiring work regarding advanced courses and reflect them in the curriculum for the next academic year.	SAD-AAS
V	More than 96.7% of the courses will be conducted in English. We will offer educational environment aiming for further improvement of students' proficiency in English.	V	The courses currently conducted in English exceeded 96.7% and we will maintain this. We will also encourage master's students to take TOEIC test.	SAD-AAS
W	In the field of Computer and Information Systems, we will offer advanced and practical education at a higher level, in addition to highly specialized courses.	W	We will provide and implement seminars such as "Research Seminar", "Creative Factory Seminar", etc. and a thesis research course.	SAD-AAS
X	In the field of IT Project Management, we will prepare international-level ICT experts in leading industry. Offering unique courses, we will aim at training students in problem-solving ability and management skills.	X	We will conduct education including "Software Development Arena", aiming at solving practical ICT-related problems in a team in order to foster international ICT specialists.	SAD-AAS
Y	In the doctoral program, we will cultivate the research capabilities of students through research work while enhancing the coursework of the doctoral program as part of a consistent educational program integrated with the master's program and cultivate students' ability to utilize knowledge.	Y	We will continue the discussions we had in the last academic year on establishing coursework for the doctoral program at the GSAAC and work to establish it.	SAD-AAS

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<The JCD>		<The JCD>		
Z	We will aim at 100% of the passing ratio of the examination for students who wish to take the licenses and the qualifications.	Z	<p>Department of Industrial Information Science: We will aim for a 100% in acquisition rate for those wishing to obtain the qualification in Official Business Skills Test in Bookkeeping (Nissho Boki Kentei), Color Coordination Test, eligibility for taking Second-class Architect Test, etc.</p> <p>Department of Food and Nutrition Science: We will aim for a 100% in acquisition rate for those wishing to obtain the certificates for nutritionist, eligibility for taking the NR/Supplement Advisor Test, etc.</p> <p>Department of Early Childhood Education: We will aim for a 100% in acquisition rate for those wishing to obtain the Type2 Kindergarten Teacher License, Certificate for Nursery Teacher, etc.</p>	JCD
AA	Regarding job placements in careers relevant to the licenses and qualifications earned by students, we will aim at an 80% job placement rate in relevant fields for the Department of Food and Nutrition, a 95% rate for the Department of Early Childhood Education.	AA	<p>Department of Food and Nutrition Science: Amongst those acquired the certificate of nutritionist, we will aim for an 80% in employment rate to the positions related to the certificate.</p> <p>Department of Early Childhood Education: Amongst those acquired the second-category kindergarten teacher license and the certificate for nursery teacher, we will aim for a 95% in employment rate to the positions related to the license or certificate</p>	JCD

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	(3) Measures for achievement of goals regarding systems/organizations for conducting education		(3) Measures for achievement of goals regarding systems/organizations for conducting education	
<Shared of the Undergraduate school, the Graduate school and the JCD>		<Shared of the Undergraduate school, the Graduate school and the JCD>		
A	Educational program will afford necessary facilities and equipment and those will be maintained and managed appropriately.	A	In accordance with the facility repair plan based on the facility long-term maintenance plan, we will conduct repair work and maintenance in a planned and efficient manner. (To be implemented) Waterproofing repair work for rooftop of the Student Hall, Research Quadrangles North Wing and Admin Complex, elevator replacement work at the Research Quadrangles, repairs to the rigging equipment at the Auditorium and the JCD's exterior pavement, etc. The current long-term maintenance plan is effective until the end of the 3rd medium-term plan period (FY2023), so we will start creating medium-to long-term plans for extending the service life of the university's facilities as a whole and create such plans for the JCD.	GAD-FS (JCD)
B	Equipment, etc. used in classes, etc. will be renewed in a systematic manner. And features of the devices will be improved.	B	Since the audiovisual equipment in lecture rooms are aging, we will renew the equipment. <The University> B-2 We will replace and improve the thirteen devices which are used for exercises and experiments including animal individual breeding control units and desktop physical property measuring instruments. <Junior College>	SAD-AAS JCD

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Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(3) Measures for achievement of goals regarding systems/organizations for conducting education		(3) Measures for achievement of goals regarding systems/organizations for conducting education	
C	The computers and network systems, including the terminals used in exercise rooms, etc. shall be replaced with the latest equipment during upgrades. At the same time, we will constantly provide a safe and secure user environment.	C	<p>C-1 Based on the latest trends in information technologies, we will install the free software, etc. needed for the university's educational purposes, and continuously provide a stable educational environment. We will also update the operation systems in the existing terminals in the exercise room, etc. to provide an up-to-date educational/research environment.</p> <p>In addition, we will monitor internal and external network communications 24 hours a day, 365 days a year and maintain the security of educational, research as well as university operations as a whole. We will also improve the educational environment and services by optimizing server resources, etc. based on the status of usage. <The University></p> <p>C-2 We will conduct stable operation of the current information infrastructure environment and conduct feasibility studies by surveying information regarding the information of facilities, devices and operations towards implementation of next-generation ICT-enabled education.<Junior College></p>	ISTC JCD
D	While securing the number of current faculty members necessary for implementation of the education program, when we hire new members, we will widely recruit the talented people to respond to the change of time and the technical advances.	D	In order to allocate faculty members in accordance with the curriculum, we will hire one member each for the CS division and CCRS at the UoA. When a vacancy occurs, we will promptly proceed with the hiring process through international open recruitment for the UoA and broad domestic recruitment for the JCD so as not to leave the position vacant.	GAD-GAS (JCD)
E	We will strive to achieve conformity between the curriculum policy and a structure of faculty organization. The faculty will be organized in response to the changing times and policy revisions.	E	When hiring faculty members, we will review the current faculty organization and make changes to its structure if needed.	GAD-GAS (JCD)

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	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(3) Measures for achievement of goals regarding systems/organizations for conducting education		(3) Measures for achievement of goals regarding systems/organizations for conducting education	
F	Taking faculty development in account, training for faculty member will be enhanced.	F	F-1 Based on the discussions at the Committee for Promotion of Faculty Development, we will encourage faculty members to improve their teaching skills by continuously providing FD lectures and conducting students class evaluations. F-2 We will proactively conduct FD activities in accord with the characteristics of our collage, such as our small-group instruction and our wide range of study fields, primarily by holding FD lectures. By doing so, we will enhance faculty training to develop a diverse array of instruction methods. <Junior College>	SAD-AAS JCD
<The UoA >		<The UoA >		
G	While we recruit people by international recruitment, we will aim for the foreign faculty and the faculty who earned degrees abroad ratio to be 60.7%.	G	We will aim for the ratio of the foreign faculty and the faculty who earned degrees abroad ratio to be 57% by securing excellent faculty members through open international recruiting process.	GAD-GAS
H	We will put our efforts on having 10% of female faculty members.	H	H-2 We will continue to have female-only visiting researcher positions in order to increase the number of female researchers and will make efforts to fill the positions.	GAD-GAS

