

Application Guidelines for Presidential Candidates of Ritsumeikan Asia Pacific University

As outlined below, Ritsumeikan Asia Pacific University ("APU") is issuing a call for applications for candidates for the position of President. The next President will be appointed after the current President's term concludes on December 31, 2023.

1. Overview of APU

APU is a private university founded in April 2000 on the fundamental principles of "freedom, peace and humanity," "international mutual understanding," and "the future shape of the Asia Pacific," in the city of Beppu, Oita Prefecture, Japan in cooperation with the local community and a wide range of people from both within and outside Japan. APU has built an unparalleled, multicultural and multilingual learning environment with the aim of developing world citizens. In November 2022, for the first time since its opening, approximately 6,000 students from 103 countries and regions (including Japan) have gathered to live together and learn to solve issues facing the world, overcoming differences in countries, cultures, religions, politics, and values. APU is one of the most unique global universities in the world, with half of its faculty also of foreign nationality. Currently consisting of two colleges and two graduate schools, the College of Asia Pacific Studies and the Graduate School of Asia Pacific Studies, and the College of International Management and the Graduate School of Management, the new College of Sustainability and Tourism will be established in April 2023, on the 24th anniversary of the university's founding.

APU has developed a sterling reputation both at home and abroad. The university was one of 37 schools selected by the Ministry of Education, Culture, Sports, Science and Technology for the Top Global University Project in 2014, the College of International Management and Graduate School of Management has earned accreditation from AACSB, one of the world's foremost business school accreditation agencies, the Graduate School of Management has earned AMBA accreditation for its graduate level management education, and the Hospitality and Tourism program in the College of Asia Pacific Studies has earned TedQual certification from the United Nations World Tourism Organization. More recently, APU placed for the first time in the QS World University Rankings 2023¹, which were published on June 9, 2022, and it ranked as the fifth best private university in Japan.

APU is currently working toward realizing the APU 2030 Vision and Challenge Design², its mid-term plan until 2030 and is pursuing new initiatives worthy of a "second inception" of the university. With this call for applications, we are seeking a competent President who can lead the university and challenge further tasks into the future.

2. Information about the Position of President of APU

The Opening Declaration of Ritsumeikan Asia Pacific University states the following: "Given that the 21st century will see the emergence of a global society, we firmly believe that coexistence between mankind and nature, as well as between diverse cultures, will be indispensable for the peaceful and sustainable development of the Asia Pacific region. This is why we are now establishing a university here, to nurture the young talent and to create a new academic discipline which will help shape the region's future." As the head of APU, the President appoints vice presidents, deans of colleges, and other key executives and oversees university administration and academic affairs.

APU is part of the Ritsumeikan Trust, a comprehensive academy composed of two universities (Ritsumeikan University and APU), four affiliated junior and senior high schools, and one primary school. The President of APU also serves as a Trustee in the Ritsumeikan Trust, concurrently assuming

¹ The QS ranking is based on six indicators—academic reputation, employer reputation, citations per faculty, faculty/student ratio (QS's unique measure of commitment to education), international faculty ratio, and international student ratio—and APU was highly evaluated for its international environment in this year's ranking. APU ranked 83rd overall in international faculty ratio and 25th overall in international student ratio, making it number one in Japan in both categories.

² Please refer to page 4-8 and onwards for the APU Opening Declaration, APU 2030 Vision, and Challenge Design.

the position of Vice Chancellor (in charge of APU). He or she is charged with assisting the Chancellor and the Chairman of the Board of Trustees and playing a leading role in the governance of the Ritsumeikan Trust.

The appointment for this position shall be a three-year term beginning January 1, 2024 and ending December 31, 2026.

3. Selection Process

Candidates selected by the Ritsumeikan Asia Pacific University Presidential Candidate Selection Committee will be referred to the Chancellor and the Chairman of the Board of Trustees for deliberation, who will then present the final candidate to the Board of Trustees of the Ritsumeikan Trust for approval and appointment as the President of APU. The current President may also be reappointed using this same process.

With this call, the Ritsumeikan Asia Pacific University Presidential Candidate Selection Committee aims to solicit applications from a wide range of candidates for the position of President of APU.

