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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>	1 SAD-SRS	
				2 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 Entrance Examination Committee will review whether the admission policy matches the changing times, etc. <Undergraduate school> b-2 The Graduate School Entrance Examination Committee will review whether the admission policy is appropriate. <Graduate school>	3 SAD-SRS	
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	<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 reviewing 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.	5 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.	6 SAD-SRS
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 reviewing the status of the applicants for general entrance examination for AY 2020 and the results of questionnaires of the examinees, we will make the implementation method of the general entrance examination for the next year.	7 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	After precisely grasping future directions to reform the National Center Test, we will broadly disseminate information on our new entrance examination system in line with the reform in an easy-to-understand manner within and without the university.	8 SAD-SRS

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	(1) Measures for achievement of goals regarding admission and entrance examination systems		(1) Measures for achievement of goals regarding admission and entrance examination systems	
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	In order to distribute risks regarding recruiting international applicants and secure entrants from various countries, we will put effort into visits to high schools and universities in Thailand and Malaysia and international schools in Japan as well as those in the high-priority areas such as China and Vietnam. With regard to recruiting activities in Hong Kong, explanatory meetings will be held via a video-conferencing system and by UoA students from Hong Kong when they go home until the situation over there is calmed down. As there have been a number of accesses to our recruiting site from Malaysia, we will look into inclusion of their examination systems, etc. in our application requirements for the ICTG general selection. *Areas where recruiting activities will be conducted and grounds for additional inclusion of application requirements Names of countries; from which a number of people accessed information on UoA application via Keystone* 1) India, 2) Italy, 3) USA, 4) Malaysia, 5) Japan from which a number of people clicked the link to the UoA 1) Japan, 2) Malaysia, 3) India, 4) USA, 5) Germany from which a number of people made an inquiry 1) Morocco, 2) Nigeria, 3) India, 4) Egypt, 5) Ghana *Keystone: A world-wide student recruiting site (portal site that provides information about universities in the world). Their headquarters are based in Norway.	9 SAD-SRS CFG

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H	We will maintain competitive ratio at/around 5.0.	H	We will conduct recruiting activities intended for college-bound students and their parents through participation in university fairs across the country and our off-campus lectures. Further, we will proactively provide information to high school teachers in charge of career guidance through visits to high schools and maintain the competition ratio of around 5.0 to 1.	10 SAD-SRS
I	We aim for the percentage of female among new students to be 15%.	I	We will aim to have 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 on our university using a variety of media.	11 SAD-SRS
	<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.	12 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 put effort into promoting the UoA and securing entrants by sending pamphlets of the UoA graduate school mainly to other universities and technical colleges in the neighboring areas and visiting schools by our faculty members.	13 SAD-SRS

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L	Using the Super Global University Creation Support Project, we will secure international students.	L	We will put efforts into securing quality international students by further utilizing the MEXT scholarship programs for international students and collaborating with partner universities through, among other activities, the Dual Degree Program (DDP) and Global 3+2 Program. *Dual Degree Program (DDP): a program for master's students, 1 year at partner university and 1 year at the UoA to receive master's degrees from both of the universities. *Global 3+2 Program: a program for master's students, three years at the undergraduate program of partner university and two years at the UoA master's program to receive master's program from the UoA.	14 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 rigorously and properly implementing the examinations for admission, we will review our current method, etc. to assess English proficiency to improve it as needed.	15 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.	16 SAD-SRS
	<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		17 JCD

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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		18 JCD
Q	Fair and appropriate entrance examination will be conducted.		Q		19 JCD
R	We will maintain about twice the ratio of applicants.		R		20 JCD

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	<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	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 with examinees to check a level of our university's profile and update information we have released in a timely manner. <Undergraduate school> A-2 We will widely publicize our diploma policy by posting it on the campus guide and the official website. <Graduate school>	21 SAD-AAS SAD-SRS
				22 JCD
B	Every year, in a periodic manner, verification will be conducted regarding whether the diploma policy is corresponding to rapidly changing times.	B	B-1 The Academic Affairs Committee and the Committee for Promotion of Faculty Development will check whether our diploma policies are well adapted to change of the times, etc. <University>	23 SAD-AAS
				24 JCD

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	(2) Measures for achievement of goals regarding content and achievements of education		(2) Measures for achievement of goals regarding content and achievements of education	
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	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 a level of our university's profile and update information we have released in a timely manner. <Undergraduate school> 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>	25 SAD-AAS SAD-SRS
				26 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	D-1 The Committee for Promotion of Faculty Development will review 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. <University>	27 SAD-AAS
				28 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 The Academic Affairs Committee will review the curriculum based on the diploma policy and the curriculum policy, so that the result of the verification can be reflected in the next academic year's curriculum. <Undergraduate school> E-2 The Graduate School Academic Affairs Committee will review the curriculum based on the diploma policy and the curriculum policy, so that the result of the verification can be reflected in the next academic year's curriculum. <Graduate school>	29 SAD-AAS
				30 JCD
F	Detailed course descriptions will be provided on syllabi to the public.	F	F-1 We will ensure specifying all matters important for teaching such as contents of each class session and evaluating method in syllabi and publicly disclosing them. <Undergraduate school, Graduate school >	31 SAD-AAS
				32 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 student class evaluations. we will look into possible methods that allow to streamline the aggregation task without negatively affecting the response rate by reference to the result of the employment of a web-based questionnaire 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>	33 SAD-AAS