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	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(4) Measures for achievement of goals regarding student support		(4) Measures for achievement of goals regarding student support	
<Shared of the Undergraduate school, the Graduate school and the JCD>		<Shared of the Undergraduate school, the Graduate school and the JCD>		
A	Student support policy will be established and written on Campus Guide and UoA website.	A	A-1 we will establish a student support policy and publicize it through the official website, the campus guide, the forum on the academic administration system, etc. We will also support students' university life by utilizing the UoA Student Living Expense Support Fund to be established. <The University> A-2 The Academic Affairs and Welfare Committee will establish a support policy. Also we will proactively consider utilizing external support. <Junior College>	SAD-AAS SAD-SHWS JCD
B	We will support students' learning by class mentor system, comprehensive instructions given by GT supervisors, support in office hours, and the mentor system.	B	B-1 While a student receives instructions mainly from the class mentor during 1st and 2nd years and mainly from the GT supervisor during 3rd and 4th years, the system will be revised to prevent existence of students receiving no instructions from any faculty members. <Undergraduate school> B-2 Mainly the Research advisors instruct the students. <Graduate school> B-3 The Academic Affairs and Welfare Committee, seminar instructors and student advisors will collaborate and support students, including accepting consultations from students and instructing them if necessary. <Junior College>	SAD-AAS JCD
C	We will proactively support students who are looking for jobs in Fukushima prefecture, aiming to fulfill both students' desires and local needs for labor.	C	C-1 For students who desire to get a job in Fukushima Prefecture, we will provide employment information suitable for the desires of individual students. Also, we will notify the students regarding companies in the prefecture by conducting observation tour to the companies and holding joint information sessions of the companies. <The University> C-2 We will consolidate information on the job opportunities at Fukushima companies and encourage students to participate in the job fairs held within Fukushima Prefecture and on campus, as well as utilizing the government job placement office (Hello Work). The Career Support Center will play the key role in this matter.<Junior College>	SAD-SHWS JCD

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	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(4) Measures for achievement of goals regarding student support		(4) Measures for achievement of goals regarding student support	
D	In accordance with the student support policy, and in response to situational changes such as the aging of facilities and increased numbers of international students, we will we will appropriately establish and manage student housing facilities.	D	D-1 Somei House will be managed in an appropriate manner under the guidance of the Student Affairs Division and Somei House Resident Assistants (SRAs) while continuously promoting the exchange between Japanese students and international students in order to make them learn sociability and sense of global citizenship and to improve their motivation to study. <The University> D-2 Regarding the operation of Ikki Dormitory, we will prioritize the renovation of facilities and equipment that need to be repaired due to aging, etc. in order of their priority. <Junior College>	SAD-SHWS JCD
<The UoA >		<The UoA >		
E	Poor-performing students due to introduction of the Academic Proficiency System will be grasped in early juncture for early care.	E	Based on the standard of the new academic probation system, we will detect students with poor academic performance in a timely manner and periodically provide consultations with the students and their guardians.	SAD-AAS
F	The ratio of students who graduate/complete from respective programs within the standard enrollment period will be increased.	F	We will share the list of students who have poor academic performance with GT supervisors (students of 3rd and 4th years) and class mentors (students of 1st and 2nd years) every half year. We will aim to reduce the number of students who have poor academic performances to 100 or less by having 4-party consultations between the faculty members, guardians, students, and staff of the Student Affairs Division, and by instructing carefully the students about their learning and daily life with the cooperation of the counselor and the learning support staff.	SAD-AAS

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	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(4) Measures for achievement of goals regarding student support		(4) Measures for achievement of goals regarding student support	
G	We will actively promote tuition waivers, scholarships, and system of TA/SA/RA. We will collaborate with the Support Association. By these means, financial support will be enhanced.	G	G-1 We will continue to exempt tuition for students who are victims of the Great East Japan Earthquake and who with financial difficulties. G-2 We will support students of doctoral program by utilizing the RA system, and will support students of master's program by utilizing honors program, DDP, etc. G-3 For undergraduate students, we will provide financial support in cooperation with the Supporters' Association of the UoA for their learning and job search activities. G-4 We will continue to inform students of information regarding scholarships that are available and offered by private organizations, etc.	SAD-SHWS
H	Student Counseling Office, Nurse's Room, and Complaint Counseling Office will collaborate with each other in order to provide life support in details.	H	Based on the details of consultation from students, we will share the information with the Student Affairs Division staff, the counselor, school nurse, learning support staff, career counselors, harassment counselor, etc. in order to take optimal actions.	SAD-SHWS
I	In order to obtain career-selection-related information in advance, a course will be offered and students will be recommended to take it. At the Employment Support Office mainly, tailored support will be offered.	I	I-1 We will aim for a 100% employment rate for new graduates who seek employment by holding information sessions of the companies, conducting observation tour to the companies, providing careful support by career counselors, etc. I-2 We will recommend registering "Introduction to CSE" to the students at the explanatory meeting for the entrants, and will recommend registering "Career Guidance I & II" to students from 1st to 3rd year. In addition, we will provide information which students need and instruct them through interview based on the result of the survey on students' preference about employment.	SAD-SHWS

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	1. Measures for Achievement of Goals regarding Education		1. Measures for Achievement of Goals regarding Education	
	(4) Measures for achievement of goals regarding student support		(4) Measures for achievement of goals regarding student support	
<The JCD>		<The JCD>		
J	Utilizing the system for exemption of tuition, and/or various scholarships, we will aim for the enhancement of students' economical support by corroborated with the Supporters' Association of UoA.	J	In order to support the students facing difficulty in studying due to financial reasons and the influence of the Great East Japan Earthquake, we will continue the tuition waiver system. In addition, we will continuously subsidize the use of the cafeteria in collaboration with the Education Support Association.	JCD
K	Faculty and personnel of UoA will cooperate to finely conduct consultations on students' living.	K	We will create an environment and atmosphere in the Student Counseling Office that makes it easy for students to come inside to receive counseling. Faculty and administrative members will share the content of student's consultation and collaborate as needed to deal with problems.	JCD
L	In order to support students' carrier paths finely, we will collect and provide the company/internship related information to implement student consultations centered on the Carrier Support Center.	L	We will make a "Career Chart" for every student based on individual interviews and career questionnaires. We will aim at a 100% in employment rate for those wishing to get jobs by providing them job information that matches their desired paths and conducting individual career counseling.	JCD

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	2. Measures to be Taken to Achieve Goals regarding Research		2. Measures to be Taken to Achieve Goals regarding Research	
	(1) Measures for achievement of goals regarding research standards and results		(1) Measures for achievement of goals regarding research standards and results	
<The UoA >		<The UoA >		
A	We will promote basic research on Computer Science Engineering with a long-term perspective. At the same time, we will ascertain the latest global technological trends, as well as needs of industry, society, and the region and appropriately determine the direction of the research.	A	In order to deepen fundamental research, grasp the latest technology trends, and respond to the social needs of the industry, we will conduct surveys and research mainly in areas that are likely to change the world and social life, and promote research in each cluster of CAIST and strategic research (SR). In particular, we will advance research in fundamental research and applications of (1) artificial intelligence, (2) fundamentals of robotics and its applications, (3) security and distributed system, and (4) big data and IoT. We also conduct research to respond to the needs of society, local region, and industry through the activities of AI Center and University-Business Innovation Center.	Dean (Chairs of Dept.)
B	We will proactively promote research exchanges with research institutes including world-class universities as well as those conducted through interdisciplinary fusion.	B	We will deepen research exchange with universities with which we have signed MoU. Especially we will establish and strengthen cooperation with universities and research labs in the advanced ICT regions of the world. We will enhance means of understanding each other's contributions by disseminating research results of the University of Aizu worldwide. We will improve the research level and recognition of the university through cooperation and exchange. In Japan, we will strengthen cooperation with researcher who are superior to the material and the medical field, to reflect the social and regional needs.	Dean (Chairs of Dept.)
C	The CS division will engage in a wide range of research and development such as modeling of quantum computing and next generation computing elements, investigating new theories and techniques for information / cyber / IoT security, development of mathematical models, computer models, simulations and new methodologies for solving complex problems, and development of core technologies for constructing artificial intelligence systems, intelligent services, and intelligent environments.	C	Modeling of quantum computing and development of next generation computing/communication devices; investigation of new theories and technologies for information/cyber security; mathematical and computer modeling, simulation, and development of new methodologies for solving complex problems (e.g. modeling of social/collective behaviors, environment, evolution, big data, deep learning, awareness, and cognition); and proposal of core technologies for artificial intelligence, machine learning engineering, intelligent services, and intelligent environments.	CS Division

