

UTokyo **COMPASS** 2.0 

Into a **Sea** of Diversity:

Creating the Future through Dialogue

A statement of the guiding principles
of the University of Tokyo

Into a **Sea** of Diversity: Creating the Future through Dialogue

Creation
through
Dialogue

Diversity
and
Inclusion

A place anyone in
the world would
want to join

Achieving academic excellence and realizing an inclusive society by creating, connecting, and deepening academic knowledge

Research directed at the pursuit of truth and founded in academic freedom in order to achieve academic excellence

Education that nurtures people with a global perspective, high ethical standards, tenacious practical skills, and the ability to formulate questions

A place in which diverse groups of people come together to identify and share challenges and solutions

Contributing to the resolution of global challenges and creatively designing our own practices in order to serve the public good worldwide

Aiming to create a better future society that is inclusive and free

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A Future Made Possible through Dialogue

Questioning in order to know



Sharing questions



Being able to question together



Building mutual understanding and confidence



Fostering harmony among diverse voices

OMNI ocean sensing system
(open source and shared with all)

Three Perspectives



PERSPECTIVE 1

Knowledge

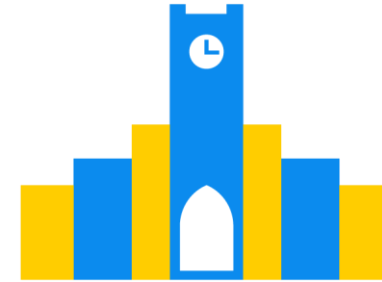
Pursuit of truth and creation of diverse academic knowledge
Service to the public
Transparency
A hub for connecting knowledge
Collaboration across humanities and sciences
Foundation in dialogue, driven by curiosity and inspiration



PERSPECTIVE 2

People

Nurturing talented individuals to create the future
Education to equip people with a capacity for empathy
Flexible dialogue skills within open networks
Promoting student dialogue and participation



PERSPECTIVE 3

Place

A place with inclusive dialogue and stimulated by diverse voices
Respect for diversity of entire university community
Digitally inclusive campus
Serving as a bridge with society
Confidence and support for the university's public significance and unique functions

To Create a Virtuous Circle among the Three Perspectives:



**Strengthen
management
capacity**

Think deeply about the university corporation's autonomy and creativity for this new age

Establish management competency for autonomous and creative activity



The university's management competency means
the capacity to design our own practices creatively.

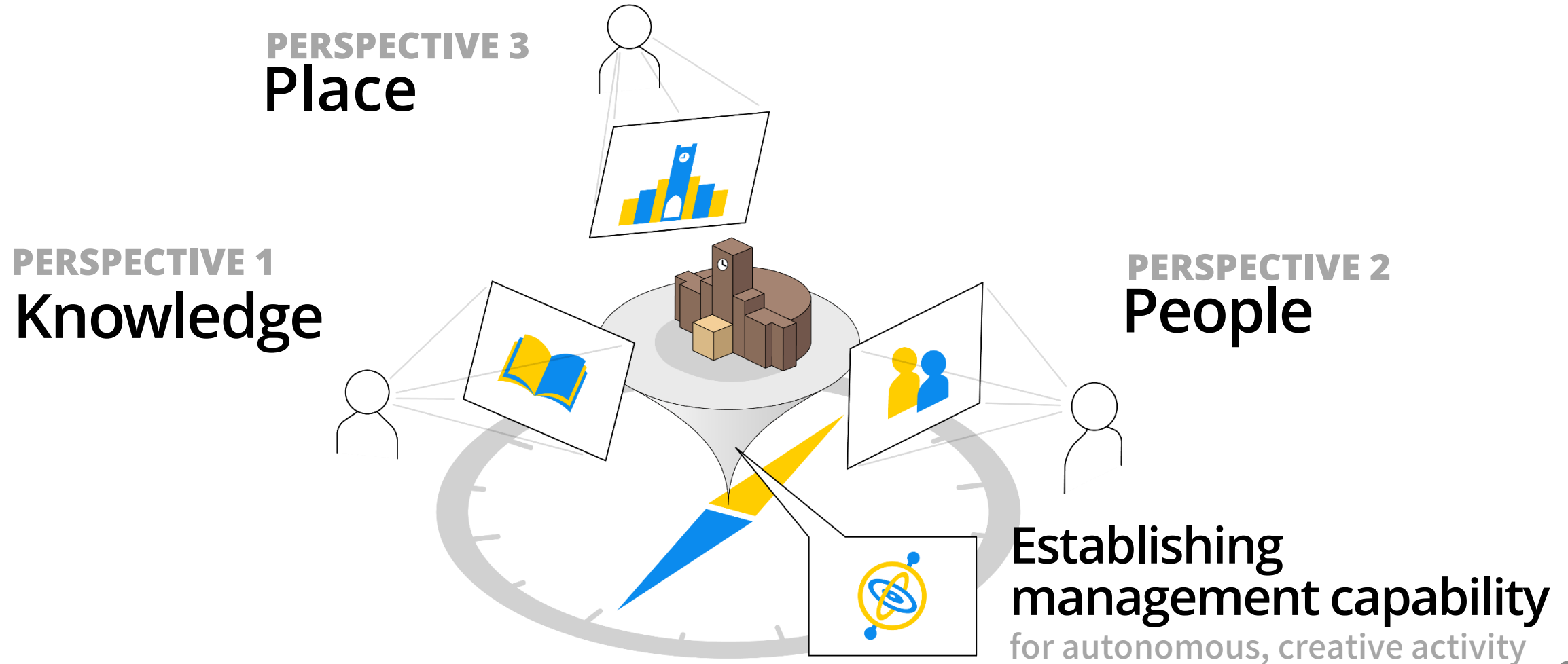
Going beyond the traditional roles of a national university, and not limiting reforms to financial, personnel, and organizational matters, UTokyo constantly implements the innovations and advances that are necessary to expand academic knowledge.



