

COMPARISON BETWEEN THE MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	I Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University	Item	I Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University	Item	I Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University
	1. Measures to be taken to achieve goals regarding education		1. Measures to be taken to achieve goals regarding education		1. Measures to be taken to achieve goals regarding education
	(1) Measures to be taken to achieve goals regarding educational achievement		(1) Measures to be taken to achieve goals regarding educational achievement		(1) Measures to be taken to achieve goals regarding educational achievement
ア (ア)	The University of Aizu [Undergraduate School]	ア (ア)	The University of Aizu [Undergraduate School]	ア (ア)	The University of Aizu [Undergraduate School]
a	Restructuring of the academic departments will be carried out in order to conduct education and research conforming to progress made in computer science and engineering and the computer society.	a	The departments, the "Department of Computer Software" and the "Department of Computer Hardware" were integrated into a new department, the "Department of Computer Science and Engineering." In line with this reorganization, the new curriculum will be started and effectively operated.	a	The departments, the "Department of Computer Software" and the "Department of Computer Hardware" were integrated into a new department, the "Department of Computer Science and Engineering." In line with this reorganization, the new curriculum will be started and effectively operated.
b	Striving to nurture individuals with proposal-making ability, practical expertise, creativeness and an entrepreneurial spirit, so that they will be competitive in society, human resources will be developed while fostering abilities in solving daily issues in a scientific manner, making use of creativeness and innovative and useful ideas in individual students, with which students can cope with changes in the future.	b	Efforts shall be made for smooth operation of programs which respect the expectations and self-initiative of students, including SCCPs, the Aizu IT Nisshinkan Project and graduation thesis writing.	b	Efforts will be for smooth operation of programs which respect the expectations and self-initiative of students, including SCCPs, the Aizu IT Nisshinkan Project and graduation thesis writing.
c	With the foundation of logical thinking based on knowledge of mathematics and physics, in addition to knowledge of a broad range of humanities, social sciences, computer ethics and intellectual property, acquiring competence in computer science and engineering shall be aimed for. In addition to maintenance and improvement of students' basic health and physical strength which will be the basis of their campus life through health and physical education courses, etc., efforts for development of cheerful, flexible and well-rounded students shall be made.	c	<u>c. Curriculum advisors shall play a central role in encouraging students to earn academic credits in a well-planned manner.</u>	c	With regard to general education courses and physical activities in the new curriculum , the Center for Cultural Research and Studies shall play a central role in encouraging students to at least earn minimum number of academic credits in these categories required for graduation, with efforts to smoothly operate the new curriculum.
d	Individuals who have reliable skills and basic knowledge in the field of information and telecommunications focused on software and system design, and have attained fundamental knowledge in software engineering will be nurtured.	d	<u>d. Efforts shall be made for smooth management of the "Software Engineering Track" established</u> as a typical set of courses for students to acquire skills and the latest knowledge related to software engineering.	d	Contents of courses related to software engineering will be improved as a typical set of courses for students to acquire skills and the latest knowledge related to software engineering.
e	The University shall aim at increasing the percentage of students who have obtained computer-related certification (certification for engineers of basic information technology: from the current 25% to 50%, certification for software technical engineers: from the current 7% to 15%) by encouraging students to take relevant examinations.	e	e-1. Preparatory courses for "Information-Technology Engineers Examinations" shall be offered as courses allotted academic credits. e-2. Transportation service shall be provided for students who take certification examinations for basic information technology engineers. e-3. Grants shall be provided to successful students who passed certification examinations and acquired the certification for basic information technology engineers to encourage them to upgrade their skills.	e	e-1. Preparatory courses for "Information-Technology Engineers Examinations" shall be offered as courses allotted academic credits. e-2. Transportation service shall be provided for students who take certification examinations for basic information technology engineers. e-3. Grants shall be provided to successful students who passed certification examinations and acquired the certification for basic information technology engineers to encourage them to upgrade their skills.

f	For students who have aspirations to continue studying at the Graduate School, "research-oriented education" will be further promoted.	f	For instruction of SCCP and graduation theses, more advanced-level contents with high relevance to research to be conducted at the Graduate School shall be provided to students.	f	For instruction of SCCP and graduation theses, more advanced-level contents with high relevance to research to be conducted at the Graduate School shall be provided to students.
g	Consistency between upper division general education at the Undergraduate School and specialized education at the Graduate School shall be pursued. At the same time, depending on undergraduate students' needs, they shall be able to acquire academic credits from the Graduate School as well.	g	g. Efforts shall be made <u>in encouraging</u> students to take graduate courses.	g	Methods to allow undergraduate students to take graduate courses and <u>acquire credits for the courses will be deliberated on by the Academic Affairs Committee.</u> <u>as an agreement on such methods must be obtained from faculty members.</u>
h	Highly professional English language education shall be provided centered on faculty members who are native-like speakers of English and who have doctoral degrees (PhD) in relevant fields, aiming at acquisition of English language skills to be of practical use for research and development in the field of computer science, as well as in the international business scene.	h	The Center for Language Research will play a central role in conducting English language education useful for computer science and engineering toward the goal of students' presentation of graduation theses in English.	h	The Center for Language Research will play a central role in conducting English language education useful for computer science and engineering toward the goal of students' presentation of graduation theses in English.
	Students shall be encouraged to take English proficiency tests in order to demonstrate their English proficiency, so that 80% of students shall take such tests by the time of their graduation.		i-1. <u>In order to continue to encourage students to upgrade their skills.</u> grants will be given to students who acquired high scores in English proficiency tests such as TOEIC and TOEFL. i-2. The "TOEIC Institutional Special Program" shall be continued in order to offer students TOEIC tests at the University of Aizu i-3. For students' convenience in taking TOEFL tests, the University of Aizu shall continue serving as a test site for Internet-based TOEFL tests.		i-1. Grants shall be given to students who acquired high scores in English proficiency tests such as TOEIC and TOEFL to encourage students to upgrade their skills. i-2. The "TOEIC Institutional Special Program" shall be continued in order to offer students TOEIC tests at the University of Aizu i-3. For students' convenience in taking TOEFL tests, the University of Aizu shall continue serving as a test site for Internet-based TOEFL tests.
(イ)	[The Graduate School]	(イ)	[The Graduate School]	(イ)	[The Graduate School]
a	Restructuring of the fields of study of the Graduate School will be carried out in order to conduct education and research conforming to progress made in computer science and engineering and the computer society.	a	a. Smooth operation of the department, the "Graduate Department of Computer and Information Systems" which has integrated the former two graduate departments, and the "Graduate Department of Information Technology and Project Management" will be focused on.	a	Smooth operation of the new department, the "Graduate Department of Computer and Information Systems" which will integrate the existing two graduate departments, and the "Graduate Department of Information Technology and Project Management" will be focused on.
b	Education shall be conducted to foster individuals who are interested in integration of multiple fields of specialization.	b	b. Creative factory seminars, in which seminars and collaborative research involving multiple laboratories are promoted, will continue.	b	Creative factory seminars, in which seminars and collaborative research involving multiple laboratories are promoted, will continue.
c	The Center for Language Research shall conduct research on methods of teaching scientific English expressions, and shall at the same time, use these results to conduct English education as common courses of the Graduate School.	c	c. English tests shall <u>be given</u> to Master's students <u>on a periodic basis</u> in order to confirm development of students' language skills. In addition, courses to improve students' English proficiency in the Master's Program at the Graduate School shall be <u>offered</u> .	c	Giving Master's students English tests both at the time of entrance and completion of the program will be deliberated on in order to confirm development of students' language skills. In addition, <u>consideration of establishment of new inter-graduate departmental courses</u> to improve students' English proficiency in the Master's Program at the Graduate School <u>shall be continued</u>.
d	Consideration shall be given to establish programs flexible enough to accept students who have already started their professional careers.	d	d. Course durations convenient for the attendance by working people will be established by increasing the number of intensive courses and other measures.	d	Course durations convenient for the attendance by working people <u>will be established by increasing the number of intensive courses and other measures.</u>

e	Concerning conferment of doctoral degrees, efforts shall be made to increase the number of individuals to whom degrees will be conferred, utilizing the system for conferment of doctoral degrees based on theses submitted by people not enrolled at the Graduate School and students who withdrew from the program following fulfillment of the standard academic residence requirement, while maintaining the quality of doctoral theses.	e	e-1. Supervision of students by more than one faculty member will be put into practice on a trial basis, in order to increase the number of students who successfully complete relevant graduate programs, <u>and to ensure thorough management of progress made on research.</u> e-2. <u>Utilization of the "Ronpaku degree" system for individuals outside the University and for former students who withdrew from the Graduate School after satisfaction of the minimum residence requirement will be discussed.</u>	e	e-1. Supervision of students by more than one faculty member will be put into practice on a trial basis, in order to increase the number of students who successfully complete relevant graduate programs. e-2. In-depth management of students' progress regarding research by research advisors shall be implemented.
イ	The Junior College Division	イ	The Junior College Division	イ	The Junior College Division
(ア)	Students shall attain knowledge regarding methodologies and technical theories through practical education including experiments, practical training, and exercises based on fundamental knowledge in their specialized fields. This will give them motivation in their studies to proactively take on challenges, and it will facilitate fostering of human resources with the abilities to take action and achieve results.	(ア)	Students will be asked to resolve problems in their graduation research seminars, special exercise assignments, and experiments, practical training, and exercises, utilizing fundamental knowledge in their specialized fields to their best advantage. This will facilitate fostering of not only acquisition of knowledge and technical skills, but also skills in deductive reasoning, application, and creativity.	(ア)	Students will be asked to resolve problems in their graduation research seminars, special exercise assignments, and experiments, practical training, and exercises, utilizing fundamental knowledge in their specialized fields to their best advantage. This will facilitate fostering of not only acquisition of knowledge and technical skills, but also skills in deductive reasoning, application, and creativity.
(イ)	To develop well-rounded individuals and to instill motivation for learning on their own initiative, improvement of the curriculum will be carried out so that students can become successful members of society for the rest of their lives. Students will be educated in special small-class exercise environments, so that the Junior College can be aware of students' progress and their ambitions regarding career plans, and be given motivation regarding their studies and lifework, etc.	(イ)	In addition to provision of guidance programs at the time of admission and at the beginning of the first and second semesters to give advice to students regarding completion of their studies, faculty from each of the departments, centered around the members of the Student Health and Welfare Committee, will give students motivation to complete their studies in a systematic <u>and multi-faceted manner.</u>	(イ)	In addition to provision of guidance programs at the time of admission and at the beginning of the first and second semesters to give advice to students regarding completion of their studies, faculty from each of the departments, centered around the members of the Student Health and Welfare Committee, will give students motivation to complete their studies systematically .
(ウ)	Improvement of liberal arts and upper-division courses will be carried out to develop broad cultural knowledge and high level ethical perspectives, so that students will be capable of making appropriate decisions and acquire general competencies.	(ウ)	The Junior College will foster decision making abilities and general competencies in its liberal arts courses and upper-division courses by providing students with knowledge and perspectives over a broad range of fields outside of their fields of specialization to develop abilities to synergize, diversify, and apply acquired knowledge.	(ウ)	The Junior College will foster decision making abilities and general competencies in its liberal arts courses and upper-division courses by providing students with knowledge and perspectives over a broad range of fields outside of their fields of specialization to develop abilities to synergize, diversify, and apply acquired knowledge.
(エ)	Upper-division courses will be improved so that students can acquire creative processing capabilities to identify and resolve problems regarding projects that they work on, to adjust to the changing of times, and to address specific situations in an appropriate manner.	(エ)	Education utilizing a format where students identify and resolve <u>current</u> problems regarding assigned themes will be improved, centered around specialized courses, graduation research seminars, and special exercise assignments.	(エ)	Education utilizing a format where students identify and resolve problems regarding assigned themes will be improved, centered around specialized courses, graduation research seminars, and special exercise assignments.

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ア (ア) a	ア Specific measures regarding selection of students in accordance with policy of acceptance of admitted students (admission policy) (ア) The University of Aizu a Undergraduate School	ア (ア) a	ア Specific measures regarding selection of students in accordance with policy of acceptance of admitted students (admission policy) (ア) The University of Aizu a Undergraduate School	ア (ア) a	ア Specific measures regarding selection of students in accordance with policy of acceptance of admitted students (admission policy) (ア) The University of Aizu a Undergraduate School
(a)	Increasing student capacity shall be considered at the Undergraduate School.	(a)	Increasing student capacity for the Undergraduate School shall be deliberated on by the Deans and Directors Council.	(a)	Increasing student capacity for the Undergraduate School shall be deliberated on by the Deans and Directors Council.
(b)	(b) Activities of the Admission Center shall be improved, including investigation and research on methods for selection of successful applicants and public relations for recruiting of students.	(b)	(b) Administrative staff will be placed at the Admissions Center to expand and enrich the activities of the Center.		
(b) (c)	Students with a sense of purpose in the specific field, computer science and engineering, shall be actively admitted to the University.	(b) (c)	The Admissions Center shall be responsible for analysis and evaluation of situations regarding applications for admission and results from entrance examinations up to academic year 2008, based on the admission policy, so that measures to increase effectiveness in ensuring applicants for admission can be discussed and implemented.	(b)	Based on the admission policy, public relations activities to attract more students shall be proactively implemented with the help from faculty members and students.
(c) (d)	As mathematics and English are indispensable and fundamental subjects for studying computer science and engineering, questions shall be given focusing on mathematics and English.	(c) (d)	The entrance examinations will continue to place an emphasis on mathematics and English.	(c)	Results from the previous year's entrance examinations shall be evaluated and selection methods shall be examined by the Admissions Center. The entrance examinations will continue to place an emphasis on mathematics and English.

(d) (e)	Special admissions: Admission by recommendation for applicants residing in the Prefecture (admission capacity: 20% of the entire admission capacity), which has been conducted since opening of the University, shall continue to be conducted. In addition, admission by recommendation for applicants all over Japan shall be conducted and improved .	(d) (e)	Situations regarding applications for admission up to ___ academic year 2008 and results from entrance examinations, etc. shall be analyzed and evaluated by the Admissions Center, so that the admission capacity for special selection can be reviewed and so that excellent students can be ensured.	(d)	Results from the previous year's entrance examinations shall be evaluated by the Admissions Center, so that the present system for special selection can be more firmly established .
(e) (f)	For the purpose of providing students opportunities to enjoy university education at a stage of education earlier than in the conventional Japanese school system, a system that allows second-year high-school students to be admitted (early admission) shall be introduced, aiming at nurturing human resources with broadened horizons and flexible thinking that promote creative research that can contribute to the world in the future.	(e) (f)	Situations regarding applications for admission up to ___ academic year 2008 and results from entrance examinations, etc. shall be analyzed and evaluated by the Admissions Center, so that the present system for early admission can be more firmly established.	(e)	Results from the previous year's entrance examinations shall be evaluated by the Admissions Center, so that the present system for early admission can be more firmly established.
(g)	<i>(New)</i> A university dormitory shall be established to help students study at the University without anxiety while they take up residency in the dormitory.	(g)	<i>(New)</i> In order to help students increase motivation to study and spend their campus life with peace of mind, a plan for establishment of a university dormitory shall be made, in parallel with discussion on rules for management of the dormitory.		
b	The Graduate School	b	The Graduate School	b	The Graduate School
(a)	Educational environments shall be improved through offering of more conversion courses for students graduating from undergraduate schools who majored in fields other than computer related fields, to help them become oriented to studies in computer science, so that a wide range of students can be accepted.	(a)	Concerning increase of the number of conversion courses offered, it shall continue to be examined, also taking into consideration links with the Undergraduate School	(a)	Concerning increase of the number of conversion courses offered, it shall continue to be examined , also taking into consideration links with the Undergraduate School
(b)	Concerning methods for acceptance of mid-career professionals, change of periods of enrollment, such as long-term and one-year enrollment systems, in addition to improvement of convenience for commute by opening nighttime and holiday classes at satellite offices shall be considered.	(b)	Arrangement of convenient ___ course durations and opportunities for people to remotely attend University of Aizu courses ___ by increasing the number of intensive courses and other measures shall be discussed .	(b)	Course durations convenient for attendance by working people will be taken into consideration by increasing the number of intensive courses and other measures. In addition, detailed work in preparation for establishment of a satellite campus in Tokyo will be started.
(c)	Selection of international students for admission to the Graduate School has been carried out without applicants having to come to Japan. Acceptance of excellent international students shall be implemented by means of cooperation, agreements, treaties, etc. with universities in other countries.	(c)	Efforts will be made to recruit excellent students from overseas universities based on the Dual Degree Program, etc.	(c)	Efforts will be made to recruit excellent students from overseas universities based on the Dual Degree Program, etc.

<p>(d) Early admission/early entrance which allows third-year students of the Undergraduate School to enter the Graduate School shall be continuously implemented.</p>	<p>(d) In order to acquire excellent students, early admission into the Graduate School (early university entrance) shall be widely publicized.</p>	<p>(d) In order to acquire excellent students, early admission into the Graduate School (early university entrance) shall be widely publicized.</p>
<p>(e) <i>(New)</i> <u>In order to enhance motivations of students in their first or second year to proceed to the Graduate School, a program which allows students to complete the undergraduate program and the master's program of the University in a well-planned and efficient manner shall be implemented.</u></p>	<p>(e) <i>(New)</i> <u>A Five-Year Program for Completion of Undergraduate and Master's Programs through Integration of the Programs shall be made well-known to students, so that this program can be more firmly established.</u></p>	
<p>(イ) The Junior College Division a <u>Securing recruiting of highly motivated students shall be worked on in a strategic manner.</u> taking into account the Junior College Division's policy regarding recruiting of students to be accepted for admission to the College will focus on securing highly motivated students who understand the College's educational missions and objectives.</p>	<p>(イ) The Junior College Division a <u>Securing of excellent students shall be worked on in a strategic manner.</u> taking into account the Junior College Division's admission policy will focus on securing highly motivated students who understand the College's educational missions and objectives.</p>	<p>(イ) The Junior College Division a The Junior College Division's admission policies for each of the departments will focus on securing highly motivated students who understand the College's educational missions and objectives.</p>
<p>(a) Specific details regarding policies of each of the departments for acceptance of students for admission will be announced and publicized via the College's website.</p>	<p>(a) (a) Specific details regarding policies of each of the departments for acceptance of students for admission will be announced and publicized via the open campus events and in the College's introductory pamphlet and the website. <u>Also, these policies shall be reflected on policies for interviews for selection of successful applicants by recommendation and the second period general selection, as well as for making exam questions for the first period general selection. The admission policy will also be explained to students at different times including the orientation meeting for new students.</u></p>	<p>(a) Specific details regarding admission policies for each of the departments will be announced and publicized via the open campus events and in the College's introductory pamphlet and the website.</p>

(b)	Public relations activities will be improved through visits to high schools, explanatory meetings regarding extension of studies held at high schools and other venues, and open campus events.	<p>(b) (b-1) High school visitations will be held in August and September for high schools within the Prefecture. Trends pertaining to students' progression in seeking further education and employment will be studied in addition to provision of information regarding the situations of currently enrolled students and graduates from the College, while carrying out public relations and advertisement for the College, based on responsibilities delegated to all faculty members. Visits to high schools outside the prefecture will also be carried out, based on careful selection of schools for which publicity can be expected to have significant effects.</p> <p>(b-2) Efforts will be made to delegate responsibilities to faculty members to proactively participate in events sponsored by companies that plan events for students who intend to take entrance examinations, newspaper companies, and explanatory meetings and educational advancement guidance meetings, regarding public relations activities. The College will also participate in educational advancement guidance meetings held outside the Prefecture,</p> <p>(b-3) Provision of clearer information pertaining to entrance examinations, the admission policy for each of the three departments, educational content, and employment/advancement to higher educational programs will be offered at Open Campus events, while extending PR activities, utilizing companies which plan advertising publications. Efforts will also be made in increasing interest and understanding by providing opportunities for firsthand observation of the College's educational content and educational environment through participation in events such as mock lectures, open lectures, and observational visits regarding the College's facilities and equipment.</p> <p>(b-4) The Open campus will continue to be held in conjunction with the College's festival, and the College will be prepared to conduct question and answer sessions for students who request consultations, and the participation of their parents or guardians will be welcomed.</p> <p>(b-5) <u>Model students of the Junior College Division will be dispatched to high schools they graduated from as home-coming reporters to provide high school students with information on the Junior College Division, in order to attract more prospective students.</u></p>	<p>(b) (b-1) High school visitations will be held in August and September for high schools within the Prefecture. Trends pertaining to students' progression in seeking further education and employment will be studied in addition to provision of information regarding the situations of currently enrolled students and graduates from the College, while carrying out public relations and advertisement for the College, based on responsibilities delegated to all faculty members. Visits to high schools outside the prefecture will also be carried out, based on careful selection of schools for which publicity can be expected to have significant effects.</p> <p>(b-2) Efforts will be made to delegate responsibilities to faculty members to proactively participate in events sponsored by companies that plan events for students who intend to take entrance examinations, newspaper companies, and explanatory meetings and educational advancement guidance meetings, regarding public relations activities. The College will also participate in educational advancement guidance meetings held outside the Prefecture,</p> <p>(b-3) Provision of clearer information pertaining to entrance examinations, the admission policy for each of the three departments, educational content, and employment/advancement to higher educational programs will be offered at Open Campus events, while extending PR activities, utilizing companies which plan advertising publications. Efforts will also be made in increasing interest and understanding by providing opportunities for firsthand observation of the College's educational content and educational environment through participation in events such as mock lectures, open lectures, and observational visits regarding the College's facilities and equipment.</p> <p>(b-4) The Open campus will continue to be held in conjunction with the College's festival, and the College will be prepared to conduct question and answer sessions for students who request consultations, and the participation of their parents or guardians will be welcomed.</p> <p>(b-5) Effective activities for publicity other than those described above will be considered, such as posting of educational advancement network information lists.</p>
(c)	Efforts will be made in public relations for the College while promoting linkage, etc. with high schools through holding of new dispatched lectures by faculty members of the College at high schools.	<p>(c) (c) A system of dispatched lectures for high schools will be implemented. Efforts will be made in promotion and PR for the College to provide motivation and to help students find an interest in academics, giving them broader perspectives regarding their future career plans by offering easily understood, specialized lectures at high schools. Regarding university-high school collaboration, based on the agreement on university high school collaboration with Fukushima Prefecture Gakuho High School, the College will send faculty members to the high school and accept Gakuho students for courses offered at the College. In addition to this, based on the agreement on university high school collaboration with Yamagata City Commercial High School, faculty members of the College will conduct remote lectures, etc. for the high school.</p>	<p>(c) A system of dispatched lectures for high schools will be implemented. Efforts will be made in promotion and PR for the College to provide motivation and to help students find an interest in academics, giving them broader perspectives regarding their future career plans by offering easily understood, specialized lectures at high schools. Regarding university-high school collaboration, based on the agreement on university high school collaboration with Fukushima Prefecture Gakuho High School, the College will send faculty members to the high school and accept Gakuho students for courses offered at the College. In addition to this, based on the agreement on university high school collaboration with Yamagata City Commercial High School, faculty members of the College will conduct remote lectures, etc. for the high school.</p>
(d)	Improvement of tools supporting public relation activities such as introductory pamphlets, the College's website, and published announcements will be made.	<p>(d) (d-1) Reassessment of the College's introductory pamphlets will be conducted, and the College's educational objectives and admission policies, etc. will be publicized in an easily understood manner. Further improvements in the descriptions regarding the College's educational missions, educational content, and facilities and equipment will also be made. <u>In addition, leaflets (digest version) and posters of the Junior College Division will be created.</u></p> <p>(d-2) The College's website will be made more user-friendly and further improvements will be made in provision of information pertaining to entrance examinations, curriculums, campus life, careers after graduation, and activities for contribution to the local region. <u>Starting from AY 2009, the Junior College Division's website will be made accessible from mobile phones.</u></p>	<p>(d) (d-1) Reassessment of the College's introductory pamphlets will be conducted, and the College's educational objectives and admission policies, etc. will be publicized in an easily understood manner. Further improvements in the descriptions regarding the College's educational missions, educational content, and facilities and equipment will also be made.</p> <p>(d-2) The College's website will be made more user-friendly and further improvements will be made in provision of information pertaining to entrance examinations, curriculums, campus life, careers after graduation, and activities for contribution to the local region.</p>

(e)	<i>(New)</i> <u>A new web-based means of publicity of the Junior College Division which will allow direct access by perspective students and their parents shall be started, and a system for publicity of the Junior College Division which involves graduates in PR activities will be discussed.</u>	(e)	<i>(New)</i> <u>(e-1) Publicity of admission information of the Junior College Division through commercial websites which provide information of universities for prospective students and their guardians will be implemented.</u> <u>(e-2) A system for publicity of the Junior College Division which involves graduates in PR activities will be discussed.</u>		
b	The suitability of the College's entrance examination systems will be reviewed, and necessary revisions will be made, if necessary.	b	b-1 Entrance examination systems will be reviewed through implementation of measures such as studies conducted regarding results from surveys given to students, and necessary revisions will be made if necessary. b-2 Review of the entrance examination systems will <u>continue</u> , centered around the entrance examination system for admission by recommendation. <u>The existing entrance examination system shall be revised as needed.</u>	b	b-1 Entrance examination systems will be reviewed through implementation of measures such as studies conducted regarding results from surveys given to students, and necessary revisions will be made if necessary. b-2 Review of the entrance examination systems will be conducted, centered around the entrance examination system for admission by recommendation, aiming at further improvement.
c	<i>(New)</i> <u>In order to attract more entrants to the Junior College Division, contents of education shall be improved on a stable basis and its facilities and equipment shall be improved and renewed in a well-planned manner.</u>	c	<u>c-1 Discussion on improvement of educational contents shall continue under the leadership of the Academic Affairs and Welfare Committee, taking into account needs of the times.</u> <u>c-2 The air-conditioning equipment and the counseling room shall be renovated, along with renewal of other equipment for use in education and research. With regard to the dormitory which has deteriorated due to age, an investigation will start for possible improvements.</u> <u>c-3 Results regarding improvement of educational contents and renovation of facilities and equipment shall be made public through the College's website on a timely basis.</u>		
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(a)	First-year students shall study both specialized courses and basic education courses, and curriculum shall be designed, taking into consideration a broad range of studies for accumulation of knowledge regarding specialized education, focusing attention on student understanding, shall be designed.	(a)	A systematic curriculum consisting of three course groups, i.e. the general education course group, the English language course group, and the specialized course group, will allow students to select courses in these categories at their own discretion from their first year and on.	(a)	A systematic curriculum consisting of three course groups, i.e. the general education course group, the English language course group, and the specialized course group, will allow students to select courses in these categories at their own discretion from their first year and on.
(b)	The curriculum shall be revised based on international standards in order to improve knowledge and skills to be provided to students, tailored to progress in computer science and technology, and respond to the demands of the times.	(b)	Efforts will be made to smoothly administer the new curriculum created on the basis of the latest trends in fields of computer science and engineering.	(b)	Efforts will be made to smoothly administer the new curriculum created on the basis of the latest trends in fields of computer science and engineering.
(c)	Education shall be provided to nurture individuals with practical knowledge and skills regarding software technology in order to meet the needs of society.	(c)	Efforts will be made to smoothly administer the track system established according to society's demands and to help student acquire practical knowledge and skills in a systematic manner.	(c)	Efforts will be made to smoothly administer the track system established according to society's demands and to help student acquire practical knowledge and skills in a systematic manner.
(d)	Based upon technical terminology related to computers, instruction on useful English expressions in specialized fields shall be provided to students.	(d)	English language education at the University are conducted at two different levels in parallel for each semester, i.e. "reception" with a focus on listening and reading, and "production" with a focus on speaking and writing for students studying computer science and engineering, with the Center of Language Research playing a central role in this endeavor.	(d)	English language education at the University will be conducted at two different levels, i.e. "reception" and "production" for students studying computer science and engineering, with the Center of Language Research playing a central role.
b (a)	b The Graduate School (a) Master's Program	b (a)	b The Graduate School (a) Master's Program	b	Master's Program

(a) —	Standardization of the term system with the Undergraduate School shall be examined in order to deepen correlation with Undergraduate School education.	(a) —	Issues pertaining to unification of the academic term systems used by Undergraduate and Graduate Schools shall be clarified.	(a)	Issues pertaining to unification of the academic term systems used by Undergraduate and Graduate Schools shall be clarified.
(b) —	Consistency of curriculum with the Undergraduate School education shall be improved by operating in conjunction with research-driven education at the Undergraduate School so that Undergraduate School students who are planning to go on to the Graduate School can conduct research, once they are in the Graduate School.	(b) —	Curriculums of the Graduate School corresponding to the new curriculum of the Undergraduate School shall be considered.	(b)	Curriculums of the Graduate School corresponding to the new curriculum of the Undergraduate School shall be considered.
(c) —	Curricula shall be flexibly reviewed to promote education including revision of courses and subjects to nurture individuals with practical knowledge and skills regarding software technology in order to meet the needs of society.	(c) —	The Leading-edge IT Specialist Program shall be <u>smoothly managed</u> in order to conduct practical education for fostering of software specialists.	(c)	The Leading-edge IT Specialist Program shall be inaugurated in order to conduct practical education for fostering of software specialists.
(d) —	General courses common to the fields of study of the Graduate School shall be provided as basic courses for the Graduate School.	(d) —	<u>Regarding regular courses, core courses shall be selected for each field of study, so that students can concentrate on these core courses in their fields of study and can take other regular courses in other fields of study.</u>	(d)	(d-1) New subjects which should be recognized as inter-departmental courses for the Graduate School of Computer Science and Engineering of the University of Aizu shall be examined. (d-2) New courses which should be offered to students as inter-departmental courses for respective graduate departments shall be examined. (d-3) The Center for Language Research shall continue to examine inter-departmental courses to improve students' English proficiency.
(e) —	Proactively collaborating with society, unique and creative educational measures at the University shall be conducted such as creative factory seminars, which aim at active collaboration between students in order to return research achievements to society.	(e) —	Creative Factory Seminar presentations shall continue and the achievements of seminars shall be evaluated by the Academic Affairs Committee members, in order to fulfill the quality of the seminars.	(e)	Creative Factory Seminar presentations shall continue and the achievements of seminars shall be evaluated by the Academic Affairs Committee members, in order to fulfill the quality of the seminars.
(f) —	Education, so that students will be able to give internationally viable presentations will be offered, such as encouraging students to listen to various presentations beyond their majors and grade levels to acquire broad fields of knowledge, and also implementing presentation seminars so that students can receive effective presentation skill training, shall be provided.	(f) —	Presentations by students suitable for international settings shall be aimed for through a requirement for students in the Leading-edge IT Specialist Program to present their research achievements at international conferences, <u>while efforts are made to improve presentation seminars.</u>	(f)	Presentations by students suitable for international settings shall be aimed for through a requirement for students in the Leading-edge IT Specialist Program to present their research achievements at international conferences.
—	<i>(New)</i> <u>In order to respond to emerging needs for education and research which take into account advancements in integration and blending of learning and contribution to local regions and communities, and to improve the quality of education, cooperation with other universities in terms of education and preparation of joint research curriculums shall be discussed.</u>	—	<i>(New)</i> <u>Investigations and discussions shall be made, focusing on possible areas of education and research for joint graduate programs which can be realized in cooperation with other graduate schools.</u>		
€ (b)	Doctoral Program	€ (b)	Doctoral Program	c	Doctoral Program
(a) —	Individuals who can become independent researchers in the future shall be nurtured through experiencing research activities as collaborative research partners with faculty members aiming at achieving goals of high standards with utilizing the RA system.	(a) —	From the perspective of nurturing researchers, further utilization of the RA system shall be aimed for.	(a)	From the perspective of nurturing researchers, further utilization of the RA system shall be aimed for.

