

Supplementary Review Results

Josai International University



Basic Information of the Institution	
Ownership: Private	Location: Chiba, Japan
Accreditation Status	
Year of the Review: 2025	
Accreditation Status: accredited (Accreditation Period: April 1, 2026 – March 31, 2031)	

Supplementary Review Results for Josai International University

Overview

The university evaluation for Josai International University conducted by JUAA in AY2023 identified serious issues with the standard “Faculty and Faculty Organization,” with JUAA concluding that the University was “unaccredited” for its University Standards. JUAA also added two “recommendation” items and two “suggestions for improvement” to the results.

In response to JUAA’s comments, the president of the University established the Process Review Committee to review the appropriateness of its initiatives and analyze the assessment results. The Task Force on Preliminary Summary of Issues was formed within the Board of Trustees to discuss the Report on Process Reviews from Preparing for the JUAA Certified Evaluation and Accreditation for Josai International University to Receiving the Evaluation Results, with investigations conducted and reported to the Board of Trustees. JUAA confirmed that following the report, the Board of Trustees worked to overhaul the regulations under the policy of the University and the Board of Trustees sharing responsibility for addressing such issues as ensuring legal compliance, updating rules and regulations, and strengthening governance.

The two “recommendation” items JUAA identified as the reasons for the unaccredited decision pertained to the standard “Faculty and Faculty Organization.” First, the University conducted promotion assessments for faculty under procedures different from the regulations, and promoted members to professorships despite their ineligibility for promotion. JUAA recommended that the University review and revise the regulations to ensure that faculty members are promoted through the appropriate process, and to systematically organize its faculty based on specified procedures. In response, the University updated the Regulations on Faculty Selection and the relevant requirements and other items by October 2024. The University also included the selection criteria in the Regulations on Faculty Selection and revised the Regulations on the Step-Level Evaluation System for Full-Time Faculty Members, which were previously used as promotion criteria, to establish standard evaluation items and achievements by stage in terms of the organizational hierarchy and roles. Acknowledging that the step-level evaluation items include elements unsuitable for the current faculty evaluation, the University is considering a review of the evaluation content. JUAA expects the University

to steadily implement the review. To systematically and appropriately organize the faculty, the University Management Meeting decided to carry out the personnel process in line with the basic faculty personnel policy for the academic year specified by the president. As for faculty personnel placement implemented in AY2024, the University formulated the AY2025 Basic Faculty Personnel Policy and approved the University-Wide Faculty Organization Plan in April 2025. JUAA confirmed the University's personnel plan to organize its faculty to meet the required number of faculty members and professors stipulated in the Standards for Establishment of Universities. These policies and regulation revisions were notified across campus through the FD/SD Training Session held by the president. The personnel process conducted in AY2024 applied the procedures according to these regulations and faculty organization plan, with improvements confirmed. However, the process in AY2024 revealed a lack of common understanding of the promotion criteria between the Faculty Personnel Committee and the faculties and departments. The University is expected to make continued efforts to ensure a university-wide understanding of the criteria and methods of faculty personnel placement.

Second, the University failed to structure its faculty in a well-planned way, with no plans formulated to organize faculty members from a university-wide perspective. In response, based on the Five-Year Faculty Organization Plan usually prepared by the faculties and other divisions, the Faculty Personnel Committee has taken corrective steps to specify the number of faculty members and professors required for the entire University, along with their legally required numbers and the numbers expected to retire each year, and to draw up plans to implement recruitment and promotion procedures in an appropriate way. This faculty organization plan and other steps are confirmed by the Teaching and Learning Management Meeting, while the University-Wide Inspection and Assessment Committee annually checks the number of faculty and professors stipulated in the Standards for Establishment of Universities in connection with the University's internal quality assurance system. Following the AY2024 faculty personnel placement, the number of faculty and professors was confirmed to meet the standards at the Faculty Personnel Committee on April 18, 2025. In these ways, the University has undertaken improvements with faculty members organized according to the formulated university-wide faculty organization plan. Based on the University Standards at the time of the previous university evaluation, JUAA comprehensively assessed the University's progress on the two items identified as the reasons for the "unaccredited" decision, and concluded that the University is now "accredited" for the University Standards.

JUAA also identified two additional items as "recommendation." In terms of curricula and learning outcomes, the M.B.A. Program in Management of Entrepreneurial

Ventures in the Graduate School of Management and Information Sciences and the M.A. Program in International Administration in the Graduate School of International Administration failed to specify the screening criteria for the outcomes of themed research. JUAA confirmed that improvements were made as both programs established and notify the criteria to students through student handbooks, with updated screening applying to students enrolled in AY2024 onwards.