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				34 JCD
	<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 more 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 60 students including 35 international and 25 Japanese students. We will also encourage the students in this program to continue their education into the graduate school.	35 CFG (SAD-AAS) (SAD-SRS)
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.	36 CFG (SAD-AAS)
	<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 as necessary, taking into account opinions from faculty and students.	37 SAD-AAS

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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	Due to the introduction of the academic probation system for students who enter the UoA in and after AY2018, we will have first students that cannot advance to the 3rd-year. For such students, we will effectively employ this system including suggesting their career options other than staying at the university depending on their motivation to study. Further, we will discuss the necessity of revision of the criteria to appropriately implement the system.	38 SAD-AAS
L	Syllabi will be created in English.	L	We will continue to prepare the English course catalog by continuously include the syllabi written in English regarding the courses conducted in Japanese and those conducted by external instructors as well.	39 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.	40 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, among other things, continuing to offer the course "Academic Skills", which teaches the basic skills (logical thinking, problem-self-solving skills) for university education and by utilizing external lecturers.	41 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 and conduct intensive TOEIC lectures 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. We will aim to have at least 60% of the first-year students obtain a TOEIC score of 400, and will aim to have all of the second-year students obtain a TOEIC score of 400.	42 SAD-AAS (CLR)

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P	A half or more of the courses will be conducted in English. Leading-edge materials from abroad will be used proactively.	P	The proportion of the courses currently conducted in English exceeded 50% by increasing the number of courses for ICTG-U All-English Course introduced in AY2018. We will maintain this situation. Further, given the fact that much of the advanced content in the field of computer science and engineering is published overseas and the pace of technological innovation is faster there, we will proactively utilize teaching materials from overseas to conduct education in our courses that meet the needs of the times.	43 CFG (SAD-AAS)
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	Instructors teaching the courses will create teaching materials with enriched contents in order to use in the classes for courses such as "Computer Literacy".	44 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 such as "Software Studio" and "Venture Start-up Factories" courses, and in the enPiT program to foster designing and practical skills of the students.	45 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 increase the number of courses taught in English.	46 CFG (SAD-AAS)

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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 UoA Supporters' Association.	47 SAD-AAS SAD-SHWS
	<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 review whether the content of core courses and advanced courses for the master's program is appropriate and appropriately implement the curriculum.	48 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	We will aim at 96.7% as the proportion of the courses conducted in English. We will continue to encourage master's students to take TOEIC test.	49 CFG (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 establish and implement seminar courses such as "Research Seminar" and "Creative Factory Seminar" and research courses for the graduate department of Computer Information Systems in the master's program.	50 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 develop internationally viable ICT specialists by having students solve practical problems related to ICT industry in a team-based manner in the courses such as "Software Development Arena" of the PM graduate department in the master's program.	51 SAD-AAS

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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	In order to introduce the coursework system to the doctoral program starting from AY2020 fall, we will discuss matters requiring improvement while implementing the current curriculum. We will review whether research work and course work are appropriately combined.	52 SAD-AAS
	<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		53 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		54 JCD

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	<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) -Exterior pavement work on the Lecture Hall, gym building and Research Quadrangles - Waterproofing repair work for rooftop of the Energy Center and Library building -Elevator replacement work at the Research Quadrangles -Replacement of the heating facilities of the JCD, etc. Further, in order to replace the current long-term maintenance plan which is effective until the end of the 3rd medium-term plan period (FY2023), we will create plans for extending the service life of the university buildings, dormitories and faculty housing complex as part of the plans for extending the service life of the university's facilities as a whole.	55 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	B-1 Since the measuring equipment used for experiments in class is aging, we will renew the equipment. <The University>	56 SAD-AAS
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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	Replacement of the systems for approximately two-thirds of x-terminals in exercise rooms, authentication infrastructure, backup equipment, etc. is scheduled for April of 2021. We will put effort into streamlining through making use of virtual systems compression and cost-cut to procure systems for the next term to develop an optimal environment necessary for education. Further, as replacement of OS is scheduled in line with the replacement of x-terminals in exercise rooms, we will prepare free software and develop an environment so that users will be able to smoothly move to the new environment. Meanwhile, we will look into and take steps regarding security measures for users' environment including management of passwords along with the system replacement.	58 ISTC
				59 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.	60 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	We will review the current curriculum implementation policies and faculty organization and make changes to its structure if needed.	61 GAD-GAS (JCD)

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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.	62 SAD-AAS
				63 JCD
	<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 58% (66 of 113) by securing excellent faculty members through open international recruiting process.	64 GAD-GAS
H	We will put our efforts on having 10% of female faculty members.	H	H-1 We will aim to hire one female faculty member. 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.	65 GAD-GAS