(b) —	Advanced training regarding research methodologies, etc. shall be implemented in special seminars and special research.	(b) —	(b) Supervision of students by more than one faculty member will be put into practice on a trial basis.	(b)	Supervision of students by more than one faculty member will be put into practice on a trial basis.
(イ)	The Junior College Division	(イ)	The Junior College Division	(イ)	The Junior College Division
a	A curriculum will be established where students will acquire specialized knowledge and skills efficiently over a short period of time.	a-1	In order to increase efficiency of education of _____ computer-related courses, these courses shall be offered at an early juncture of the curriculum, so that students can acquire computer literacy. Also, experiments, practical training, and exercises centered around computer related courses will be appropriately scheduled, so that students can acquire knowledge regarding relevant methodologies and technical theories over a short period of time.	a-1	Along with measures by the College to increase the efficiency of education, students will acquire computer literacy , and also acquire knowledge regarding methodologies and technical theories over a short period of time through experiments, practical training, and exercises centered around computer related courses .
a	A curriculum will be established where students will acquire specialized knowledge and skills efficiently over a short period of time.	a-2	Graduation research seminars and special exercise assignments will be conducted in small-sized class settings. Assigned research themes must be completed between one year to one and a half years. Students' are given motivation through the mutual two-way communication between faculty and students, and are thus able to acquire knowledge of methodologies and technical theories.	a-2	Graduation research seminars and special exercise assignments will be conducted in small-sized class settings. Assigned research themes must be completed between one year to one and a half years. Students' are given motivation through the mutual two-way communication between faculty and students, and are thus able to acquire knowledge of methodologies and technical theories.
b ○	General Education Courses	b ○	General Education Courses	b ○	General Education Courses
	Regarding courses and content of liberal arts courses, making correlations between upper-division courses will be carried out. Courses will also be offered so that students' needs can be reflected in the courses.		Effective placement of correlated courses and correspondence with faculty members in charge of specialized courses in each of the departments will be carried out, while making use of results of student surveys.		Effective placement of correlated courses and correspondence with faculty members in charge of specialized courses in each of the departments will be carried out, while making use of results of student surveys.
○ ·	Upper-division Courses · Systematic Organization of Curriculums	○ ·	Upper-division Courses · Systematic Organization of Curriculums	○ ·	Upper-division Courses · Systematic Organization of Curriculums
(a)	Efforts will be made to improve educational programs with concentration on small-class educational environments.	(a)	Education will be conducted focusing on small-class educational environments with mutual two-way communication in graduation research courses and seminars	(a)	Education will be conducted focusing on small-class educational environments with mutual two-way communication in graduation research courses and seminars
(b)	Promotion of increasing awareness of objectives and systematic completion of courses will be carried out, and course completion models will be provided to students.	(b)	Advice regarding completion of studies will be carried out by providing models created for completion of courses according to learning objectives for each of the departments, courses and areas , and these models will be provided to students at the time of admission to the College, at the beginning of the first and second semesters, and at guidance meetings.	(b)	Advice regarding completion of studies will be carried out by providing models created for completion of courses according to learning objectives for each of the departments, and these models will be provided to students at the time of admission to the College, at the beginning of the first and second semesters, and at guidance meetings.
(c)	Educational objectives and goals will be reviewed for timely adaptation to the current generation, and necessary revisions will be made, if necessary.	(c)	Educational objectives and goals will be reviewed with a focus on the future for each field of specialization, while taking into consideration timely responses to technology, knowledge, and issues of the times, and improvement of departmental programs will be conducted with awareness of history of the programs.	(c)	Educational objectives and goals will be reviewed with a focus on the future for each field of specialization, while taking into consideration timely responses to technology, knowledge, and issues of the times, and improvement of departmental programs will be conducted with awareness of history of the programs.
·	· Problem-solving skills and creative processing capabilities will be fostered.	·	· Problem-solving skills and creative processing capabilities will be fostered.	·	· Problem-solving skills and creative processing capabilities will be fostered.
(a)	Encouragement of students to take graduation research seminars and special exercises, etc. will be conducted, and making these courses required will also be considered.	(a)	Seminars for graduation research and special exercises shall be made compulsory, or students shall be encouraged to take these seminars and exercises.	(a)	(a-1) At the time of implementation of guidance meetings, students will be encouraged to take special exercise courses, etc. (a-2) Graduation research will become required in the curriculum.

(b)	Opportunities to foster problem-solving skills and creative processing capabilities will be increased.	(b)	Regional and societal issues will be clarified, and efforts will be made to propose specific solutions to these issues through creative development by way of collaboration with the Center for Rejuvenation of Local Communities, <u>taking advantage of practical studies through local projects and graduation research</u> . The significance/purposes, direction, and research methodologies, etc. of themes will be further explored.	(b)	Well-thought improvements will be carried out regarding establishment of research themes. Regional and societal issues will be clarified, and efforts will be made to propose specific solutions to these issues through creative development by way of collaboration with the Center for Rejuvenation of Local Communities . The significance/purposes, direction, and research methodologies, etc. of themes will be further explored.
(c)	Presentation opportunities will be increased, and these presentations will be considered for opening to the general public.	(c)	Opportunities will be increased regarding opening of graduation research seminars and <u>practical studies through local projects</u> to the public, and at the same time, efforts will be made to hold presentation and report meetings at related institutions and target regions.	(c)	Opportunities will be increased regarding opening of graduation research seminars and special exercise assignments to the public, and at the same time, efforts will be made to hold presentation and report meetings at related institutions and target regions.
·	· Regarding students who intend to acquire certifications and/or qualifications, the College has set a goal of 100% as a success rate.	·	· Regarding students of the Department of Food and Nutrition Sciences who intend to acquire qualification as certified registered dietician, <u>as qualified applicants for the examination for nutrition information managers, and as food specialists</u> , and students of the Department of Social Welfare Sciences who intend to acquire qualification in childcare or social welfare, the College has set a goal of 100% as a success rate. <u>Improvement of the environment for acquisition of qualifications related to bookkeeping, color coordination, and architecture will be conducted by the Industrial Information Department.</u>	·	· Improvement of the environment for acquisition of qualifications pertaining to bookkeeping and color coordination will be conducted by the Industrial Information Department . Regarding students of the Department of Food and Nutrition Sciences who intend to acquire qualification as certified registered dietician and students of the Department of Social Welfare Sciences who intend to acquire qualification in childcare or social welfare, the College has set a goal of 100% as a success rate.
ウ (ア) a	ウ Specific measures regarding educational methodology (ア) The University of Aizu a Undergraduate School	ウ (ア) a	ウ Specific measures regarding educational methodology (ア) The University of Aizu a Undergraduate School	ウ (ア) a	ウ Specific measures regarding educational methodology (ア) The University of Aizu a Undergraduate School
(a)	SCCPs (Student Cooperative Class Projects) shall be provided to students starting from their first-year in order to have them realize the importance of upper division education courses.	(a)	Students will be encouraged to actively join SCCPs from their first year.	(a)	Students will be encouraged to actively join SCCPs from their first year .
(b)	Small classes and seminars shall be formed to encourage interactive education.	(b)	A small-group educational system shall be deliberated on for implementation at the University.	(b)	A small-group educational system shall be deliberated on for implementation at the University.
(c)	Practical skills regarding programming, diversified computer operating and English language proficiency shall be provided.	(c)	Acquisition of practical skills by students shall be aimed for, taking advantage of programming courses and English language courses in the new curriculum.	(c)	Acquisition of practical skills by students shall be aimed for, taking advantage of programming courses and English language courses in the new curriculum.
(d)	Efficiency of class management and educational effectiveness shall be improved by upgrading teaching skills of TAs* and SAs*.	(d)	Seminars for TAs and SAs to upgrade teaching skills <u>and abilities to support students</u> shall be implemented.	(d)	Seminars for TAs and SAs to upgrade teaching skills shall be implemented .
(e)	Effective software education shall be provided by encouraging students to participate in various contests in relevant fields and internships in the industrial world, etc., which will be regarded as a regular education program at the University.	(e)	(e-1) Information regarding relevant contests shall be forwarded to students to continue to support students of the University in taking part in these contests. (e-2) Implementation of internship programs shall be deliberated on from the viewpoint of education.	(e)	(e-1) Information regarding relevant contests shall be forwarded to students to continue to support students of the University in taking part in these contests. (e-2) Implementation of internship programs shall be deliberated on from the viewpoint of education.
(f)	Participation in education conducted at the University by individuals who have graduated from the University will be considered, so that more practical education can be provided.	(f)	Invitation of graduates of the University who are now working for companies and other institutions as engineers or researchers as lecturers will continue.	(f)	Invitation of graduates of the University who are now working for companies and other institutions as engineers or researchers as lecturers will continue.

(g)	English language education shall be provided centered on faculty members who have doctoral degrees (Ph.D) in relevant fields for English education.	(g)	English language education by researchers specializing in English language education shall be continued.	(g)	English language education by researchers specializing in English language education shall be continued.
(h)	Lectures to be conducted in English in upper division courses (currently 60%) shall continue using progressive teaching materials published overseas written in English, and students shall continue preparing their graduation theses in English, so that students can acquire knowledge of cutting-edge technology in computer science and engineering.	(h)	Lectures to be conducted in English in upper division courses and writing of graduation theses in English shall be continued.	(h)	Lectures to be conducted in English in upper division courses and writing of graduation theses in English shall be continued.
(i)	To foster students who have a broad range of knowledge and high ethical standards as computer science and technology researchers and engineers, academic courses such as "Introduction to Computer Science and Engineering" and "computer ethics," etc. shall be improved.	(i)	The course, "Introduction to Computer Science," shall aim to help students become aware of relationship between their studies in computer science and engineering and the real world, while students acquire diversified perspectives through attendance at classes for this course given by lecturers in diversified fields to be invited from outside of the University.	(i)	The course, "Introduction to Computer Science," shall aim to help students become aware of relationship between their studies in computer science and engineering and the real world, while students acquire diversified perspectives through attendance at classes for this course given by lecturers in diversified fields to be invited from outside of the University.
b	The Graduate School	b	The Graduate School	b	The Graduate School
(a)	Education fostering students who not only focus on their specific areas of research, but are exposed to a diverse range of special areas shall actively be planned, through seminars involving multi laboratories and research collaboration.	(a)	Implementation of seminars involving multiple laboratories and fields of study shall be promoted.	(a)	Implementation of seminars involving multiple laboratories and fields of study shall be promoted.
(b)	English shall be used as a common language for classes in most cases.	(b)	Lectures shall be basically given in English, and official documents used for academic affairs shall be prepared in English.	(b)	Lectures shall be basically given in English, and official documents used for academic affairs shall be prepared in English.
(c)	Special training programs which allow students to conduct research at research organizations outside the University (including an "internship program") shall be implemented and utilized.	(c)	The system for special training programs shall be <u>made well-known to students for effective use of the system.</u>	(c)	The system for special training programs shall be effectively carried out by providing students with information regarding special research fellow programs, for example, the special program for research fellows (dispatched graduate students) working concurrently for their institutions and the National Astronomical Observatory of Japan.
(d)	Attendance by students at academic conferences and research seminars shall be supported.	(d)	<u>Students shall be supported in participation in academic conferences, according to the "Framework Regarding Support of Travel Expenses, etc. for Participation in Academic Conferences through Presentations by Students of the University of Aizu with Research Expenses Allocated to Faculty Members"</u>	(d)	Support for attendance by more students at academic conferences will be worked on by making it possible to pay students' travel expenses and registration fees with faculty's research budgets.
(イ)	The Junior College Division	(イ)	The Junior College Division	(イ)	The Junior College Division
a	Education will be conducted in small-class environments, and education will focus on mutual two-way communication with all students individually.	a	Education will be conducted in small-class environments, and education will focus on mutual two-way communication with all students individually.	a	Education will be conducted in small-class environments, and education will focus on mutual two-way communication with all students individually.
	General Education Courses		General Education Courses		General Education Courses
(a)	Audio-visual educational materials will be proactively utilized as a part of well-thought educational methods.	(a-1)	<u>With regard to teaching methods, faculty members shall endeavor to improve teaching methods, making use of results of "student class evaluations." In order to effectively use audio-visual educational materials, faculty members will give students assignments which require use of network machines.</u>	(a)	(a-1) Audio-visual educational materials will be proactively utilized as a part of well-thought educational methods. In order to do this, faculty members will proactively utilize audio-visual educational materials and equipment, and opportunities for students to use computer network equipment will be increased.
		(a-2)	<u>In order to more effectively use computers for education focusing on mutual two-way communication, education on information and network literacy included in guidance meetings for new students on computers and related issues shall be improved.</u>	(a-2)	Using mutual two-way communication as a means for improvement of information literacy education, computer guidance classes will be conducted for newly-enrolled students, with a focus on information and network literacy. In order to further improve information literacy education, time for computer guidance classes will be increased.

(b)	Mechanisms for individual and extra-curricular advice, etc. will be established as necessary.	(b)	Assistance in learning shall be provided to students through improvement of the office hours system, and mechanisms for individual and extra-curricular advice, etc. will be established as necessary.	(b)	Mechanisms for individual and extra-curricular advice, etc. will be established as necessary through improvement of the office hours system, and notifying students about the system.
	Upper-division Courses A diverse range of class formats will be used for lectures, exercises, practical training, and graduation research seminars, etc., according to the educational objectives of the sessions.		Upper-division Courses A diverse range of class formats will be used for lectures, exercises, practical training, and graduation research seminars, etc., according to the educational objectives of the sessions.		Upper-division Courses A diverse range of class formats will be used for lectures, exercises, practical training, and graduation research seminars, etc., according to the educational objectives of the sessions.
(a)	Practical education will be improved by proactively taking up issues that are closely related to the College.	(a)	(a-1) Themes taken up will be issues that are closely related to lifestyles of students and their fields of specialization. (a-2) Themes pertaining to regional society and modern society will be proactively selected and students' self-initiative and independence shall be valued to increase issue awareness and research motivation in students. Educational effectiveness will be increased through provision of practical education, showing students the significance and purpose of research firsthand, as a part of giving students opportunities to take up regional themes which are closely related to their lives, centered around graduation research and practical studies through local projects , etc.	(a)	(a-1) Themes taken up will be issues that are closely related to lifestyles of students and their fields of specialization. (a-2) Themes pertaining to regional society and modern society will be proactively selected to increase issue awareness and research motivation in students. Educational effectiveness will be increased through provision of practical education, showing students the significance and purpose of research firsthand, as a part of giving students opportunities to take up regional themes which are closely related to their lives, centered around graduation research, etc.
(b)	Regarding courses taught by part-time instructors, efforts will be made to decrease holding of classes on a bi-weekly basis, by introducing a quarter system which promotes educational efficiency.	(b)	The quarter system * shall be utilized, taking into account its educational effectiveness. The quarter system will be implemented, taking into consideration its educational effectiveness, while conducting consultations with part-time instructors.	(b)	The quarter system * shall be utilized, taking into account its educational effectiveness. The quarter system will be implemented, taking into consideration its educational effectiveness, while conducting consultations with part-time instructors.
(c)	Diverse instruction methods for education will be carried out using computers and network equipment.	c	LMS (Learning Management Systems) and CAI (Computer Aided Instructions) will be effectively used for courses utilizing the computer exercise rooms to increase lesson efficiency.	(c)	LMS (Learning Management Systems) will be used for courses utilizing the computer exercise rooms to increase lesson efficiency.
(d)	In order to promote information disclosure and feedback regarding education, mutual two-way communication will be carried out.	(d)	Faculty members will be requested to respond to results of the "student class evaluations" surveys, in an effort to improve courses through this method of mutual two-way communication. On conducting student class evaluations, students shall be encouraged to write comments, and replies from faculty members to these comments will also be promoted.	(d)	Faculty members will be requested to respond to results of the "student class evaluations" surveys, in an effort to improve courses through this method of mutual two-way communication.
(e)	In conjunction with consideration and preparation of content for course syllabuses, efforts will be made to notify students of lecture content in advance.	(e)	In conjunction with having all faculty members reassess syllabuses so that the content and planning included therein are based on achievement of learning objectives, efforts will be made to notify students of lecture content in advance.	(e)	In conjunction with having all faculty members reassess syllabuses so that the content and planning included therein are based on achievement of learning objectives, efforts will be made to notify students of lecture content in advance.
(i)	Mutual recognition of credits (special auditing of classes) between the 14 member universities within the Fukushima Prefecture Assembly of Higher Educational Institutions has been conducted since AY 2004. This mutual credit recognition system was established to facilitate and activate exchange between the member universities and its objective is to provide many learning opportunities to students who are eager to learn. All of the courses offered by the College have been made available through this system, and further improvements will also be made in the future.	(i)	In order to contribute to active inter-university exchange, efforts will be made to publicize programs for students through utilization of the mutual credit recognition system.	(i)	In order to contribute to active inter-university exchange, efforts will be made to publicize programs for students through utilization of the mutual credit recognition system.

(g)	Diverse educational opportunities are provided to students through implementation of programs such as internships and practical education through student participation in planning of local regional events.	(g)	(g-1) Students will be provided with opportunities to participate in internships. (g-2) <u>Education through practice with students participating in the planning process shall be improved, where</u> students apply issues of interest to them and issues from local areas to their classes and research themes in practical education through student participation in planning of local regional events. Motivation is given to students by providing them with opportunities to think about how they can be useful in society while they learn through their experiences dealing with the aforementioned issues. (g-3) Opportunities will be provided for students to conduct presentations in the local region regarding practical research achievements corresponding to themes related to the local region.	(g)	(g-1) Students will be provided with opportunities to participate in internships. Students will be able to experience a working environment firsthand through these internships offered for a designated period during summer vacation, etc. These internships aim to help students cultivate a working mindset, gain awareness of societal needs, and provide motivation in their academic studies. Interns are not limited to selecting internships for jobs related to work they want to do in the future. Their participation in the programs should give them awareness of the significance from the broad perspective of work experience. (g-2) Students apply issues of interest to them and issues from local entities to their classes and research themes in practical education through student participation in planning of local regional events. Motivation is given to students by providing them with opportunities to think about how they can be useful in society while they learn through their experiences dealing with the aforementioned issues. Students learn to identify problems, and broaden their knowledge by conducting investigative research and working towards solution of the problems that they have identified. An objective of these programs are to show students their useful roles in the real world, while giving students exposure to how they can creatively process information during these procedures. (g-3) Opportunities will be provided for students to conduct presentations in the local region regarding practical research achievements corresponding to themes related to the local region.
b	Students will study a wide range of liberal arts courses pertaining to topics including cultural refinement, ways of thinking, social values, and ethics. Ethical values and laws and rules, etc. pertaining to specialty fields will be taught in upper division courses. Social values and ethics will be gradually cultivated in students through guidance meetings for newly enrolled students, cultural lecture presentations, and internships, etc.	b	(b-1) Regarding students' attaining of an understanding of their responsibilities as individuals in society and ethical values, this will be strengthened through lectures on culture, internships, practical training, career guidance meetings, and lectures, etc. (b-2) A new course, "Introduction to Career Development" will be established to cultivate in students a broad range of general social cultures, logical perspectives, the nature of society, and work perspectives, etc. (b-3) Logic regarding information will be cultivated. <u>(b-4) Students' social skills and sense of ethics shall be cultivated while they attend practical studies through direct involvement in local projects, which will provide students with opportunities to interact with local residents.</u>	b	(b-1) Regarding students' attaining of an understanding of their responsibilities as individuals in society and ethical values, this will be strengthened through lectures on culture, internships, practical training, career guidance meetings, and lectures, etc. (b-2) A new course, "Introduction to Career Development" will be established to cultivate in students a broad range of general social cultures, logical perspectives, the nature of society, and work perspectives, etc. (b-3) Logic regarding information will be cultivated.
工 (ア) a	工 Specific measures regarding evaluation of students' academic achievements (ア) The University of Aizu a Undergraduate School	工 (ア) a	工 Specific measures regarding evaluation of students' academic achievements (ア) The University of Aizu a Undergraduate School	工 (ア) a	工 Specific measures regarding evaluation of students' academic achievements (ア) The University of Aizu a Undergraduate School
(a)	Evaluation of students' academic performance based on standards which satisfy requirements set by third-party evaluation organizations shall be put into practice.	(a)	(a) Evaluation of students' academic performance based on standards which satisfy requirements set by third-party evaluation organizations shall be considered.	(a)	Evaluation of students' academic performance based on standards which satisfy requirements set by third-party evaluation organizations shall be considered.
(b)	Exam questions shall be disclosed after relevant examinations, in principle, and evaluation standards for each course shall be included in syllabuses before the start of each semester.	(b)	(b) Methods used for grade evaluations will be announced in the syllabus for each course, and methods for disclosure of past examination questions will be considered by the Academic Affairs Committee.	(b)	Methods used for grade evaluations will be announced in the syllabus for each course, and methods for disclosure of past examination questions will be considered by the Academic Affairs Committee.
(c)	With regard to courses taught by more than one faculty member, adjustments shall be done as necessary to insure evaluation without class-bias.	(c)	(c) With regard to evaluation of students' academic achievements for courses taught by more than one faculty member, relevant course leaders shall be responsible for coordination for consistent evaluation.	(c)	With regard to evaluation of students' academic achievements for courses taught by more than one faculty member, relevant course leaders shall be responsible for coordination for consistent evaluation.
(d)	The "Committee for Settlement of Student Grievances" shall act to settle students' problems and requests regarding evaluation.	(d)	If faculty members and students cannot come to an understanding regarding academic grades, the Committee for Settlement of Student Grievances shall handle relevant cases, for example, through mediation by faculty members assigned to the Office for Settlement of Student Grievances.	(d)	If faculty members and students cannot come to an understanding regarding academic grades, the Committee for Settlement of Student Grievances shall handle relevant cases, for example, through mediation by faculty members assigned to the Office for Settlement of Student Grievances.

(e)	Emphasis will be put on students' attending all of their classes, taking into consideration characteristics of subjects in computer engineering and science.	(e)	(e) <u>Regarding requirements for eligibility to take mid-term and term-end examinations, consideration will be given to students' class attendance, in order to encourage attendance at classes.</u>	(e)	Emphasis will continue to be placed on students' class attendance as a requirement for eligibility to take mid-term and term-end examinations in the new curriculum.
b	The Graduate School	b	b The Graduate School	b	The Graduate School
(a)	Evaluation methods satisfying standards for evaluation by third parties shall be conducted.	(a)	Evaluation methods satisfying standards for evaluation by third parties shall be considered.	(a)	Evaluation methods satisfying standards for evaluation by third parties shall be considered.
(b)	Evaluation of students' academic performance based on standards which satisfy requirements set by third-party evaluation organizations shall be put into practice.	(b)	Methods for assurance of objectivity for conferment of the academic degree shall be discussed.	(b)	Methods for assurance of objectivity for conferment of the academic degree shall be discussed.
(c)	In order to live up to expectations and gain trust from society, the University will take responsibility in securing the quality of students who are awarded graduate academic degrees. In concrete terms, implementation of evaluation of performance based on standards which satisfy requirements set by third-party evaluation organizations shall be considered.	(c)	For assurance of Master's theses quality, presentation of papers on occasions outside of the University as an obligation shall be discussed.	(c)	For assurance of Master's theses quality, presentation of papers on occasions outside of the University as an obligation shall be discussed.
(d)	(c) Regarding the Doctoral thesis review, the current criterion shall be maintained. Regarding the Master's theses, thesis presentations outside of the University shall be made obligatory for assurance of quality.	(d)	Invitation of referees from outside of the University shall be encouraged as necessary, depending on research areas regarding relevant theses.	(d)	Invitation of referees from outside of the University shall be encouraged as necessary, depending on research areas regarding relevant theses.
(e)	To maintain the quality of academic degrees conferred a system which allows having faculty members from other graduate schools or research institutions as referees of doctoral thesis review committees shall be utilized as circumstances demand.	(e)	Methods used for grade evaluations will be announced in the syllabus for each course.	(e)	Methods used for grade evaluations will be announced in the syllabus for each course, and methods for disclosure of past examination questions will be considered by the Academic Affairs Committee.
(f)	Regarding academic courses in the Master's Program, disclosure of examination questions shall be standardized. On top of that, policies regarding evaluation of students' academic performance shall be announced for respective courses in syllabuses, etc. before classes begin.	(f)	If faculty members and students cannot come to an understanding regarding academic grades, the Committee for Settlement of Student Grievances shall handle relevant cases, for example, through mediation by faculty members assigned to the Office for Settlement of Student Grievances. <u>This process shall continue.</u>	(f)	If faculty members and students cannot come to an understanding regarding academic grades, the Committee for Settlement of Student Grievances shall handle relevant cases, for example, through mediation by faculty members assigned to the Office for Settlement of Student Grievances.
(イ) a	(イ) The Junior College Division a Specific policies pertaining to implementation of appropriate grade evaluations.	(イ) a	(イ) The Junior College Division a Specific policies pertaining to implementation of appropriate grade evaluations.	(イ) a	(イ) The Junior College Division a Specific policies pertaining to implementation of appropriate grade evaluations.
(a)	Course objectives, goals, and grade evaluation standards, will be announced through syllabuses, etc. for which use should be advantageous to students.	(a)	Students will be made aware of evaluation methods, and advice will be provided to students at meetings held at the beginning of academic years and at guidance meetings regarding what courses they must take to complete programs, and course content, plans, textbooks, reference materials, and evaluation methods, and <u>"achievement goals"</u> will be clearly described in course syllabuses. <u>Faculty members will explain these issues to students at the first classes.</u>	(a)	Students will be made aware of evaluation methods, and advice will be provided to students at meetings held at the beginning of academic years and at guidance meetings regarding what courses they must take to complete programs, and "course content," "plans," "textbooks," "reference materials," and "evaluation methods" will be clearly described in course syllabuses.
(b)	Appropriate grade evaluation will be carried out, and clear descriptions of grade evaluation standards and learning achievement goals will be given to students.	(b)	An appropriate grade evaluation system will be considered and prepared, and even clearer descriptions of grade evaluation standards, for example, <u>GPA (Grade Point Average: grade evaluation standards commonly used at universities in Europe and the U.S.) etc.,</u> will be discussed.	(b)	An appropriate grade evaluation system will be considered and prepared, and even clearer descriptions of grade evaluation standards and learning achievement goals will be discussed..