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	2. Measures to be Taken to Achieve Goals regarding Research		2. Measures to be Taken to Achieve Goals regarding Research	
	(1) Measures for achievement of goals regarding research standards and results		(1) Measures for achievement of goals regarding research standards and results	
D	The CE division will engage in a wide range of research and development such as wireless networks, software-defined radios, software-defined sensor networks, cloud computing and other cutting-edge computing technologies, secure embedded systems, neural network-inspired systems and platforms, big data driven networks and their applications, and lightweight, energy-efficient wearable devices as well as computing technologies that utilize them.	D	The CE division will conduct research and development of innovative computing which will promote the advancement of computer engineering, such as HPC (High-Performance Computing), advanced network technology, and devices and platforms for IoT (Internet of Things). In particular, research and development about wireless communication networks, software-defined radios, software-defined sensor networks, cloud and edge computing, safety embedded systems, neuro-inspired computing systems, AI-Chip, big data driven networks and its applications, and wearable devices and computing shall be conducted	CE Division
E	The IS division will engage in a wide range of research and development such as audio signal processing, biomedical sensing and signal processing, computer graphics, computer vision, and image processing, enterprise web systems, databases and data mining, big data and deep learning, cloud computing, intelligent services and intelligent environments, IoT, mobile computing, and security.	E	The Information Systems Division will conduct research and development of new approaches, methods, software, and devices for the acquisition, processing, storage and dissemination of visual, video, audio, textual, musical, and numerical information including graphics, computer vision and multimedia, biomedical information technology, databases and data mining, software engineering, human-computer interfaces, machine learning, and industrial applications. Division activities include projects exploring big data analytics, cloud-based databases for computer-assisted diagnosis, human support systems for rescue robots, mobile-ambient systems for integrating personal control and public display, planetary science, tsunami modeling and simulation, and developing platforms in multipurpose distributed environments for various applications.	IS Division
F	The CCRS will engage in research aimed at enhancing the content of and methods used by the liberal arts education demanded by modern society from the perspective of humanities and social sciences such as philosophy, sociology, jurisprudence, pedagogy, psychology and theory of physical education, as well as research regarding culture in an information-based society.	F	Based on the perspectives of Humanities and social sciences such as philosophy, law, economics, sociology, psychology and study of education as well as health/sport science, we will work on the research to improve the contents and methods of liberal arts education. We will also conduct research on the roles of culture in the information society.	CCRS

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	2. Measures to be Taken to Achieve Goals regarding Research		2. Measures to be Taken to Achieve Goals regarding Research	
	(1) Measures for achievement of goals regarding research standards and results		(1) Measures for achievement of goals regarding research standards and results	
G	The CLR will engage in research on the diverse areas related to language pedagogy and linguistics, such as research into the differences between Japanese and English pronunciation, development of elicitation tools for the assessment of L2 speaking, development of a theory regarding L2 phonology – both speech perception and production, use of manga for L2 writing, development of technology enhanced learning tools, research into L2 as a sociolinguistic practice, and more.	G	The CLR will research diverse areas related to language pedagogy and linguistics: technical communication and information design for CLIL, development of elicitation tools for L2 speaking assessment, interaction between ICT and education, use of language in manga for L2 writing, technology-enhanced learning, developing pragmatic/interactional competence in L2 speaking/writing, English pronunciation-spelling correspondence, tone and phonation, second language phonology and speech perception, and the Aizu dialect of Japanese.	CLR
H	At CAIST, the leading-edge and intern-disciplinary research which is integrated with computer science and engineering will be promoted. Responding to the rapidly changing time in timely manner, every fiscal year, we will examine about revision and abolishment of clusters.	H	H-1. A 30-min weekly seminar will be kept active to strengthen constant collaboration among clusters and bring about synergistic effect to interdisciplinary research promotion. In addition to enhanced research activities, through hosting CAIST annual symposium, domestic and international conferences, we will realize several goals: to introduce academic achievement of CAIST; to implement academic exchanges with domestic and foreign partners; to catch the latest advancements in relevant research fields worldwide. We will secure R&D subsidy from public and private financial resources, steadily promote studies on state-of-the-art R&D topics, emphasize patent applications and intellectual property rights protection, stress cooperative projects between industry, academia and government, and further accelerate industrialization of our academic outcomes and social contribution. H-2. We will optimize CAIST management and organization in the light of social needs and the latest developments in related disciplinary fields.	CAIST
I	We will aim to have 300 papers annually (an average of four papers per mainline undergraduate school faculty member) accepted for major journals and conferences (including international conferences).	I	We will summarize the achievements of each faculty members and share that within the university in order to target 300 major journal papers to be listed in Scopus, a database for articles and references.	OPM

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	2. Measures to be Taken to Achieve Goals regarding Research		2. Measures to be Taken to Achieve Goals regarding Research	
	(1) Measures for achievement of goals regarding research standards and results		(1) Measures for achievement of goals regarding research standards and results	
J	We will aim to acquire 50 externally-funded research grants and 150 million yen in external grant funding including that for Industry - Academia -Government Collaboration (including that acquired by the JCD).	J	We will aim to acquire 50 externally-funded research grants and 150 million yen in external grant funding including that for Industry-Academia-Government Collaboration (including that acquired by the JCD).	PCD-CAS
K	We will aim for a Grants-in-aid for Scientific Research (KAKEN) new acceptance rate of 30%.	K	We will aim for a Grants-in-aid for Scientific Research new acceptance rate of 30%.	PCD-CAS
L	We will aim for 3,000 academic paper citations annually (an average of thirty five citations per mainline undergraduate school faculty member).	L	We will aim to have 3,000 citation counts based on the Scopus.	OPM
M	We will aim to apply for ten patents annually.	M	We will aim to apply for 10 patents.	PCD-CAS
<The JCD>		<The JCD>		
N	The JCD will conduct fundamental and regional-problem- solving research in specialized field of each department. Those research achievements will be given back to the society and community.	N	We will conduct basic research, applied research and regional practice research. Those results will be given back to local communities and society through publication in journals, conferences, the JCD academic repository and on websites.	JCD
O	We aim for 100 published academic research (includes papers stated in the research bulletin).	O	We aim for 100 published academic research (includes papers stated in the research bulletin).	JCD