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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 1. Measures for Achievement of Goals regarding Education (4) Measures for achievement of goals regarding student support	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 (4) Measures for achievement of goals regarding student support	
	<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	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. Meanwhile we will continue support of students' university life by utilizing the UoA Student Living Expense Support Fund. <The University>	66 SAD-AAS SAD-SHWS
				67 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 In order to prevent situation where students cannot receive any support from any faculty members, the class mentor system for 1st- and 2nd-year students and the GT supervisor system for 3rd- and 4th-year students will be applied. <Undergraduate School> B-2 Research advisors will primarily instruct their students. <Graduate School>	68 SAD-AAS SAD-SHWS
				69 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	We will organize tours to visit companies in Fukushima and joint job fairs including companies in Fukushima as participants to proactively introduce companies in the prefecture to our students. To students who desire to get a job in the prefecture, we will provide employment information suitable for their desires. <The University>	70 SAD-SHWS
				71 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. Further, taking into account aging facilities, repair work on the facilities will be carried out in a planned manner. <The University>	72 SAD-SHWS
				73 JCD
	<The UoA >			
E	Poor-performing students due to introduction of the Academic Proficiency System will be grasped in early juncture for early care.	E	By leveraging the academic probation system and standard regarding underachieved students, we will detect students with poor academic performance in a timely manner and regularly provide consultations with students in question and their guardians by reference to information from people relevant to students in question such as GT supervisors and the counselor.	74 SAD-AAS SAD-SHWS

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Item	1. Measures for Achievement of Goals regarding Education	Item	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	
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 and other information related to such students with the AAC members, GT supervisors (students of 3rd and 4th years) and class mentors (students of 1st and 2nd years) every half year to encourage them and their guardians to have consultation. We will aim to reduce the number of students who have poor academic performances. On top of consultations with faculty members and Student Affairs Division staff, we will provide attentive and detailed advice corresponding to needs of students in question and their guardians in cooperation with staff of the Student Canceling Room, Nurse's Office, Office for Learning Support and Office for Employment Support. By doing so we will put effort into increasing the ratio of students who can graduate from the undergraduate school or complete the graduate programs within the legitimate number of years.	75 SAD-AAS
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 having financial difficulties and victims of the Great East Japan Earthquake. Meanwhile, we will provide support of students' university life by utilizing the UoA Student Living Expense Support Fund. G-2 We will support students of doctoral program by utilizing the RA system, and will support students of master's program by utilizing the scholarship programs for honors program, DDP, etc. G-3 To undergraduate students, we will continue to provide financial support in cooperation with the UoA Supporters' Association for their study and job search activities. G-4 We will continue to inform students of external scholarship programs offered by various organizations including private ones.	76 SAD-SHWS

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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	Taking into account content of consultations provided to students, people including the Student Affairs Division staff, the counselor, nurse, learning support staff, career counselors, harassment counselor will share information related to students in question in order to provide attentive care corresponding to issues of individual students.	77 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 at 100% employment rate for new graduates who seek employment by organizing job fairs, company tours, providing attentive support, etc. by career counselors. I-2 We will encourage 1sr-year students to register for "Introduction to CSE" at the explanatory meeting aiming for all 1st-year students to register for it. We will also encourage 1st –to 3rd-year students to register for Career Guidance I and II. In addition, we will provide information which students ask for and conduct mock interviews based on the result of the survey on students' preference about employment.	78 SAD-SHWS
	<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		79 JCD
K	Faculty and personnel of UoA will cooperate to finely conduct consultations on students' living.	K		80 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	
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		81 JCD

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	<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 (5) bio-medical and space technologies. 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 with focus for better effort. (Draft)	82 Dean (Chairs of Dept.)

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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. (Draft)	83 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.	84 CS Division

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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 High-Performance Computing, advanced network technology, and devices and platforms for the Internet of Things. In particular, research and development about wireless communication networks, software-defined radios, software-defined sensor networks, cloud and edge computing, AI hardware, safety embedded systems, neuro-inspired computing systems, big data-driven networks and its applications, and wearable devices and computing shall be conducted.	85 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	We will tackle the themes of graphics, vision and multimedia, biomedical information science, databases and data mining, software engineering, human-centric interactive interfaces, Artificial Intelligence (AI), and planetary informatics through the development of new initiatives, methods, software, and devices for acquiring, processing, storing, and distributing visual, video, sound, text, music, and numerical information. Specifically, this includes graphical design, analysis, and display methods, computer-supported diagnosis cloud databases , rescue robot support systems, Machine Learning-based applications, Big Data analysis, tsunami modeling and simulation, development of multipurpose distributed environmental platforms, mobile environment systems for realizing augmented reality, computer-based music composition support and musical analysis, special acoustic design, and image information analysis as part of planetary exploration.	86 IS Division