(c)	In order to maintain fairness of grade evaluations, an evaluation system will be considered.	<p>(c) (c-1) Details pertaining to grade evaluation methods will be described in detail in course syllabuses.</p> <p>(c-2) Opportunities will be increased for faculty members and administrative staff to comment on evaluation results.</p> <p>(c-3) Fairness in evaluation of grades will be conducted through the system for "petitioning of grade evaluations", and students' questions regarding evaluations will be handled.</p> <p>(c-4) Distribution of grade evaluation results shall be analyzed, and validation of fairness of evaluation shall be made.</p>	<p>(c) (c-1) Details pertaining to grade evaluation methods will be described in detail in course syllabuses.</p> <p>(c-2) Opportunities will be increased for faculty members and administrative staff to comment on evaluation results.</p> <p>(c-3) Fairness in evaluation of grades will be conducted through the system for "petitioning of grade evaluations", and students' questions regarding evaluations will be handled.</p>
(d)	Depending on course content, recognition of credits from other higher educational institutions across the country and from abroad earned by students at the College as credits earned at the College will be promoted.	<p>(d) <u>Students, at the time of admission to the College, shall be informed of the system under which academic credits students have earned at other higher institutions prior to admission to the College can be recognized as those of the College.</u></p>	<p>(d) Regarding preparations to be carried out pertaining to methods for recognition of credits from other universities, surveys and studies on details of examples from other universities will continue for validation of prior findings.</p>
(e)	Establishment of a new system which would allow a process to determine recognition of credits earned for student-planned practical education events, when achievements are attained according to a designated standard will be considered.	<p>(e) <u>Based on the results of practical studies through local projects, which started in AY 2008, discussions on optimal situations regarding authorization of academic credits for student-planned practical education events will be carried out.</u></p>	<p>(e) Details regarding methods for recognition of credits for student-planned practical education events will be prepared.</p>

COMPARISON BETWEEN THE MID-TERM PLANS AND THE ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		2009 ANNUAL PLANS		2008 ANNUAL PLANS	
Item	I Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University	Item	I Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University	Item	I Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University
	1. Measures to be taken to achieve goals regarding education		1. Measures to be taken to achieve goals regarding education		1. Measures to be taken to achieve goals regarding education
	(3) Measures to be taken to achieve goals regarding systems/organizations for conducting education		(3) Measures to be taken to achieve goals regarding systems/organizations for conducting education		(3) Measures to be taken to achieve goals regarding systems/organizations for conducting education
ア (ア)	ア Specific measures regarding placement of faculty and administrative staff members (ア) The University of Aizu	ア (ア)	ア Specific measures regarding placement of faculty and administrative staff members (ア) The University of Aizu	ア (ア)	ア Specific measures regarding placement of faculty and administrative staff members (ア) The University of Aizu
a	Formation of academic departments shall be reviewed to correspond to curriculum formation, and faculty members shall be flexibly assigned.	a	Flexibility will be achieved in placement of faculty members in accordance with reorganization of relevant curriculums .	a	Placement of faculty and administrative staff members shall be conducted in accordance with the reorganization of academic departments. In addition, staff members employed by the Public University Corporation shall be placed at the Student Affairs Division.
b	An education system including teacher-training courses which would make it possible for students to acquire first class certificates for teaching in junior high school in mathematics, senior high school mathematics, and senior high school information classes shall be improved further.	b	b. The teaching profession program shall appropriately correspond to smooth management of the new curriculum.	b	The teaching profession program shall appropriately correspond to the establishment of the new curriculum.
c	Employment of faculty members shall be promoted with an international perspective in a well-planned manner so that systems allowing high quality education can be conducted will be secured.	c	c. Excellent faculty members shall be recruited worldwide through open and international invitations for faculty positions.	c	Excellent faculty members shall be recruited worldwide through open and international invitations for faculty positions.
(イ)	The Junior College Division	(イ)	The Junior College Division	(イ)	The Junior College Division
a	In order to improve and enrich educational methods and content, the College will take action in a flexible manner, from the overall perspective of the College.	a	In order to deepen synergetic effects between fields within the 3 departments (2 courses) when possible, optional courses common to the departments will be established, and placement of faculty members will be conducted flexibly within the college from the overall perspective of the College.	a	In order to deepen synergetic effects between fields within the 3 departments (2 courses) when possible, optional courses common to the departments will be established, and placement of faculty members will be conducted flexibly within the college from the overall perspective of the College.
b	A system where departments act in a coordinated manner, while preserving their independence regarding educational collaboration will be considered.	b	b-1 In order to broaden perspectives regarding academics, a system where departments act in a coordinated manner, while preserving their independence regarding educational collaboration will be considered. Optional courses shall be the common factor for educational links to be made between the departments. b-2 Related to the activities of the Center for Rejuvenation of Local Communities, enrichment of educational content related to the local region by the University will be carried out, and efforts will be made to deepen educational collaboration mutually between departments, using themes from the local region and communities .	b	b-1 In order to broaden perspectives regarding academics, a system where departments act in a coordinated manner, while preserving their independence regarding educational collaboration will be considered. Optional courses shall be the common factor for educational links to be made between the departments. b-2 Related to the activities of the Center for Rejuvenation of Local Communities, enrichment of educational content related to the local region by the University will be carried out, and efforts will be made to deepen educational collaboration mutually between departments, using themes from the local region.
イ (ア)	イ Specific measures to be taken for improvement of the educational environment (ア) The University of Aizu	イ (ア)	イ Specific measures to be taken for improvement of the educational environment (ア) The University of Aizu	イ (ア)	イ Specific measures to be taken for improvement of the educational environment (ア) The University of Aizu

a	Structure necessary for management and administration of computer environments shall be maintained while facilities and equipment, etc. related to computers on campus shall be promoted by constantly reflecting trends in the evolution of information technology.	<p>a</p> <p>a-1 With regard to computer systems and network systems, which form the backbone of the University, they shall be operated on a leased basis as before, in order to flexibly cope with advancement in information technology. In addition, latest information should be accumulated upon replacement of these systems, parallel with purchase of high-performance workstations and network machines.</p> <p>a-2 In order to flexibly respond to changes in needs regarding services and systems while ensuring stable operation, demonstration experiments will be carried out, and discussions will be held regarding the next system.</p> <p>a-3 For further improvement of means of communication, including e-mail, etc., deliberation shall be made from technical and operational standpoints.</p> <p>a-4 Deliberations shall be made on the methods for management and effective use of digital assets within the University.</p>	<p>a</p> <p>a-1 With regard to computer systems and network systems, which form the backbone of the University, they shall be operated on a leased basis as before, in order to flexibly cope with advancement in information technology. In addition, latest information should be accumulated upon replacement of these systems, parallel with purchase of high-performance workstations and network machines.</p> <p>a-2 Issues including "service-oriented architecture", "messaging networks", and "grid-operating system virtual service servers" will be discussed including demonstration experiments, in order to flexibly respond to changes in requirements regarding services and systems while ensuring stable operation, which will also give students opportunities to experience and think about optimal computer networking systems.</p> <p>a-3 For further improvement of means of communication, including e-mail, etc., deliberation shall be made from technical and operational standpoints.</p> <p>a-4 Deliberations shall be made on the methods for management and effective use of digital assets within the University.</p>
b	In addition to collection and improvement of library materials required for education and research, effort shall be exerted towards maintenance of favorable environments and improvement of services for users through workshops for use of the University Library, etc.	<p>b</p> <p>b-1 The Library, as an organization for support of faculty and students in research and learning processes, shall strive to improve the University's material stacks, taking into account requests from faculty and students for purchase of library materials collected through questionnaires, including books, reference books, magazines, and audio visual materials, etc .</p> <p>b-2 In order to help students acquire skills of searching information, "Library tours" for new students and "seminars for use of the Library and retrieval of necessary information" for students and faculty members shall be conducted. Publicity regarding details of these tours and seminars shall be promoted by using "M news" and announcements by faculty members at their classes.</p> <p>b-3 For promotion of use of the Library, announcements on new arrivals and other existing library materials shall be made effectively.</p> <p>b-4 Efforts shall be made to increase beneficial use of audio-visual materials (DVDs and video tapes) by organizing film shows in audio and visual rooms in the Library.</p>	<p>b</p> <p>b-1 The Library, as an organization for support of faculty and students in research and learning processes, shall strive to improve the University's material stacks, taking into account requests from faculty and students for purchase of library materials, including books, reference books, magazines, and audio visual materials, etc. Specifically, subscription to magazines which are thought to be of interest to students shall be deliberated on, as was done in FY 2007.</p> <p>b-2 "Library tours" for new students and "seminars for use of the Library" for students and faculty members shall be conducted during orientation periods. Publicity regarding details of these tours and seminars shall be improved.</p> <p>b-3 For promotion of use of the Library, announcements on new arrivals and other existing library materials shall be made effectively.</p> <p>b-4 Methods to increase beneficial use of audio-visual materials (DVDs and video tapes) shall be deliberated on. In addition, instruction on how to use Library-owned audio-visual materials shall be included in orientation meetings.</p>
c	Online journal subscriptions shall be further promoted, so that the latest information can be collected promptly and comprehensively, and used to contribute to education and research	<p>c</p> <p>Promotion of the introduction of electronic journals required for education and research shall be considered.</p>	<p>c</p> <p>Promotion of the introduction of electronic journals required for education and research shall be considered.</p>
d	For realization of high-level education in various scientific fields, and for the ease of giving lectures from distant places, full-scale operation of e-learning and a system for its management shall be improved.	<p>d</p> <p>Investigation of and discussion on implementation of remote lectures shall be conducted.</p>	<p>d</p> <p>Preparatory work for establishment of a University's satellite campus in Tokyo for remote lectures shall be started.</p>
(イ)	The Junior College Division	(イ) The Junior College Division	(イ) The Junior College Division

a	All classrooms will be equipped with information systems and various audio-visual equipment, so that classroom education utilizing various media can be conducted.	a	<u>Stable environments for multimedia education shall be maintained through renewal of software. In order to increase use of information systems and audio-visual aids in class, support for faculty members shall be improved.</u>	a	Maximizing usage rate of the computer system to be introduced in 2008 and the most effective methods for utilization of the system will be discussed.
b	The College will be equipped with network infrastructure for an information sharing system with the objective of educational support.	b	<u>Stable administration of the portal site, "Pota.", which consolidates all information within the College shall be aimed at, which will allow students, faculty, and administrative staff to share relevant information without trouble.</u>	b	Information related to the College will be consolidated and managed by the computer system to be introduced in 2008, which will facilitate effective correspondence with students and smooth sharing of information with faculty members.
c	Proactive placement of student assistants will be conducted regarding courses for which an objective is development of skills.	c	Student assistants will be placed in computer-related courses for which an objective is development of skills, <u>in order to improve students' abilities for comprehension.</u>	c	Student assistants will be placed in computer-related courses for which an objective is development of skills.
d	Installation of a remote lecture system for e-learning will be considered for mutual recognition of credits.	d	Activities related to university-high school collaboration using remote lecture systems will continue, and the feasibility of expanding collaboration will be discussed.	d	Activities related to university-high school collaboration using remote lecture systems will continue, and the feasibility of expanding collaboration will be discussed.
e	Improvement of the College Library	e	Improvement of the College Library	e	Improvement of the College Library
(a)	To support students' learning, improvements will be made, such as extension of the Library's hours of operation, opening of the Library on Saturdays, enrichment of the information search system and search functions based on digitization of data regarding library material inventory, and improvement of the Library's management system.	(a)	(a-1) The Library will be open on six Saturdays during the year, to support students' learning. (a-2) Improvements will be made regarding enrichment of search functions based on digitization of Library material inventory data and improvement of the Library's management system.	(a)	(a-1) The Library will be open on six Saturdays during the year, to support students' learning. (a-2) Improvements will be made regarding enrichment of search functions based on digitization of Library material inventory data and improvement of the Library's management system.
(b)	Upgrading of facility improvement plans will be considered for compacting of space for library materials and improved usability.	(b)	<u>Further progress</u> will be made on preparation of improvement countermeasures against very limited space for library materials and plans for improved usability.	(b)	Progress will be made on preparation of improvement countermeasures against very limited space for library materials and plans for improved usability.
(c)	Improvement of budgets for library materials will be done and library material stock will be upgraded.	(c)	Progress will be made <u>on a continuing basis</u> regarding preparations for improvement of library material budgets, with a focus on materials for geared towards students.	(c)	Progress will be made regarding preparations for improvement of library material budgets, with a focus on materials for geared towards students.
f	Improvements will be made regarding deterioration of lecture rooms, experiment rooms, and practical training rooms, and measures regarding educational environment standards, and health standards will be improved.	f	<u>Improvement of the air-conditioning equipment and renovation of toilet stalls will be implemented. Also, well-planned renewal of facilities and equipment shall be carried out.</u>	f	For improvement of the educational environment (from the perspective of hardware), replacement of old desks tables, and blackboards, etc. will continue. A detailed restoration plan will be created for lecture rooms, experiment rooms, and practical training rooms. Equipment and durable goods replacement will also be promoted.
ウ (ア)	ウ Specific measures to be taken for evaluation of educational activities (ア) (ア) The University of Aizu	ウ (ア)	ウ Specific measures to be taken for evaluation of educational activities (ア) (ア) The University of Aizu	ウ (ア)	ウ Specific measures to be taken for evaluation of educational activities (ア) (ア) The University of Aizu
a	Periodic evaluation of educational activities shall be implemented by the Internal Affairs Committee.	a	Evaluation of educational activities shall be done by the Evaluation Office.	a	Evaluation of educational activities shall be done by the Evaluation Office.
b	Student class evaluations shall be continued.	b	Student class evaluations shall be conducted each semester.	b	Student class evaluations shall be conducted each semester.
c	Evaluation on educational activities by third parties including specialists in education shall be carried out.	c	The University shall accumulate necessary data <u>and shall start creating a self-evaluation report</u> in preparation for evaluation of its educational activities by the National Institution for Academic Degrees and University Evaluation (scheduled to be conducted in 2010.)	c	The University shall accumulate necessary data in preparation for evaluation of its educational activities by the National Institution for Academic Degrees and University Evaluation (scheduled to be conducted in 2010.)
(イ)	The Junior College Division	(イ)	The Junior College Division	(イ)	The Junior College Division

a	The surveys, "student class evaluations", "student evaluations of the College" and "alumni evaluations of the College" will be conducted, and results of the evaluations will be disclosed publicly in the internal inspection and evaluation report, etc.	a	The surveys, "student class evaluations" and "student evaluations of the College" will be conducted, and summarized compilations from the results of the evaluations will be disclosed on the College's website internally, allowing students and faculty members to browse the information. <u>In addition, all data from "student class evaluations" excluding written comments shall be disclosed to faculty and students.</u>	a	The surveys, "student class evaluations" and "student evaluations of the College" will be conducted, and summarized compilations from the results of the evaluations will be disclosed on the College's website internally, allowing students and faculty members to browse the information.
b	Efforts will be made to improve the system to ensure that surveys will be conducted and so that the surveys are carried out properly.	b	Improvements and assessment of student surveys will be conducted via a web-entry method, using a local area network of the College. <u>Also, students will be taught how to enter their evaluations to the system.</u>	b	Improvements and assessment of student surveys will be conducted via a web-entry method, using a local area network of the College.
c	Based on the results of student class evaluations, faculty members will evaluate their class content and make changes if necessary.	c	Based on the results of surveys, faculty members will evaluate their class content and make changes if necessary, and announce improvements to classes on a page in the College's website for internal access.	c	Based on the results of surveys, faculty members will evaluate their class content and make changes if necessary, and announce improvements to classes on a page in the College's website for internal access.
d	An internal evaluation committee was established, and faculty members' activities will be evaluated after determination of evaluation standards, in order to improve the quality of educational activities.	d	Details of evaluation standards, etc. will be discussed and created by the Evaluation Committee. <u>Discussions will also be made on requiring faculty members to write an annual report on business achievements, for improvement of self-evaluation schemes.</u>	d	Details of evaluation standards, etc. will be discussed and created by the Evaluation Committee.
工 (ア)	工 Specific measures to be taken to effectively use evaluation results for improvement of quality of education (ア) The University of Aizu	工 (ア)	工 Specific measures to be taken to effectively use evaluation results for improvement of quality of education (ア) The University of Aizu	工 (ア)	工 Specific measures to be taken to effectively use evaluation results for improvement of quality of education (ア) The University of Aizu
a	An organization (a center) for providing support for education shall be established, and integration of lectures and exercises, collaboration between courses, improvement of faculty members' instructing skills (FD, Faculty Development) including preparation of syllabi shall be reviewed and implemented. Student class evaluations shall also be implemented and the results of these evaluations shall be analyzed.	a	<u>Based on results of discussions by the organization which carried out discussions on FD, an organization for promotion of FD activities shall be established. Also, specific FD activities, including reflection of student class evaluation results on faculty's teaching approaches and FD seminars, shall be put into practice.</u>	a	Reflection of student class evaluation results on faculty's teaching approaches, as well as organization of seminars for faculty development (FD) shall be deliberated on by an investigatory organization for implementation of faculty development activities.
b	Results of student class evaluations, and follow-up surveys from past graduates will be given to faculty members, and at the same time, results of class evaluations, questions for course exams, lists of grades, and distribution of grades will be disclosed within the University so that systems for faculty members to address improvement of quality of education will be formed.	b	In order to find more effective approaches, results of student class evaluations shall be made known within campus via the new Academic Administration System.	b	In order to find more effective approaches, results of student class evaluations shall be made known within campus via the new Academic Administration System .
(イ)	The Junior College Division	(イ)	The Junior College Division	(イ)	The Junior College Division

a	Faculty and administrative staff will improve classes based on survey results on a continual basis.	a	a-1 The survey, "student class evaluations" will be conducted for all classes for courses, and improvements to classes, etc. will be conducted, and will serve as a basis for improvements to classes, etc. will be conducted by faculty and administrative staff. a-2 The survey, "student evaluations of the College" will be conducted, and will serve as a basis for improvements to classes, etc. will be conducted by faculty and administrative staff.	a	a-1 The survey, "student class evaluations" will be conducted for all classes for courses, and improvements to classes, etc. will be conducted, and will serve as a basis for improvements to classes, etc. to be conducted by faculty and administrative staff. a-2 The survey, "student evaluations of the College" will be conducted, and will serve as a basis for improvements to classes, etc. to be conducted by faculty and administrative staff.
b	Necessary improvements will be made by faculty and administrative staff regarding class formats, instruction methods, grade evaluation standards, and learning achievement objectives.	b	The "student class evaluation" surveys will be implemented for all courses. Based on the results of these surveys, each faculty member will reassess the relevant course format, and make improvements to the relevant classes. <u>In addition, effective teaching methods shall be sought, through FD seminars, visits to highly-evaluated classes, and review meetings after class visits, etc.</u>	b	The "student class evaluation" surveys will be implemented for all courses. Based on the results of these surveys, each faculty member will reassess the relevant course format, and make improvements to the relevant classes.
c	Faculty in charge of courses will make a detailed and clear description of plans for improvement of courses after receiving the results of evaluations, and these plans will be announced to students.	c	Based on the results of student surveys, all faculty members will make a concrete improvements to relevant classes, and responses to the surveys will be announced via the College's website for internal access.	c	Based on the results of student surveys, all faculty members will make a concrete improvements to relevant classes, and responses to the surveys will be announced via the College's website for internal access.
d	Faculty Development (FD) seminars will be held to help improve class content and instructional methods.	d	<u>New FD activities which were put into practice in AY 2008 will continue, in order to increase faculty's awareness of FD.</u>	d	FD projects will be developed, centered around activity of the FD subcommittee of the Planning and Management Committee.

COMPARISON BETWEEN THE MID-TERM PLANS AND THE ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	I Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University	Item	I Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University	Item	I Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University
	1. Measures to be taken to achieve goals regarding education		1. Measures to be taken to achieve goals regarding education		1. Measures to be taken to achieve goals regarding education
	(4) Measures to be taken to achieve goals regarding student support		(4) Measures to be taken to achieve goals regarding student support		(4) Measures to be taken to achieve goals regarding student support
ア (ア)	ア Specific measures regarding learning assistance (ア) The University of Aizu	ア (ア)	ア Specific measures regarding learning assistance (ア) The University of Aizu	ア (ア)	ア Specific measures regarding learning assistance (ア) The University of Aizu
a	In order to bring out characteristics and abilities of each student, a mentor system or an office hour system under which faculty members support individual students with guidance and a student advisor system shall be put into practice.	a	a-1 The mentor system and office hour system shall be deliberated for implementation by the Academic Affairs Committee. a-2 <u>Support to students in their learning and studies on a daily and continuous basis shall be realized by utilization of the Office for Learning Support.</u>	a	a-1 The mentor system and office hour system shall be deliberated for implementation by the Academic Affairs Committee. a-2 <u>The student advisor system, under which student specifically support students first-year students shall be maintained.</u>
b	The "Withdrawal Recommendation System" to detect and provide care for underachieving students at an early juncture will be continued. It is expected that students will be able to find suitable future paths through advice on studies and student lifestyles.	b	<u>b-1 Support for students experiencing severe difficulty with poor academic performance shall be improved by strengthening cooperation among faculty members concerned and utilization of the Office for Learning Support.</u> b-2 The "Withdrawal Recommendation System" shall be continued.	b	b-1 The "Withdrawal Recommendation System" shall be continued. b-2 Support for students experiencing severe difficulty with poor academic performance shall be improved by <u>utilization</u> of the newly-established Office for Learning Support.
(イ)	The Junior College Division	(イ)	The Junior College Division	(イ)	The Junior College Division

a	Attentive care will be given to students on an individual basis using various opportunities such as office hours, etc. according to the students' individual scholastic ability and interests.	a	a-1 Students will be notified of faculty members' office hours, etc., <u>for promotion of utilization of the office hour system.</u> a-2 Efforts will be made regarding preventative measures for <u>students experiencing severe difficulty with poor academic performance</u> through provision of attentive care to students on an individual basis by faculty centered around faculty responsible for seminars and members of the Academic Welfare Committee. a-3 Support <u>for improvement of situations</u> of students with possible psychological maladjustment <u>due to their financial or emotional problems</u> will be carried out through coordination of student counselors, part-time counselors, faculty members, and administrative staff. a-4 Training seminars on student counseling for faculty and administrative staff <u>will be continued, in order to improve the existing support system.</u>	a	a-1 Students will be notified of faculty members' office hours, etc., and will be encouraged to take advantage of this service. a-2 Efforts will be made regarding preventative measures for poor academic performance through provision of attentive care to students on an individual basis by faculty centered around faculty responsible for seminars and members of the Academic Welfare Committee. a-3 Support of students with possible psychological maladjustment with their studies will be carried out through coordination of student counselors, part-time counselors, faculty members, and administrative staff. a-4 Training seminars on student counseling for faculty and administrative staff will be continued in order to deepen understanding of students' psychological concerns, so that faculty and staff can be instructed to interact with students with understanding of counseling approaches.
b	A student support system for students with disabilities will be prepared.	b	<u>Detailed measures for</u> support of students with disabilities <u>shall be established.</u>	b	Progress will be made on establishment of a student support system for students with disabilities.
c	Support of students who experience difficulties in completing programs in the standard amount of time, faculty will provide advice to students on an individual basis, and make an effort to provide them advice at an early juncture.	c	Efforts will be made to provide Individual advice at an early juncture to students experiencing difficulty with their studies to help prevent students becoming unable to complete programs in the standard amount of time, through correspondence between the <u>part-time</u> counselor, student counselors, members of the Academic Welfare Committee, and faculty members responsible for courses. Students who will require extra time to complete relevant programs will also be given advice as necessary.	c	Efforts will be made to provide individual advice at an early juncture to students experiencing difficulties in their studies to help prevent students becoming unable to complete programs in the standard amount of time through correspondence between the counselor, student counselors, members of the Academic Welfare Committee, and faculty members responsible for courses. Students who will require extra time to complete relevant programs will also be given advice as necessary.
d	In order to decrease the number of students who experience difficulties in completing programs in the standard amount of time due to financial difficulties, the tuition exemption program will be improved.	d	In order to decrease the number of students who experience difficulties in completing programs in the standard amount of time due to financial difficulties, the tuition exemption program will be improved.	d	In order to decrease the number of students who experience difficulties in completing programs in the standard amount of time due to financial difficulties, the tuition exemption program will be improved.
イ (ア) a	イ Specific measures for support of student lifestyles and health (ア) The University of Aizu a Improvement of environments as they relate to students' lifestyles	イ (ア) a	イ Specific measures for support of student lifestyles and health (ア) The University of Aizu a Improvement of environments as they relate to students' lifestyles	イ (ア) a	イ Specific measures for support of student lifestyles and health (ア) The University of Aizu a Improvement of environments as they relate to students' lifestyles
(a)	With regard to lifestyle and health counseling, a counselor (Student Counseling Room), a nurse (Medical Treatment Room), Grievance Counselors (Grievance Counseling Office, Grievance Processing Committee), Counselor for Sexual Harassment (Committee for Prevention of Sexual harassment) and staff members of the Student Affairs Division will cooperatively work for students.	(a)	a-1 <u>Cooperation among faculty members, the counselor, the nurse, and staff of the Student Affairs Division shall be strengthened in order to give students effective and useful advice on their lifestyles.</u> a-2 <u>Seminars on student counseling shall be ensured, so that staff members responsible for student counseling can improve their qualification.</u>	(a)	a-1 The counselor from the Student Counseling Room, as well as the nurse from the Nurse's Room shall be provided with opportunities to take part in seminars for improvement and maintenance of their specialized knowledge. a-2 Seminars on student counseling shall be organized.