Regarding student enrollment, JUAA noted that the ratios of student enrollment to the student enrollment cap as of AY2023 were low in the Department of International Exchange Studies, Faculty of International Humanities, the Department of Social Work Studies, Faculty of Social Work Studies, and the Department of Clinical Pharmacy, Faculty of Pharmaceutical Sciences, while the average ratios of freshman enrollment to the freshman enrollment cap over the past five years were also low in the Department of Social Work Studies, Faculty of Social Work Studies, the Department of Clinical Pharmacy, Faculty of Pharmaceutical Sciences, and the Department of Tourism, Faculty of Tourism. The University has adopted various steps to increase the number of enrolled students, such as developing a faculty integration plan and reducing its freshmen enrollment quotas, and the departments promoted active public relations activities aimed at attracting new students and organized on-campus career education programs by industry-academia collaboration organizations. However, the two ratios in the faculties and departments pointed out in JUAA's comments are lower than at the time of its previous university evaluation. It is recommended that the University continue efforts to secure appropriate enrollment quotas. Other faculties and departments also failed to meet the student enrollment standards stipulated in the guidelines, though they were not subject to "recommendation" in the university evaluation. The ratios of student enrollment to the student enrollment cap are low at 0.78 in the Department of Management Sciences, Faculty of Management and Information Sciences, 0.75 in the Faculty of International Humanities, 0.58 in the Faculty of Social Work Studies, and 0.79 in the faculty's Department of Physical Therapy. The average ratios of freshman enrollment to the freshman enrollment cap over the past five years are also low at 0.85 in the Department of Management Sciences, Faculty of Management and Information Sciences, 0.79 in the Faculty of International Humanities, 0.70 in the faculty's Department of International Exchange Studies, and 0.58 in the Faculty of Social Work Studies. In addition, the ratio of student quota fulfillment in the entire undergraduate program is low at 0.79. The University is urged to thoroughly manage the student quotas of all undergraduate courses.

Among the two "suggestions for improvement," JUAA commented on internal quality assurance. Due to the University-Wide Inspection and Assessment Committee's

insufficient improvement support and the Teaching and Learning Management Meeting's vague position, it was suggested that the University review the roles of the organizations promoting internal quality assurance and effectively operate the university-wide PDCA (Plan-Do-Check-Act) cycle under the promotion organizations' management. The University addressed this issue with the University-Wide Inspection and Assessment Committee issuing written advice and recommendations based on the inspection and assessment results to provide improvement support before each division initiates improvement efforts. As for the roles and authority of the University-Wide Inspection and Assessment Committee and the Teaching and Learning Management Meeting positioned as internal quality assurance promotion bodies, the University revised the Regulations on Self-Studies in 2024, and formulated the new Josai International University Internal Quality Assurance Policy and Procedures that generally outlines the two bodies' roles and the internal quality assurance structure and procedures. The University also reviewed the connection with the internal quality assurance promotion bodies after JUAA's university evaluation, and created the Josai International University Internal Quality Assurance System Diagram. The diagram, however, inadequately illustrates some of the internal quality assurance policies and procedures, such as no descriptions of the University-Wide Inspection and Assessment Committee's issuing advice and recommendations to the faculties and graduate schools. The University is expected to clarify the university-wide internal quality assurance structure in the diagram and address various issues in a substantive way with a campus-wide awareness of the roles and authority of the internal quality assurance promotion bodies.

In terms of curricula and learning outcomes, JUAA pointed out that all faculties and graduate schools failed to present the basic concept of curriculum implementation in the curriculum policy. It was confirmed that the issue has been addressed with the University establishing a university-wide curriculum policy with the basic concept of curriculum implementation specified in the curriculum policy of each faculty and graduate school.

Overall, the University has undertaken improvement steps in response to JUAA's AY2023 university evaluation results, although some areas of improvement have not been addressed adequately. JUAA's site visit confirmed that new initiatives are underway to work on faculty evaluations and self-studies. The University is expected to advance these initiatives and steadily address the remaining issues under the newly established internal quality assurance structure.

Recommendation

Student Enrollment

- The ratios of student enrollment to the student enrollment cap in AY2025 remain low at 0.63 in the Department of International Exchange Studies, Faculty of International Humanities, 0.45 in the Department of Social Work Studies, Faculty of Social Work Studies, and 0.49 in the Department of Clinical Pharmacy, Faculty of Pharmaceutical Sciences. The average ratios of freshman enrollment to the freshman enrollment cap over the past five years are also low at 0.41 in the Department of Social Work Studies, Faculty of Social Work Studies, 0.42 in the Department of Clinical Pharmacy, Faculty of Pharmaceutical Sciences, and 0.74 in the Department of Tourism, Faculty of Tourism. It is recommended that the University continue to thoroughly manage the faculties' student quotas.