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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	We will investigate the most effective educational methods (curriculum design, etc.) for promoting the general education demanded by modern society. Specifically, the center's instructors will offer teacher training courses in the second and third quarters, the Academic Skills 1 course in first quarter, and the Academic Skills 2 course in fourth quarter. Further, we will strive to allow students to leverage what they learn in Academic Skills 2, which is intended to develop their problem solving skills.	87 CCRS
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, technology-enhanced learning, developing pragmatic/interactional competence in L2 speaking/writing, English pronunciation-spelling correspondence, tone and phonation, second language phonology and speech perception, second-language vocabulary, cognitive linguistics, and the Aizu dialect of Japanese.	88 CLR

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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	
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	・Cluster meetings and on-campus free participation information exchange meetings will be kept active to strengthen constant collaboration among clusters and laboratories, and bring about synergistic effect to interdisciplinary research promotion. Futhermore, through hosting an advisory board meeting, CAIST annual symposium, domestic and international conferences, and enhancing of web pages, we will disseminate academic achievement of CAIST as well as implement academic exchanges with domestic and foreign partners to catch the latest advancements in relevant research fields worldwide. ・We will make an effort to acquire R&D subsidy from public and private financial resources, steadily promote studies on state-of-the-art R&D topics. Also, we will further accelerate patent applications and intellectual property rights protection and cooperative projects between industry, academia, government and financial sector to promote industrialization of our academic outcomes and social contribution. ・We will further optimize CAIST activities by evaluating with the consideration of improving competitiveness among clusters and responding to the social needs and the latest developments in related disciplinary fields at clusters' annual review.	89 CAIST

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	(1) Measures for achievement of goals regarding research standards and results		(1) Measures for achievement of goals regarding research standards and results	
H-1		H-1	Aizu Research Cluster for Space Informatics Cluster (ARC-Space) We will leverage the University's comparative advantage in information science and achieve research results as a provider of geoinformatics, geographical informatics systems (GIS), and exploration support software for Japan's deep space exploration programs. We will conduct the center start-up project, which is on its second year, and conduct collaborative research both inside and outside the university as a program for soliciting industry-academia collaboration. We will contribute to space projects through the Joint Usage/Research Center programs, collaborative research based on our collaboration agreement with the Japan Aerospace Exploration Agency (JAXA), and basic research and development. Further, as members of the Satellite Analysis Group of the Japan Meteorological Agency's Coordinating Committee for Prediction of Volcanic Eruption, we will conduct research into the use of synthetic-aperture radar from earth observation satellites to monitor the volcanic activity of volcanoes including Fukushima Prefecture's Mt. Azuma.	89-1 ARC-Space
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 aim to have 300 papers accepted by major journals in the Scopus bibliography and citation database and collect the information on each faculty member's achievement and share it within the university.	90 OPM

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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 continue to share information on publically available research funding with faculty members and provide them with support on the application process in collaboration with UBIC faculty members if requested. ・We will promote the technologies possessed by the University by issuing seeds collections, presenting at technological exhibitions, etc. By doing this, we will attract partners to conduct collaborative research, etc. with. ・We will aim to acquire 50 publically-available external research grants and a total of 150 million yen of funding including industry-academia-government collaboration-related funding (including the JCD) per year.	91 PCD-CAS (JCD)
K	We will aim for a Grants-in-aid for Scientific Research (KAKEN) new acceptance rate of 30%.	K	・We will notify faculty members of KAKENHI research categories for which the call for applications begin in April 2020 and provide pre-check of the application forms. ・We will continue to hold internal information sessions and provide pre-checks of application forms ahead of FY2021 KAKENHI in corporation with faculty members as in FY2019. ・We will aim for an annual KAKEN adoption rate of 30% for new proposals.	92 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 achieve 3,000 paper citations in Scopus and collect the information on each faculty member's achievement and share it within the university.	93 OPM
M	We will aim to apply for ten patents annually.	M	We will aim to file 10 patent requests per year.	94 PCD-CAS

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	<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		95 JCD
O	We aim for 100 published academic research (includes papers stated in the research bulletin).	O		96 JCD

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A	We will appropriately maintain and manage the facilities and equipment required for research.	A	A-1 In accordance with the facility repair plan based on the facility long-term maintenance plan, we will conduct repair work and maintenance on facilities and equipment in a planned and efficient manner. 　(Work to be Implemented) 　　Repair of the Outer Watts of the Lecture Hall, Gymnasium, the Research Quadrangles 　　Waterproofing repair work for the rooftop of the Energy Center and Library 　　Replacement of Research Quadrangles elevators 　　Replacement of JCD heating equipment, etc. Regarding the plans for extending the service life of the university's facilities as a whole to replace the current long-term facility maintenance plan (until FY2023), we will create the plans for UoA, student dormitories and housing complex for faculty and staff. [Repeated] A-2 We plan to replace terminals in the classrooms, etc. in April, 2021. Regarding the terminals for faculty members, we will improve their usability by introducing virtual desktops instead of providing physical terminals. We will also procure systems to provide an appropriate education and research environment for faculty members such as the compatibility with classroom environments.	97 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	・We will strive to secure necessary amount of research funding in order to promote research activities smoothly. We will also review the system as needed in order to utilize the funding effectively while managing the budget in an appropriate manner. ・We will continue to review the competitive research funding system in order to increase faculty members' motivation and to provide more support to research beneficial to the University.	98 PCD-CAS (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	
	(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	
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 implement the research funding by continuing to check whether it is appropriate in the day-to-day operations for expenditure. ·We will conduct compliance trainings for research activities through e-learning as in FY2019. Based on the requests from faculty members, we will conduct the trainings one month earlier than last FY. ·We will strive to improve faculty's awareness of research ethics and establish the system by continuously informing them of the regular holding of the Research Ethics Committee meetings.	99 PCD-CAS (JCD)