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Item	1. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	1. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	2. Measures to be Taken to Achieve Goals regarding Research		2. Measures to be Taken to Achieve Goals regarding Research	
	(2) Measures for achievement of goals regarding improvement of systems, etc. for promotion of research		(2) Measures for achievement of goals regarding improvement of systems, etc. for promotion of research	
A	We will appropriately maintain and manage the facilities and equipment required for research.	A	<p>In accordance with the facility repair plan based on the facility long-term maintenance plan, we will conduct repair work and maintenance in a planned and efficient manner. (To be implemented)</p> <p>Waterproofing repair work for rooftop of the Student Hall, Research Quadrangles North Wing and Admin Complex, elevator replacement work at the Research Quadrangles, repairs to the rigging equipment at the Auditorium and the JCD's exterior pavement, etc. The current long-term maintenance plan is effective until the end of the 3rd medium-term plan period (FY2023), so we will start creating medium-to long-term plans for extending the service life of the university's facilities as a whole and create such plans for the JCD.</p> <p>A-2 We will make improvements so that the devices used in laboratories can be utilized over the network in a stronger security environment. At the same time, we will introduce an electronic request system in order to provide an environment in which appropriate management and security measures can be implemented regarding the various devices installed by laboratories.</p> <p>Further, by updating faculty terminals to the latest OS, we will provide a cutting-edge research and educational environment. (ISTC)</p>	GAD-FS ISTC (JCD)
B	Regarding internal research funds, in addition to striving to secure funding in terms of a total amount, we will consider policies for achieving more effective allocation and utilization of the funds by introducing an element of competitiveness.	B	As well as securing internal research budget, we will continuously review the system of competitive research funding or strategic funding in order to assure the effective utilization as a whole corporation including JCD.	PCD-CAS (JCD)
C	While constantly reviewing the impropriety prevention plan we will strive to appropriately implement research funds. At the same time, we will assure permeation of a mindset of compliance by holding study sessions, etc.	C	We will conduct reviews on the misconduct prevention plans, workshops on the appropriate use of research budget, and instruction and supervision on the execution of research budget.	PCD-CAS (JCD)

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Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	Item	I. Measures to be Taken to Achieve Goals regarding Improvement of the Quality of Education/Research Conducted at the UoA	
	3. Measures for Achievement of Goals regarding Internationalization		3. Measures for Achievement of Goals regarding Internationalization	
<The UoA >		<The UoA >		
(1)	We will promote further globalization of the activities by our faculty and student body through exchanges with research institutes including world-class universities, including conducting international collaborative research, organizing international conferences, etc.	(1)	By providing financial support for international conferences, etc. held at the UoA, we will expand opportunities for international academic exchanges and disseminating academic information to inside and outside the country.	CFG
(2)	Utilizing the Top Global University Promotion Project, we will conduct overseas student internships. At the same time, we will encourage submission of papers to, and presentation at, overseas conferences.	(2)	(2)-1 We will provide a variety of different internship programs with different achievement goals and raise the bars in order to increase the quality of the programs. (2)-2 In order to make the SGU program self-sustaining, we will aim to transform the way the internship programs are implemented by, among other things, soliciting external funding. (2)-3 We will continue to subsidize traveling expenses to encourage students to publicize and present their papers at overseas conferences.	CFG
(3)	We will create opportunities for foreign faculty members and international students to engage in broad exchanges with Japanese students, faculty members, and administrative staff members, as well as members of the local community.	(3)	(3)-1 We will use opportunities such as new student orientation and the study abroad fair to introduce activities such as the welcome party and the buddy program. We will also proactively disseminate information on events at the Global Lounge. By doing these two things, we will create opportunities for new students to adapt to a global environment from their first year at the university. (3)-2 We will contribute to the internationalization of the region by conducting educational programs, exchange events, etc. as part of a collaboration between international students, Japanese students, regional educational institutions, and municipalities.	CFG
(4)	We will aim to increase the ratio to 6.3%(83people) of international students among all students.	(4)	We will aim to increase the ratio of international students to 6.3% by conducting more effective recruiting activities in order to increase the number of international students of the ICTG-U All-English Course at undergraduate and graduate school.	CFG
(5)	We will aim to increase the number to 50 of Japanese students who participate in study abroad programs.	(5)	We will aim for 50 Japanese students with experience of studying abroad by enhancing the short-term studying abroad program and the internship programs, and by conducting explanatory meetings regarding studying abroad programs, etc.	CFG

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Item	<p>II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan Earthquake, etc.</p> <p>1. Measures for achievement of goals regarding collaboration and cooperation with local communities, etc.</p>	Item	<p>II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan Earthquake, etc.</p> <p>1. Measures for achievement of goals regarding collaboration and cooperation with local communities, etc.</p>
<Shared of the UoA and the JCD>		<Shared of the UoA and the JCD>	
(1)	Utilizing the UoA's intellectual property, we will proactively organize public lectures and dispatch faculty members to conduct dispatch lectures.	(1)	<p>(1)-1 Taking the UoA Regional Contribution Policy into account, we will leverage the unique characteristics of the university and proactively hold public lectures and faculty dispatch lectures in support of lifelong education, education of junior and senior high school students, etc., and their study. (The University)</p> <p>(1)-2 We will conduct public lectures of each field of specialization. In addition, we will make an "off-campus lecture list" which shows our faculty members' fields of specialization, etc. The list will be distributed to relevant institutions and uploaded to our website to gain offers for off-campus lectures. <Junior College></p>
(2)	As a university open to the local community, availability of university facilities will be proactively advertised to general public. Local community and residents will receive a wide range of opportunities to use the UoA facilities.	(2)	We will introduce the open facilities such as auditorium, gymnasias, LICTiA, library, etc. to external users through the website, etc. and gain more users.
<The UoA >		<The UoA >	
(3)	We will position the All-Japan High School Computing Contest as the symbol project of Aizu, which puts much energy into ICT talent development, aiming to increase the number of participants (target: 2,000 people) in collaboration with Aizu as a whole, including local companies and local municipalities.	(3)	We will strive to utilize social media and other avenues to further promote the appeal of and increase the visibility of PC Koshien, aiming to have 2000 participants from high schools and technical schools in (17th) PC Koshien 2019.
(4)	Collaborating with local incorporated NPOs and Aizuwakamatsu City, we will continue to conduct the computer science summer camp. At the same time, we will newly accept junior and senior high school students from overseas and promote the appeal of the UoA and Aizu broadly to the world through these exchanges.	(4)	<p>(4)-1 In cooperation with local NPO and Aizuwakamatsu city, we will hold "UoA Computer Science Summer Camp 2019"</p> <p>(4)-2 We will consider conducting a program for inviting high school students from abroad through the open programs conducted by external organizations.</p>
(5)	We will proactively respond to requests from senior high school faculty members for the dispatch of UoA faculty members. At the same time, we will strengthen our collaborations with senior high schools designed as SSH (Super Science High schools) and SGH (Super Global High schools) in particular.	(5)	In addition to active public relations regarding the implementation of dispatching lectures, we will announce it directly to the principals of high schools in the prefecture. In addition, we will provide university tour at the UoA and trial lectures mainly for high schools which designated as SSH and SGH.