Enhance the university's diverse educational and research activities and the broad support received from society

Build a model for growth as an organization that serves the public good

Three Perspectives



20 Goals



Management capacity

1. Develop an autonomous and creative university model
2. Formulate a sustainable management strategy and expand the university's functions
3. Cultivate support and appreciation for the university's roles



Knowledge

4. Seek solutions to global problems
5. Promote diverse scholarship
6. Generate excellent academic knowledge
7. Generate value through cocreation with industry
8. Promote responsible research



People

9. Nurture inclusiveness and capacity for creative dialogue
10. Nurture an international outlook
11. Undergraduate education: Cultivate disciplinary expertise, wide-ranging knowledge, and high ethical standards
12. Graduate education: Cultivate advanced disciplinary expertise and practical capabilities to tackle next-generation problems
13. Support early-career researchers
14. Cultivate administrative staff with advanced expertise and a creative mindset
15. Connect the university and society through bidirectional recurrent education

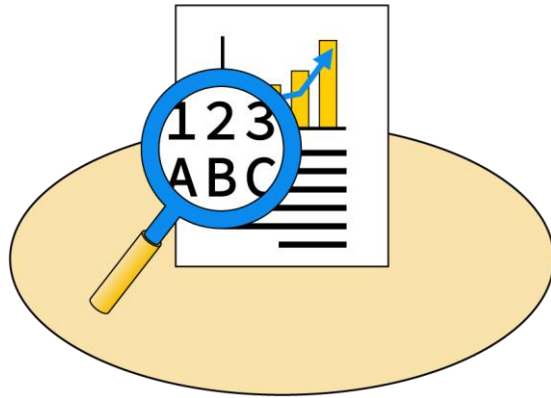


Place

16. Create a supportive and empowering campus that anyone in the world would want to join
17. Support education and research activities
18. Expand the campus in cyberspace
19. Extend our place into wider society
20. Extend our place internationally

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Action Plans



A New Model for Universities



Develop an autonomous and creative university model

Establish the Office of the Chief Financial Officer and the Division for Human Resources Management. Build a legal management system. Enhance risk governance.



Effectively utilize diverse funding sources

Establish a University Operating Endowment of about 100 billion yen. Utilize university bonds. Expand UTokyo Foundation (reaching 20 billion yen of unrestricted contributions by end of FY2026).



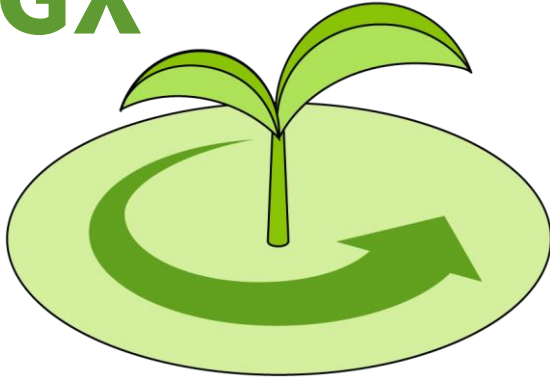
Establish brand reputation

Establish the Division for Strategic Communications. Build and expand basis for communication activities. Establish new branding for UTokyo. Strengthen alumni networks.