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Item	3. Measures for Achievement of Goals regarding Internationalization	Item	3. Measures for Achievement of Goals regarding Internationalization	
	<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)	We will provide opportunities for international joint research, etc. and disseminate the University information such as its globalization, specialties, fields of research to leading researchers in the world by covering the expenses of domestic / international conferences, etc. held at the UoA.	100 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 internship programs for various purposes. In order to improve the quality of the programs, we will ensure to follow up the situations before/during/after the trainings. 0(2)-2 In order to operate the SGU programs by ourselves in the future, we will establish the implementation system and enforce the collaboration system of the internship programs by, among other things, raising funding from companies. (2)-3 We will provide students with opportunities to improve the quality of their research by continuing to subsidize their travel expenses for attending overseas conferences as an incentive to submit and present papers.	101 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 cultivate students' communication skills and cross-cultural understanding needed for global talent by encouraging them to actively participate in study / internship abroad programs, international exchanges, etc. through freshman orientations, study abroad fairs, signage, etc. from the first year. (3)-2 We will contribute to the globalization in the region by having international students, Japanese students, faculty members and administrative staff participate in education programs for international understanding, exchange events, etc. in collaboration with regional educational institutions and municipalities.	102 CFG

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(4)	We will aim to increase the ratio to 6.3%(83people) of international students among all students.	(4)	We will strive to secure quality 3rd-year transfer students in collaboration with our international partner universities. Further, we will continue to aim for 6.3% of the students to be international students by increasing the number of international students at the graduate school and ICTG program through more effective student recruitment activities.	103 CFG
(5)	We will aim to increase the number to 50 of Japanese students who participate in study abroad programs.	(5)	We will increase the number of partner schools, companies, etc. for our short to mid-term study / internship abroad programs as well as improve the support system of the programs. We will also explain students the meaning of studying abroad and participating in internship programs as well as step-by-step career paths by utilizing information distribution tools such as freshman orientations, study abroad fair, and signage. Further, we will aim for the number of Japanese students who have studied abroad of 50 by obtaining external funding to reduce financial burden and encouraging as many students as possible to participate in the programs.	104 CFG

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Item	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 1. Measures for achievement of goals regarding collaboration and cooperation with local communities, etc.	Item	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 1. Measures for achievement of goals regarding collaboration and cooperation with local communities, etc.	
	<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)	(1)-1 Based on the UoA's regional contribution policy, we will proactively hold public lectures to support lifelong learning and education and studying for junior/senior high school students as well as dispatched lectures by our faculty members, by utilizing the specialties of the university.<UoA>	105 PCD-PPR
				106 JCD
(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 strive to attract more users by introducing our open facilities such as auditorium, gymnasia, LICTiA, library, etc. to external users through the website, etc. We will strive to attract more users by updating the website to introduce LICTiA facilities as well as creating flyers to promote the usage.	107 GAD-GAS SAD-SHWS ARC (JCD)
	<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 further disseminate the selling points of PCK and raise the awareness by utilizing social media, etc. At the same time, we will hold the 18th PCK 2020 and target to have 2,000 participants of high schools / technical colleges in the country by actively recruiting participants from western Japan.	108 PCD-PS

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(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)	(4)-1 In collaboration with relevant organizations such as Aizu Wakamatsu City, we will hold the (24th)"Computer Science Summer Camp at UoA 2020 " in which senior/junior high school students in and outside the prefecture participate (4)-2 We will implement invitation programs for high school students abroad for students in high schools in Hong Kong with which we signed a MOU for university-high school collaboration. Further, we will proactively accept university visits by students from schools our international students came from.	109 PCD-PS CFG
(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)	We will proactively advertise off-campus public lectures. At the same time, we will directly inform headmasters of high schools in the prefectures of the programs. Further, we will provide mock lectures to designated schools such as SSH and SGH and invite students for university visits.	110 SAD-SRS
(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 send our faculty members to senior/junior high schools in the prefecture such as Aizu Gakuho Senior High School and support the improvement of their academic performance and the globalization.	111 SAD-SRS