4. Role of the President

- Leads the organization as the individual responsible for education, research, and management based on an understanding of the APU Opening Declaration and basic philosophies.
- Pursues the realization of the APU 2030 Vision and the Challenge Design.
- Build a progressive, just, and transparent university governance structure based on a deep understanding of APU's diversity-rich environment and inclusive community.
- In order to raise APU's presence both domestically and internationally, further develop advanced research systems and environments in order to achieve the APU 2030 vision and Challenge Design based on the APU Opening Declaration.
- Enhances the quality of education and improves academic systems with an eye on nurturing and producing students in line with the APU 2030 Vision.
- Engage in actively disseminating information to Japan and the world and lead the way as the embodiment of the ideals held by APU in order to attract students, faculty, and staff from around the world who identify with APU's basic philosophies.
- Build good relationships with stakeholders of related institutions, such as universities, government agencies, companies, and local communities in Japan and the world and further strengthen educational, research, and management networks with APU.
- Take responsibility for APU's fiscal management. Also, conduct an integrated evaluation of projects and budgets, and engage in sustainable improvements based on that evaluation.
- Contribute to the development of higher education in Japan and the world as the head of an international education and research institution.

5. Qualifications and Personal Characteristics

The following lists the desired qualifications of the President, and the committee will comprehensively assess candidates based on their application documents and interviews.

- Possesses a doctoral degree or have completed a doctoral program. Or, possesses a master's degree or higher for those with management experience in an organization for a certain number of years (e.g., international institution, business).
The following qualifications will also be comprehensively assessed by the committee.
 - International research achievements or outstanding research achievements in Japan.
 - Experience involving organizational management at a university or research institution in Japan or abroad.
 - A wealth of management experience in an organization such as an international institution or business.
- Possesses a deep understanding of APU's unique features and organization as well as the determination required to realize the APU 2030 Vision. Also possesses character and integrity required of a respectable university official.
- Possesses the ability to empathize with and listen to a diverse array of stakeholders as well as

the strong leadership required to make decisions and deliver results for organizational change and growth.

- Possesses the ability to appropriately assess various changes in this era of unpredictability and the agile crisis management skills required to respond to any situation.
- Is a progressive and flexible individual who strives to reform the university by promoting digital transformation (DX).
- Experience working in an environment that requires a deep appreciation of foreign cultures and diversity is preferred.
- In addition to the knowledge and insight required as the leader of education and research, the candidate should have keen insight into the trends and circumstances surrounding the international community and higher education.
- Have a social network that contributes to the development and increased recognition of the university and possesses the ability to communicate not just in Japan, but with the world.
- Adequate proficiency in both English and Japanese is preferred.

6. Compensation

- (1) Compensation will be determined in accordance with the regulations of the Ritsumeikan Trust and includes the following: executive allowance, transportation allowance, housing allowance (or housing expense subsidy), relocation travel expenses, relocation allowance, individual research funds, bonuses, and retirement allowance. Enrollment in social insurance is required.
- (2) Because the President of APU is expected to dedicate him or herself to the duties entailed by the position, he or she cannot hold a full-time position with another university, company, or other organization; however, concurrent appointment as a visiting professor is permitted. The Ritsumeikan Trust Regulations on Outside Employment etc. for Faculty and Staff Members may dictate some restrictions on assuming external board members at companies and part-time executives of non-profit corporations with ties to the Ritsumeikan Trust. Please let us know if you have any questions about this.

7. Application methods

Please mail the following documents to the address indicated below or send them as email attachments.

- (1) For personal applications:
 - 1) Cover letter, 2) curriculum vitae, 3) personal statement (in either English or Japanese (typed horizontally) on one sheet of A4 paper), 4) recommendation letter (no designated format) or name of reference, if available
- (2) For recommendations:
 - 1) Cover letter, 2) APU-designated Candidate Nomination Form (including the names of up to five recommenders and the reason for recommendation)
 - * After documents have been screened, nominated candidates will be contacted to confirm their interest in the position.
- (3) Other:
 - 1) For both personal applications and recommendations, the cover letter should clearly indicate the individual's proficiency levels in English and Japanese.
 - 2) Additional documents may be requested as the selection process advances.
 - 3) Application deadline: **March 15, 2023** for both personal applications and recommendations.

Mailing address and inquiries

Attn: Nakajima / Nakamura / Murata
Administration Office
Ritsumeikan Asia Pacific University
1-1 Jumonjibaru, Beppu, Oita 874-8577 Japan
Tel.: 0977-78-1112 From outside Japan: +81-(0)977-78-1112
E-mail: apuadmin@apu.ac.jp

(References)

◎ Declaration on the Occasion of the Opening of APU

Since the beginning of human history, human beings have attempted to create their own distinctive cultures and develop civilizations in the various regions of the world. They have also had to overcome many constraints and obstacles in order to achieve their goal of living in conditions of freedom, peace and humanity.

The twentieth century was an era of rapid progress and unprecedented advance in the political, economical and cultural fields, as human activity increasingly took place on a global scale. Through the experience of the two World Wars, the United Nations and other international organizations were formed to enhance cooperation in order to maintain peace and to promote international understanding.