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Item	<p>II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan Earthquake, etc.</p> <p>1. Measures for achievement of goals regarding collaboration and cooperation with local communities, etc.</p>	Item	<p>II. Measures to be Taken to Achieve Goals Regarding Contribution to Local Communities and Provision of Support for the Recovery from the Great East Japan Earthquake, etc.</p> <p>1. Measures for achievement of goals regarding collaboration and cooperation with local communities, etc.</p>	
(6)	We will support the improvement of Fukushima junior and senior high school students' academic abilities in math, science, and English, as well as their internationalization. In particular, we will further strengthen our collaboration with Aizu Gakuho High School, which is based on a university-high school collaborative agreement.	(6)	We will support junior high school students and high school students in the prefecture for their academic development of science-mathematics-related subjects and English subjects and internationalization, through implementation of dispatching lectures.	SAD-SRS
(7)	Under collaboration agreement, we will collaborate with Aizuwakamatsu City, Kitakata City, Koriyama City, and Koriyama Techno Police Promotion Agency, and Okuma Town. Within the scheme, we will work on solving regional issues such as industrial advancement and personnel training.	(7)	<p>(7)-1 Cooperation and supports by utilizing of ICT knowledge for ICT office (AiCT) in Aizuwakamatsu city.</p> <p>(7)-2 We will support research that contributes to solving regional issues by, among other things, demonstrating the AI-enabled Wild Animal Detection System in Kitakata City.</p> <p>(7)-3 We will engage in other initiatives aimed at solving regional problems through information exchanges by holding AOI meetings, etc. with municipalities with which we have signed partnership agreements, dispatching faculty members on request, etc.</p>	PCD-CAS
(8)	With Fukushima Medical University, in medical and healthcare fields, ICT knowledge scheme of collaboration will be promoted such as the data check for Fukushima Health Management Survey to ensure the residents' safety.	(8)	<p>(8)-1 By utilizing the data center function at the LICTiA, we will support management for the Fukushima Health Management Survey System of the Fukushima Medical University. At the same time, we will give some advices with ICT knowledge regarding the data providing for the purpose of academic research.</p> <p>(8)-2 We will work on joint research on medical and health care such as medical image diagnostics in cooperation with the Fukushima Medical University and other entities.</p>	PCD-CAS ARC
(9)	We will work on initiatives based on the Fukushima Female Support Declaration and the Academia Consortium Fukushima.	(9)	As a constituent member of the Academia Consortium Fukushima, the UoA will take a role to manage of the conference for supporting female in Fukushima to support the creation of work place for female from the viewpoint of skill acquisition and employment based on the "Female Programmer Development Project."	PCD-PS

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(10)	We will promote further standardization software technologies which are worked on as part of the development project. We will use research results and technologies for alumni ventures and a wide range of companies in the prefecture. We will contribute on industrial advancement and human resource development.	(10)	We will further proceed with normalization of software technologies at the robot and software review meeting of the Fukushima Promotion of Robot Industrial Council and training sessions. Also, we will widely give research results and technologies back to companies in Fukushima. In particular, we strengthen our collaboration with companies located in the Hamadori region, the location of the Robot Test Field, and support revitalization.	PCD-CAS ARC
(11)	Aizu Open Innovation Meetings (AOI Meetings,) which is main role in the UoA's university-business collaboration, will be utilized actively. At the same time, we will figure out practical utilization of apps developed under collaboration with alumni ventures and local companies.	(11)	Through holding the AOI meetings frequently with participants of various fields from various regions in Fukushima, we will regionally expand technologies utilizing leading-edge ICT, such as VR and AI which we are developing in cooperation with the UoA ventures.	ARC
(12)	We will train personnel who have IT skills which connect technology and the place where technology is used, aiming at order to solve issues of companies.	(12)	We will connect students to companies through the "Advanced ICT Talent Development and Demonstration and Development Support Program," the purpose of which is to develop ICT specialists, and will develop talent through problem-solving activities, etc. using advanced technologies such as IoT.	ARC
<The JCD>		<The JCD>		
(13)	We will cooperate and collaborate with local organizations including municipalities in Fukushima prefecture in a way that leverages our expertise.	(13)	We will aim at 20 or more collaborative projects. Further, we will distribute the seeds collection to widen the possibilities for collaboration. The Regional Revitalization Center will play the key role in this matter.	JCD
(14)	We will offer dispatch lectures and open lectures more than 80 times within the year.	(14)	We will make an off-campus lecture list and conduct 80 off-campus lectures.	JCD

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	2. Specific measures regarding promotion of regional industry		2. Specific measures regarding promotion of regional industry	
<The UoA >		<The UoA >		
(1)	Implementing collaboration with companies in the prefecture, ICT training will be offered to females who wish to get a job, aiming at maintaining ICT workforce and creating a place where women can take active roles in the prefecture. Through the training project, annually fifty individuals will be able to get a job (150 individuals in three years.)	(1)	Through reliable operation and education of the "Female Programmer Development Project," we will aim to have 50 students employed by entities including companies in Fukushima in collaboration with corporate members of groups such as the Fukushima Information Industry Association (FIIA), the Aizu Industry-Academia Consortium, etc., as well as in cooperation with the Fukushima Life and Employment Support Centers in seven areas throughout Fukushima.	ARC
(2)	Supporting the UoA-accredited venture companies, we will create and implement new privileges.	(2)	Through the Advanced ICT Talent Development and Demonstration and Development Support Program, we will support business startup and newly authorize two corporations as UoA student-launched venture companies. Further, in order to support existing authorized venture companies, we will provide them with attractive incentives.	ARC PCD-CAS
(3)	Promoting the UoA-industry-government collaboration project such as smart community project, we aim for promotion of local industries and development of human resources.	(3)	By supporting the Smart City Plan (Aizuwakamatsu city) with knowledge of ICT technologies and deploying advance robot technologies, etc., we will take measure to promote regional industries and to foster ICT specialists, through the fusion of local resources and ICT technologies.	ARC
(4)	In order to contribute to the region's industrial development, we will proactively collaborate with companies in the region to increase the number of opportunities to leverage faculty members' knowledge and research results.	(4)	We will expand searching seeds optimal for social and marketing needs at the AOI meetings and will support its commercialization to Naka-dori region (Koriyama city and Shirakawa city) and Hama-dori region (Odaka-ward of Minamisoma city) in addition to Aizu region in order to contribute for industrial promotion in overall Fukushima.	ARC

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<The UoA >		<The UoA >		
(1)	As a promotion of LICTiA activities, we aim for the AOI meetings for creation of innovation to be held 300 times within the year, and the usage rate of LICTiA Cloud be 60%.	(1)	We will hold the AOI meetings not only in Aizu region but also in Naka-dori region and Hama-dori region. Also, we will expand to verify and operate leading ICT technologies in various regions in Fukushima prefecture. Further, we will aim for holding the AOI meetings (including the KOI meetings) 300 times, and the usage rate of LICTiA Cloud be 60%.	ARC
(2)	Based on collaboration agreements with companies leading Japan's advance technological industry, we will work on support of industry toward Fukushima's revitalization.	(2)	We will proceed with demonstration and development support by collaboration with Japan's leading enterprises and municipalities, including support for development of data analysis technology at Soma factory based on collaboration agreements with IHI or demonstration at the municipality within prefecture of mobility technology (electric cars / automatic driving). We will contribute to the reconstruction of the prefecture through promotion of advanced technology industry by supporting verification and development in collaboration with companies and municipality.	PCD-CAS ARC
(3)	Collaborating with Fukushima Medical University and prefectural police headquarters, prefecture's public health management and cyber-crime prevention will be a focus of personnel training at LICTiA.	(3)	We will promote collaborative initiatives by utilizing the functions of LICTiA, such as support for management of the Fukushima Health Management Survey System of the Fukushima Medical University using the data center function of LICTiA, support for the cyber security lectures sponsored by prefectural police headquarters, etc.	PCD-CAS ARC
(4)	Collaborating with ICT companies within the prefecture, we will implement the human resource development project for women in the prefecture and women who evacuated outside the prefecture to support integrally with learning and working.	(4)	In collaboration with FIIA, we will conduct the "Female Programmer Development Project" for female aiming at being employed at companies in Fukushima prefecture to be able to study at home using e-learning. There are 104 members as the 1st generation students.	ARC