(b)	Basically, counseling shall be done on a student-counselor basis. However, in order to detect and care students experiencing difficulties in their lifestyles at an early juncture, adequate information shall be forwarded to their guardians at an adequate juncture so that guardians can also grasp situations through consultation, etc.	(b)	Meetings geared for students' guardians who need consultations for problems students have in keeping up with their studies shall be held. <u>Also, meetings with students' guardians shall be held as necessary.</u>	(b)	Meetings geared for students' guardians who need consultations for problems students have in keeping up with their studies shall be held.
(c)	With regard to realization of an environment in consideration for universal design, approaches for students with physical disabilities in terms of education and research shall be improved in line with establishment of a support system by faculty and students.	(c)	The existing support system for students with physical disabilities shall be improved <u>through understanding of situations of these students on a daily basis and through close communication with their guardians, and</u> according to their needs.	(c)	<u>Close communication shall be maintained</u> among students with physical disabilities, their guardians, and the University, so that the existing support system can be improved <u>according to</u> their needs.
b	Students' extra-curricular activities	b	Students' extra-curricular activities	b	Students' extra-curricular activities
(a)	In order for students to be more actively engaged in extra-curricular activities, spaces and places reserved for conversation and relaxation should be ensured.	(a)	(a) Efforts shall be directed to creation of an environment in which students can be actively engaged in extra-curricular activities, while the University ensures adequate spaces for these activities.	(a)	Efforts shall be directed to creation of an environment in which students can be actively engaged in extra-curricular activities, while the University ensures adequate spaces for these activities.
(b)	Taking into account an educational viewpoint that students improve themselves through interaction with many students as they spend their time in a group, measures to support students' extra-curricular activities shall be put into practice.	(b)	(b) The University and the University of Aizu Supporters' Association, for which members are students' guardians, shall work together to help students enjoy their campus lives.	(b)	The University and the University of Aizu Supporters' Association, for which members are students' guardians, shall work together to help students enjoy their campus lives.
c	A system to support lifestyles of students	c	A system to support lifestyles of students	c	A system to support lifestyles of students
(a)	A university dormitory which takes into account effectiveness in education <u>shall be established to help students improve their social skills and motivation to study through communal living and to nurture students' international awareness through communal living with students of different nationalities.</u> Also, measures for reducing students' financial burdens shall be considered. For example, use of low-rent housing owned by private companies shall be considered.	(a)	(a-1) <u>A plan for establishment of a University dormitory shall be made.</u> (a-2) Efforts shall be made to ensure <u>suitable housing for students.</u>	(a)	(a-1) <u>Efforts shall be made to ensure suitable housing for students.</u> (a-2) <u>The feasibility of dormitories shall be considered.</u>
(b)	In order to accept excellent students, preferential treatments of students, such as expansion of the range of students subject to tuition exemption and establishment of a University of Aizu scholarship system will be considered. Emphasis will be placed on consideration on such systems for the Graduate School.	(b)	(b-1) In order to ensure acceptance of excellent students from abroad, financial support measures shall be put into practice to support international students, such as tuition exemption and establishment of a University of Aizu scholarship system, etc. (b-2) A system to financially support excellent students, not limited to international students, shall be considered.	(b)	(b-1) In order to ensure acceptance of excellent students from abroad, financial support measures shall be put into practice to support international students, such as tuition exemption and establishment of a University of Aizu scholarship system, etc. (b-2) A system to financially support excellent students, not limited to international students, shall be considered.
(c)	Through further improvement of the TA and RA systems, financial burdens on graduate school students will be reduced, so that they can concentrate on their studies and research.	(c)	The TA system and RA system shall be further improved.	(c)	The TA system and RA system shall be further improved.
(d)	Effective use of the Lounge for International Exchange and Informal Discussion shall be aimed at for communication between international students and Japanese students, among faculty and administrative staff members, and for exchange of various information shall be worked on.	(d)	(d) In order to help non-Japanese faculty and international students get accustomed to life in Japan, intensive Japanese language courses shall be planned. Also, international exchange will be promoted through organizing and holding of <u>"international talks ."</u>	(d)	In order to help non-Japanese faculty and international students get accustomed to life in Japan, intensive Japanese language courses shall be planned. Also, international exchange will be promoted through programs for understanding of foreign cultures.

(e)	The University and the Support Association for International Students of the University of Aizu (SAISUA) shall work together to support international students.	(e)	Activities to support international students, for example, <u>raising donations</u> for international students will be implemented <u>in cooperation with Support Association for International Students of University of Aizu (SAISUA).</u>	(e)	Activities to support international students, for example, scholarship programs for international students will be implemented.
(f)	Occasions for informal discussion and exchange of opinions between international students and people from local companies and societies shall be organized.	(f)	(f) With the cooperation of the Center for Programs for International Strategy <u>and SAISUA</u> , interaction between international students and local residents, including ski lessons held jointly by local organizations <u>and participation in various events,</u> <u>will be aimed at</u> so that international exchange in the area can be further promoted.	(f)	With the cooperation of the Center for Programs for International Strategy, opportunities for interaction between international students and local residents, including ski lessons held jointly by local organizations, will be organized, so that international exchange in the area can be further promoted.
(イ)	The Junior College Division	(イ)	The Junior College Division	(イ)	The Junior College Division
a	Detailed plans will be made regarding preparations for realization of an environment to help students comfortably enjoy their student lifestyles.	a	Detailed plans to be made regarding preparations for realization of an environment to help students comfortably enjoy their student lifestyles.	a	Detailed plans to be made regarding preparations for realization of an environment to help students comfortably enjoy their student lifestyles.
(a)	Every year in April, second-year students are asked to respond to the "survey regarding student lifestyles". An overview of actual situations regarding students' lifestyles and student requests is obtained from the results of the survey, and can be applied to future reforms and improvements in the future.	(a)	The "survey regarding student lifestyles" conducted in April will be utilized for support of students' lifestyles.	(a)	The "survey regarding student lifestyles" conducted in April will be utilized for support of students' lifestyles.
(b)	Regarding scholarship programs of the Japan Student Services Organization (JASSO), efforts will be made to increase acceptance rates for applicants from the College through a system for provision of advice for those who wish to utilize these scholarships. (165 students received scholarships in fiscal year 2005, which was 49.1% of the total student population at the College. Excluding students who had been accepted to receive scholarships before they were admitted to the College, 90 students received scholarships, which was 26.8% of the total student population at the College.)	(b)	Scholarship programs will be announced at the time of students' admission to the College, and at the beginning of the first and second semesters to raise students' awareness of their availability. Improvements will be made regarding explanation methods for scholarship programs, and the acceptance rate of applicants will be increased.	(b)	Scholarship programs will be announced at the time of students' admission to the College, and at the beginning of the first and second semesters to raise students' awareness of their availability. Improvements will be made regarding explanation methods for scholarship programs, and the acceptance rate of applicants will be increased.
(c)	Efforts will be made to lessen financial burdens on students by reviewing expenses for practical training materials.	(c)	Practical training materials to be paid by students will be reviewed and evaluated from the perspective of cost efficiency, and efforts will be made to reduce overhead expenses, taking into consideration learning objectives.	(c)	Practical training materials to be paid by students will be reviewed and evaluated from the perspective of cost efficiency, and efforts will be made to reduce overhead expenses, taking into consideration learning objectives.
(d)	Enrichment of support systems for career planning and student lifestyles will be conducted through placement of student counselors and staff employed for counseling work who will be available to students requests for consultations.	(d)	d-1 A student counselor will be placed at each academic department, and a counselor from the University will work at the College once a week, as part of an effort to provide an environment where students don't feel hesitant in asking for counseling. d-2 <u>The student counseling room will be improved.</u>	(d)	d-1 A student counselor will be placed at each academic department, and a counselor from the University will work at the College once a week, as part of an effort to provide an environment where students don't feel hesitant in asking for counseling. d-2 Securing a room for use as the student counseling room will be considered.
(e)	A system to handle individual counseling for students regarding student lifestyles will be constructed, utilizing the small-class educational system, with faculty members and administrative staff keeping close coordination with student counselors and counselors.	(e)	A system for coordination of faculty and administrative staff, student counselors and counselors will be prepared, and will be available to students interdepartmentally. <u>Students will be given information on how they can utilize counseling time during the lunch break at guidance meetings, and e-mail announcements regarding use of this system will be made to students on a regular basis.</u>	(e)	A system for coordination of faculty and administrative staff, student counselors and counselors will be prepared, and will be available to students interdepartmentally.
(f)	Restoration of deteriorating student dormitories will be carried out according to a determined plan.	(f)	Issues regarding repair of dormitories will be compiled and organized, and maintenance and repair of the dormitories will be considered from the perspective of the long-term. <u>Efforts shall be made for management of the dormitory, in order to prevent unfavorable living conditions at the dormitory due to deterioration.</u>	(f)	Issues regarding repair of dormitories will be compiled and organized, and maintenance and repair of the dormitories will be considered from the perspective of the long-term .
(g)	So that students will be advised and made aware of possible problems that may arise stemming from activities such as illegal sales schemes such as sales scams, pyramid sales schemes, etc., and other activities such as stalking and cult-related activities, a specialist in the field will give a lecture on the topic at the College.	(g)	(g-1) Students will be advised and made aware of the possibility of these issues at the time of guidance meetings. (g-2) <u>Students will be given practical advice by staff of the Consumers Department of the Prefecture Government regarding prevention of bank transfer scams and troubles involving consumer contracts.</u>	(g)	(g-1) Students will be advised and made aware of the possibility of these issues at the time of guidance meetings. (g-2) Lectures given by regional safety advisors, etc. from the police station will be conducted for provision of specific advice pertaining to crime prevention and self-defense.

(h)	Counseling will be available for students having problems with harassment, including sexual harassment. In addition, efforts will be made in sending out announcements and notifications regarding prevention of different forms of harassment.	(h)	Awareness of several types of harassment issues will be promoted at the guidance meetings. <u>In particular, locations and occasions for consultation regarding sexual harassment shall be ensured.</u>	(h)	Awareness of several types of harassment issues will be promoted at the guidance meetings.
b	Students will be supported in their extra-curricular activities. Students learn about social values, about getting along with others, and about compassion through participation in extra-curricular activities and mature as human beings. From an educational perspective, student participation in extra-curricular activities will be supported.	b	Activities by self-governing student clubs will be supported through a faculty support system.	b	Activities by self-governing student clubs will be supported through a faculty support system.
c	A lifestyle support system for students, including international students and working students, will be established.	c	Support of student lifestyles will be conducted through cooperation between Student Affairs Section, academic welfare committee members, and graduation seminar instructors.	c	Support of student lifestyles will be conducted through cooperation between Student Affairs Section, academic welfare committee members, and graduation seminar instructors.
(a)	Towards a goal of fostering of 21st-century resident-types and society based on knowledge, proactive improvement of support systems will be conducted.	(a)	(a-1) A system to handle 3 and 4-year programs for completion will be utilized in response to students who are employed while conducting their studies at the College. (a-2) Mechanisms for discounted tuition, etc. will be utilized geared towards individuals who intend to take 3 or 4 years to complete their studies at the College while they are employed. (a-3) Programs, etc. for delayed payment of tuition, will be utilized .	(a)	(a-1) A system to handle 3 and 4-year programs for completion will be utilized in response to students who are employed while conducting their studies at the College. (a-2) Mechanisms for discounted tuition, etc. will be utilized geared towards individuals who intend to take 3 or 4 years to complete their studies at the College while they are employed. (a-3) Programs, etc. for delayed payment of tuition, will be utilized.
(b)	A clear description of persons in charge of student support services will be given to students, and will be available for consultations and advice.	(b)	Announcements will be made about information regarding the faculty member representative for student counseling, counselors, student counselors, the counseling office, and times the relevant resources are available at the time of guidance meetings. <u>Also, the location of the healthcare room will be explained to students at these meetings with detailed instructions for use of the room.</u>	(b)	Announcements will be made about information regarding the faculty member representative for student counseling, counselors, student counselors, and the counseling office, and times the relevant resources are available at the time of guidance meetings.
ウ (ア)	ウ Specific measures regarding support for students' career development activities (ア) The University of Aizu	ウ (ア)	ウ Specific measures regarding support for students' career development activities (ア) The University of Aizu	ウ (ア)	ウ Specific measures regarding support for students' career development activities (ア) The University of Aizu
a	The employment rate for students who wish to be employed at private companies will be maintained at 100 %.	a	a. The employment rate for students who wish to be employed at private companies shall be aimed at 100 %.	a	The employment rate for students who wish to be employed at private companies will be maintained at 100 %.
b	For improvement of quality of career guidance, on-campus company seminars jointly held by companies and the original handbooks for University of Aizu students seeking jobs should be improved. In addition, in order for students to develop views towards professions and increase their interest in future employment at an early juncture of their enrollment at the Undergraduate School, career planning seminars intended for students of lower academic years (e.g. second-year students) shall be planned and a qualified career counselor (whose qualification is recognized by the Ministry of Health, Labor and Welfare) shall be placed at the University.	b	b-1 The guidebook to help students find employment shall be improved. b-2 On-campus explanatory meetings of companies shall take place same as before. b-3 <u>A course, "Career Design," shall be established, for which a certain number of academic credits will be allotted. Contents of this course shall include</u> guidance meetings and seminars for students' future paths and career development. b-4 Career counseling by the career counselor and mock interviews for employment shall be planned. b-5 The career counselor of the University shall play an important role for improvement of quality of career guidance for students.	b	b-1 The guidebook to help students find employment to be published independently by the University shall be improved. b-2 On-campus explanatory meetings of companies shall take place same as before. b-3 Guidance meetings and seminars for students' future paths and career development shall be categorized as courses, for which academic credits will be allotted, and contents of these meetings and seminars will be improved. b-4 Career counseling by the career counselor and mock interviews for employment shall be planned. b-5 Appropriate responses will be given to students for their consultation regarding employment through utilization of the University's career counselor.
c	For the purpose of increasing students' awareness of choice of occupations, enhancing students' motivation to study, and improving students' ability to adapt themselves to society, students shall be encouraged to be engaged in internship programs. Deliberations shall also be made on handling of the internship program as a course for which students can earn academic credits.	c	In order to encourage students to take part in internship programs, meetings for explanation of internship programs shall be planned.	c	In order to encourage students to take part in internship programs, meetings for explanation of internship programs shall be planned.
d	Seminars for vocational assistance intended for faculty members shall be held in order to contribute to faculty members' activities to support students' career development.	d	Meetings for faculty members to show how they can support students' career development shall be planned.	d	Meetings for faculty members to show how they can support students' career development shall be planned.

e	Visitation programs to local companies shall be planned and carried out, so that both students and faculty members can attain deeper understanding about career development.	e	e. Visitation programs to local companies by students and faculty members shall be carried out.	e	Visitation programs to local companies by students and faculty members shall be carried out.
f	By reinforcement of ties between the Alumni Association and the University, networks among past graduates from the University will be established to help programs to support students currently enrolled seeking employment.	f	Establishment of networks including past graduates from the University in cooperation with the Alumni Association shall be aimed for. Established networks shall be effectively used .	f	f. Establishment of networks including past graduates from the University in cooperation with the Alumni Association shall be aimed for.
g	As a measure for supporting young researchers, the employment system established originally by the University for special research fellows shall be maintained, providing Pos. Doc. positions to graduates of our Doctoral Program.	g	g. In order to support excellent doctoral students after their completion of the doctoral program, positions for special research fellows of the University shall be maintained.	g	In order to support excellent doctoral students after their completion of the doctoral program, positions for special research fellows of the University shall be maintained.
h	Occasions for our students and faculty members to meet and exchange information with persons who were previously faculty members of our University or who were awarded a Master's/Doctoral degree from our University shall be planned in order to increase job opportunities for our graduate students.	h	Discussions regarding arrangement of occasions for doctoral students of the University to accumulate information regarding employment in research or faculty positions shall continue.	h	Discussions regarding arrangement of occasions for doctoral students of the University to accumulate information regarding employment in research or faculty positions shall continue.
(イ)	The Junior College Division	(イ)	The Junior College Division	(イ)	The Junior College Division
a	Efforts will be made regarding provision of advice to students regarding career planning according to their abilities, special characteristics, and interests.	a	a-1 A career guidance meeting will be held in October for first-year students. Detailed advice will be provided, utilizing the "career planning guidebook", which was edited by the relevant committee. a-2 Instructors from outside the College will hold lectures on guidance strategies for employment examinations, based on the yearly schedule for provision of career planning advice, to provide students with relevant advice. a-3 Fostering of skills regarding taking of employment exams will be conducted based on the yearly schedule for provision of career planning advice, through holding of entry sheet mastery tests, mock public servant examinations (basic versions, and versions which have actually been used), and mock SPI* exams, etc.	a	a-1 A career guidance meeting will be held in October for first-year students. Detailed advice will be provided, utilizing the "career planning guidebook", which was edited by the relevant committee. a-2 Instructors from outside the College will hold lectures on guidance strategies for employment examinations, based on the yearly schedule for provision of career planning advice, to provide students with relevant advice. a-3 Fostering of skills regarding taking of employment exams will be conducted based on the yearly schedule for provision of career planning advice, through holding of entry sheet mastery tests, mock public servant examinations (basic versions, and versions which have actually been used), and mock SPI* exams, etc.
b	Students are given a sense of what it is to actually work and given firsthand opportunities to gain work perspectives through programs for educational activities that deepen relations with companies, such as internships, etc.	b	Students interested in internships will be invited for participation, and those accepted as interns will be given instructions regarding relevant internships prior to their participation by faculty members in charge of career guidance and the career advisor .	b	Students interested in internships will be invited for participation, and those accepted as interns will be given instructions regarding relevant internships prior to their participation. Students will work as interns at companies for a designated period of time during summer vacation, etc., and gain firsthand experience at an actual work location. Interns are not limited to selecting internships for jobs related to work they want to do in the future. Their participation in the programs should give them awareness of the significance from the broad perspective of work experience.
c	A system to help students attain work perspectives based on a long-term outlook through seminars conducted by lecturers from outside the College will be strengthened for employment support services to students.	c	(c-1) The College will invite instructors from outside the College for instruction of "Short-term On-campus Lectures" and "Introduction to Career Development" to develop work values and students' long-term perspectives pertaining to their careers. (c-2) A career development support system will be developed so that students can be given suitable and appropriate advice to help foster initiative. The College aims to achieve the goal of having at least a 95% employment rate for students seeking employment after graduation.	c	(c-1) The College will invite instructors from outside the College for instruction of "Short-term On-campus Lectures" and "Introduction to Career Development" to develop work values and students' long-term perspectives pertaining to their careers. (c-2) A career development support system will be developed so that students can be given suitable and appropriate advice to help foster initiative. The College aims to achieve the goal of having at least a 95% employment rate for students seeking employment after graduation.

d	The current system to keep track of situations regarding job-hunting activities of students will be further improved through utilization of a computer system.	d	Provision of advice pertaining to tracking of job-hunting activities of students will be improved through improvement of the employment support system which utilizes the College's LAN.	d	Provision of advice pertaining to tracking of job-hunting activities of students will be improved through improvement of the employment support system which utilizes the College's LAN.
e	The employment counseling support system will be improved, and an employment advisor devoted to matters regarding employment will be placed at the College.	e	Two counseling staff members for career development (career advisors) have been placed at the Career Support Center at the College to improve the employment counseling support system.	e	Two counseling staff members for career development (career advisors) have been placed at the Career Support Center at the College to improve the employment counseling support system.
f	Faculty members of the College will conduct company visitations, in order to carry out information exchange and development of opportunities for employment of students.	f	Contact will be made with companies and facilities where there is a possibility for graduates to be employed through visitation, based on characteristics of relevant departments, to help develop the employer pool for the College.	f	Contact will be made with companies and facilities where there is a possibility for graduates to be employed through visitation, based on characteristics of relevant departments, to help develop the employer pool for the College.
g	Correspondence between alumni and the College has been useful for employment support regarding current students.	g	A graduate of the College shall be appointed as a part-time instructor for the course, _____ "Career Development," and a system to request alumni of the College to provide information pertaining to job opportunities and employment advice will be discussed.	g	Preparation of a system to request alumni of the College to provide information pertaining to job opportunities and employment advice will be discussed, for utilization in employment support for current students.
h	The Department of Food and Nutrition Sciences and the Department of Social Welfare Sciences will maintain a success rate of 80% for student employment at jobs which require licenses or qualifications.	h	Detailed advice will be provided to students who intend to gain employment in jobs which require licenses or qualifications regarding methods for completing their studies and career planning.	h	Detailed advice will be provided to students who intend to gain employment in jobs which require licenses or qualifications regarding methods for completing their studies and career planning.
i	Improvement of programs to assist students who intend to transfer to other universities, etc. will be conducted.	i	Faculty members in charge of career advice and career advisors, and research seminar instructors etc. will provide attentive care and advice to students regarding career plans during class and outside of class periods, to help students take action on their own initiative to achieve their goals.	i	Maintenance and improvement of success rates for students who transfer to other universities, etc. will be conducted. Faculty members in charge of career advice and career advisors, and research seminar instructors etc. will provide attentive care and advice to students regarding career plans during class and outside of class periods, to help students take action on their own initiative to achieve their goals.

COMPARISON BETWEEN THE MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	1. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University	Item	1. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University	Item	1. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University
	2 Measures for achievement of goals regarding research		2 Measures for achievement of goals regarding research		2 Measures for achievement of 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		(1)Measures for achievement of goals regarding research standards and results
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a	World-class research in computer science and engineering will be further promoted to create results having a major impact on relevant fields.	a	Pioneering research, with a focus on innovative computing for advancement of high performance computational science, shall be worked on.	a	Pioneering research, with a focus on innovative computing for advancement of high performance computational science, shall be worked on.
b	Research will be conducted to contribute to "formation of a local society where sustainable development is possible," a theme which has been assigned to Fukushima Prefecture as well as the world in the 21st century. In order to achieve these goals, heightening of professional awareness as researchers will be promoted.	b	<u>With the Research Center for Advanced Information Science and Technology (CAIST) playing a central role, research on integration of advanced information science, natural environmental science, (especially meteorological science) agricultural science for creation of regional environmental informatics (information science) shall be initiated.</u>	b	<u>Research on a system which can provide weather information for necessary agriculture by integrating weather simulation and agricultural science based on advanced information science and research on service science utilizing advanced information science towards improvement of conveniences and comfortableness of people in the local communities shall be started.</u>
c	In order to promote the pioneering research with creativity and originality, invitation of young researchers to the University shall be focused on.	c	<u>With the Research Center for Advanced Information Science and Technology (CAIST) playing a central role, research related to space information science, such as research toward promotion of utilization of data obtained by a lunar orbiter (SELENE) with the Japan Aerospace Exploration Agency. (JAXA) will be carried out.</u>	c	Research to convey the importance of science to the next generation shall be carried out, through research and development with the Japan Aerospace Exploration Agency (JAXA) toward promotion of utilization of data obtained by a lunar orbiter (SELENE).
(イ)	The Junior College Division	(イ)	The Junior College Division	(イ)	The Junior College Division
a	Fundamental research will be carried out and reflected in education in order to deepen education for each of the departments.	a	In order to deepen education in upper-division courses and interdepartmental courses, fundamental and application research will be conducted in related fields.	a	In order to deepen education in upper-division courses and interdepartmental courses, fundamental and application research will be conducted in related fields.
b	Efforts to rejuvenate the local region will be made through matching of achievements of fundamental research conducted at the College to the needs of companies and industries in the region.	b	<u>(b-1) In conjunction with summarization of achievements from fundamental research as "Annual Review," "Research of the Local Community" and "Business Achievement Report," they will be posted on the College's website, the College will collaborate with local companies and industries for facilitation of rejuvenation of the local region. Concerning the Center for Rejuvenation of Local Communities, the industry, universities, residents and municipalities in the region will collaborate and carry out matching needs and seeds, and efforts will be made through planning and carrying out collaborative research development projects for rejuvenation of the local region.</u> <u>(b-2) "Collection of research seeds" will be improved, and efforts will be made for matching seeds from the College and needs from the local society, private companies, etc.</u>	b	For facilitation of rejuvenation of the local region, the College will collaborate with local companies and industries, and achievements from fundamental research conducted will be published in the College's "Annual Review" and in "Research of the Local Community", and will also be posted on the College's website. Concerning the Center for Rejuvenation of Local Communities, the university, industry, government and public citizens will collaborate and carry out matching needs and seeds, and efforts will be made through planning and carrying out collaborative research development projects for rejuvenation of the local region.

c	Issues from the local region will be taken up, and solutions will be arrived at through cooperative research conducted with collaboration by the College, industry, residents, and government.	c	(c-1) <u>In conjunction with continuous</u> discussions on optimal collaboration with the local region which place importance of synergy, diversity and applicability will be carried out centered around the Center for Rejuvenation of Local Communities, <u>local issues will be selected, and research for solving these issues will be promoted, focusing on commissioned projects conducted by the Center for Rejuvenation of Local Communities, etc. in collaboration with local industry, universities, residents and municipalities in the region.</u> (c-2) Graduation research will be utilized in assistance for solving local issues.	c	c-1 Discussions on optimal collaboration with the local region which place importance of synergy, diversity and applicability will be carried out centered around the Center for Rejuvenation of Local Communities. Local issues will be selected and research systems will be prepared, while promoting the following projects which started in AY 2008. "Project for Support of Child-raising and Child-maturation through Diet" supported by the "Prefecture Program for Promotion of Prioritized Areas" "Project for Construction of a Database for Information Regarding Vacant Housing Areas," "Project for Dissemination of Information of the Local Regions" and the "Project for Collaboration Regarding Health and Tourism" as projects from the program, "Program for Branch Offices of Fukushima Prefecture Government" "Development of Barrier-free Products Made of Paulownia Grown in the Aizu Region" supported by METI in its program, "Research and Development for Use of Regional Resources" c-2 Graduation research will be utilized in assistance for solving local issues.
イ (ア)	イ Specific measures regarding methods for giving back research results to society (ア) The University of Aizu	イ (ア)	イ Specific measures regarding methods for giving back research results to society (ア) The University of Aizu	イ (ア)	イ Specific measures regarding methods for giving back research results to society (ア) The University of Aizu
a	The University shall give back research results to society through international conferences, academic journals, patents, and technology transfers as well as hosting of international workshops, symposiums and international conferences.	a	The Center for Strategy of International Programs shall support international conferences and workshops hosted by organizations belonging to the University.	a	The Center for Strategy of International Programs shall support international conferences and workshops hosted by organizations belonging to the University.
b	The University shall share its research results with local communities and citizens through hosting of public lectures, IT seminars, forums, etc.	b	b-1 Public lectures inside/outside of the University shall be carried out. b-2 In order to share research results of the University, university-industry cooperation forums shall be carried out. b-3 <u>Various public lectures</u> shall be held for contribution to fostering of human resources with practical knowledge required for playing important roles in the ubiquitous computing society. b-4 Introductory seminars on multimedia shall be organized intended for local citizens, so that they can support the information-oriented society.	b	b-1 Public lectures inside/outside of the University shall be carried out. b-2 In order to share research results of the University, university-industry cooperation forums shall be carried out. b-3 ". NET Seminars" shall be held for contribution to fostering of human resources with practical knowledge required for playing important roles in the ubiquitous computing society. b-4 Introductory seminars on multimedia shall be organized intended for local citizens, so that they can support the information-oriented society.
c	Market value of research results shall be improved through acquisition of patent rights and technology transfer.	c	Effective management and proactive use of intellectual property shall be aimed at.	c	Effective management and proactive use of intellectual property shall be aimed at.
d	The University-Business Innovation Center shall take an initiative in selecting research topics needed by local communities and industry as well as actively promoting the University's collaboration with local communities and industry.	d	d-1 Through <u>holding of</u> university-industry cooperation forums in order to publicize research results of the University, efforts will be made to understand the needs of local communities and industry. d-2 <u>Activities for coordination of collaborative research, etc. will be promoted centered around the Business Collaboration Coordinator.</u>	d	d-1 University-industry cooperation forums shall be held in order to publicize research results of the University, understand the needs of local communities and industry, and consider feasibility of research collaboration. d-2 Projects involving multiple laboratories and fields of study, making the best use of knowledge possessed by the University shall be promoted through regular meetings by UBC members.
e	The University shall actively host lectures and research funded externally, and promote collaborative research with external organizations and/or utilization of external funds (cooperative and commissioned research, grant donations.) The University shall also strive to <u>send information, give publicity, conduct activities for enlightenment, and make known release</u>	e	Efforts will be directed to acquisition of external funds.	e	Efforts will be directed to acquisition of external funds.
f	For the purpose of contribution to improvement of English education in other universities, etc., achievements of English education and research for the Graduate School conducted by the Center for Language Research will be made known to the public.	f	The Center for Language Research will continue to work on research regarding English language education targeted for graduate school students.	f	The Center for Language Research will continue to work on research regarding English language education targeted for graduate school students.
(イ)	The Junior College Division	(イ)	The Junior College Division	(イ)	The Junior College Division

