

Kansai Gaidai's Expectations of Faculty and Principles of Faculty Composition and Organization

1. Based on the University's Mission and Educational Principles and Policies, Kansai Gaidai University (Kansai Gaidai) strives to nurture individuals who are fully equipped with a high level of language proficiency as well as specialized knowledge enabling them to make positive contributions to international society.

(1) Mission Statement

Through a practical learning approach to instruction and research, Kansai Gaidai endeavors to cultivate individuals with a well-rounded education and fair-minded perspectives who can thereby make positive contributions to addressing the changing needs of our global society.

(2) Educational Principles and Policies

- ① With the understanding of language as "a tool for communication," Kansai Gaidai endeavors to provide practical language education to its students.
- ② Kansai Gaidai will nurture individuals who are not only able to understand and master foreign languages and cultures but, based on a solid foundation in Japanese language and culture, can also convey their thoughts and ideas freely, based on a higher, creative level of language proficiency.
- ③ Going beyond language education, by enriching the University's offerings in international studies, Kansai Gaidai emphasizes providing a broad liberal arts education that can cultivate communicative competence backed by a rich human sensitivity among students, and thereby strives to nurture individuals capable of making positive contributions to world peace.

2. To achieve the aim of cultivating individuals who can contribute to international society, Kansai Gaidai assembles its faculty based on the following principles and policies:

- (1) Kansai Gaidai expects its faculty members to be dedicated to promoting the growth of students based on the University's mission as well as its educational principles and policies, and guided by the Kansai Gaidai Charter. Faculty members devote themselves to teaching and research aimed at the cultivation of students' capabilities as well as contribute to the operation of the University to achieve the objectives of the university, graduate school and junior college. In addition, while contributing to society through their research achievements, they will continue to pursue their own self-development.
- (2) Based on the University Establishment Standards of the 4-year and 2-year programs, respectively, Kansai Gaidai allocates and organizes its faculty by appointing suitable numbers of tenured faculty, while maintaining an appropriate balance regarding areas of expertise so that educational objectives can be effectively achieved.

- (3) In recruiting new faculty, job announcements are made with clear indications of Kansai Gaidai's expectations that it seeks faculty members who are able to implement the University's mission as well as educational principles and policies. Candidates' intentions are subsequently confirmed during the hiring interviews.
- (4) Kansai Gaidai values diversity in faculty composition. By utilizing faculty of diverse backgrounds as regards age, gender, nationality, etc., Kansai Gaidai aims to enhance educational standards.
- (5) Recruitment, hiring, and promotion of tenured faculty are undertaken based on the relevant regulations, with appropriate standards and clear procedures, while maintaining fairness and transparency.
- (6) With the aim of enhancing the overall level of educational capabilities, Kansai Gaidai strives to make systematic improvements in teaching through the active promotion of faculty development (FD) and staff development (SD) activities.
- (7) Evaluation of faculty members is undertaken on the basis of the "Annual Report of Academic Research and Achievements" submitted by faculty members, through the comprehensive assessment of activities in the following four categories:
 - ① Teaching (course evaluations, faculty development activities, teaching material development, pedagogical research, etc.)
 - ② Research activities (academic papers, article and book publications; research grant applications and approvals, etc.)
 - ③ Contributions to university operations and activities (performance in administrative posts, committee activities, supervision of student extracurricular activities, other official duties as requested by the university)
 - ④ Contributions outside of the university (official positions in academic organizations, membership in councils, official positions in other social organizations, etc.)
- (8) The appropriateness of faculty and faculty organization is reviewed and assessed based on Kansai Gaidai's Internal Quality Assurance Regulations.

Expectations of Faculty in Academic Units and Principles of Faculty Composition and Organization

【KANSAI GAIDAI UNIVERSITY】

● College of International Professional Development

Based on a high level of English proficiency enabling effective communication, along with international understanding and the ability to live in a multicultural environment, the College aims to develop in its students Fundamental Competencies for International Professional Development. These competencies derive from a broad, holistic knowledge as well as a richly developed character. They are critical in nurturing highly professional individuals who can take leadership roles in a multicultural society. To achieve this aim, the faculty is organized so as to effectively provide students with a multidisciplinary curriculum, based on the respective areas of expertise of faculty members.

○ School of International Professional Development

The School seeks faculty members who can contribute to the development of students able to play a leadership role in a multicultural society. Faculty should be capable of cultivating in students Fundamental Competencies for International Professional Development. These competencies include academic/business communication skills, fair-minded perspectives, and logical and objective thinking acquired through study of the social sciences. Furthermore, the faculty will instill a solid foundation in international and multicultural understanding, a broad, holistic knowledge, and a richly developed character.