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(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)	We will exchange information and other things with municipalities, etc. we signed a partner agreement with, find regional issues and needs through AOI meetings, and discuss how to solve those regional issues.	112 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)	We will support the operation of managing prefectural health survey data owned by Fukushima Medical University by utilizing the LICTiA Data Center. At the same time, we will strive to create new joint research opportunities, etc. by demonstrating the technologies owned by the University that can be used in the medical/health field at technical exhibitions such as Medical Creation Fukushima.	113 PCD-CAS
(9)	We will work on initiatives based on the Fukushima Female Support Declaration and the Academia Consortium Fukushima.	(9)	We will strive to disseminate our new project "Female IT Professional Talent Development and Employment Support Project" in the prefecture, in collaboration with the Academia Consortium Fukushima in which the University participate. At the same time, we will support the establishment of society where women can be more successful by working on the initiatives to help women learn skills and find employment through the project.	114 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 promote the standardization of software technologies through trainings and the robot software review meetings of the Fukushima Robot Industry Promotion Council. At the same time, we will share the research results and technologies with various companies in the prefecture. In particular, we will contribute to the revitalization of companies in Hamadori by, among other things, enforcing the collaboration with companies in Hamadori where the Robot Test Field is located and supporting the local team to participate in the Word Robot Summit in August 2020.	115 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 AOI meetings held number of times a year and participated by many people from various regions and industries in the prefecture, we will strive to deploy the advanced ICT technologies (AI, IoT, VRI, etc.) we are working on in the region in collaboration with the UoA-launched ventures, other companies, etc.	116 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 who have skills and awareness about issues with companies by conducting talent development projects such as "Advanced ICT Industry Promotion Project" aimed for fostering advanced ICT specialists and encouraging young people to settle in the prefecture. We will also foster talent by solving problems utilizing ICT technologies such as applications and IoT.	117 ARC
	<The JCD>			
(13)	We will cooperate and collaborate with local organizations including municipalities in Fukushima prefecture in a way that leverages our expertise.	(13)		118 JCD
(14)	We will offer dispatch lectures and open lectures more than 80 times within the year.	(14)		119 JCD

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	<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)	In collaboration with Fukushima Information Industry Association, companies in Aizu Academia-Industry Consortium, commercial and industrial associations, UoA-launched venture companies as well as Fukushima Life and Employment Support Center in the seven prefectural districts, we will strive to help women find employment in IT companies or engage in work related to IT by offering e-learning or practical courses for women in and outside the prefecture wishing to find employment (work for a company or start business) in the prefecture as well as "Female IT Professional Talent Development and Employment Support Project".	120 ARC
(2)	Supporting the UoA-accredited venture companies, we will create and implement new privileges.	(2)	We will target to newly authorize two companies as UoA-accredited venture companies. Further, we will ask UoA-accredited companies their needs, discuss doable support measures, and implement them.	121 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)	We will work on regional industry development and talent development by utilizing the LICTiA (Data Center, etc.) and deploying our robot technologies supporting the Smart City Plan (Aizuwakamtsu City) with the knowledge of ICT technologies and deploying advanced robot technologies, etc., we will take measures to promote regional industries and to foster ICT specialists, through the fusion of local resources and ICT technologies.	122 ARC

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(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 contribute to the development of industry in the entire prefecture by searching seeds that meet the needs of society and market at AOI meetings as well as supporting their commercialization in Aizu region and other areas in the prefecture.	123 ARC

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	<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 aim to hold the AOI meetings for creation of innovation 300 times a year not just in Aizu District but in partner cities in the prefecture such as Koriyama City, Shirakawa City, and Minamisoma City. We will also target annual usage rate of 60% for LICTiA Cloud.	124 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 continue working on university-academia-government initiatives with prefecture-based companies and local municipalities by utilizing ICT in order to contribute to revitalization in the prefecture through the development of advanced technology industry. We will engage in fostering talent for robotics technologies based on the partner agreement with Minamisoma City and providing development support through joint research projects and commissioned projects initiated by AOI meetings. We will contribute to revitalization in the prefecture through the development of advanced technology industry by providing these support to the technology demonstration/development in collaboration with companies and municipalities as well as engaging in talent development.	125 PCD-CAS ARC

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(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)	Based on the MOU regarding cyber security, we will work with Fukushima Prefectural Police in information sharing, technical support, and talent development. We will support the operation of managing prefectural health survey data by Fukushima Medical University and give advice on provision of data for research purposes, utilizing our ICT knowledge.	126 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 Fukushima Information Industry Association, companies in Aizu Academia-Industry Consortium, commercial and industrial associations, UoA-launched venture companies, we will strive to foster IT talent by offering e-learning or practical courses for women in and outside the prefecture wishing to find employment (work for a company or start business) in the prefecture as well as "Female IT Professional Talent Development and Employment Support Project". We will recruit 30 people for web designer training course and 40 people for programmer training course.	127 ARC

