

National University Reform Plan (Summary)

The Third Mid-term Plan starting FY2016 aims to reform national universities to maintain competitiveness and create new added-value ideas by building a structure in which each university makes optimum use of its strengths and characteristics and encourages independent and autonomous improvement and development.

Items in need of being strengthened during the Accelerate reform period.

- ✓ Emphasis on universities making optimum use of strengths and characteristics.
- ✓ Globalization
- ✓ Creating innovation
- ✓ Strengthening human resource development

Building a structure to encourage independent and autonomous improvement and development

- The principle of the management expense grants for national university and evaluation will be examined by 2015 and radically revised.
- Based on the results from measures implemented during Accelerate reform period (FY2013-FY2015):
 - With reference to each university's strengths and characteristics in addition to consideration of changes in the socio-economic situation and developments in academic research, an environment will be created in which educational research organizations and the allocation of resources within the university will be regularly verified through reforming the distribution method of the management expenses grants for national universities.
 - Establish a Plan-Do-Check-Act (PDCA) cycle which visualizes and confirms the level of progress on the reforms in accordance with the new measures, and reflects the results in budget distribution.

With the leadership of the university president, organizational reform and resource distribution will be optimized based on the mid-term target and plans which incorporate the university's strengths and characteristics

Future direction of strengthening the functions of universities

Developing Educational and Research Bases at an International Level

- Develop international-level educational and research bases in which excellent educators compete and foster human resources.
- Create innovation through implementation of cutting-edge research developed within universities.

National Educational and Research Bases

- Create Japan's top research bases through the creation of interdisciplinary programs and inter-university collaborations.
- Create educational bases open to the international community.
- Foster technicians and managers who will play a leadership role in Asia.

Core Bases for Regional Invigoration

- Create human resource development bases corresponding to the needs of regional communities.
- Establish a Community Revitalization Organization which serves as the community's think tank to solve various issues.

Current targets

- ◆ Create a system in which educational research organizations and the distribution of school resources are regularly verified during the Third Mid-term period.
- ◆ Reform human resource and wage system which revitalizes educational research by utilizing excellent domestic and foreign faculty during the Third Mid-term period.
- ◆ Enable university presidents to exercise leadership abilities and build governance by making optimum use of the strengths of each university.
- ◆ Double the number of Japanese students studying abroad and the number of foreign students studying in Japan by 2020.
- ◆ Place at least 10 Japanese universities in the world rankings of the top 100 universities within the next ten years.
- ◆ Create 20 or more new university-launched industries or businesses within 10 years.

Measures to Strengthen Functions of National Universities Intensive Period for the Implementation of University Reforms(FY2013-FY2015)

Redefining Mission

Upon exchange of views between MEXT and universities, **based on objective data of research levels, educational performance and industry-university collaboration, MEXT and universities will announce their strengths, characteristics and social roles by the end of FY2013.**

Building educational research organizations corresponding to social changes

- **Provide priority assistance through the management expenses grants for national universities to universities promoting measures** aimed at strengthening functions (redistribution of resources including reorganization and transformation of budget, personnel, facilities and space).
 - **Reflect reform measures** implemented by universities **in the Second Mid-term Plan.**
- **The amount of indirect costs allocated to universities will be set at 30-40 percent.**

Globalization

Creating Innovation

Develop international-level educational and research bases Actively assist exchange students

- **Focus on supporting universities resolutely proceeding with internationalization** through inviting educational-units from foreign universities, establishing joint graduate schools, actively employing foreign faculty, increasing courses carried out in English.
- **Establish a new system of government-industry collaboration** which assists Japanese students studying overseas.
- **Strategically accept foreign students by defining priority regions.**
- **Build a system which promotes the local selection of students by utilizing overseas bases, approval of admission before students' arrival in Japan.**

Assist university-launched ventures Strategically develop human resources in science and technology

- **Create a system which allows national universities to invest in companies supporting university-launched venture businesses.**
- **Submit the Industrial Competitiveness Enhancement Bill to the extraordinary session of the Diet**
- **Formulate a "Strategy for Developing Human Resources in Science and Technology"**
- **Formulate by 2013.**

Create a flexible salary system

- **Prompt reassessment of the distribution method for retirement benefits** upon securing the necessary amount through the management expenses grants for national universities, **secure the associated costs for competitive funds.**
 - **Universities receiving priority assistance for advancing reform must secure an annual salary system and appropriate performance assessment system.**
 - **Active assistance for the transfer of posts from senior faculty to young and foreign faculty.**
- **Introduction of an annual salary system and combined wages using funds from external parties such as private companies for 10-thousand faculty members.**
- **Aim to adopt a policy which secures full-time faculty positions for about 1,500 young and foreign faculty members.**

Strengthening governance

The Central Education Council **will summarize discussions within 2013, and implement the necessary assistance and reforms.**

Strengthening assessment system

Strengthen assessment system of the National University Corporation Assessment Council by increasing the number of committee members (excluding university related personnel) with people working in the industry, etc., and actively disseminate advanced measures.