a	Contributions will be made to expanding development of industries and cultures within the region by resolving issues particular to regions, through creation of project teams based on collaboration between the College, industry, residents, and governments and proactive participation in organizational functions outside the College.	a	Collaboration between industry, universities, residents and municipalities in the region will be promoted <u>centered around</u> the Center for Rejuvenation of Local Communities, <u>commissioned projects, etc. utilizing local resources (history, culture, tradition, nature, special local products, vacant housing, etc.) will be developed, and contribution will be made to increase participants in exchanges, to promote permanent dwelling and residence as second homes, and to rejuvenate local communities, etc.</u> In addition, efforts will be also made for promotion and development of local industry and culture.	a	The Center for Rejuvenation of Local Communities will promote collaboration between industry, universities, residents, and municipalities in the region to promote and develop local industry and culture. Specific projects, etc. involving cooperative research by the College, industry, government, and residents include a project designated for promotion by Fukushima Prefecture, the "Project for Support of Child-raising and Child-maturation through Diet", a project for promotion of utilization of Aizu's regional resources, the "Project for Utilization of Aizu's Treasures", a project from the program, "Research and Development for Use of Regional Resources" sponsored by METI, "Development of Barrier-free Products Using New Uses for Aizu Paulownia"
b	The Annual Research Review will be published, and research achievements will be publicly announced.	b	A CD-Rom version of the College's "Annual Research Review" will be distributed <u>to related institutions</u> , so that the research achievements of faculty and administrative staff of the College can be used by other universities, regional communities, and companies, etc., and <u>all the contents</u> of the Annual Research Review will also be posted on the College's website. The achievements from various projects planned and implemented by the Center for Rejuvenation of Local Communities will be <u>also</u> posted on the website, as PR activity, while at the same time making the information available so that regional communities can utilize the achievements.	b	A CD-Rom version of the College's "Annual Research Review" will be distributed so that the research achievements of faculty and administrative staff of the College can be used by other universities, regional communities, and companies, etc., and the contents of the Annual Research Review will also be posted on the College's website. The achievements from various projects planned and implemented by the Center for Rejuvenation of Local Communities will be posted on the website, as PR activity, while at the same time making the information available so that regional communities can utilize the achievements. Specifically, projects to be posted on the website include a project designated for promotion by Fukushima Prefecture, the "Project for Support of Child-raising and Child-maturation through Diet", a project for promotion of utilization of Aizu's regional resources, the "Project for Utilization of Aizu's Treasures", a project from the program, "Research and Development for Use of Regional Resources" sponsored by METI, "Development of Barrier-free Products Using New Uses for Aizu Paulownia."
ウ	Specific measures regarding verification of research standards and results	ウ	Specific measures regarding verification of research standards and results	ウ	Specific measures regarding verification of research standards and results
(ア)	Periodic self-inspections/evaluations as well as third-party evaluations shall be implemented. Results of research projects, etc. shall be presented and verified at presentations and symposiums open to those outside of the University.	(ア)	<u>Internal investigations</u> and evaluations shall be conducted by the University Evaluation Office (the University of Aizu) <u>and the Evaluation Committee (the Junior College Division)</u> . Also, the University shall prepare <u>by arrangement of necessary materials, etc.</u> for evaluation of its educational activities by the National Institution for Academic Degrees and University Evaluation (scheduled to be conducted in 2010) (the University of Aizu <u>and the Junior College Division</u>). Achievements of research projects, etc. shall be publicly presented to people outside the University.	(ア)	Internal evaluation shall be conducted by the University Evaluation Office. Also, the University shall prepare by accumulating data for evaluation of its educational activities by the National Institution for Academic Degrees and University Evaluation (scheduled to be conducted in 2010.) Achievements of research projects, etc. shall be publicly presented to people outside the University.
(イ)	The University shall aim at a 50 % increase in the number of the University's publication in major journals during the mid-term plan period. (An increase from the present number of 113 papers to 170 papers)	(イ)	The number of papers published in major journals, exceeding the number in the prior fiscal year, shall be targeted, by way of providing faculty with related information and cooperative assistance regarding applications to be made. (The University of Aizu)	(イ)	The number of papers published in major journals, exceeding the number in the prior fiscal year, shall be targeted, by way of providing faculty with related information and cooperative assistance regarding applications to be made for obtaining external research funds at the University of Aizu. (The University of Aizu)
(ウ)	The University shall discuss a commendation system for highly evaluated research results.	(ウ)	Based on the Regulation Concerning Commendation of Personnel, the Public University Corporation, The University of Aizu, personnel qualified for commendation shall be commended.	(ウ)	Based on the Regulation Concerning Commendation of Personnel, the Public University Corporation, The University of Aizu, personnel qualified for commendation shall be commended. (The University) Progress will be made regarding preparation of a system for commendation regarding research achievements which have received high evaluations. (The Junio College Division)

COMPARISON BETWEEN THE MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	I. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University	Item	I. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University	Item	I. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University
	2 Measures for achievement of goals regarding research		2 Measures for achievement of goals regarding research		2 Measures for achievement of goals regarding research
	(2)Measures for achievement of goals regarding improvement of systems for promotion of research		(2)Measures for achievement of goals regarding improvement of systems for promotion of research		(2)Measures for achievement of goals regarding improvement of systems for promotion of research
ア (ア)	ア Specific measures regarding assignment of researchers (ア) The University of Aizu	ア (ア)	ア Specific measures regarding assignment of researchers (ア) The University of Aizu	ア (ア)	ア Specific measures regarding assignment of researchers (ア) The University of Aizu
a	Making the best use of networks with non-Japanese researchers who have belonged to the University of Aizu and related foreign institutions, etc., commissioning of visiting researchers at the University of Aizu and measures for recruitment of excellent non-Japanese faculty members shall be examined.	a	The University shall strive for recruitment of excellent <u>human resources and utilization of networks with overseas institutes, etc. related to the faculty members working at the University and overseas researchers.</u>	a	The University shall strive for recruitment of excellent human resources, utilizing a database regarding researchers residing abroad who belonged to the University and international invitation of applications for faculty positions at the University.
b	A system which enables young and prospective post-doctoral research students and research assistants, etc. to actively participate in research shall be prepared for revitalization of research at the University.	b	Post-doctoral research students and research assistants, etc. shall be encouraged to proactively participate in research activities conducted at the University.	b	Post-doctoral research students and research assistants, etc. shall be encouraged to proactively participate in research activities conducted at the University.
c	Novel research areas which transcend disciplines and take advantage of the University's strengths while focusing on essential goals of the University of Aizu, support systems and maintenance of academic research environments shall be given extra consideration.	c	Activities regarding trans-disciplinary research focusing on CAIST will be supported.	c	Trans-disciplinary research utilizing knowledge accumulated at the University shall be promoted through UBIC meetings.
d	In order to promote organizational and strategic collaboration between the University's research activities and society, the University-Business Innovation Center (UBIC) in particular, shall become the center for promotion of projects which meet social needs and/or those for which acquisition of external funds is feasible.	d	Projects related to university-industry collaboration will be promoted, with UBIC playing a central role.	d	Faculty members belonging to UBIC shall take the lead in discussing strategic measures for promotion of collaboration including the perspective of education and academics.
イ (イ)	The Junior College Division	イ (イ)	The Junior College Division	イ (イ)	The Junior College Division
a	Efforts will be made to carry out strategic placement of human resources, etc. for new and developing fields, while taking into consideration the special characteristics of academic fields of the College.	a	Efforts will be made to carry out strategic placement of human resources, etc. for new fields of development, with the Center for Rejuvenation of Local Communities playing a central role in these efforts. Using the fields of specialization of the College (industry and management, design, information, environment, nutrition, food products, health, welfare and childcare, etc.) as a foundation, efforts will be made to facilitate inter-field collaboration through establishment of interdisciplinary courses.	a	Efforts will be made to carry out strategic placement of human resources , etc. for new fields of development, with the Center for Rejuvenation of Local Communities playing a central role in these efforts. Using the fields of specialization of the College (industry and management, design, information, environment, nutrition, food products, health, welfare, childcare, and care for the disabled, etc.) as a foundation, efforts will be made to facilitate inter-field collaboration through establishment of interdisciplinary courses.

b	Efforts will be made to promote the feasibility of preparing a system which will make it possible to carry out distinctive research projects through effective utilization of human resources, etc.	<p>b-1 With the Center for Rejuvenation of Local Communities as the nucleus, collaboration between the College and regional industry, residents, and municipalities will be conducted, and project research will be carried out based on themes including common needs characteristic to the region.</p> <p>b-2 A database will be created which will include information for all past researchers of the College and faculty who retired at the mandatory retirement age.</p> <p>b-3 <u>In conjunction with</u> creation of a database including all current researchers at the College, <u>the database will be disclosed to public for exchanges of human resources.</u></p>	<p>b-1 With the Center for Rejuvenation of Local Communities as the nucleus, collaboration between the College and regional industry, residents, and municipalities will be conducted, and project research will be carried out based on themes including common needs characteristic to the region.</p> <p>b-2 A database will be created which will include information for all past researchers of the College and faculty who retired at the mandatory retirement age.</p> <p>b-3 A database including all current researchers at the College will be created.</p>
イ (ア)	イ Specific measures regarding methods for giving back research results to society (ア) The University of Aizu	イ Specific measures regarding methods for giving back research results to society (ア) The University of Aizu	イ Specific measures regarding methods for giving back research results to society (ア) The University of Aizu
a	<u>With regard to the research organization, the Center for Advanced Information Science and Technology (CAIST) will be established as an organization with flexibility in cross-sectional, free concentrative structure, in addition to a fundamental organization to work on the University's mission, that is, "inheritance and evolution of knowledge."</u>	a <u>The Center for Advanced Information Science and Technology (CAIST) will be established.</u>	a a-1 Deliberation on the current laboratory system with regard to research organizations, and reassessment of the current laboratory system shall be considered. a-2 For promotion of specific projects, inter-laboratory and restriction free organization of faculty shall be established.
b	A limited term of office system will be introduced to <u>the Center for Advanced Information Science and Technology</u> , and acquisition of external funds on the basis of research for specific purposes, such as basic research intended for the <u>Global Center of Excellence (COE) Program*</u> , etc. and research for contribution to local communities will be one of the missions of research. In principle, faculty of this organization shall be assigned a smaller workload <u>according to situations concerning research with priority</u> , so that they can concentrate on research, and during a start-up period, they shall be given priority regarding allocation of research funds.	b <u>Clusters which conduct research with clear goals will be placed within the CAIST.</u>	b For promotion of specific projects, inter-laboratory and restriction free organization of faculty shall be established.
c	In order to support research conducted by faculty members and doctoral students, the existing RA system shall be improved.	c The RA system shall be further utilized in order to support research conducted by faculty members and doctoral students.	c The RA system shall be further utilized in order to support research conducted by faculty members and doctoral students.
d	<u>Based on the University of Aizu strategies for intellectual properties, the system for providing faculty members of the University with instruction, advice, and consultation, etc. regarding intellectual properties shall be enhanced, and patent applications resulting from research seeds shall be promoted.</u>	d <u>In conjunction with deepening faculty members', etc. understanding of intellectual properties on campus through the Business Collaboration Coordinator, patents for research seeds will be pursued.</u>	d With regard to indirect expenses associated with external funds, measures to handle these expenses shall be deliberated on after clarification of deliberation points in design of schemes, tasks and methods for operation, so that sponsors can understand the necessity of indirect expenses.
e	The University shall entrust UBIC with overall coordinating functions for promoting cooperative research, etc., at the University as well as establishing strategies for obtaining external funds, and making these strategies well known to faculty members.	e Through discussions by the Committee for Promotion of University-Business Cooperation and regular meetings by UBIC members, strategies for promotion of university-industry cooperation shall be considered.	e Through discussions by the Committee for Promotion of University-Business Cooperation and regular meetings by UBIC members, strategies for promotion of university-industry cooperation shall be considered.

f	The University shall take measures in which indirect expenses to be used for improvement of the University's overall research environment shall be added to direct expenses for collaborative research expenses and commissioned research expenses to be paid by research partners. For the time being, UBIC shall take the lead in making an effort to win understanding from businesses and the University's collaborative research partners, on these measures concerning indirect expenses.	f	When discussing details of collaborative research with partner institutions, the University will try to get approval from relevant partner institutions to bear cost of indirect expenses for other purposes.	f	When discussing details of collaborative research with partner institutions, the University will try to get approval from relevant partner institutions to bear cost of indirect expenses for other purposes.
g	The University has assigned UBIC a function of acting as headquarters for administration of intellectual property for the purpose of giving back research achievements to society and the University's overall function of assisting collaboration among industry, academia, and government shall be further improved hereafter.	g	In order to enhance its function as a base for support of university-industry cooperation, the organization of UBIC shall be reviewed on a steady basis to increase effectiveness of operation.	g	In order to enhance its function as a base for support of university-industry cooperation, the organization of UBIC shall be reviewed on a steady basis to increase effectiveness of operation.
h	Faculty members, etc. who are in fields for which patent applications are expected, and have been allocated competitive research funds, will be requested to apply for patents, etc. within a year after completion of their relevant research.	h	<u>Research for which filing of patent applications are feasible will be supported towards acquisition of ownership rights, so that the results attained in competitive funds-supported research can contribute to advancement of local areas and to society.</u>	h	Taking into account the importance of acquisition of patent rights, research for which filing of patent applications are feasible will be supported towards acquisition of ownership rights, so that results attained in competitive funds-supported research can contribute to advancement of local areas and to society.
(イ)	The Junior College Division	(イ)	The Junior College Division	(イ)	The Junior College Division
a	Efforts will be made to prepare <u>a research environment, organization and system which have flexibility to respond to diversified needs.</u>	a	Efforts will be made to prepare <u>a research environment, organization and system which have the flexibility to respond to diversified needs.</u>	a	Efforts will be made to prepare an appropriate research environment, with particular emphasis on provision of necessary funding for research.
(a)	A support system for investigative research leading towards development of local communities will be established, through coordination between the College, industry, residents, and government.	(a)	With the Center for Rejuvenation of Local Communities as a nucleus, the College, industry, government, and residents will serve as a support system for rejuvenation of local communities, and will prepare a system for advancement of investigative research leading to regional development. <u>Based on collection of research seeds of the College, the seeds will be deliberated on at meetings of the Council of Operation and Promotion for the Center for Rejuvenation of Local Communities to match needs of the local society to seeds of the College.</u>	(a)	With the Center for Rejuvenation of Local Communities as a nucleus, the College, industry, government, and residents will serve as a support system for rejuvenation of local communities, and will prepare a system for advancement of investigative research leading to regional development.
(b)	The programs for encouragement of research and program for external training, both of which support research activities, will be improved.	(b)	<u>Various research conducted by faculty members will be continuously supported based on the regulation regarding external training and the regulation regarding encouragement of research.</u>	(b)	Regarding the current programs, etc. for external training, making it possible so that travel expenses for these programs can be exceptions to rules of compliance with the Corporation's travel expense regulations on trial basis will be continued , in order to increase cost efficiency of training.
(c)	Efforts will be made regarding acquisition of external funding for research projects, and realization of cooperative research and commissioned research.	(c)	Strengthening of coordination between the College, industry, residents, and government will be conducted, and efforts will be made to realize cooperative and commissioned research projects.	(c)	Strengthening of coordination between the College, industry, residents, and government will be conducted to facilitate acquisition of external funding, and efforts will be made to realize cooperative and commissioned research projects .
b	Enrichment of functions supporting coordination between the College, industry, residents, and government from an overall perspective of the College will be conducted through assignment of intellectual property management functions to the Center for Rejuvenation of Local Communities (provisional title) to facilitate contribution of research achievements of the College to society.	b	<u>Assignment of intellectual property management functions to the Center for Rejuvenation of Local Communities will be made,</u> and improvements will be made to functions supporting collaboration between the College, industry, government, and residents <u>through utilization of collection of research seeds of the College, etc.</u>	b	Preparations for assignment of intellectual property management functions to the Center for Rejuvenation of Local Communities will be made , and improvements will be made to functions supporting collaboration between the College, industry, government, and residents.
ウ (ア)	ウ Detailed measures regarding evaluation of research activities (ア) The University of Aizu	ウ (ア)	ウ Detailed measures regarding evaluation of research activities (ア) The University of Aizu	ウ (ア)	ウ Detailed measures regarding evaluation of research activities (ア) The University of Aizu
a	Making the best use of the Internal Evaluation Committee, etc., evaluation of research processes and research achievements shall be implemented on a periodic basis.	a	Data necessary for evaluation of the University's research processes and achievements shall be collected.	a	Data necessary for evaluation of the University's research processes and achievements shall be collected.
b	The University shall continue improving its website for good publicity to the general public. Through the site, the University shall release the University gazette on an annual basis and publicly present "research reports" from faculty members and projects. This shall facilitate evaluations and wider access to research results.	b	<u>The University website will be improved based on the results of discussions, etc. made at the University Website Working Group.</u> In addition, university gazettes will be issued in order to make research reports by faculty members widely known.	b	b-1 University gazettes shall be issued in order to make research reports by faculty members widely known. b-2 Consideration of administration of a database regarding achievement of faculty members to compile research achievements of individual faculty members shall be conducted by a working group

c	Social contribution shall be evaluated from the standpoint of technological innovation such as, creation of intellectual property, transfer of technology, etc., and shall be reflected in evaluation of faculty members.	c	<u>Discussions will be made</u> on how social contribution by faculty members should be evaluated from the standpoint of technological innovation such as, creation of intellectual property, technology transfer, etc., and on the main organizations to be responsible for evaluations.	c	Data shall be collected for discussions on how social contribution by faculty members should be evaluated from the standpoint of technological innovation such as, creation of intellectual property, technology transfer, etc., and on the main organizations to be responsible for evaluations.
d	Research activities shall also be evaluated in terms of results of research advice given to students, obtaining external research funds, faculty members in positions as executives of scientific conferences and/or members of committees, etc.	d	<u>Discussions will be made</u> on how research activities should be evaluated in terms of results of research advice given to students, acquisition of external research funds, faculty members' activity in positions as executives of scientific conferences and/or members of committees, etc., and on organizations responsible for evaluations.	d	Data shall be collected for discussions on how research activities should be evaluated in terms of results of research advice given to students, acquisition of external research funds, faculty members' activity in positions as executives of scientific conferences and/or members of committees, etc., and on organizations responsible for evaluations.
(イ)	The Junior College Division	(イ)	The Junior College Division	(イ)	The Junior College Division
	An evaluation committee will be established within the College, and will create evaluation standards, etc. and conduct evaluations of faculty members' research activities, in order to increase the quality of research activities conducted by the College. Levels of contribution to local communities will be one of the criteria included in the evaluation items. Fair, equal, and clear evaluations will be conducted based on evaluation standards, and taking into consideration faculty members' self-evaluations.		With the objective of achieving a consistency between internal evaluations and third-party evaluations, progress will be made on the creation of evaluation standards.		With the objective of achieving a consistency between internal evaluations and third-party evaluations, progress will be made on the creation of evaluation standards.
エ (ア)	Specific measures regarding utilizing of evaluation results towards improvement of the quality of research (ア) The University of Aizu	エ (ア)	Specific measures regarding utilizing of evaluation results towards improvement of the quality of research (ア) The University of Aizu	エ (ア)	Specific measures regarding utilizing of evaluation results towards improvement of the quality of research (ア) The University of Aizu
a	Research for which external research funds have been granted shall be additionally provided with internal research funds, depending on necessity assessed on the basis of research results.	a	<u>Strategic research funding will be allocated</u> through evaluations of results of research for which external funds have been acquired.	a	Efforts shall be made for effective and efficient use of strategic research funding to upgrade the quality of research through evaluations of results of research for which external funds have been acquired.
b	Internal research funds of the University of Aizu shall be allocated taking into consideration of fields that the University of Aizu shall work on as essential goals.	b	Research in the fields that the University shall work on as essential goals within the framework of mid-term and long-term plans established for competitive funding shall be promoted.	b	Research in the fields that the University shall work on as essential goals within the framework of mid-term and long-term plans established for competitive funding shall be promoted.
c	In the light of the importance of academic research based on creativity in basic field research lacking financial resources, appropriate consideration shall be given to budget allocation for assistance of this type of research.	c	Within the category for general purposes in the competitive research fund, consideration shall be given to allocation of budgets to basic field research lacking financial resources, as well as exploring ground breaking research based on progressive ideas and research encouraged for specific purposes.	c	Within the category for general purposes in the competitive research fund, consideration shall be given to allocation of budgets to basic field research lacking financial resources, as well as exploring ground breaking research based on progressive ideas and research encouraged for specific purposes.
(イ)	The Junior College Division	(イ)	The Junior College Division	(イ)	The Junior College Division
	The evaluations of faculty members' research activities will be conducted to help improve each faculty member's research activities. Regarding faculty members who conduct particularly outstanding research activities, additional allocation of research funds, etc. will be considered and carried out, as an incentive for faculty.		The evaluations of faculty members' research activities will be conducted to help improve each faculty member's research activities. Regarding faculty members who conduct particularly outstanding research activities, additional allocation of research funds, etc. will be considered and carried out, as an incentive for faculty.		The evaluations of faculty members' research activities will be conducted to help improve each faculty member's research activities. Regarding faculty members who conduct particularly outstanding research activities, additional allocation of research funds, etc. will be considered and carried out, as an incentive for faculty.

COMPARISON BETWEEN THE MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
	I. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University		I. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University		I. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University
Item	3 Measures for achievement of goals concerning contribution to local communities	Item	3 Measures for achievement of goals concerning contribution to local communities	Item	3 Measures for achievement of goals concerning contribution to local communities
	(1) Specific measures regarding collaboration and mutual support with local communities and prefectural administration		(1) Specific measures regarding collaboration and mutual support with local communities and prefectural administration		(1) Specific measures regarding collaboration and mutual support with local communities and prefectural administration
ア	The University of Aizu	ア	The University of Aizu	ア	The University of Aizu
(ア)	As a university open to local communities, the University shall expand opening of various facilities such as the University Library and promote use of athletic facilities by people outside the University.	(ア)	(ア-1) In order to promote utilization of the University Library by people outside the University, the Library shall be open for browsing of library materials, and public relations activities concerning book lending services shall be continuously implemented. Also, use of the University Library by Gakuho Junior and Senior High School students shall be promoted through publicity. (ア-2) <u>The user-friendly environment will be maintained for people who are eligible to use the University athletic facilities, so that use of the athletic facilities by organizations in the local communities can be promoted.</u>	(ア)	(ア-1) In order to promote utilization of the University Library by people outside the University, the Library shall be open for browsing of library materials, and public relations activities concerning book lending services shall be continuously implemented. Also, use of the University Library by Gakuho Junior and Senior High School students shall be promoted through publicity. (ア-2) <u>The range of people who are eligible to use the University athletic facilities will be expanded, so that use of athletic facilities by organizations in the local communities can be promoted.</u>
(イ)	UBIC will aim to promote continuous reform and promptly respond to changes of industry structure, etc., so that users, including local private companies can enjoy practical advantage from support provided by UBIC and the user-friendliness of relevant facilities as results of the reform.	(イ)	Optimal functions of UBIC shall be discussed from both perspectives on hardware and software, based on users' needs.	(イ)	Optimal functions of UBIC shall be discussed from both perspectives on hardware and software, based on users' needs.
(ウ)	Public lectures in which University's unique facilities and research achievements are utilized shall be actively offered. Such public lectures include the "TRY series" and multimedia seminars for which computer machines are actually used during lectures.	(ウ)	(ウ-1) Content of the "TRY series," for which computer machines are actually used during lectures will be <u>continuously and proactively</u> held. (ウ-2) A new type of public lecture given by students will be offered utilizing the University's resources. (ウ-3) Public lectures will be offered as collaborative courses for the "Prefectural Residents' College ('Kenmin College')", and <u>efforts will be made for improvement of the lectures based on needs of participants</u> to increase the number of participants.	(ウ)	(ウ-1) Content of the "TRY series," for which computer machines are actually used during lectures will be improved. (ウ-2) A new type of public lecture given by students will be offered utilizing the University's resources. (ウ-3) Public lectures will be offered as collaborative courses for the "Prefectural Residents' College ('Kenmin College')", and as many public lectures as possible will be offered as collaborative programs for "the 20th National Life-long Learning Festival," to increase the number of participants.

(工)	The University shall make known to the public, not only public lectures to be held on campus, but also off-campus public lectures to be held at local facilities, and further promote implementation of off-campus lectures for high schools inside and outside the Prefecture as well as public lectures in cooperation with local lifelong-education promoting organizations.	(工)	(工-1) Off-campus lectures will be offered in cooperation with local organizations promoting life-long education including community centers. (工-2) Off-campus lectures at high schools inside and outside the Prefecture will be actively offered as in the previous year.	(工)	(工-1) Off-campus lectures will be offered in cooperation with local organizations promoting life-long education including community centers . (工-2) Off-campus lectures at high schools inside and outside the Prefecture will be actively offered as in the previous year.
(オ)	The University shall promote support in the form of providing access to human resources and facilities for improvement of the skills of junior-high and high school teachers in the Prefecture, and in addition, shall consider providing long-term training by accepting currently-employed teachers from outside the University to the Graduate School where specialized certificates for teaching can be obtained.	(オ)	(オ-1) <u>Implementation of</u> short-term training seminars for currently-employed teachers within the Prefecture will be discussed in cooperation with the Prefectural Board of Education. (オ-2) Accepting of currently-employed teachers for long-term training at the Graduate School will be discussed.	(オ)	(オ-1) Short-term training seminars for currently-employed teachers within the Prefecture will be offered in cooperation with the Prefectural Board of Education. (オ-2) Accepting of currently-employed teachers for long-term training at the Graduate School will be discussed.
(カ)	The University shall work on preparation of a system for improvement of junior and senior high school student proficiency in mathematics, physics and English in the Prefecture, and conduct research regarding content of education, teaching materials and IT tools, etc., in cooperation with the Fukushima Prefectural Board of Education. In particular, the University shall further cooperate with the Board of Education in order to realize integrated education for junior and senior high school students at Aizu Gakuho High School.	(カ)	(カ-1) In cooperation with the Prefectural Board of Education, the University will consider projects for improvement of academic proficiency of junior and senior high school students within the Prefecture. (カ-2) The University will carry out programs for dispatch of faculty members to Aizu Gakuho High School as lecturers, and acceptance of Gakuho High School students to lectures at the University, based on the Agreement regarding University-High School Cooperation between the University of Aizu and Aizu Gakuho High School.	(カ)	(カ-1) In cooperation with the Prefectural Board of Education, the University will consider projects for improvement of academic proficiency of junior and senior high school students within the Prefecture. (カ-2) The University will carry out programs for dispatch of faculty members to Aizu Gakuho High School as lecturers, and acceptance of Gakuho High School students to lectures at the University, based on the Agreement regarding University-High School Cooperation between the University of Aizu and Aizu Gakuho High School.
(キ)	The University shall host the "Computer Science Summer Camp" and the "Personal Computing Contest for High School Students in Japan" in cooperation with affiliated organizations and other organizations, etc. to nurture individuals who will support the information society and publicize the University's distinctive characteristics and strengths to the nation as a whole through these events.	(キ)	(キ-1) In cooperation with relevant organizations, the University shall host the "Computer Science Summer Camp." (キ-2) The Prefecture, the University and the Executive Committee for the "Personal Computing Contest for High School Students in Japan" will cooperatively host the 2009 Personal Computing Contest for High School Students in Japan," in order to promote development of a wider range of "IT (information technology)" professionals.	(キ)	(キ-1) In cooperation with relevant organizations, the University shall host the "Computer Science Summer Camp." (キ-2) The Prefecture, the University and the Executive Committee for the "Personal Computing Contest for High School Students in Japan" will cooperatively host the "2008 Personal Computing Contest for High School Students in Japan," in order to promote development of a wider range of "IT (information technology)" professionals.
(ク)	The University shall promote research/development of programs such as e-mail software. So that computers can be operated with ease by the elderly and the physically challenged.	(ク)	Research and development in information technology based on the concept of "universal design" will be promoted. Also, publicity of research results will be supported through participation in various exhibitions.	(ク)	(ク-1) Research and development in information technology based on the concept of "universal design" will be promoted. (ク-2) Through regular meetings by UBIC members, research projects utilizing knowledge accumulated at the University will be promoted.
(ケ)	By means of cooperation with Fukushima Medical University, etc., the University shall put an emphasis on research/development of "IT (information technology)" related to remote medical care, for example, use of mobile phones and perform activities with close communication with the local community.	(ケ)	In conjunction with promotion for research/development of "IT (information technology)" related to medical support by means of cooperation with Fukushima Medical University, etc., research projects utilizing knowledge accumulated at the University will be promoted. Also, publicity of research results will be supported through participation in various exhibitions.	(ケ)	(ケ-1) By means of cooperation with Fukushima Medical University, etc., research/development of "IT (information technology)" related to medical support will be promoted. (ケ-2) Through regular meetings by UBIC members, research projects utilizing knowledge accumulated at the University will be promoted.
(コ)	Seminars for faculty and administrative staff development shall be planned cooperatively by universities not only in Fukushima Prefecture, Fukushima Medical University, for example, but also in neighboring areas, while taking advantage of the characteristics of each university as much as possible. In addition, joint meetings among those universities shall be planned for periodic exchange of information, so that universities can make the best use of information obtained at those meetings.	(コ)	A variety of information will be exchanged at meetings, etc. for the Prefectural Council for Higher Education.	(コ)	(コ) A variety of information will be exchanged at meetings, etc. for the Prefectural Council for Higher Education.