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(5)	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.	(5)	We will promote the development of industry by holding AOI meetings with companies in Hamadori and relevant groups and companies, searching seeds that meet their needs, and supporting their commercialization. 　We will promote the development of talent leading the revitalization in the region through talent development program such as "Hamadori Robotics Specialist Development Program" for high school students and professionals in the region and "Advanced ICT Industry Promotion Project" to foster ICT talent and encourage young people to settle in the prefecture.	128 ARC
(6)	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.	(6)	We will add value with software and standardize software with software libraries through the review meeting for robotics/software by the Association of Promotion of Fukushima Robotics Industry. We also will foster ICT talent for revitalization through talent development trainings. In particular, we will support the revitalization by enhancing the partnership with companies in Hamadori where Robot Test Field is located. 　Further, having the "UoA Robot Test Field Research Center" as a hub, we will contribute to the realization of the Innovation Coast Project by working on the demonstration and development of advanced ICT technologies such as robotics technologies in industry-academia-government collaboration with local companies at the Robot Test Field as well as the initiatives for the World Robot Summit in 2020.	129 ARC

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	3. Measures for Achievement of Goals regarding Provision of Support to Reconstruction Efforts from the Great East Japan Earthquake		3. Measures for Achievement of Goals regarding Provision of Support to Reconstruction Efforts from the Great East Japan Earthquake	
	<The JCD>			
(7)	We will support activities of the Okuma-town junior high school from both side of facilities and education.	(7)		130 JCD
(8)	We aim for the community-based activities collaborating with local communities/companies to be implemented 5 times within the year.	(8)		131 JCD

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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 inform faculty members and administrative staff of the content of the code of conduct at Faculty Assembly meetings or by emails at the beginning of the FY. In addition, we will establish the organizational operation policy and share the content at the Deans and Directors Council and Faculty Assembly meetings.	132 GAD-GAS
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 establish information security policies and relevant regulations, etc. to enforce information security.	133 GAD-GAS
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 focusing on "appropriate collection of usage fees".	134 GAD-GAS
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 structures, and update them as needed.	135 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 open recruitment. E-2 Administrative staff will be recruited through "Hello Work" (employment service center) and selected based on the examinations to evaluate the nature and abilities the Corporation is looking for.	136 GAD-GAS
F	All administrative staff to corporate administrative staff ratio will be increased to 45%.	F	We will achieve 43% of the staff to be corporate by switching one prefectural personnel to corporate staff.	137 GAD-GAS

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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 rotations and trainings, we will request the Prefecture to dispatch female managers.	138 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 competence needed in business operation of the university, we will conduct training sessions based on the training system suitable for the university operation by utilizing external training programs.	139 GAD-GAS

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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 on reducing the amount of time to give explanations at meetings by distributing meeting materials in advance as well as reducing the amount of printing work by continuing paperless meetings.	140 GAD-GAS (JCD)
B	We will promote paperless meetings and the amount of paper purchased will be reduced by 5%.	B	We will reduce the amount of printing paper purchased by 1% by continuing to promote paperless meetings, double-sided printing, and reuse of back side.	141 GAD-FS (JCD)

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	(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 By proactively lending the data centers and conference spaces at LICTiA and securing tenants for R&D rooms and booth offices at UBIC when vacancies arise, we will target to achieve the total annual income from the usage fees of these facilities of 20 million yen. A-2 In order to promote the external use of the auditorium and gym, we will target to achieve the total annual income from the usage fees of these facilities of 3 million yen by sharing the availability of the facilities on the university website.	142 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	We will aim to disseminate the technologies we have by issuing collections of seeds or participating in technology exhibitions, etc. We will continue to collaborate with technology transfer agencies (TLO) in order to have more agreements of licensing permission	143 PCD-CAS (JCD)
C	For securing student support and research fund, donation system will be established and utilized.	C	C-1 In order to support students with financial difficulties, we will raise donations for the UoA Student Life Support Association in collaboration with local business associations and distribute prepaid cards to students by utilizing the donation.	144 SAD-SHWS
				145 JCD

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A	Through learning session for accounting staff, cost awareness and deep knowledge in accounting administration will be promoted.	A	We will improve professional competence of the staff by understanding the appropriate timing of training for newcomers, estimation of subsidies, budget drafting, financial accounting system replacement, etc. and holding information sessions for persons in charge and trainings effectively.	146 GAD-BAS
B	Issues among the current accounting system will be detected and improved.	B	Based on the "replacement plan for financial accounting system" created in FY2019, we will start using the new system in February. We will also hold information sessions for the staff in charge.	147 GAD-BAS
C	Conducting financial status analysis, we will conduct research on how we should use the result of said analysis.	C	We will create financial reports, share the information by making it easily understood internally and externally, and maintain the corporate finance healthy and efficient looking to the future operation.	148 GAD-BAS

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	<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 FY2019 annual plans. We will deliberate the results at the Office for Evaluation of the Corporation and the Management Council meetings with external experts and finalize them in the achievement reports as a corporation.	149 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 submit the achievement reports for FY2019 to the prefecture by the deadline. Then we will reflect the points to be improved in the operations of each university based on the results of the evaluation by the Public University Corporation Evaluation Committee.	150 PCD-PPR (JCD)
C	The performance report and evaluation result will be published internally and externally.	C	We will disclose the achievement reports for FY2019 created by the corporation and the results of the evaluation by the Public University Corporation Evaluation Committee on the UoA's and JCD's official website.	151 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	We will conduct administrative personnel evaluations in a fair, appropriate, and strict manner.	152 GAD-GAS
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	We will review the faculty achievement evaluation system following its trial run, brush up the system, and discuss how to reflect the evaluation results.	153 GAD-GAS (OPM)