○ School of International Professional Development

Elementary Education Program

This Course seeks faculty members who can contribute to the development of students who are passionate about education, have a strong sense of responsibility, are well trained in practical teaching and are equipped with English communication skills as well as international and multicultural understanding.

● College of Foreign Studies

The College aims to foster individuals who not only possess high-level foreign language proficiency, but also have an understanding regarding societies beyond Japan, and who are oriented toward effectively interacting with others of different linguistic, cultural and historical backgrounds. The faculty is thus organized around the capacity to teach a wide range of knowledge and perspectives of an international character.

○ School of English Language and Communication

The School seeks faculty members who can contribute to fostering individuals who are able to make positive contributions to international society by developing high levels of English proficiency, understanding of the histories and cultures of other societies, as well as international sensitivity and rich specialized knowledge.

○ School of Spanish Language and Communication

The School seeks faculty members who can contribute to fostering individuals who are able to make positive contributions to international society by developing high levels of Spanish proficiency, understanding of the histories and cultures of other societies, most particularly those of Spain and the Spanish-speaking countries of Latin America, as well as international sensitivity and rich specialized knowledge.

● College of Global Communication and Language

The faculty of the College is organized to enable the teaching of a wide range of international knowledge, based in the respective specialized fields, in order to foster individuals possessing the following three elements for international success: communication skills in English and Chinese, international and cross-cultural understanding, and the fundamentals skills for an international career.

○ School of Global Communication and Language

The School seeks faculty members who are able to contribute to the development of students who are internationally oriented and able to be successfully active on the international stage, based on a foundation of practical English communication, international communication skills, understanding of cultural and historical difference, and fundamental skills for a global career, including the knowledge and skills acquired through study abroad.

【KANSAI GAIDAI UNIVERSITY GRADUATE SCHOOL】

〔FOREIGN STUDIES RESEARCH DIVISION〕

● **The Graduate School (Master's Programs)**

The Master's Program of the Graduate School aims to deepen students' knowledge in specialized areas relating to language and culture, and to develop among them high-level professional expertise along with research capabilities, international competencies and the practical abilities to be effective in addressing the needs of society.

○ **Major in English Linguistics**

The Program seeks faculty members who can contribute to the development of students who are equipped with the following competencies: high-level proficiency in English; specialized knowledge in English linguistics and English education; a firm grasp of previous studies; the ability to collect and analyze relevant data; and the ability to think logically and critically. Furthermore, faculty members are expected to be able to supervise research paper/thesis writing.

○ **Major in Language and Cultural Studies**

The Program seeks faculty members who are not only capable of fostering communicative competence among students in the foreign language selected, but can also cultivate specialized skills and a firm grasp of previous studies in language and culture, in Japanese language studies and teaching of Japanese as a foreign language, and in English business communication, as well as skills in data collection and analysis and logical and critical thinking. Furthermore, faculty members are expected to be able to supervise research paper/thesis writing.

● **The Graduate School (Doctor's Programs)**

The Doctoral Program of the Graduate School, founded on the basis of a high level of language proficiency among students, aims to cultivate among students theoretical and specialized knowledge relating to language and culture, as well as research abilities, high-level international competencies and the practical abilities to address the needs of society. Towards these ends, the faculty is organized to provide high-level and systematic supervision of research.

○ **Major in English Linguistics**

The Program seeks faculty members who are not only capable of fostering communicative competence among students in the English linguistics, but can also cultivate specialized skills and a firm grasp of previous studies in English linguistics and English education, as well as skills in data collection and analysis and logical and critical thinking. Furthermore, faculty members are expected to be able to supervise research paper/thesis writing.

○ **Major in Language and Cultural Studies**

The Program seeks faculty members who are not only capable of fostering a high level of communicative competence among students in a foreign language, but can also cultivate specialized skills and a firm grasp of previous studies in linguistics, language and culture, Japanese language studies, cultural anthropology, and comparative cultural studies, as well as skills in data collection and analysis and logical and critical thinking. Furthermore, faculty members are expected to be able to supervise research paper/thesis writing.

【KANSAI GAIDAI COLLEGE (Two-Year Programs)】

Kansai Gaidai College aims to provide language education to improve students' language proficiencies and enrich the knowledge and resourcefulness required for interacting with people from around the world. It also aims to foster professionals with practical skills as well as students who can pursue more specialized studies in four-year programs at home or abroad. Toward these aims, the faculty of the College is organized to provide education toward proficiency in practical English as a communication tool, a broad general knowledge, and rich character development.

○ **Division of English and American Studies**

The Division seeks faculty members who, in addition to promoting the improvement of communicative competence, principally in English, among students, can also contribute to enhancing the resourcefulness and knowledge students require to effectively interact with people from around the world, to preparing students for positions as professionals with practical skills, and to enabling them to pursue more specialized studies in four-year programs at home or abroad.