(サ)	<i>(New)</i> In order to nurture good human resources, and to contribute to rejuvenation of local regions, various activities including seminars shall be conducted in cooperation with private organizations.	(サ)	Various activities including joint hosting of seminars and forums shall be conducted in cooperation with private organizations.	(サ)	
イ	The Junior College Division	イ	The Junior College Division	イ	The Junior College Division
(ア)	Organizations and standing policies that can contribute to rejuvenation of local communities while making effective use of the broad spectrum of specialized fields of the College (industry and management, design, information, environment, nutrition, food products, health, welfare, childcare, and care for the disabled, etc.) will be established.	(ア)	At meetings of the Council for Operation and Promotion for the Center for Rejuvenation of Local Communities, (members of this Council are commissioned to 38 organizations of industry, university, government and municipalities) local issues will be shared and collaboration with local communities will be promoted, and advice and proposals will be given regarding planning and operational issues. The network structure will be also strengthened toward solution of the issues.	(ア)	An organization will be established so that contribution to rejuvenation of local communities can be realized, with the Center for Rejuvenation of Local Communities serving as the center of activity. This organization will make effective use of the broad spectrum of specialized fields of the College (industry and management, design, information, environment, nutrition, food products, health, welfare, childcare, and care for the disabled, etc.), while collaborating with universities, industry, governments, and residents.
(イ)	As for organizational format, after establishment of the Center for Rejuvenation of Local Communities (provisional name), the Promotion Council for the Center and a subdivision of the Council, the Center Operations Promotion Meeting will be established. These organizations, along with members of the Center Operation Committee, will take up issues and needs of local communities to establish research themes and laboratory programs, while setting up a network system towards resolution of issues.	(イ)	As for organizational format, the Center Operations Promotion Committee and the Center Steering Committee will act as a nucleus in taking up issues and needs of local communities to establish research themes and laboratory programs, while advancing establishment of a network system for universities, industry, governments, and residents towards resolution of issues.	(イ)	As for organizational format, the Center Operations Promotion Committee and the Center Steering Committee will act as a nucleus in taking up issues and needs of local communities to establish research themes and laboratory programs, while advancing establishment of a network system for universities, business, governments, and residents towards resolution of issues.
(ウ)	Placement of full time researchers (or director) and administrative staff will be assigned to the Center for operation of the center in this type of organizational format.	(ウ)	In order to carry out this type of organizational format, assignment of researchers and administrative staff advantageous for operation of the Center will be carried out.	(ウ)	In order to carry out this type of organizational format, assignment of researchers and administrative staff advantageous for operation of the Center will be carried out.
(エ)	This facility will serve as the nucleus for activities pertaining to contribution to local communities, and will have a very important role cornerstone for the future vision of the College.	(エ)	This facility will serve as the nucleus for contribution to local communities, and as the center of activity for contribution to local communities, it is an extremely important cornerstone facility for the College's future vision, and will proactively develop specific projects for activities pertaining to contribution to local communities.	(エ)	This facility will serve as the nucleus for contribution to local communities, and as the center of activity for contribution to local communities, it is an extremely important cornerstone facility for the College's future vision, and will proactively develop specific projects for activities pertaining to contribution to local communities.
a	Seminars and training sessions, open lectures and symposiums, and student-planned events for practical education will be implemented. Regarding open lectures, in addition to lectures conventionally held at the College, lecturers will be dispatched off-campus to elementary, junior, and senior high schools for open lectures, to promote high school-university partnerships.	a	Seminars and training sessions, open lectures, dispatched lectures, symposiums, and student-planned events for practical education will be implemented by the Center for Rejuvenation of Local Communities. Regarding student-planned events for practical education, the exercise course, "Regional Project Exercise", will be improved, and will be implemented in conjunction with graduation research. Regarding open lectures, in addition to lectures conventionally held at the College, lecturers will be dispatched off-campus to elementary, junior, and senior high schools for open lectures, to promote high school-university partnerships.	a	Seminars and training sessions, open lectures, dispatched lectures, symposiums, and student-planned events for practical education will be implemented by the Center for Rejuvenation of Local Communities. Regarding student-planned events for practical education, the exercise course, "Regional Project Exercise", will be newly established, and will be implemented in conjunction with graduation research. Regarding open lectures, in addition to lectures conventionally held at the College, lecturers will be dispatched off-campus to elementary, junior, and senior high schools for open lectures, to promote high school-university partnerships.

b	The Center for Rejuvenation of Local Communities (provisional title) will play a central role regarding promotion of correspondence and cooperation pertaining to formation and enforcement of policies of the Prefecture.	<p>b (b-1) <u>In conjunction with continuous cooperation for the project for utilization of "Aizu's Treasures" conducted by the Aizu-Wakamatsu Regional Development Bureau, cooperation for the projects related to utilization of vacant housing and shops conducted by the Minami-Aizu Regional Development Bureau will be made.</u></p> <p>(b-2) <u>Correspondence and cooperation pertaining to formation and enforcement of policies of the Prefecture will be promoted through utilization of collection of research seeds of the College.</u></p>	<p>b (b-1) The Center for Rejuvenation of Local Communities will play a central role regarding promotion of correspondence and cooperation pertaining to formation and enforcement of policies of the Prefecture, and discussion on optimal collaboration with the local region which place importance of synergy, diversity, and applicability will be carried out centered around the Center for Rejuvenation of Local Communities. Local issues will be selected and research systems will be prepared, while proposals for project plans are created and implemented.</p> <p>(Projects which will be planned and implemented in FY 2008 will continue collaborative projects planned and created in FY 2007 in collaboration with the Aizu-Wakamatsu Regional Development Bureau, the Aizu Health and Welfare Office, the Aizu Farming and Forestry Office, Miyashita Prefectural Hospital, Aizu-Wakamatsu City Architecture Office, etc. for promotion of utilization of local resources, such as the "Project for Utilization of Aizu's Treasures", a project from the program, "Research and Development for Use of Regional Resources", the "Project for Construction of a Database for Information Regarding Vacant Housing Areas", and the "Project for Collaboration Regarding Health and Tourism", etc.)</p> <p>An example of another project to be planned and implemented this fiscal year will continue a project started last fiscal year in collaboration with kindergartens, etc. in the Prefecture, and which has been designated for promotion by Fukushima Prefecture, the "Project for Support of Child-raising and Child-maturation through Diet". Participation by students in these projects are scheduled as part of their work for their graduation research.</p> <p>(b-2) Graduation research will be utilized in assistance for solving local issues.</p>
c	Recurrent training programs and support for reform of technical high schools will be conducted, and coordination between the Aizu Region and junior high schools, high schools, and universities within the Prefecture will be carried out while carrying out correspondence with the boards of education and the University.	<p>c <u>Efforts will be made to support activities related to reform and improvement regarding operations of technical high schools.</u></p>	<p>c c-1 The Center for Rejuvenation of Local Communities will make preparations so that recurrent training programs for faculty of junior high and high schools, and provision of support for reform of technical high schools can be implemented. Coordination between the Aizu Region and junior high schools, high schools, and universities within the Prefecture will be carried out while carrying out correspondence with boards of education and the University.</p> <p>c-2 Based on the agreement on university-high school collaboration between the College and Aizu Gakuho High School, the College will promote dispatch faculty members of the College to Gakuho for lectures, accept students from Gakuho for auditing of courses, open its facilities to Gakuho students, and promote exchange of information regarding education and research and other exchange activities, etc. Correspondence with Aizu Gakuho Junior High school will be conducted in the same manner as done with Aizu Gakuho High School.</p>
		(a) Deleted	(a) Specific content for university-high school collaboration will be prepared and implemented. Improvements will be made to the dispatched lecture system, and opportunities to contribute to university-high school collaboration and contribution to local communities will be increased.
d	Nurturing of good human resources, contribution to formation of knowledge-based society, and rejuvenation of local regions shall be aimed at, through cooperation with NPOs and other private organizations and making use of areas of specialization of the College which are closely related to lives.	<u>Through off-campus lectures, student planned educational events, etc., collaboration and cooperation with private organizations, such as NPOs, will be carried out, and efforts will be made for nurturing of human resources, formulation of knowledge-based society and rejuvenation of local communities.</u>	

COMPARISON BETWEEN MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND FY 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	I. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University	Item	I. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University	Item	I. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University
	3 Measures for achievement of goals concerning contribution to local communities		3 Measures for achievement of goals concerning contribution to local communities		3 Measures for achievement of goals concerning contribution to local communities
	(2) Specific measures regarding <u>promotion of local industries</u>		(2) Specific measures regarding <u>promotion of local industries</u>		(2) Specific measures regarding <u>promotion of local industries</u>
ア	The University of Aizu			ア	The University of Aizu
(ア)	The University will actively promote industry-academia-government cooperation playing a leading role for regional development.	(ア)	In addition to improvement of the "Collection of research seeds" of the University, <u>the "2009 Aizu IT Summer Forum,"</u> which will send out information throughout the nation regarding various projects utilizing ICT (Information and Communications Technology) available in Aizu, etc. will be held.	(ア)	In addition to improvement of the "Collection of research seeds" of the University, <u>the "2008 Aizu IT Summer Forum,"</u> which will send out information throughout the nation regarding various projects utilizing ICT (Information and Communications Technology) available in Aizu, etc. will be held.
(イ)	From a global point of view, China, Russia, and India have been active in economic activities related to IT fields. Many professors at the University are from these countries and their expertise shall be utilized for diversified development and cultivation of markets for prefectural venture businesses in the future.	(イ)	<u>The expertise of University's non-Japanese faculty members will be utilized in industry-academia-government cooperation projects.</u>	(イ)	More active involvement of University's non-Japanese faculty members in industry-academia-government cooperation projects will be promoted, so that their expertise will be utilized.
(ウ)	<u>Establishment of a satellite office will be discussed and seminars will be offered, so that activities for education, research and contribution to local communities in relation with firms and researchers, etc. in the metropolitan area will be promoted.</u> The office will also be <u>utilized</u> as a center for activities carried out in that area by venture business companies started by the University. In conjunction with offering seminars, etc. which lead to university-led venture business, efforts will be made for cooperation with existing university-led venture business. In addition, establishment of a satellite office to be based on the University's education, research, etc. in the metropolitan area, and utilization of the office to be based on activities of university-led business venture, etc. in the metropolitan area will be discussed.	(ウ)	<u>(ウ-1) Seminars for entrepreneurship aiming at creation of business ventures will be carried out. Also, activities in collaboration with existing business ventures will be promoted.</u> <u>(ウ-2)</u> Information will be collected concerning possible locations in the Tokyo metropolitan area as a center for enrichment of educational and research activities through remote lectures by invited lecturers.	(ウ)	<u>Information will be collected concerning possible locations</u> in the Tokyo metropolitan area as a center for enrichment of educational and research activities through remote lectures by invited lecturers.
イ	The Junior College Division	イ	The Junior College Division	イ	The Junior College Division

(ア)	Activities related to cooperative research, cooperative research support (the College-business collaborative research program), commissioned research, dispatch and acceptance of researchers, research conference activities, research student programs will be conducted, centered around the Center for Rejuvenation of Local Communities in cooperation with universities, industry, and governments, and contribution will be made for promotion of local industries and new industries.	(ア)	The Center for Rejuvenation of Local Communities will play a central role in advancing collaboration and cooperation between universities, industry, governments, and residents, and will proactively implement cooperative and commissioned research, and commissioning of researchers, etc., so that contribution can be made to advancement of local industries and creation of new industries.	(ア)	The Center for Rejuvenation of Local Communities will play a central role in advancing collaboration between universities, industry, governments, and residents, and will proactively implement cooperative and commissioned research, and commissioning of researchers, etc.
(イ)	Preparation of the Center's facilities will be conducted, and progress will be made regarding correspondence pertaining to research cooperation with companies, etc. within the Prefecture. The results of these projects will be contributed to local communities.	(イ)	The Center for Rejuvenation of Local Communities will be improved, and a system for efficient correspondence with companies, etc. within the Prefecture will be prepared regarding research cooperation, and achievements thereof will be contributed back to local communities.	(イ)	A system for efficient correspondence with companies, etc. within the Prefecture will be prepared regarding research cooperation, and achievements thereof will be contributed back to local communities.

COMPARISON BETWEEN MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND FY 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	I. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University	Item	I. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University	Item	I. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University
	3 Measures for achievement of goals concerning contribution to local communities		3 Measures for achievement of goals concerning contribution to local communities		3 Measures for achievement of goals concerning contribution to local communities
	(3) Specific measures regarding evaluation of contribution to local communities		(3) Specific measures regarding evaluation of contribution to local communities		(3) Specific measures regarding evaluation of contribution to local communities
ア	The University of Aizu		The University of Aizu	ア	The University of Aizu
(ア)	Achievement of goals regarding each business item related to contribution to local communities shall be examined.	(ア)	Levels concerning attainment of goals regarding each business item related to contribution to local communities shall be evaluated by way of self-evaluation by the Public University Corporation.	(ア)	Levels concerning attainment of goals regarding each business item related to contribution to local communities shall be evaluated by way of self-evaluation by the Public University Corporation.
(イ)	Evaluations regarding local contribution shall be conducted taking into account opinions from relevant external organizations, etc.	(イ)	In order to be aware of opinions from relevant external organizations, questionnaires will be sent to organizations related to each program.	(イ)	In order to be aware of opinions from relevant external organizations, questionnaires will be sent to organizations related to each program.
イ	The Junior College Division Contributions to local communities will be promoted, centered around the Center for Rejuvenation of Local Communities (provisional title), and appropriate evaluation of the results will be conducted for each of the project items that will be considered as relevant to contribution to local communities.	イ	The Junior College Division Contributions to local communities will be promoted, with the Center for Rejuvenation of Local Communities serving as the nucleus for this activity. Appropriate evaluation of the results will be conducted for each of the project items that will be considered as relevant to contribution to local communities.	イ	The Junior College Division Contributions to local communities will be promoted, with the Center for Rejuvenation of Local Communities serving as the nucleus for this activity. Appropriate evaluation of the results will be conducted for each of the project items that will be considered as relevant to contribution to local communities.

COMPARISON BETWEEN MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND FY 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2009 ANNUAL PLANS	
Item	I. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University	Item	I. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University	Item	I. Measures to be taken to achieve goals regarding improvement of the quality of education / research conducted at the University
	4 Measures for achievement of goals regarding international exchange		4 Measures for achievement of goals regarding international exchange		4 Measures for achievement of goals regarding international exchange
	(1) Specific measures regarding promotion of international exchange		(1) Specific measures regarding promotion of international exchange		(1) Specific measures regarding promotion of international exchange
ア	The University of Aizu	ア	The University of Aizu	ア	The University of Aizu
(ア)	Activities related to international exchange, which until now, have been dependent on the initiative of individual faculty members, will be centralized at the newly-established Center for Strategy of International Programs. Follow-up regarding international research collaboration, etc. will be carried out efficiently and organizationally by the Center.	(ア)	(ア-1) Activities related to international exchange will be carried out by the University as a whole, centered around the Center for Strategy of International Programs centered around. (ア-2) Activities conducted by the Center for Strategy of International Programs will be made known within the University as needed, and relevant information will be shared with all faculty and administrative staff members of the University. (ア-3) Meetings of the Advisory Board organized of advisors from within/outside the University will be held for evaluation of University's activities related to international exchange from a broad point of view. (ア-4) In addition to University's activities related to international exchange being actively publicized through the University Website and provision of relevant information to mass media, results achieved through University's international exchange activities will be returned to local communities by organizing informal get-togethers.	(ア)	(ア-1) Activities related to international exchange will be carried out by the University as a whole, centered around the Center for Strategy of International Programs centered around. (ア-2) Activities conducted by the Center for Strategy of International Programs will be made known within the University as needed, and relevant information will be shared with all faculty and administrative staff members of the University. (ア-3) Meetings of the Advisory Board organized of advisors from within/outside the University will be held for evaluation of University's activities related to international exchange from a broad point of view. (ア-4) In addition to University's activities related to international exchange being actively publicized through the University Website and provision of relevant information to mass media, results achieved through University's international exchange activities will be returned to local communities by organizing informal get-togethers.

(イ)	The University shall plan on concluding strategic agreements with well-known international academic institutions, and actively promote exchange of faculty members and students, and collaborative research, etc. with these universities. The University shall aim to have academic exchange agreements with at least fifteen such universities during the period of the plan.	(イ) (イ-1) Specific exchanges will be further promoted mainly with universities, etc. overseas with which agreements regarding international exchange have been concluded. (イ-2) Through consultation with universities and research institutions, etc. with which the University has concluded exchange agreements, conditions for student exchange will be developed, in addition to carrying out programs for student short-term study abroad and overseas training. (イ-3) Collaborative research conducted by University faculty and researchers affiliated with universities, etc. overseas with which the University has concluded exchange agreements will be supported. (イ-4) Faculty members who are planning to apply for external subsidy programs related to international exchange will be supported.	(イ) (イ-1) Specific exchanges will be further promoted mainly with universities, etc. overseas with which agreements regarding international exchange have been concluded. (イ-2) Through consultation with universities and research institutions, etc. with which the University has concluded exchange agreements, conditions for student exchange will be developed, in addition to carrying out programs for student short-term study abroad and overseas training. (イ-3) Collaborative research conducted by University faculty and researchers affiliated with universities, etc. overseas with which the University has concluded exchange agreements will be supported. (イ-4) Faculty members who are planning to apply for external subsidy programs related to international exchange will be supported.
(ウ)	Assistance in planning and holding of international academic conferences will be provided, as part of the University's activities in supporting international research collaboration.	(ウ) Assistance in planning and holding of international academic conferences and workshops, etc. will be provided.	(ウ) Assistance in planning and holding of international academic conferences and workshops, etc. will be provided.
(エ)	Improvement in the quality of performance of duties related to international activities within the University will be planned through education and training of employees who have duties related to international activities, such as providing training seminars for translators and interpreters at the University to improve their skills in these areas, and giving practical education to foreign faculty etc. advisors.	(エ) Personnel engaged in international relations shall be provided with opportunities to attend seminars.	(エ) For improvement of interpretation and translation skills, opportunities to attend interpretation seminars organized by Japan Interpreters' Association shall be provided to interpreters of the Administrative Office.
イ	The Junior College Division Detailed plans for international exchange will be discussed, and the discussed plans will be carried out, sequentially according to their feasibility.	イ The Junior College Division Detailed plans for international exchange will be discussed, involving the Junior College Division as a whole.	イ The Junior College Division For FY 2008, discussions will focus on development of detailed plans for international exchange, involving the Junior College Division as a whole.

COMPARISON BETWEEN MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness	Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness	Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness
	1 Specific measures for achievement of goals regarding improvement of management systems		1 Specific measures for achievement of goals regarding improvement of management systems		1 Specific measures for achievement of goals regarding improvement of management systems
	(1) Specific measures regarding effective organization management		(1) Specific measures regarding effective organization management		(1) Specific measures regarding effective organization management
ア	In order to effectively carry out education and research at the University in accordance with the spirit of the Local Independent Administrative Corporation Law, it is necessary to establish a system which supports the Chairperson of the Board of Executives in sustaining leadership with clarity, fairness, accuracy, and promptness, while the Board of Executives, the Management Council and the Council for Education and Research cooperate and adequately share responsibilities.	ア	Based on adequate sharing of responsibilities among the Board of Executives, the Management Council and the Council for Education and Research, flexible and efficient management of the University will be conducted through quick decision-making.	ア	Based on adequate sharing of responsibilities among the Board of Executives, the Management Council and the Council for Education and Research, increased independence and autonomy will be exercised, and flexible and efficient management of the University will be conducted with quick decision-making .
イ	Efficiency in spending education and research expenses shall be aimed for, and administrative processes and systems will be reviewed for increasing education and research effectiveness.	イ	<u>Procedures for business operation and relevant systems shall be considered, so that education/research budgets can be executed efficiently for improvement of achievements in education and research.</u>	イ	Efforts will be made toward systematic and efficient use of budgets, through proper operation of the order placement system by faculty members, etc. as well as prompt allocation of budgets for education and research.
ウ	Organization, roles, and management of the Faculty Assembly suitable for new administration of the University at the post-reorganization period shall be established.	ウ	Based on appropriate delegation of roles of the Board of Executives, Management Council, Education and Research Council, Deans and Directors Council (the University), Deans and Directors Council (the College), and standing committees in relation to roles of the Faculty Assembly and the Graduate School Faculty Assembly, proper management of the Faculty Assembly and the Graduate School Faculty Assembly will be conducted.	ウ	Based on appropriate delegation of roles of the Board of Executives, Management Council, Education and Research Council, Deans and Directors Council (the University), Deans and Directors Council (the College), and standing committees in relation to roles of the Faculty Assembly and the Graduate School Faculty Assembly, proper management of the Faculty Assembly and the Graduate School Faculty Assembly will be conducted.
エ	For adequate business operation of the University including accounting affairs, items required to be improved regarding business operation of the University shall be checked and assessed with the help of knowledgeable persons and specialists from outside of the University including an audit corporation, etc. to ensure a system for providing advice and recommendations for University improvement.	エ	エ-1 Undergoing accounting audits by an audit corporation, and with the help of the audit corporation, appropriate accounting operation of the University will be ensured. Improvements will be promptly made whenever necessary. エ-2 Internal audits will be conducted appropriately, and at the same time, <u>enhancement of the structure of the audit office will be considered.</u>	エ	エ-1 Undergoing accounting audits by an audit corporation, and with the help of the audit corporation, appropriate accounting operation of the University will be ensured . Improvements will be promptly made whenever necessary. エ-2 Internal audits will be conducted appropriately .

COMPARISON BETWEEN MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness		II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness		II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness
Item	1 Specific measures for achievement of goals regarding improvement of management systems	Item	1 Specific measures for achievement of goals regarding improvement of management systems	Item	1 Specific measures for achievement of goals regarding improvement of management systems
	(2) Specific measures regarding realization of strategic distribution of university resources		(2) Specific measures regarding realization of strategic distribution of university resources		(2) Specific measures regarding realization of strategic distribution of university resources
ア	The administrative organization shall be established to sufficiently support the Chairperson of the Board of Executives and member executives, etc. in performing relevant duties.	ア	Further efficient operational organization will be ensured through restructuring of the administrative organization and introduction of the section system. In addition, support will be given to regents and auditors in carrying out relevant duties through utilizing the Evaluation Office, the Evaluation Committee, the Audit Office, and the Office for Promotion of Measures for Prevention of Inappropriate Conduct Regarding Research Funds, Etc.	ア	ア-1 Discussions shall be made regarding the administrative organization by the working group for review of administrative organization. ア-2 Utilizing the Evaluation Office, the Evaluation Committee, the Audit Office, and the Office for Promotion of Measures for Prevention of Inappropriate Conduct Regarding Research Funds, Etc., support will be given to regents and auditors in carrying out relevant duties.
イ	In order to support individual regents, etc. in carrying out relevant duties, committees responsible for planning and handling of duties shall be established, and enhancement of functions of committees shall be conducted.	イ	イ-1 In order to support individual regents, etc. in carrying out relevant duties with which they have been entrusted responsibility, committees responsible for raising proposals for plans and handling of duties will be appropriately operated. イ-2 In addition to standing committees, the University-Business Innovation Center, the Center for Strategy of International Programs, the Admissions Center, and the Regional Community Revitalization Center will be appropriately operated.	イ	イ-1 In order to support individual regents, etc. in carrying out relevant duties with which they have been entrusted responsibility, committees responsible for raising proposals for plans and handling of duties will be operated. イ-2 In addition to standing committees, the University-Business Innovation Center, the Center for Strategy of International Programs, the Admissions Center, and the Regional Community Revitalization Center will be operated .

ウ	In order to cope with technical business operations critical for corporation management, knowledgeable persons and specialists from outside of the University shall be employed as full-time or part-time staff members, in addition to members of the Management Council from outside of the University.	ウ	ウ-1 Knowledgeable persons and specialists outside the University will be appointed part-time, as members of the Management Council and Education and Research Council. ウ-2 In order to cope with specialized business operations critical for corporation management including items related to university-industry cooperation, local collaboration, intellectual property, international exchange, student job search, student recruiting, finance and auditing, knowledgeable persons and specialists from outside of the University will be employed as full-time or part-time employees.	ウ	ウ-1 Knowledgeable persons and specialists outside the University will be appointed part-time, as members of the Management Council and Education and Research Council. ウ-2 In order to cope with specialized business operations critical for corporation management including items related to university-industry cooperation, local collaboration, intellectual property, international exchange, student job search, student recruiting, finance and auditing, knowledgeable persons and specialists from outside of the University will be employed as full-time or part-time employees.
エ	Establishment of a system in which a certain portion of the operation subsidy can be used at the discretion of the Chairperson of the Board of Executives shall be deliberated on for flexible and dynamic corporation management under the leadership of the Chairperson of the Board of Executives.	エ	In order to deal with projects to be started in the middle of a fiscal year, an adjustment budget which can reflect the intentions of the Chairperson of the Board of Executives will be established.	エ	In order to deal with projects to be started in the middle of a fiscal year, an adjustment budget which can reflect the intentions of the Chairperson of the Board of Executives will be established. (The University)

COMPARISON BETWEEN MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness	Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness	Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness
	2 Measures for achievement of goals regarding reassessment of educational and research organizations		2 Measures for achievement of goals regarding reassessment of educational and research organizations		2 Measures for achievement of goals regarding reassessment of educational and research organizations
	(1) Specific measures regarding steps for flexible and dynamic formation and reconsideration of educational and research organizations		(1) Specific measures regarding steps for flexible and dynamic formation and reconsideration of educational and research organizations		(1) Specific measures regarding steps for flexible and dynamic formation and reconsideration of educational and research organizations
ア	Taking into consideration academic trends and social needs, deliberation shall be made for detailed review of organizations of the Undergraduate and Graduate Schools.	ア	Smooth operation of the newly established academic department of the Undergraduate School and reorganized graduate departments of the Graduate School will be conducted.	ア	Smooth operation of the newly established academic department of the Undergraduate School and reorganized graduate departments of the Graduate School will be conducted.
イ	Taking into consideration results of evaluations conducted by the Evaluation Committee for internal investigations, external accreditation/evaluation organizations and Fukushima Prefecture Public University Evaluation Committee, deliberation shall be made for review of organizations.	イ	Taking into consideration results of evaluations conducted by the Fukushima Prefecture Public University Evaluation Committee, review of university organization will be <u>continuously</u> considered.	イ	Taking into consideration results of evaluations conducted by the Fukushima Prefecture Public University Evaluation Committee, review of university organization will be considered.