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A	In line with the Information Publication System and Public University Corporation System, we will promote appropriate informational.	A	We will disclose the information required to be shared with the prefectural citizens such as corporate annual plans, appointment of executives, operation status of the university on the university website.	154 PCD-PPR (JCD)
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 proactively disseminate the outstanding initiatives, achievements, and innovative activities, etc. in the field of education, research, industry-academia collaboration, and regional contribution of the UoA and JCD in and outside the country, utilizing external media as well as the university websites.	155 PCD-PPR (JCD)

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A	Targeting faculty members and administrative staff, we will organize training sessions related to observation of laws and harassment prevention every year.	A	We will ensure compliance by conducting training sessions regarding harassment for new employees in April and for faculty members and administrative staff (mainly harassment consultation staff) in May as well as disseminating the content of the code of conduct to faculty members and administrative staff. We will conduct e-learning compliance trainings for research activities as in FY2019. We will bring forward the timing of the trainings by about one month compared to FY2019, based on the requests from faculty members. We will improve faculty's awareness of research ethics and establish the system by continuously informing them of the regular holding of Research Ethics Committee meetings.	156 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.	157 GAD-GAS

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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 long-term facility maintenance plan, we will conduct repair work and maintenance in a planned and efficient manner. (To be implemented) External wall repair work for Lecture Hall, Gym, and Research Quadrangles Waterproofing repair work for Energy Center and Library Elevator replacement work for Research Quadrangles Heating replacement work for JCD, etc. Regarding the plans for extending the service life of the university's facilities as a whole to replace the current long-term facility maintenance plan (until FY2023), we will create the plans for UoA, student dormitories and housing complex for faculty and staff. [repeated]	158 GAD-FS (JCD)
B	We promote the systematic remodeling of facilities showing significant signs of aging, such as the JCD dormitory.	B	We will appropriately manage the facilities in order to use the deteriorated JCD student dormitory for a longer time and maintain the living environment of the dormitory residents.	159 GAD-FS (JCD)
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	We plan to replace the academic administration system in October 2020. We will be fully prepared to replace the system by, among other things, transferring data and confirming security measures in the new system.	160 ISTC

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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	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	
				161 JCD
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	D-1 We will aim for improving library usability and coping with the limited space for library materials by adjusting shelving and increasing the number of e-books, etc. We will also continue to provide various academic information resources through academic books closely related to the content of lectures, e-journals, database establishment, and content registration with the academic repository. <UoA>	162 ISTC
				163 JCD

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	The 3rd Mid-term Plan		FY 2020 Annual Plan	
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 (3) Measures for achievement of goals regarding healthcare and safety management	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 (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	A-1 We will aim for 100% of UoA and JCD faculty members and administrative staff getting health checkups. We will also aim for 100% of those needing detailed examination getting re-check by having directors confirm the situations of their members. A-2 We will aim for 100% of students getting health checkups by further improving the environment to encourage them. The initiatives include encouraging UoA students to get the health checkups as well as reducing waiting time during the checkups. As for the students not getting the checkups, we will continue to set additional dates for the checkups as well as encourage them to get the checkups at external institutions.	164 GAD-GAS SAD-SHWS
				165 JCD
B	Mental-health check will be implemented for using it for mental care for faculty members and administrative staff.	B	We will summarize and analyze the results of mental health checkups, share the results with each division after reviewing them at the Health Committee meeting, utilize them to understand the situation, etc.	166 GAD-GAS
C	We will maintain and regularly check disaster and crime prevention facilities, and guard and safety management system.	C	Besides the legally mandated inspections of disaster prevention / security facilities and equipment, we will strive to ensure the security through voluntary inspections by the staff in charge.	167 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. We will also disseminate the action manuals to faculty members, administrative staff and students.	168 GAD-GAS (JCD)

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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 (3) Measures for achievement of goals regarding healthcare and safety management	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 (3) Measures for achievement of goals regarding healthcare and safety management	
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 in which students, faculty members, and administrative staff jointly participate.	169 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 *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	(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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	The 3rd Mid-term Plan		FY 2020 Annual Plan	
Item	IV. Other Matters	Item	IV. Other Matters	

5	Matters related to business operation provided for in prefectural rules
	(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]
	
	(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.
	
	(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.
	
	(4) Other necessary matters related to business operation of the Public University Corporation
		5	Matters related to business operation provided for in prefectural rules
			(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 manner 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.
			(4) Other Necessary Matters Related to the Operation and Management of the Corporation
			None.
				GAD-GAS
				GAD-FS
				GAD-BAS
				(JCD)

6	Student capacity
	  *See the attached appendix
		6	Student capacity
			  *See the attached appendix	