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(5)	<p>Through deployment of technologies developed by the UoA alumni ventures and local companies collaborating with municipalities, schools, revitalization-related national organizations in the Coastal region in Fukushima, and development of human resources, we will make use of it for revitalization of evacuated area.</p>	(5)	<p>In a collaboration between municipalities (boards of education) in the evacuation area, the UoA, students, and UoA student-launched ventures, we will strive to develop human resources and provide educational support ahead of programming becoming a required subject in elementary schools in AY2020 by leveraging ICT techniques such as programming.</p> <p>Further, we will contribute to the realization of the innovation coast concept through talent development by, among other things, implementing the Hamadori Robot Talent Development Program (training program for robot-related hardware and software skill development) for local high school students and business people in collaboration with Minamisoma City, a major target for revitalization efforts, the Local Robot Industry Association, and other entities.</p>	ARC
(6)	<p>We will contribute to the reconstruction of Fukushima through research, technological development and creating technical talents focusing on software development for robotics industry of the leading technological industry, which is characterized as the pillar of industrial revitalization in the coastal area of Fukushima.</p>	(6)	<p>We will foster ICT specialists for reconstruction through Robot and Software Review Committee of Fukushima Robot Industry Promotion Council, by means of raising added value by software, standardizing software by software library, and conducting training seminars for human resources. In particular, we will strengthen our collaborations with the companies in the Hamadori region, the location of the Robot Test Field, and support revitalization.</p> <p>Further, in FY2019, we will first move into the International Joint Facility for International Industry-Academia-Government Collaboration to be built at the Robot Test Field. Second, we will engage in demonstrating and developing advanced ICT including robotics and other technologies through industry-academia-government collaboration with local companies, etc. on the frontlines of revitalization (the robot test field). In addition, we will conduct initiatives including participation in the World Robot Summit to be held in FY2020. By doing these and other things we will we will contribute to the realization of the innovation coast concept.</p>	ARC

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<The JCD>		<The JCD>	
(7)	We will support activities of the Okuma-town junior high school from both side of facilities and education.	(7)	Based on the educational collaboration agreement with the Okuma Town Board of Education, we will dispatch faculty members to Okuma Town Elementary School and Okuma Town Junior High School, as well as opening our gymnasium and athletic field to them.
(8)	We aim for the community-based activities collaborating with local communities/companies to be implemented 5 times within the year.	(8)	We will aim to conduct 5 collaborative projects with the regional collaborative organizations dealing with revitalization support (including industrial, governmental, private, academic entities). The Regional Revitalization Center will play the key role in this matter. Also, we will discuss the future of revitalization support given that the lift of evacuation has been developing within Fukushima Prefecture and the number of the evacuees in Aizu area.

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	1. Measures for Achievement of Goals regarding Improvement of Administrative Operation and Effectiveness		1. Measures for Achievement of Goals regarding Improvement of Administrative Operation and Effectiveness	
	(1) Measures for achievement of goals for improvement of organizational operation		(1) Measures for achievement of goals for improvement of organizational operation	
A	Organizational Operation Policy will be clearly written. And the UoA Code of Conduct will be announced to faculty members and administrative staff upon meetings and trainings.	A	We will publicize the content of a code of conduct via Faculty Assembly meeting or emails at the beginning of the fiscal year. In addition, we will start discussions of the organizational operation policy and publicize via the Deans and Directors Council and Faculty Assembly by the end of the fiscal year.	GAD-GAS (JCD)
B	The systematic regulation which reflects objectives of the public university corporation system will be created. In anytime we will review it while operating corporation and university promptly and fairly.	B	We will revise the related regulations in line with revisions to statements of operational procedures.	GAD-GAS (JCD)
C	Internal audit with predetermined annual theme will be conducted whether if the organization is operated with compliance with laws and regulations.	C	We will conduct internal audits on the theme of the appropriate management of books.	GAD-GAS (JCD)
D	Every year, internal organization and personnel system of the UoA corporation will be verified in line with operational circumstances. Necessary review will be conducted on them.	D	We will review the organization and personnel structure, and review it as needed based on the result.	GAD-GAS
E	In principle, we hire personnel through international recruitment. Not only for faculty members who are hired through strict assessment, will administrative staff be recruited based on legally fair recruitment process.	E	E-1 In principle, faculty members will be hired through international public recruitment. E-2 Administrative staff will be recruited through "Hello Work" (public employment security office) by conducting examinations to gauge nature and ability which the Corporation is looking for.	GAD-GAS
F	All administrative staff to corporate administrative staff ratio will be increased to 45%.	F	We will have the ratio of corporate staff 42% by switching one personnel to corporate staff.	GAD-GAS
G	Multiple female administrative managers will be appointed.	G	While making efforts to nurture female staff who can be assigned to manager positions through internal job rotation and training, we will request for sending female managers to the Prefecture.	GAD-GAS
H	For training administrative staff in charge of operation of the public university corporation, appropriate training system will be created. We will increase job performance skills.	H	In order to improve the professional abilities needed for the administration of the university, we will establish a training system optimal for the university's operations while also utilizing various external training programs. We will also implement training programs in the order that they become available.	GAD-GAS (JCD)

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	1. Measures for Achievement of Goals regarding Improvement of Administrative Operation and Effectiveness		1. Measures for Achievement of Goals regarding Improvement of Administrative Operation and Effectiveness	
	(2) Measures for achievement of goals regarding improvement of effectiveness and practicality of administrative work		(2) Measures for achievement of goals regarding improvement of effectiveness and practicality of administrative work	
A	In order to promote reduction of administrative duties, we will reduce number of meetings held and time for a meeting, proactively promote power and system saving.	A	We will work to shortening the amount of time used for explanations at meetings by distributing meeting materials in advance. We will also reduce printing work by continuing paperless meetings.	GAD-GAS (JCD)
B	We will promote paperless meetings and the amount of paper purchased will be reduced by 5%.	B	We will cut the amount of paper purchase by 1% by promoting paperless meetings, printing on both sides, and reusing back side.	GAD-GAS (JCD)