Given that the 21st century will see the emergence of a global society, we firmly believe that coexistence between mankind and nature, as well as between diverse cultures, will be indispensable for the peaceful and sustainable development of the Asia Pacific region. This is why we are now establishing a university here, to nurture the young talent and to create a new academic discipline which will help shape the region's future.

April 1, 2000 therefore marked the birth of the Ritsumeikan Asia Pacific University, based on a vision of freedom, peace and humanity, international mutual understanding, and the future shape of the Asia Pacific region. The establishment of the University at Jumonjibaru, in Beppu City, has been made possible through the cooperation of the people of Beppu and Oita Prefecture, together with many others both within and outside Japan.

Our hope is that it will be a place where the young future leaders from countries and regions throughout the world will come to study together, live together, and understand each other's cultures and ways of life, in pursuit of goals which are common to all mankind.

The Ritsumeikan Asia Pacific University is hereby declared open.

April 1, 2000

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APU Graduates possess the power to change our world.

In our global society of many different cultures and values, conflict and friction are bound to occur. APU strives to cultivate global citizens who will build a peaceful world by understanding and accepting cultural and historical differences. Fostering graduates with these abilities is at the core of APU's ideals of Freedom, Peace, and Humanity; International Mutual Understanding; and the Future Shape of the Asia Pacific Region.

APU Graduates will pursue freedom and peace with a deep respect for human dignity. By acting for the sake of both individuals and society, they can change the world.

Individuals who can change the world:

- Cooperate and overcome conflict through dialog for the benefit of society.
- Tolerate cultural differences and unfamiliar challenges.
- Create new values incorporating diverse perspectives and ideas.
- Envision their own goals and continue to grow as lifelong learners.

To cultivate such individuals, APU will:

- Further utilize its preeminently multicultural campus to immerse students in a Global Learning Community that provides them with opportunities to grow.
- Create a new Global Learning standard by pursuing internationally compatible education and research.
- Strengthen ties with its invaluable stakeholders, from the local community to alumni around the world, working together to design the University and its educational programs.

—Individuals who experience APU's unparalleled Global Learning Community will develop the power to change the world.

March 24, 2015

◎ Outline of the APU2030 Challenge Design

In order to realize the APU 2030 Vision, we are implementing the "Challenge Design" medium- to long-term plan for the next 10 years, starting in AY2021, with three priority goals and six action plans.

Three Priority Goals (2021-2030)



Multicultural Campus

APU will leverage its unique multinational and multicultural environment to provide various opportunities to grow as a global citizen, thereby



Global Learning

In continually improving the quality of its education and research, APU will create new global learning values and disseminate research that is on par with international standards.



Regional Collaboration

APU will deepen its connections with graduates, communities, and stakeholders all over the world and collaborate with them in educational activities and university administration.

Six Action Plans (2021-2030)



APU will become an environment that is not only diverse in terms of nations and regions represented on campus, but one of Diversity and Inclusion, embracing a rich array of cultures, religions, genders, etc. APU will continue to grow, fostering education that is both innovative and globally competitive.

Examples of Initiatives

- Build an inclusive student support system that accepts diversification
- Establish the new, third college in AY2023 and differentiate undergraduate education according to the individual goals of each.
- Advance global learning, taking advantage of the unique characteristics that online and offline education each have to offer



APU will promote internationally recognized research that contributes to society.

Examples of Initiatives

- Distinguish and improve APU research, such as inclusive leadership
- Enhance promotion of international joint research
- Support research that promotes open collaboration with domestic and international researchers and research institutions.



APU will contribute to the growth of communities around the world and create a new, university-driven regional development model for civics, government, and academia.

Examples of Initiatives

- Build a center to support and unify regional collaborations around the world
- Build continuous partnerships and collaborative relationships with multiple regions in Japan and overseas.



APU will enhance and diversify career tracks, allowing graduates to take an active role in the world and contribute to society.

Examples of Initiatives

- Promote the diversification of career paths, such as joining international organizations, continuing to graduate schools overseas, engaging in entrepreneurship, social entrepreneurship, etc.
- Collaborate with alumni taking an active role in the world



APU will strengthen the network of graduates and their organizations that possess the power to change the world.

Examples of Initiatives

- Form and sophisticate alumni networks that transcend countries and regions
- Create a system wherein alumni can continue learning through APU



APU will build a foundation for and organization to support a Global Learning Community.

Examples of Initiatives

- Support the skill building of faculty and staff
- Establish a staff organization meeting international standards
- Strengthen the financial base

November 27, 2020