COMPARISON BETWEEN MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness	Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness	Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness
	3 Measures for achievement of goals regarding appropriate assignment of faculty and administrative personnel		3 Measures for achievement of goals regarding appropriate assignment of faculty and administrative personnel		3 Measures for achievement of goals regarding appropriate assignment of faculty and administrative personnel
	(1) Specific measures regarding securing of human resources		(1) Specific measures regarding securing of human resources		(1) Specific measures regarding securing of human resources
ア	Employment of faculty members shall be based on an open application policy.	ア	Employment of faculty members will continue, based on an open invitation policy.	ア	Employment of faculty members will continue, based on an open invitation policy.
イ	Diverse faculty employment systems shall be deliberated on.	イ	<p>イ-1 A system in which experts in advanced fields of specialization will be strategically employed as faculty with fixed terms of office will be continued. (The University)</p> <p>イ-2 Effective operation of systems for invitation of visiting researchers and special researcher positions with fixed terms of office will be continued. (The University)</p> <p>イ-3 Efforts will be made for appropriate operation of the tenure track system, which was introduced for faculty members to be newly employed. (The University)</p> <p>イ-4 Diverse systems of appointment of faculty members, their advantages and disadvantages, and models will be considered. (The Junior College Division)</p>	イ	<p>イ-1 A system in which experts in advanced fields of specialization will be strategically employed as faculty with fixed terms of office will be continued. (The University)</p> <p>イ-2 Effective operation of systems for invitation of visiting researchers and special researcher positions with fixed terms of office will be continued. (The University)</p> <p>イ-3 Introduction of a fixed term of office employment system (tenure track system) for faculty members to be newly employed will be considered. (The University)</p> <p>イ-4 Diverse systems of appointment of faculty members, their advantages and disadvantages, and models will be considered. (The Junior College Division)</p>

ウ	Flexible treatment of salaries shall be deliberated on so that many excellent applicants can be sought from other universities, etc.	ウ	With the aim of recruiting excellent faculty members, consideration will be given to flexible treatment in personnel affairs, including salaries.	ウ	With the aim of recruiting excellent faculty members , consideration will be given to flexible treatment in personnel affairs, including salaries.
エ	For the purpose of giving incentives for faculty members to conduct education and research, criteria for in-house promotion shall be deliberated on.	エ	Based on the criteria for internal promotion from assistant professor to associate professor, appropriate operation of the internal promotion system will be conducted. (The University)	エ	Based on the criteria for internal promotion from assistant professor to associate professor, appropriate operation of the internal promotion system will be conducted. (The University)
オ	Faculty employment based on the open application policy shall be promoted to insure acceptance of excellent educators and researchers selected under a fair employment system regardless of nationality, etc.	オ	Faculty employment based on the open invitation policy will be continued, to insure acceptance of excellent educators and researchers selected under a fair employment system regardless of nationality, etc.	オ	Faculty employment based on the open invitation policy will be continued, to insure acceptance of excellent educators and researchers selected under a fair employment system regardless of nationality, etc.
カ	Employment of excellent female faculty members shall be worked on for realization of a gender-equal society.	カ	カ-1 Employment of excellent female applicants shall continue to be promoted for realization of a gender-equal society. カ-2 Maintaining an environment where female employees can work comfortably will be promoted.	カ	カ-1 Employment of excellent female applicants shall continue to be promoted for realization of a gender-equal society. カ-2 Maintaining an environment where female employees can work comfortably will be promoted.

COMPARISON BETWEEN MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness	Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness	Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness
	3 Measures for achievement of goals regarding appropriate assignment of faculty and administrative personnel		3 Measures for achievement of goals regarding appropriate assignment of faculty and administrative personnel		3 Measures for achievement of goals regarding appropriate assignment of faculty and administrative personnel
	(2) Specific measures regarding construction of flexible and diverse personnel systems by utilization of non-public employee employment styles		(2) Specific measures regarding construction of flexible and diverse personnel systems by utilization of non-public employee employment styles		(2) Specific measures regarding construction of flexible and diverse personnel systems by utilization of non-public employee employment styles
ア	A personnel evaluation system for internal promotion shall be established for the purpose of increasing faculty incentives. This system is expected to be well-balanced with the existing public invitation system focusing on applicants' academic paper publication. The system shall evaluate not only academic paper publication, but also achievements in education, contribution to society, and contribution to internal business operation at the University.	ア	ア-1 Appropriate utilization of the criteria for internal promotion from assistant professor to associate professor will be conducted. (The University) ア-2 Preparations for an internal promotion system will be made with the objective of increasing motivation for faculty and administrative staff, taking into consideration research and educational achievements, social contribution, degree of contribution to work at the College, and insights provided. (The Junior College Division)	ア	ア-1 Appropriate utilization of the criteria for internal promotion from assistant professor to associate professor will be conducted. (The University) ア-2 Preparations for an internal promotion system will be made with the objective of increasing motivation for faculty and administrative staff, taking into consideration research and educational achievements, social contribution, degree of contribution to work at the College, and insights provided. (The Junior College Division)
イ	Concurrent employment shall be gradually deregulated for promotion of industry-university-government cooperation. Handling of duty hours, etc. in that case shall also be deliberated on.	イ	Allowing faculty members to be concurrently employed by other employers will not be restricted to times outside regular work hours for faculty members who will be engaged in business utilizing research results from work done at the University, and a system will be utilized in which such faculty members are allowed to concentrate on the relevant business by taking leaves of absence for designated periods of time.	イ	Allowing faculty members to be concurrently employed by other employers will not be restricted to times outside regular work hours for faculty members who will be engaged in business utilizing research results from work done at the University, and a system will be utilized in which such faculty members are allowed to concentrate on the relevant business by taking leaves of absence for designated periods of time.
ウ	A system for personnel exchange of faculty members with other national/public university corporations and for personnel exchange of faculty and administrative staff members with prefectural organizations shall be established and utilized as necessary.	ウ	Information will be collected as necessary regarding a system for personnel exchange of faculty with other national/public university corporations and for personnel exchange of faculty and administrative staff with prefectural organizations.	ウ	Information will be collected as necessary regarding a system for personnel exchange of faculty with other national/public university corporations and for personnel exchange of faculty and administrative staff with prefectural organizations.

<p>工 Educational programs for personnel organized by the national government, the prefectural government and Fukushima Municipal Learning Center shall be effectively used. In addition, systems to be originally established by the university corporation, e.g. a sabbatical system*, shall be deliberated on.</p>	<p>工 工-1 Educational programs for clerical personnel organized offered by <u>the Japan Association of Municipal and Prefectural Colleges and Universities</u> as well as the prefectural government and Fukushima Municipal Training Center, etc. shall be utilized. 工-2 Considerations will be conducted regarding introduction of programs to be independently established by the Corporation, e.g. a sabbatical system.</p>	<p>工 工-1 Utilization of educational programs for clerical personnel organized by the national government, the prefectural government and Fukushima Municipal Training Center shall be continued. 工-2 Considerations will be conducted regarding introduction of programs to be independently established by the Corporation, e.g. a sabbatical system.</p>
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COMPARISON BETWEEN MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness	Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness	Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness
	4 Measures for achievement of goals regarding improvement of effectiveness and practicality of administrative work, etc.		4 Measures for achievement of goals regarding improvement of effectiveness and practicality of administrative work, etc.		4 Measures for achievement of goals regarding improvement of effectiveness and practicality of administrative work, etc.
	(1) Specific measures regarding reconsideration of the functions and structure of administrative organizations		(1) Specific measures regarding reconsideration of the functions and structure of administrative organizations		(1) Specific measures regarding reconsideration of the functions and structure of administrative organizations
ア	Advancement of specialized knowledge regarding university management, etc. of administrative personnel and employment of proper administrative personnel with specialized knowledge and ability shall be positively promoted.	ア	ア-1 Advancement of specialized abilities regarding university management, etc. of administrative personnel will be proactively promoted, utilizing various training programs. ア-2 Employment of proper administrative personnel with specialized knowledge and abilities will be implemented by phase and in a carefully planned manner.	ア	ア-1 Advancement of specialized abilities regarding university management, etc. of administrative personnel will be proactively promoted, utilizing various training programs. ア-2 Employment of proper administrative personnel with specialized knowledge and abilities will be implemented by phase and in a carefully planned manner.
イ	Administrative personnel shall be actively invited to participate in management and planning regarding University operation.	イ	Administrative personnel will be required to actively participate in planning and management of the University including activities of the Board of Executives, executive councils and other committees within the University.	イ	Administrative personnel will be required to actively participate in planning and management of the University including activities of the Board of Executives, executive councils and other committees within the University.
ウ	Plans for technical seminars for development of knowledge and skills of administrative staff members in cooperation with other universities shall be deliberated on.	ウ	Participation in seminars conducted by the Japan Association of Municipal and Prefectural Colleges and Universities (The University), the Association of Municipal and Prefectural Colleges in Japan (The College), and the National Institution for Academic Degrees and University Evaluation will be continued.	ウ	Participation in seminars conducted by the Japan Association of Municipal and Prefectural Colleges and Universities (The University), the Association of Municipal and Prefectural Colleges in Japan (The College), and the National Institution for Academic Degrees and University Evaluation will be continued.

COMPARISON BETWEEN MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness	Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness	Item	II Measures that should be taken in order to achieve goals regarding improvement of business management and business effectiveness
	4 Measures for achievement of goals regarding improvement of effectiveness and practicality of administrative work, etc.		4 Measures for achievement of goals regarding improvement of effectiveness and practicality of administrative work, etc.		4 Measures for achievement of goals regarding improvement of effectiveness and practicality of administrative work, etc.
	(2) Specific measures regarding improvement of effectiveness and practicality of administrative work		(2) Specific measures regarding improvement of effectiveness and practicality of administrative work		(2) Specific measures regarding improvement of effectiveness and practicality of administrative work
ア	The present academic affairs administration system shall be improved based on comprehensive review on user-friendliness and information security, etc.	ア イ	<u>ア-1 Course registration based on the new curriculum will be promoted and progress shall be made for verification of appropriate operation of the relevant system. (The University)</u> <u>ア-2 Systematic operation of the "Administrative Management System" will be conducted in order to ensure security and stable operation of the system as a whole, and user-friendliness of the system will be improved through adjustment of software. (The University)</u>	ア イ	<u>Systematic operation of the "Administrative Management System"</u> , which was introduced in AY 2007, <u>will be conducted in order to ensure security and stable operation of the system, and user-friendliness of the system will be improved through adjustment of software. Necessary adjustments will also be made, so that the system can respond to the new curriculum. (The University)</u>
イ	In order to enhance security of information related to the administrative system, necessary schemes and funding mechanisms shall be established. In addition, system improvements shall be done for reduction of workloads and costs related to information security regarding the administrative system.	ア イ	The same as above.	ア イ	<u>Systematic operation of the "Administrative Management System"</u> , which was introduced in AY 2007, <u>will be conducted in order to ensure security and stable operation of the system, and user-friendliness of the system will be improved through adjustment of software. Necessary adjustments will also be made, so that the system can respond to the new curriculum. (The University)</u>
ウ	Efficiency in office counter work will be increased and services provided for students will be improved.	ウ	<u>Office counter work will be carried out based on a manual, in an effort to increase accuracy and to expedite work. (The University)</u> <u>Office counter work during the lunch break and after school will be continued, for improvement of services offered to students. (The Junior College Division)</u>	ウ	ウ-1 <u>Efficient operation systems</u> for office counter work will be deliberated on <u>from diversified standpoints for improvement of services offered to students.</u> ウ-2 Constant efforts to raise awareness among administrative staff members will be made for improvement of services offered to students.

工	For efficient and rationalized business operation, certain administrative work shall be integrated, and also the budget execution shall be expedited.	工	<p><u>The administrative organization will be restructured, so that efficient system for execution is created for integrated, efficient and rationalized business operation can be promoted.</u></p> <p>Regarding bids, administrative procedures will continue to be discussed in order to increase transparency and competition.</p>	工	<p>工-1 Considerations will be made on efficient and rational administrative organizations by the working group for review of administrative organization.</p> <p>工-2 Well-planned and efficient use of budgets will be promoted through prompt allocation of budgets for education and research, and proper operation of the system for purchases to be made by faculty members. Regarding bids, administrative procedures will continue to be discussed in order to increase transparency and competition.</p>
才	For efficient and rationalized business operation related to meetings and committees, the present meetings and committees shall be reorganized, abolished or merged.	才	Efforts will continue to be made toward efficient and rational management of meetings and committees, so that the University can be operated by its limited human resources.	才	Efforts will continue to be made toward efficient and rational management of meetings and committees, so that the University can be operated by its limited human resources.
力	Possible outsourcing of business shall be actively worked on, taking into consideration a viewpoint of performance and cost.	力	Outsourcing of business items related to university administration and management conducted by the Administrative Office will be continued.	力	Outsourcing of business items related to university administration and management conducted by the Administrative Office will be continued.
キ	Shared use and electronic management of information shall be promoted, seeking upgrading of and efficiency in management operations.	キ	<p>Efforts will be made to promote efficiency in management operations and to expedite business processes, by transferring to a paperless work system utilizing networks. <u>(The University)</u></p> <p><u>Efforts will be continuously made to promote efficiency in management operations and to expedite business processes, by transferring to a paperless work system and sharing of information through utilization of networks. Especially this fiscal year, rules will be made regarding storing of information in shared folders. (The Junior College Division)</u></p>	キ	Efforts will be made to promote efficiency in management operations and to expedite business processes, by transferring to a paperless work system utilizing networks.

COMPARISON BETWEEN THE MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	Measures that should be taken in order to achieve goals regarding improvement of financial affairs	Item	Measures that should be taken in order to achieve goals regarding improvement of financial affairs	Item	Measures that should be taken in order to achieve goals regarding improvement of financial affairs
	1 Measures for achievement of goals regarding increasing self-income, for example, external research funds, etc.		1 Measures for achievement of goals regarding increasing self-income, for example, external research funds, etc.		1 Measures for achievement of goals regarding increasing self-income, for example, external research funds, etc.
(1)	Planning of research programs by faculty members for applications to external funds shall be encouraged. <u>With regard to the University of Aizu,</u> an objective of having at least one application for public-invitation-based research funds, e.g. Grants-In-Aid for Scientific Research, made by each faculty member shall be established. <u>As for the Junior College Division, an objective of having a total number of fifteen applications or more for the Grants-In-aid shall be established.</u>	(1)	(1-1) For acquisition of external funds from a broad range of fields, faculty members will be well-informed of various information and be given support when they make applications for research funds. (1-2) Faculty members will be encouraged to carry out proposals for and planning of research programs and to apply for research funds individually.	(1)	(1-1) For acquisition of external funds from a broad range of fields, faculty members will be well-informed of various information and be given support when they make applications for research funds. (1-2) Faculty members will be encouraged to carry out proposals for and planning of research programs and to apply for research funds individually.
(2)	A system to support faculty members in making applications for research projects individually or in groups shall be improved, in order to increase acquisition of external funds.	(2)	For acquisition of external funds from a broad range of fields, faculty members will be well-informed of various information and be given support when they make applications for research funds. <u>Also, applications for research projects shall be supported.</u>	(2)	(2-1) For acquisition of external funds from a broad range of fields, faculty members will be well-informed of various information and be given support when they make applications for research funds. (2-2) A system to support faculty members in making applications for individual and group research projects will be improved.
(3)	A 50% increase in the amount of acquired external research funds (public-invitation-based research funds, cooperative research funds, commissioned research funds, and grant donations,) within a planned period of time, shall be aimed at. (The University of Aizu)	(3)	<u>Ensuring an amount of external funds similar to that of last fiscal year shall be aimed at by effectively opening subsidy/grant information to faculty members and by way of support in making applications. (The University)</u>	(3)	(3-1) For acquisition of external funds from a broad range of fields, faculty members will be well-informed of various information and be given support when they make applications for research funds. (3-2) A 10% increase in the amount of acquired external research funds (public-invitation-based research funds, cooperative research funds, commissioned research funds, grant donations, etc.) within this fiscal year, will be aimed at. (The University)
(4)	For the purpose of supporting acquisition of other strategic funds, portions of funds allocated for indirect overhead expenses from acquired external funds shall be used for concentrated basic research at the University, exploratory research by young faculty members, and creative research, etc.	(4)	Portions of funds allocated for indirect overhead expenses from external funds will be used to acquire future external funds (licensing fees) through accumulation of research achievements as assets. (patent applications, etc.)	(4)	Portions of funds allocated for indirect overhead expenses from external funds will be used to acquire future external funds (licensing fees) through accumulation of research achievements as assets. (patent applications, etc.)
(5)	Cooperative research with private companies and research in high social needs shall be actively conducted in accordance with fair rules and contracts, so that the University can acquire external funds.	(5)	(5-1) The University-Business Innovation Center (the University) and the Center for Rejuvenation of Local Communities (the Junior College Division) will take the initiative in promotion of effective research over a broad range of fields, which involves matching of the needs of companies and research seeds to be provided by the University of Aizu. (5-2) Cooperative and commissioned research with private companies will be further promoted, so that the University of Aizu can acquire external funds.	(5)	(5-1) The University-Business Innovation Center (the University) and the Center for Rejuvenation of Local Communities (the College) will take the initiative in promotion of effective research over a broad range of fields, which involves matching of the needs of companies and research seeds to be provided by the University of Aizu. (5-2) Cooperative and commissioned research with private companies will be further promoted, so that the University of Aizu can acquire external funds.

(6)	The strategy on intellectual property of the University shall be established, and income from patent rights acquired through research achievements of the University and incubation of venture business shall be aimed at. (The University of Aizu) Efforts shall be made to improve a system for management and utilization of the intellectual property of the University. (The Junior College Division)	(6)	Based on the strategy of intellectual property, intellectual property cycles will be established, and business ventures will be nurtured and supported. (The University) Discussions will focus on improvement of the system for management and effective use of intellectual property by the Center for Rejuvenation of Local Communities. (The Junior College Division)	(6)	Based on the strategy of intellectual property, intellectual property cycles will be established, and enhancement of the economic level of local communities through venture business, etc. (The University)
(7)	Increase in income from usage fees of facilities of the University shall be aimed at, from the standpoint of efficient use of property.	(7)	The University will strive to increase its income by increasing use of facilities through publicizing university facility usage. (The University)	(7)	The University will strive to increase its income by publicizing university facility usage, and increase use of the facilities by utilization of the University facility reservation system. (The University)
(8)	Income from charging for short-period technical seminars for mid-career professionals, etc. shall be discussed.	(8)	Holding of technical seminars for mid-career professionals, such as ". NET Seminars," will be considered (The University). Holding of specialized research seminars organized mainly by the Center for Rejuvenation of Local Communities with participation fees for mid-career professionals will be considered (The Junior College Division).	(8)	Holding of technical seminars for mid-career professionals, such as ". NET Seminars," will be considered (The University). Holding of specialized research seminars organized mainly by the Center for Rejuvenation of Local Communities with participation fees for mid-career professionals will be considered (The College).
(9)	Amounts for application fees and entrance examination fees, admission fees and tuition, etc. shall be appropriately determined, taking into account the role of the University as a public university corporation.	(9)	Amounts for and entrance examination fees, admission fees, and tuition, etc. will be examined, from diversified standpoints of the University as a whole, including increase in revenue and securing a large number of excellent students.	(9)	Amounts for and entrance examination fees, admission fees, and tuition, etc. will be examined, from diversified standpoints of the University as a whole, including increase in revenue and securing a large number of excellent students.
(10)	A system for acceptance of donations from private companies and graduates, etc. shall be improved. Donations shall be collected on a continuing basis, and establishment of the University Foundation shall be discussed.	(10)	The Regulation on the Treatment of Grant Donations to the University of Aizu, which was enacted in FY 2008 will be appropriately managed. The Regulation on the Treatment of Grant Donations to the University of Aizu will be made widely-known to the public, and at the same time, discussions will start for preparation of a University foundation.	(10)	A system for acceptance of donations pertaining to overall improvement of the University's infrastructure including acceptance of donations for scholarships, will be improved.

COMPARISON BETWEEN THE MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	Measures that should be taken in order to achieve goals regarding improvement of financial affairs	Item	Measures that should be taken in order to achieve goals regarding improvement of financial affairs	Item	Measures that should be taken in order to achieve goals regarding improvement of financial affairs
	2 Measures for achievement of goals regarding economization of expenses		2 Measures for achievement of goals regarding economization of expenses		2 Measures for achievement of goals regarding economization of expenses
(1)	In order to reduce administrative expenses, the existing organizations shall be reorganized or merged as necessary, based on the results of internal investigations and evaluations.	(1)	<u>The Administrative Office shall be reorganized, aiming to streamline business operation, and to increase effectiveness and efficiency in administration through an efficient executive system.</u>	(1)	Regarding management and administration systems, etc. of the existing administrative organizations, a working group will discuss reassessment of administrative organizational structure based on the results of the evaluation results, etc. by the Fukushima Prefecture Public University Corporation Evaluation Committee.
(2)	Establishment of environmental standards for the University shall be considered, and economization in water and power consumption, reduction of waste, and recycling for energy-saving purposes shall be encouraged and put into practice.	(2)	(2-1) <u>Further economization of costs will be aimed at by way of making environmental policies widely known and promoting energy and resource-saving measures.</u> (2-2) Further efforts will be directed toward thorough implementation of energy-saving measures (reduction in consumption of power, gas, water and sewage services) and resource-saving measures (reduction of waste and carrying out of recycling.) In addition, investigation of the progress of measures and review for improvement will be carried out on a continuous basis.	(2)	(2-1) Environmental policies will be established, and they will be announced and promoted on campus. (2-2) Further efforts will be directed toward thorough implementation of energy-saving measures (reduction in consumption of power, gas, water and sewage services) and resource-saving measures (reduction of waste and carrying out of recycling.) In addition, investigation of the progress of measures and review for improvement will be carried out on a continuous basis.
(3)	In order to economize administrative expenses, reorganization/merger and abolition of meetings and committees shall be aimed at, and reduction/acceleration of paperwork as well as labor-saving measures shall be promoted.	(3)	Holding of meetings for which committee functions have been integrated, etc., and intensification of duties, streamlining/rationalization of administrative work will be promoted.	(3)	Holding of meetings for which committee functions have been integrated, etc., and intensification of duties, streamlining/rationalization of administrative work will be promoted.

COMPARISON BETWEEN THE MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	Measures that should be taken in order to achieve goals regarding improvement of financial affairs 3 Measures for achievement of goals regarding improvement of property management and administration	Item	Measures that should be taken in order to achieve goals regarding improvement of financial affairs 3 Measures for achievement of goals regarding improvement of property management and administration	Item	Measures that should be taken in order to achieve goals regarding improvement of financial affairs 3 Measures for achievement of goals regarding improvement of property management and administration
(1)	Systems for effective and efficient facility management shall be improved through re-examination of organizations made as necessary.	(1)	<u>The Administrative Office shall be reorganized, aiming to increase effectiveness and efficiency in administration and management of facilities through an efficient executive system.</u> <u>Close cooperation among internal organizations will continue for effective and efficient facilities management. (The Junior College Division)</u>	(1)	Systems for effective and efficient facility management shall be discussed by a working group for review of organizations including the Administrative Office and other organizations. (The University) Through close cooperation among internal organizations, systems for effective and efficient facilities management will be improved. (The Junior College Division)
(2)	University facilities, e.g. the University Auditorium, lecture rooms and parking lots, shall be open to the public as long as use of these facilities does not interfere with education and research of the University, so that University property can be more effectively utilized. By widely publicizing the system for use of University facilities and expanding the range of organizations eligible to use them, the average number of cases of use of the University Auditorium by individuals or groups outside the University per year should be increased from 16 cases to 21 cases (an increase of 30%). The average number of cases of use of rooms in the Lecture Hall by individuals or groups outside the University per year should be increased from 16 cases to 19 cases (an increase of 20%). (The University of Aizu)	(2)	By widely publicizing the system for use of University facilities, expansion of the range of organizations eligible to use facilities, etc. will be aimed at. (The University)	(2)	By widely publicizing the system for use of University facilities and utilization of a reservation system for the facilities, prompt responses to users will be given , and expansion of the range of organizations eligible to use facilities, etc. will be aimed at. (The University)
(3)	For more effective property utilization, maintenance and administration of University facilities shall be sufficiently financed with operational subsidies and carried out efficiently, based on long-term maintenance plans, etc.	(3)	Based on the situations concerning natural deterioration of facilities and the results of inspections, etc., review of the long-term maintenance plans (annual plans and implementation details) will be carried out for promotion of systematic and efficient maintenance and administration of facilities.	(3)	Based on the situations concerning natural deterioration of facilities and the results of inspections, etc., review of the long-term maintenance plans (annual plans and implementation details) will be carried out for promotion of systematic and efficient maintenance and administration of facilities.
(4)	A system for proper administration of intangible fixed assets including patents, software and financial assets shall be established.	(4)	Proper management of financial assets will be conducted based on the fund management policy.	(4)	Management and operation of intangible fixed assets including patents, software, etc. will be properly conducted. Proper management of financial assets will be conducted based on the fund management policy.

COMPARISON BETWEEN THE MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
	IV Measures that Should Be Taken to Achieve Goals Regarding Internal Investigations and Evaluations of Situations Concerning Education/Research and Organizations/Administration		IV Measures that Should Be Taken to Achieve Goals Regarding Internal Investigations and Evaluations of Situations Concerning Education/Research and Organizations/Administration		IV Measures that Should Be Taken to Achieve Goals Regarding Internal Investigations and Evaluations of Situations Concerning Education/Research and Organizations/Administration
Item	1 Specific measures regarding implementation of internal investigations and evaluations	Item	1 Specific measures regarding implementation of internal investigations and evaluations	Item	1 Specific measures regarding implementation of internal investigations and evaluations
(1)	Internal investigations and evaluations shall be conducted on a regular basis by the Internal Affairs Committee and Evaluation Committee (the University of Aizu) and Evaluation Committee, (the Junior College Division) and the results of the investigations and evaluations shall be disclosed within and outside the University.	(1)	Evaluations will be conducted utilizing the respective evaluation organizations for the University and the College. The results of investigations and evaluations will be disclosed within and outside the University.	(1)	Evaluations will be conducted utilizing the respective evaluation organizations for the University and the College. The results of investigations and evaluations will be disclosed within and outside the University.
(2)	The University will receive appropriate external audits by certified public accountants, etc. regarding financial situations and administration/operation of the University, and the results of external audits will be disclosed to the public.	(2)	The University will conduct internal audits to improve the internal check system. The University will also receive appropriate audits by accounting auditors and corporate auditors on a regular basis, and the results of audits will be disclosed to the public via the University website. <u>Furthermore, enhancement of the Audit Office will be discussed.</u>	(2)	The University will conduct internal audits to improve the internal check system. The University will also receive appropriate audits by accounting auditors and corporate auditors on a regular basis, and the results of audits will be disclosed to the public via the University website. (The University)
(3)	Internal investigations and evaluations will be carried out effectively, taking into account consistency with external evaluations, etc., by organizations including institutes for university accreditation/evaluation and the Evaluation Committee for Public University Corporations.	(3)	Evaluations of the corporation will be carried out effectively, reflecting the results of external evaluations by external organizations such as the Fukushima Prefecture Public University Corporation Evaluation Committee.	(3)	Evaluations of the corporation will be carried out effectively, reflecting the results of external evaluations by external organizations such as the Fukushima Prefecture Public University Corporation Evaluation Committee.
(4)	An organization for evaluation of faculty members shall be established to conduct evaluations on a regular basis.	(4)	Evaluation of faculty members will be considered.	(4)	Evaluation of faculty members will be discussed .
(5)	Evaluation criteria, etc. shall be prepared using evaluation criteria employed by third-party evaluation organizations as reference.	(5)	(5)-1 Evaluations will be carried out including the D1/D2 evaluation grades, which were newly established from the mid-term plans for FY 2007, and will clearly state reasoning for evaluations. (5)-2 Internal evaluation forms for university accreditation/evaluation <u>will be created. (The University)</u> <u>Collection and arrangement of data shall be carried out toward creation of internal evaluation forms for university accreditation/evaluation. Also, a system in preparation for creation of internal evaluations forms will be established and forms will be created on a trial basis. (The Junior College Division)</u>	(5)	(5)-1 Evaluations will be carried out including the D1/D2 evaluation grades, which were newly established from the mid-term plans for FY 2007, and will clearly state reasoning for evaluations. (5)-2 Collection and arrangement of data shall be carried out toward creation of internal evaluation forms for university accreditation/evaluation.