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	2. Measures for Achievement of Goals regarding Improvement of Financial Affairs		2. Measures for Achievement of Goals regarding Improvement of Financial Affairs	
	(1) Specific measures regarding growth of self-generated income, including external research funds and other revenue		(1) Specific measures regarding growth of self-generated income, including external research funds and other revenue	
A	We will proactively rent the UoA facilities according to a purpose. LICTiA and UBIC will aim at 20 million yen and other facilities will aim at 3 million yen of facility use fee revenue annually.	A	A-1 Aiming for rental fees of 24 million yen per year, we will raise facility operation rates of LICTiA such as data centers and conference spaces and the utilization rate of R & D at the UBIC. A-2 Aiming for rental fees of 3 million yen per year, we will introduce the usable facilities through the UoA official website to expand the use of auditorium and gymnasias.	GAD-GAS PCD-CAS SAD-SHWS ARC
B	In order to increase licensing revenue, we will disseminate information on our intellectual property within society through more channels and increase the number of opportunities for their use.	B	In addition to the creation of collections of seeds and technical dissemination at exhibitions, we will newly collaborate with a technology transfer agency (TLO), which will lead to more agreements of licensing permission.	PCD-CAS (JCD)
C	For securing student support and research fund, donation system will be established and utilized.	C	C-1 We will start soliciting UoA Student Support Donations in order to provide support with student life to students facing difficulties with their studies due to economic hardships. In order to accept the donations, we will establish the UoA Student Support Fund. Further, we will utilize the donations to provide students with prepaid cards that can be used on campus. C-2 We will support research using the scholarship donation system. C-3 We will use the JCD website to publicize how to utilize the Kosho Scholarship and the tax benefits in order to widely solicit donations. <Junior College>	PCD-CAS JCD

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	2. Measures for Achievement of Goals regarding Improvement of Financial Affairs		2. Measures for Achievement of Goals regarding Improvement of Financial Affairs	
	(2) Specific measures regarding economization of expenses		(2) Specific measures regarding economization of expenses	
A	Through learning session for accounting staff, cost awareness and deep knowledge in accounting administration will be promoted.	A	We will conduct training regarding the corporate accounting system during onboarding (training for new hires). At the same time, we will hold effective information sessions for the personnel in charge of corporate accounting with consideration for issues such as the timing of the calculation of the estimated amount of the operational subsidies and the corporate budget compilation.	GAD-BAS (JCD)
B	Issues among the current accounting system will be detected and improved.	B	We will update the system to assure its compatibility with systematic changes such as the new era name and the changes to the consumption tax. Further, we will prepare an improvement plan towards the update to the next system leveraging the system specifications, etc. of other corporations.	GAD-BAS
C	Conducting financial status analysis, we will conduct research on how we should use the result of said analysis.	C	We will prepare financial reports and provide them externally and internally in a way that is easy to understand and also makes the information easy to understand. At the same time, we will utilize these reports to operate the corporation with an eye on the future while also maintaining the corporation's financial soundness and efficiency.	GAD-BAS

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<Shared of the UoA and the JCD>		<Shared of the UoA and the JCD>		
A	Every fiscal year, we will conduct self-check and evaluation at each division and department. As the entire university corporation, we will create a performance report.	A	Each department and division will conduct self-assessment/evaluation on the implementation status of their FY 2018 annual plans. After appropriate discussions at venues including but not limited to deliberative councils including the evaluation offices of the internal organizations, external experts, and other members, the corporation will compile the achievement reports for FY 2018.	PCD-PPR (JCD)
B	Submitting performance report to the prefecture every fiscal year, we will receive evaluation by the Public University Corporation Evaluation Committee.	B	We will compile the achievement reports for FY 2018 and submit them to the prefectural government by the end of June 2019. We will then reflect the results of the evaluation by the Evaluation Committee for Public University Corporations into the necessary improvements that must be made to the operations of the UoA and the JCD.	PCD-PPR (JCD)
C	The performance report and evaluation result will be published internally and externally.	C	We will disclose our achievement reports and the results of our evaluation by a third-party institution on the UoA's and JCD's official website.	PCD-PPR (JCD)
D	Result of the personnel evaluation has been served as the base of salary for administrative staff, etc. We will operate the evaluation equally, fairly, and rigorously.	D	Administrative personnel evaluation will be conducted in a fair, equitable and strict manner while keeping everyone informed about the system.	GAD-GAS (JCD)
E	Regarding performance evaluation for faculty members, evaluation item and weight of each item will be reviewed. The evaluation system will be improved repeatedly. Degree of perfection will be increased. We will discuss about the method how we use the evaluation result.	E	The faculty achievement evaluation system will be revised, etc. through trial runs and the system will be brushed up. At the same time, we will look into ways to leverage the results of evaluations.	GAD-GAS

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Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness 3. Measures for Achievement of Goals regarding Internal Investigations and Evaluations, and Provision of Information (2) Specific measures for promotion of the dissemination of information	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness 3. Measures for Achievement of Goals regarding Internal Investigations and Evaluations, and Provision of Information (2) Specific measures for promotion of the dissemination of information	
	A		In line with the Information Publication System and Public University Corporation System, we will promote appropriate informational.	A
B	The UoA's education, research, industry, and regional contribution will be advertised externally in order to enhance public recognition of the UoA.	B	We will actively disseminate information domestically and overseas about excellent initiatives, achievements, leading activities, etc. of both the UoA and JCD in the fields of education, research, industry-academia collaboration, regional contribution, etc. over the UoA official website and by utilizing other external public relations media, etc	PCD-PPR (JCD)

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	4. Specific Measures for Achievement of Important Goals regarding Other Business Operation		4. Specific Measures for Achievement of Important Goals regarding Other Business Operation	
	(1) Measures for achievement of goals regarding compliance		(1) Measures for achievement of goals regarding compliance	
A	Targeting faculty members and administrative staff, we will organize training sessions related to observation of laws and harassment prevention every year.	A	Training sessions regarding compliance will be provided in April for the new workers and in October for the researchers, and training sessions regarding harassment will be provided in May for faculty and administrative staff members. In addition, we will aim to ensure compliance by holding a joint Kankenhi / Research Ethics / Harassment information session and notifying all faculty and staff of the UoA Code of Conduct.	GAD-GAS PCD-CAS (JCD)
B	We will conduct interviews by individuals in management positions at the appropriate, creating opportunities for consultation, and ascertaining the faculty's situation.	B	Managers will interview individual employees at least three times a year.	GAD-GAS (JCD)

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	4. Specific Measures for Achievement of Important Goals regarding Other Business Operation (2) Measures for achievement of goals regarding maintenance and utilization, etc. of facilities and equipment and communication		4. Specific Measures for Achievement of Important Goals regarding Other Business Operation (2) Measures for achievement of goals regarding maintenance and utilization, etc. of facilities and equipment and communication
A	In order to provide students a safe, peaceful, and comfortable education in adequate educational environment, we will optimize facilities and equipment. Based on the Long-term Maintenance Plan, we will efficiently conduct maintenance works and management.	A	In accordance with the facility repair plan based on the facility long-term maintenance plan, we will conduct repair work and maintenance in a planned and efficient manner. (To be implemented) Waterproofing repair work for rooftop of the Student Hall, Research Quadrangles North Wing and Admin Complex, elevator replacement work at the Research Quadrangles, repairs to the rigging equipment at the Auditorium and the JCD's exterior pavement, etc. The current long-term maintenance plan is effective until the end of the 3rd medium-term plan period (FY2023), so we will start creating medium-to long-term plans for extending the service life of the university's facilities as a whole and create such plans for the JCD.
B	We promote the systematic remodeling of facilities showing significant signs of aging, such as the JCD dormitory.	B	We will implement repairs, etc. to allow the deteriorated student dormitories to be used over the long term. (Details) Installing ventilation fans, renovating the kitchens, house cleaning, etc.
C	We will facilitate the UoA operation and the leading-edge education and research with information and transmission base which support such activities in systematic manner. And we will implement sufficient security measures.	C	C-1 We will discuss the requirements for the AY2020 update to the new academic administration system in a working group and build a system that provides better information services and an environment for, among other things, information sharing, that takes security into account, two things that are necessary for the purposes of education and research. <The University> C-2 We will improve the information security by reviewing how ICT devices are used in the question making process. Also, we will implement the enlightenment activities to increase faculty and staff members' awareness about the information security. We will improve the information security by reviewing the method of utilizing of question making ICT devices. <Junior College>
			GAD-FS (JCD)
			GAD-FS (JCD)
			ISTC JCD

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Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
	4. Specific Measures for Achievement of Important Goals regarding Other Business Operation (2) Measures for achievement of goals regarding maintenance and utilization, etc. of facilities and equipment and communication		4. Specific Measures for Achievement of Important Goals regarding Other Business Operation (2) Measures for achievement of goals regarding maintenance and utilization, etc. of facilities and equipment and communication	
D	The UoA Library will sustainably provide electric information contents and facilitate comfortable environment for users. We will sustainably release academic information through academic repository.	D	Utilizing the limited space within the library, we will maintain a comfortable environment for library users while also providing a variety of academic information sources by, among other things, providing academic books, e-journals, and databases that are closely related to the content of lectures and registering content to the academic repository. <The University> D-2 We will proceed with implementing measures to respond to the lack of space at the library by, among other things, establishing regulations for retiring library books to allow the optimization of the library's collection. <Junior College>	ISTC JCD

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Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	Item	III. Measures to be Taken to Achieve Goals regarding Improvement of Administrative Operation and Effectiveness	
	4. Specific Measures for Achievement of Important Goals regarding Other Business Operation		4. Specific Measures for Achievement of Important Goals regarding Other Business Operation	
	(3) Measures for achievement of goals regarding healthcare and safety management		(3) Measures for achievement of goals regarding healthcare and safety management	
A	Health-checkup-taker ratio among students, faculty members, and administrative staff will achieve 100%.	A	<p>A-1 We will aim for 100% of UoA and JCD personnel and faculty members getting health checkups. We will also aim to have 100% of individuals indicated as needing follow-up examinations receive said examinations by periodically having their supervisors check with them (in person), etc.</p> <p>A-2 We will aim for a 100% of UoA students getting health checkups by creating an environment that is conducive for students getting the checks by, among other things, actively calling for UoA students to undergo health checks, recommending that those who did not undergo a health check undergo one at an external institute, considering adding additional days for the health check during periods with classes in session., etc.</p> <p>A-3 We will aim for 100% of students getting health checkups by proactively calling for students to undergo the health check via student guidance and e-mails, by calling for students to take exams during the makeup exam days or at external medical institutions, etc. (Junior College)</p>	GAD-GAS SAD-SHWS JCD
B	Mental-health check will be implemented for using it for mental care for faculty members and administrative staff.	B	We will aggregate and analyze the results of the mental health check, disseminate them to each department after discussing them at the Health Committee, and utilize them to grasp the situation, etc.	GAD-GAS (JCD)
C	We will maintain and regularly check disaster and crime prevention facilities, and guard and safety management system.	C	Besides legally mandated inspections of disaster and crime prevention-related facilities, administrative personnel will also conduct inspections of them independently and will strive to ensure the security.	GAD-GAS (JCD)
D	We will establish and improve manuals and construct systems aimed at helping prevent or minimize injuries, accidents, and other incidents that occur on campus.	D	Staff members will patrol and check the facilities and equipment. In addition, we will create the response manuals in JCD (already created in UoA), and publicize it respectively to faculty and administrative members and students.	GAD-GAS (JCD)
E	So as to act promptly upon a disaster occurs; disaster prevention drill will be implemented in the entire university.	E	Based on the implementation status of the past drills, we will revise and conduct disaster prevention drills that include students, faculty members, and administrative staff.	GAD-GAS (JCD)

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Item	IV. Other Matters	Item	IV. Other Matters	
1	Budget (including personnel cost estimates), income and expenditure plan, and financial plan *See the attached sheets	1	Budget (including personnel cost estimates), income and expenditure plan, and financial plan *See the attached sheets	GAD-BAS
2	Short-term loan limit (1) Limit: 800,000,000 yen (2) Possible reasons for loans: It is possible that the University may need to obtain loans as countermeasure expenses for urgent necessity due to delay in accepting subsidies for operational expenses, occurrence of incidents, etc.	2	Short-term loan limit (1) Limit: 800,000,000 yen (2) Possible reasons for loans: It is possible that the University may need to obtain loans as countermeasure expenses for urgent necessity due to delay in accepting subsidies for operational expenses, occurrence of incidents, etc.	GAD-BAS
3	Plans to transfer or offer valuable property as collateral None.	3	Plans to transfer or offer valuable property as collateral None.	GAD-BAS
4	Use of surplus If there is a surplus after the settlement of accounts, we will use the surplus to improve the quality of education and research, as well as organizational operation, facilities and equipment.	4	Use of surplus If there is a surplus after the settlement of accounts, we will use the surplus to improve the quality of education and research, as well as organizational operation, facilities and equipment.	GAD-BAS

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Item	IV. Other Matters	Item	IV. Other Matters	
5	<p>Matters related to business operation provided for in prefectural rules</p> <p>(1) Plan for facilities and equipment A. Based on the Long-term Maintenance Plan described in III-4-(2)-A, we will conduct repair works in a systematic manner. B. We promote the systematic remodeling of facilities showing significant signs of aging, such as the JCD dormitory. [reprint]</p> <p>(2) Plan for personnel affairs A. We will appropriately conduct the measures described in I -1-(3) to gather talented personnel with diverse backgrounds. B. We will promptly establish the evaluation method described in III-3-(1)-E and will promote the discussion on the reflection method of the evaluation result. C. We will set a basic policy regarding the recruitment, training, promotion, etc. of personnel, and will appropriately manage the personnel matters based on the policy.</p> <p>(3) Plan for the use of reserve funds The reserve carried forward from the first and second mid-term goal periods and the reserve funds for improvement of education research, and university operation will be used for the improvement of the quality of education and research, and for the improvement of organizational operation, facilities and equipment.</p> <p>(4) Other necessary matters related to business operation of the Public University Corporation None.</p>	5	<p>Matters related to business operation provided for in prefectural rules</p> <p>(1) Plans Related to Facilities and Equipment a As listed in 3-4-(2)-A b As listed in 3-4-(2)-B (2) Plans Related to HR a As listed in 1-1-(3)-D, G, and H b As listed in 3-3-(1)-E c Corporate employees will be hired in a systematic matter that balances new graduates with experienced workers in accordance with the Policy on the Employment of Corporate Employees. (3) Purposes for the Reserve Fund The carry-over from the 1st and 2nd Medium-term Goal Periods and the reserve funds for improvement of education, research, and university operation will be used to fund improvements of the quality of education and research as well as improvements to organizational operation, facilities, and equipment. Other Necessary Matters Related to the Operation and Management of the Corporation</p>	GAD-GAS GAD-FS GAD-BAS (JCD)
6	<p>Student capacity *See the attached appendix</p>	6	<p>Student capacity *See the attached appendix</p>	