COMPARISON BETWEEN THE MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	IV Measures that Should Be Taken to Achieve Goals Regarding Internal Investigations and Evaluations of Situations Concerning Education/Research and Organizations/Administration	Item	IV Measures that Should Be Taken to Achieve Goals Regarding Internal Investigations and Evaluations of Situations Concerning Education/Research and Organizations/Administration	Item	IV Measures that Should Be Taken to Achieve Goals Regarding Internal Investigations and Evaluations of Situations Concerning Education/Research and Organizations/Administration
	2 Specific measures regarding implementation of third-party evaluations		2 Specific measures regarding implementation of third-party evaluations		2 Specific measures regarding implementation of third-party evaluations
(1)	The University receives mutual evaluations by the Japan University Accreditation Association or evaluations by the National Institution for Academic Degrees and University Evaluation, etc. regularly. (The University of Aizu)	(1)	The University will start creating internal evaluation forms by the National Institution for Academic Degrees and University Evaluation. (Scheduled to be conducted in FY 2010) (The University)	(1)	The University will collect data for evaluations by the National Institution for Academic Degrees and University Evaluation. (Scheduled to be conducted in FY 2010) (The University)
(2)	Evaluations conducted by the National Institution for Academic Degrees and University Evaluation will be regularly conducted. (The College)	(2)	Efforts will focus on data accumulation, etc. for periodic evaluations by the National Institution for Academic Degrees and University Evaluation, and methods for implementation of internal evaluations, formation of sections and divisions responsible for internal evaluations, and details of work in preparation for the evaluation by the National Institution for Academic Degrees and University Evaluation in FY 2010. (The Junior College Division)	(2)	Regarding data accumulation, etc. for periodic evaluations by the National Institution for Academic Degrees and University Evaluation, methods for internal evaluation , the framework for responsibilities regarding these activities, and examination periods, will be discussed, in preparation for the evaluations. (The Junior College Division)
(3)	The results of third-party evaluations shall be disclosed to the public.	(3)	The results of evaluations by the Prefectural Evaluation Committee will be disclosed to the public via the University website, etc.	(3)	The results of evaluations by the Prefectural Evaluation Committee will be disclosed to the public via the University website, etc.

COMPARISON BETWEEN THE MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	IV Measures that Should Be Taken to Achieve Goals Regarding Internal Investigations and Evaluations of Situations Concerning Education/Research and Organizations/Administration 3 Specific measures regarding utilization of evaluation results	Item	IV Measures that Should Be Taken to Achieve Goals Regarding Internal Investigations and Evaluations of Situations Concerning Education/Research and Organizations/Administration 3 Specific measures regarding utilization of evaluation results	Item	IV Measures that Should Be Taken to Achieve Goals Regarding Internal Investigations and Evaluations of Situations Concerning Education/Research and Organizations/Administration 3 Specific measures regarding utilization of evaluation results
(1)	Evaluation data for individuals and departments/divisions regarding research and education will be standardized and stored in databases, and the results of evaluations will be reflected in administration of the University.	(1)	The Achievement Database System for Faculty will be appropriately managed. (The University).		Considerations regarding the Achievement Database System for Faculty will be made by a working group. (The University)
(2)	Deliberations regarding faculty training programs responding to the evaluation results will be made by the organization for faculty development (FD).	(2)	An organization for promotion of faculty development (FD) will be established, at which discussions regarding necessary faculty training programs based on evaluation results will be discussed. Within the framework of opening classes to other faculty members and exchange of opinions on these classes, opportunities for review of faculty members' teaching skills will be arranged, through visits by faculty members to highly-evaluated classes and conducting exchanges of opinions. (The Junior College Division)	(2)	The organization to be in charge of activities for faculty development (FD) will conduct discussions regarding necessary faculty training programs based on evaluation results.
(3)	Results of third-party evaluations will be disclosed to the public via the Internet, and utilized in the process of internal investigations and evaluations to contribute to continued improvement of university administration. In addition, the results of improvement, etc. will also be disclosed to the public.	(3-1) The evaluation results by the Fukushima Prefecture Public University Corporation Evaluation Committee will be disclosed to the public via the University website, etc. (3-2) The evaluation results will be utilized in the process of evaluations from next fiscal year, and will be utilized for university improvements.		(3-1) The evaluation results by the Fukushima Prefecture Public University Corporation Evaluation Committee will be disclosed to the public via the University website, etc. (3-2) The evaluation results will be utilized in the process of evaluations from next fiscal year , and will be utilized for university improvements .	

COMPARISON BETWEEN THE MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
	V. Measures to Be Taken to Achieve Goals Regarding Provision of Information on Situations Concerning Education/Research and Organizations/Administration		V. Measures to Be Taken to Achieve Goals Regarding Provision of Information on Situations Concerning Education/Research and Organizations/Administration		V. Measures to Be Taken to Achieve Goals Regarding Provision of Information on Situations Concerning Education/Research and Organizations/Administration
Item	1 Specific measures regarding further disclosure, provision and public relations regarding information for situations concerning education/research and organizations/administration	Item	1 Specific measures regarding further disclosure, provision and public relations regarding information for situations concerning education/research and organizations/administration	Item	1 Specific measures regarding further disclosure, provision and public relations regarding information for situations concerning education/research and organizations/administration
(1)	By improving the content of the University website and holding the "Open Campus" programs, understandings of the University among general citizens as well as prospective students will be further promoted.	(1)	(1-1) Proactive public relations activities will be carried out through the University website, campus tours for visitors, etc. (The University) Public relations activities of the College will be further promoted through the website of the College, campus tours for visitors, and display of research achievements. (The College) (1-2) More effective public relations activities will be implemented through improvement of the website and prompt update of the website, based on results of discussion by the Website Working Group. (The University) (1-3) "Open Campus" and "Open Labs" programs will be held during the University Festival period. (1-4) The University will accept junior/senior high school students, etc. on educational trips to the University in order to inform them of the characteristics of the University, with aims to include increasing the number of students who will apply for admission to the University as well as increasing publicity for the University. (The University)	(1)	(1-1) Proactive public relations activities will be carried out through the University website, campus tours for visitors, etc. (1-2) More effective public relations activities will be implemented by promptly updating and further improving the University website. (1-3) "Open Campus" and "Open Labs" programs will be held during the University Festival period. (1-4) The University will accept junior/senior high school students, etc. on educational trips to the University in order to inform them of the characteristics of the University, with aims to include increasing the number of students who will apply for admission to the University as well as increasing publicity for the University. (The University)
(2)	Excellent educational and research activities and achievements of the University will be stored in databases. In addition, images and concepts regarding public relations (fundamental policies) of the University will be established through cooperation from local communities and the mass media, and strategic public relations will be aggressively carried out in and outside Japan.	(2)	(2-1) Through improvement of the University website and publications as well as utilization of mass media, educational and research activities will be carried out proactively. (2-2) With exchange activities with universities, etc. abroad and via the University website, information regarding the University will be made available to the world proactively. (The University)	(2)	(2-1) Through improvement of the University website and publications as well as utilization of mass media, public relations will be carried out proactively. (2-2) With exchange activities with universities, etc. abroad and via the University website, information regarding the University will be made available to the world proactively. (The University)

(3)	Deliberations will be made regarding the method for promotion of effective construction of databases, from a viewpoint that educational and research activities of faculty members should be considered as assets of the University.	(3) The Achievement Database System for Faculty will be appropriately managed. (The University) The collection of research seeds shall be improved as a database on faculty members' educational and research activities, for contribution to local communities. (The Junior College Division)	(3) Discussions regarding the Achievement Database System for Faculty will be made by a working group. (The University) Preparation of data for contribution to local communities through construction of a database for faculty members' educational and research activities will be conducted. (The Junior College Division)
(4)	Through periodic publication of "Technical Reports," educational and research activities of the University and cultural resources within the University will be widely open to the public.	(4) (4)-1 Through publication of annual review, educational and research activities of the University will be disclosed to the public. (4)-2 The content of the College's "annual research review," "collection of research seeds," and "the list of off-campus public lectures and lecturers" will be posted on the College's website for disclosure of the College's educational and research activities and cultural resources to outside the College. (The Junior College Division)	(4) (4)-1 Through publication of annual review, educational and research activities of the University will be disclosed to the public. (4)-2 Regarding consideration of operational issues relevant to the Achievement Database System for Faculty for compilation of research activity of individual faculty members, a working group will carry out this function. (The University) (4)-3 A CD-ROM version of the College's "annual research review" will be made and distributed to universities, etc. The content of the annual research review will also be posted on the College's website in its entirety. Using these methods, the College's educational and research activities and cultural resources will be disclosed outside the College. (The Junior College Division)

COMPARISON BETWEEN THE MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	VI. Measures that Should Be Taken to Achieve Important Goals Regarding Other Business Operations 1 Specific measures to be taken to achieve goals regarding maintenance and utilization, etc. of facilities and equipment	Item	VI. Measures that Should Be Taken to Achieve Important Goals Regarding Other Business Operations 1 Specific measures to be taken to achieve goals regarding maintenance and utilization, etc. of facilities and equipment	Item	VI. Measures that Should Be Taken to Achieve Important Goals Regarding Other Business Operations 1 Specific measures to be taken to achieve goals regarding maintenance and utilization, etc. of facilities and equipment
(1)	From the perspective of improvement of education and research functions looking toward the future and cooperation with local communities, fundamental policies regarding campus plans will be established and put into practice.	(1)	A framework for establishment of a dormitory and a fundamental design of the dormitory will be established. (The University)	(1)	Fundamental policies regarding campus maintenance will be created.
(2)	Creation of a model campus coexisting with nature in corporation with local communities, taking into account green preservation and existing natural environments will be carried out.	(2)	Efforts will be directed toward green management with through regional partnerships and environmental symbiosis, such as green preservation in cooperation with community organizations, etc., composting by utilization of fallen leaves and cut grass, segmentation and recycling of pruned branches, minimal use of chemical sprays, etc. (The University)	(2)	Efforts will be directed toward green management with through regional partnerships and environmental symbiosis, such as green preservation in cooperation with community organizations, etc., composting by utilization of fallen leaves and cut grass, segmentation and recycling of pruned branches, minimal use of chemical sprays, etc. (The University)
(3)	For maintenance of facilities, efforts will be directed towards handling of issues, such as introduction of universal design*, etc.	(3)	For promotion of universal design* of buildings and on campus, facility renovation will be carried out based on urgency corresponding to the results of investigations conducted in FY 2008. taking account users' security and safety,	(3)	For promotion of universal design* of buildings and on campus, investigations taking account users' security and safety will be conducted and upgrades will be carried out based on urgency corresponding to the results of investigations.
(4)	For replacement and repairs of equipment based on long-term maintenance plans, environmentally-friendly systems will be adopted, in terms of LCC (Life Cycle Cost)*, resource saving, energy conservation, and limited emissions of carbon dioxide.	(4)	Based upon actual utilization of various facilities, efforts will be directed toward utilization of facilities and replacement of equipment which are the most likely to lead to reductions in consumption costs and energy conservation. For this fiscal year, construction for replacement of systems for the Central Operation Office, automatic control units and security systems will be completed , and results of the following operation will be evaluated . Labor-saving and low-cost maintenance work Optional control from the new system, and improvements/energy conservation in operation of faculties through data collection and analysis Room temperature and lighting control corresponding to room entrance and/or exit (start-stop control) (The University)	(4)	Based upon actual utilization of various facilities, efforts will be directed toward utilization of facilities and replacement of equipment which are the most likely to lead to reductions in consumption costs and energy conservation. For this fiscal year, systems for the Central Operation Office, automatic control units and security systems will be replaced, and the following controls will be put into practice. Labor-saving and low-cost maintenance work Optional control from the new system, and improvements/energy conservation in operation of faculties through data collection and analysis Room temperature and lighting control corresponding to room entrance and/or exit (start-stop control) (The University)
(5)	Maintenance of facilities will be conducted in conjunction with operation/management of facilities with thorough understanding of the concept of facilities management, referring to methods adopted by private companies, etc.	(5)	As facilities management (FM)* methods, various investigations and review for improvement will be continuously taken, in terms of space, quality, and cost. (The University)	(5)	As facilities management (FM)* methods, various investigations and review for improvement will be continuously taken, in terms of space, quality, and cost. (The University)

<p>(6) Considerable effort will be directed towards introduction of new maintenance approaches, such as utilization of external funding including competitive funding and donations, etc., and introduction of ESCO (Energy Service Company) and PFI. (Private Finance Initiative)</p>	<p>(6) Efforts <u>will continue</u> toward introduction of equipment for energy-saving equipment for improvement of facility operation, small-scale renovation and replacement of equipment will be promoted. (The University)</p>	<p>(6) In accordance with feasibility surveys conducted by the Prefecture last fiscal year for introduction of ESCO projects, facility renovations which would enable early investment recovery and significant energy reduction had not been recognized, and launching of the project was assumed difficult. In the future, efforts toward introduction of equipment for energy-saving equipment for improvement of facility operation, small-scale renovation and replacement of equipment will be promoted. (The University)</p>
<p>(7) In accordance with relevant laws, measures taken by the national government and the government of Fukushima Prefecture, etc., establishment of environmental criteria for the University will be discussed, and measures for economization in water and power consumption, recycling, reduction of waste, and energy saving, etc. will be promoted. In addition, the implementation results will be analyzed accurately and announced within the university.</p>	<p>(7) <u>Promotion of energy and resource-saving measures will be aimed at by way of making environmental policies widely known.</u> (The University)</p>	<p>(7) The necessity of energy/resource saving will be announced on campus, and promotion of specific measures will be carried out, after establishment at environmental policies. (The University)</p>
<p>(8) Deliberations will be made regarding measures for effective use of outdated computers.</p>	<p>(8) In order to promote recycling of reusable computers, etc. within the University, information regarding those computers will be collected and provided by the University.</p>	<p>(8) In order to promote recycling of reusable computers, etc. within the University, information regarding those computers will be collected and provided by the University.</p>

COMPARISON BETWEEN THE MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	VI. Measures that Should Be Taken to Achieve Important Goals Regarding Other Business Operations 2 Measures to Be Taken to Achieve Goals Regarding Healthcare and Safety Management	Item	VI. Measures that Should Be Taken to Achieve Important Goals Regarding Other Business Operations 2 Measures to Be Taken to Achieve Goals Regarding Healthcare and Safety Management	Item	VI. Measures that Should Be Taken to Achieve Important Goals Regarding Other Business Operations 2 Measures to Be Taken to Achieve Goals Regarding Healthcare and Safety Management
(1)	Based on the content of relevant laws, etc., effort will be made towards promotion of comprehensive safety and health measures, and improvement of safety and health environments, through proper assignment of qualified health management staff, provision of thorough safety education for faculty and administrative personnel, and preparation of various manuals, etc.	(1)	(1-1) Based on the content of relevant laws, including the Industrial Safety and Health Law, qualified health management staff and health promoters will be properly assigned. (1-2) Provision of thorough safety education for faculty and administrative personnel will be sought through advice from a physician in charge of health management and the activities of the Health Committee. (1-3) Promotion of comprehensive safety and health measures and improvement of safety and health environments will be sought through preparation of various manuals, etc.	(1)	(1-1) Based on the content of relevant laws, including the Industrial Safety and Health Law, qualified health management staff and health promoters will be properly assigned. (1-2) Provision of thorough safety education for faculty and administrative personnel will be sought through advice from a physician in charge of health management and the activities of the Health Committee. (1-3) Promotion of comprehensive safety and health measures and improvement of safety and health environments will be sought through preparation of various manuals, etc .
(2)	Efforts shall be made toward realization of periodic health checks for all students, faculty and administrative staff.	(2)	Efforts shall be made toward realization of periodic health checks for all students, faculty and administrative staff by raising their awareness of the importance of periodic health checks through activities of the Health Committee, etc.	(2)	Efforts shall be made toward realization of periodic health checks for all students, faculty and administrative staff by raising their awareness of the importance of periodic health checks through activities of the Health Committee, etc.
(3)	Efforts shall be made so that health management for students, faculty and administrative personnel, from the standpoint of mental and physical health, will be improved without delay, by providing counseling through interviews with a counselor.	(3)	Efforts will be made so that <u>the content of work of</u> the Student Counseling Room and the Nurse's Office will be made known and more accessible to students, faculty and administrative personnel. (The University) Efforts will be made to publicize the Student Counseling Room and Nurse's Room, for an easily-accessible environment will be created for use of these rooms. <u>Also, measures for enhancement of the health support system will be discussed.</u> (The Junior College Division)	(3)	Efforts will be made so that the Student Counseling Room and the Nurse's Office will be made known and more accessible to students, faculty and administrative personnel. (The University) Efforts will be made to publicize the Student Counseling Room and Nurse's Room, and an easily-accessible environment will be created for use of these rooms. (The Junior College Division)
(4)	As information security safeguards, the adequate number of specialists on security maintenance will continue to be assigned, in order to maintain the present systems for operation.	(4)	(4-1) The security system will be maintained by the Information Systems and Technology Center staff (The University) and commissioned operation management companies. (4-2) Research will be conducted in order to respond to expected technological and system-based changes regarding information security. (4-3) Improvement of the qualifications and quality of staff members specializing in information processing will be aimed at through participation in seminars on information security.	(4)	(4-1) The security system will be maintained by the Information Systems and Technology Center staff (the University of Aizu) and commissioned operation management companies. (4-2) Research will be conducted in order to respond to expected technological and system-based changes regarding information security. (4-3) Improvement of the qualifications and quality of staff members specializing in information processing will be aimed at through participation in seminars on information security.

<p>(5) As provision of necessary crime prevention equipment, crime prevention and guard systems in and outside the buildings will be maintained.</p>	<p>(5) Regarding locations which may pose concerns regarding potential danger in situations such as natural disasters (snow disasters, typhoon, etc.), incidents (robbery, damage, etc.) and accidents, etc. on campus, appropriate countermeasures will be taken as necessary. In addition, for prevention of these disasters, etc., manuals regarding security patrol of various facilities and locations on campus will be improved as necessary, and disaster prevention schemes will be enhanced.</p>	<p>(5) Regarding locations which may pose concerns regarding potential danger in situations such as natural disasters (snow disasters, typhoon, etc.), incidents (robbery, damage, etc.) and accidents , etc. on campus, appropriate countermeasures will be taken as necessary. In addition, for prevention of these disasters, etc., manuals regarding security patrol of various facilities and locations on campus will be improved as necessary, and disaster prevention schemes will be enhanced.</p>
<p>(6) For the purpose of raising awareness of students, faculty and administrative personnel, etc. in regard to safety and disaster prevention, training programs regarding action plans in the event of disasters and disaster prevention drills shall be conducted based on University's disaster prevention measure manuals.</p>	<p>(6) <u>Fire drills will be conducted efficiently to improve the emergency system in the event of a disaster, and to increase individuals' awareness on campus of disaster prevention. In additions, the "manual for response to receipt of an earthquake early warning" will be revised with simple expressions which will be easy to understand for University personnel and students.</u></p>	<p>(6) For clarification, improvement and enhancement of systems, such as provision of instructions, reports and confirmation, in the event of disasters, increasing awareness of individuals' on campus of disaster prevention will be aimed at, and fire drills will be conducted efficiently. In addition, special points to note will be reorganized for the purpose of enhancement of the "manual for response to receipt of an earthquake early warning" formulated last fiscal year, so that respective individuals will be able to take proper actions in the event of a major earthquake. AED (Automatic External Defibrillator) workshops will also be held.</p>
<p>(7) Proper repair and maintenance of facilities and equipment in terms of safety management will be carried out, so that these facilities and equipment can be used and operated correctly and appropriately in the event of a disaster.</p>	<p>(7) <u>(7-1)</u> Based on the situation concerning natural deterioration of facilities and equipment, as well as the inspection results, etc., long-term maintenance plans (annual plans and implementation content) will be reviewed, and proper maintenance and management of facilities and equipment will be carried out. <u>(7-2) Construction for renovation of</u> systems for the Central Operations Office and automatic control devices <u>will be completed in FY 2009</u>, and improvement of safety, comfort and energy efficiency <u>will be realized and results thereof will be evaluated.</u></p>	<p>(7) Based on the situation concerning natural deterioration of facilities and equipment, as well as the inspection results, etc., long-term maintenance plans (annual plans and implementation content) will be reviewed, and proper maintenance and management of facilities and equipment will be carried out. Systems for the Central Operations Office, automatic control devices and security systems will be replaced in FY 2008, and safety, comfort and energy efficiency will be improved.</p>
<p>(8) Efforts shall be made to maintain and improve buildings and facilities required for the University as a campus designated as an emergency evacuation area for local communities in the event of large-scale disasters, such as earthquakes.</p>	<p>(8) Proper maintenance and management of the University field and green zone on campus will be carried out, as an "emergency evacuation area" in Aizu-Wakamatsu City. Proper maintenance and management of facilities will also be carried out, so that fundamental functions and capabilities as buildings can be maintained, to ensure preparedness for requests from the city for "emergency evacuation centers (buildings)" and emergency use of the University when disasters occur.</p>	<p>(8) Proper maintenance and management of the University field and green zone on campus will be carried out, as an "emergency evacuation area" in Aizu-Wakamatsu City. Proper maintenance and management of facilities will also be carried out, so that fundamental functions and capabilities as buildings can be maintained, to ensure preparedness for requests from the city for "emergency evacuation centers (buildings)" and emergency use of the University when disasters occur.</p>
<p>(9) On the occurrence of large-scale disasters, cooperation with the Prefectural Government, local municipal governments, the police and the fire authorities, etc. shall be promoted to facilitate their disaster-relief activities, through utilizing assets owned by the University, such as solidly structured buildings and telecommunication facilities, etc.</p>	<p>(9) Proper maintenance and management of facilities <u>and information communication equipment</u> will be carried out, so that fundamental functions and capabilities as buildings can be maintained, to ensure preparedness for requests from the city for "emergency evacuation centers (buildings)" and emergency use of the University when disasters. In addition, the University Athletic Field will be provided as an emergency heliport for fire safety, disasters, prefectural police and use by medical emergency staff. (The University)</p>	<p>(9) Proper maintenance and management of facilities will be carried out, so that fundamental functions and capabilities as buildings can be maintained, to ensure preparedness for requests from the city for "emergency evacuation centers (buildings)" and emergency use of the University when disasters. In addition, the University Athletic Field will be provided as an emergency heliport for fire safety, disasters, prefectural police and use by medical emergency staff. (The University)</p>
<p>(10) Through opening of the University park, trails and other University facilities, the University shall keep close relations with local residents, the school for the handicapped and the local kindergarten towards improvement of cooperation between the said entities, in the event of disasters.</p>	<p>(10) Through active publicity and promotion regarding activities for opening of the University facilities, use of campus facilities throughout the year, and efforts toward green preservation in cooperation with local communities, the University will build deeper cooperation with local citizens, organizations, etc. (The University)</p>	<p>(10) Through active publicity and promotion regarding activities for opening of the University facilities, use of campus facilities throughout the year, and efforts toward green preservation in cooperation with local communities , the University will build deeper cooperation with local citizens, organizations, etc. (The University)</p>

COMPARISON BETWEEN THE MID-TERM PLANS AND ANNUAL PLANS FOR FY 2008 AND 2009

MID-TERM PLANS		FY 2009 ANNUAL PLANS		FY 2008 ANNUAL PLANS	
Item	VII. Other Matters	Item	VII. Other Matters	Item	VII. Other Matters
	1. Budget (including personnel expense estimates,) and plans pertaining to revenues and expenditures, and financial plans Omitted		1. Budget (including personnel expense estimates,) and plans pertaining to revenues and expenditures, and financial plans As described on the attached documents.		1. Budget (including personnel expense estimates,) and plans pertaining to revenues and expenditures, and financial plans As described on the attached documents.
	2. Short-term loan limit (1) Limit: 800,000,000 yen (2) Assumed reasons for loans: It is assumed that the University may need to obtain loans in order to cover expenditures that are urgently required due to delay in receipt of operational subsidies or occurrence of accidents, etc.		2. Short-term loan limit (1) Limit: 800,000,000 yen (2) Assumed reasons for loans: It is assumed that the University may need to obtain loans in order to cover expenditures that are urgently required due to delay in receipt of operational subsidies or occurrence of accidents, etc.		2. Short-term loan limit (1) Limit: 800,000,000 yen (2) Assumed reasons for loans: It is assumed that the University may need to obtain loans in order to cover expenditures that are urgently required due to delay in receipt of operational subsidies or occurrence of accidents, etc.
	3. Plans to transfer valuable property or offer valuable property as collateral None.		3. Plans to transfer valuable property or offer valuable property as collateral None.		3. Plans to transfer valuable property or offer valuable property as collateral None.
	4. Use of surplus If there is surplus after the settlement of accounts, the surplus will be used for improvement in the quality of education and research, and improvement of organizational operation, facilities and equipment.		4. Use of surplus If there is surplus after the settlement of accounts, the surplus will be used for improvement in the quality of education and research, and improvement of organizational operation, facilities and equipment.		4. Use of surplus If there is surplus after the settlement of accounts, the surplus will be used for improvement in the quality of education and research, and improvement of organizational operation, facilities and equipment.
	5. Matters related to business operation provided for in Prefectural rulings (1) Plans regarding facilities and equipment ☑ Taking into account long-term maintenance plans, plans regarding facilities and equipment shall be decided in the budget-making process for each fiscal year. ① <u>A plan for establishment of a university dormitory shall be prepared.</u>		5. Matters related to business operation provided for in Prefectural rulings (1) Plans regarding facilities and equipment Content <ul style="list-style-type: none"> • <u>Construction for renewal of the central monitoring mechanisms and automated control facilities (The University)</u> • <u>Waterproofing the room of the Club House. (The University)</u> • <u>Construction for installation of air-conditioning equipment of the room for practical studies on infants' health care (The Junior College Division)</u> • <u>Construction for replacement of partitions in toilets. (The Junior College Division)</u> Budget: <u>139</u> million yen (Financial source: Operational subsidies)		5. Matters related to business operation provided for in Prefectural rulings (1) Plans regarding facilities and equipment Content <ul style="list-style-type: none"> • Replacement and construction for replacement of the central monitoring mechanisms and atomized control facilities (The University) • Repair and renovation of cooking practical training room (The Junior College Division) Budget: 151 million yen (Financial source: Operational subsidies)

<p>(2) Plans regarding personnel affairs</p> <ul style="list-style-type: none"> ア Selection and employment of internationally-recognized excellent scholars from within and outside Japan, through proactive recruiting activities based on the principle of open invitation イ Employment of individuals with specialized knowledge and skills as personnel of the Corporation 	<p>(2) Plans regarding personnel affairs</p> <ul style="list-style-type: none"> ア Selection and employment of internationally-recognized excellent scholars from within and outside Japan, through proactive recruiting activities based on the principle of open invitation イ Employment of individuals with specialized knowledge and skills as personnel of the Corporation 	<p>(2) Plans regarding personnel affairs</p> <ul style="list-style-type: none"> ア Selection and employment of internationally-recognized excellent scholars from within and outside Japan, through proactive recruiting activities based on the principle of open invitation イ Employment of individuals with specialized knowledge and skills as personnel of the Corporation
<p>(3) Plans regarding use of reserve funds</p> <p>None.</p>	<p>(3) Plans regarding use of reserve funds</p> <p>None.</p>	<p>(3) Plans regarding use of reserve funds</p> <p>None.</p>