Action Plans

GX



Green Transformation

GX: Green Transformation



Lead GX on a global scale

Global Commons Stewardship Indicators. Reduce greenhouse gas emission (50% in Scope 1 and 2, 25% in Scope 3) compared to 2013. Cooperation with the international society through Race to Zero. Establish the Green Transformation Headquarters.



Develop GX leaders

Education regarding global systems as the shared property of all humankind (global commons). Promote programs that train advanced professionals to lead the green transformation.



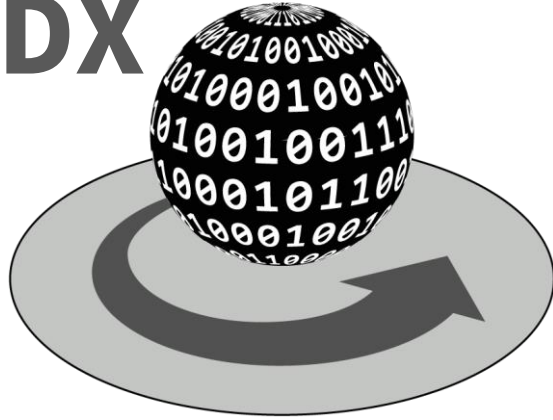
Co-create with community and industry to contribute to GX

Provide support for the development of carbon neutral action plans. the green transformation. Promote research fields that contribute to green transformation



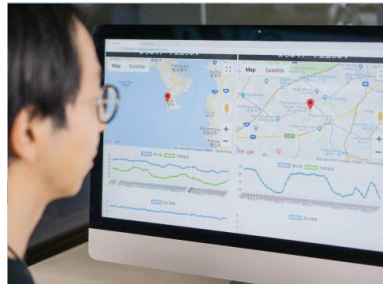
Action Plans

DX



Digital Transformation

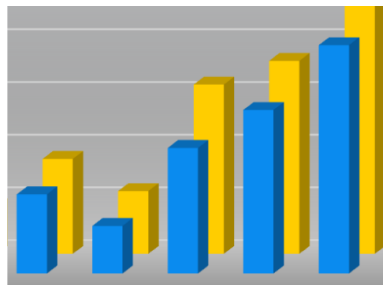
DX: Digital Transformation



Creating and realizing a society of data utilization
Data related to healthcare, weather, society, materials, natural disaster prediction and mitigation strategies. Comprehensive advancement of digital transformation through the Division for Digital Transformation, mdx and SINET.



Adopting new education systems and educational methods (Education DX)
Online teaching. On-demand classes and course materials. Improve campus infrastructure.



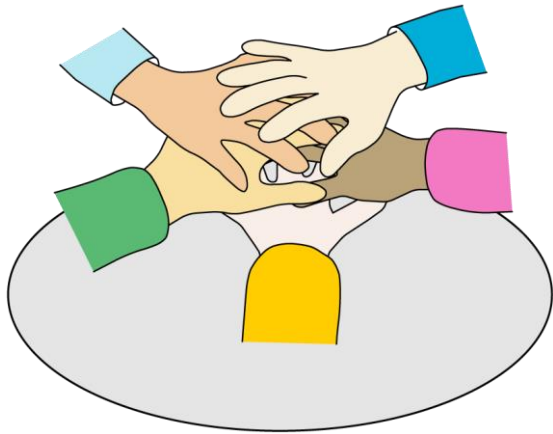
Visualizing the impact of education and introducing UTokyo One (Education DX)
Collect and visualize data on each student's achievements and outcomes. Create cycle of educational improvement. Cooperation with Alumni network.



Requiring data science and information literacy
Information literacy as an essential part of today's liberal arts



Action Plans



Cocreation with Society



Generating value through cocreation with industry

Strengthen the university's functions as a gateway for joint research (over 20 billion yen per year) across industry and the private sector, academia, government and the public sector, and society as a whole, in fields such as artificial intelligence, quantum technology, next-generation semiconductor technology, and next-generation cyber infrastructure.



Building a start-up ecosystem

Promote entrepreneur education. "Hongo Intelligence Hill." Establish a 60 billion yen plus fund. Establish more than 700 UTokyo-related start-ups by 2030. Develop social entrepreneurs.



Connecting the university and society through bidirectional recurrent education

Establish a recurrent educational ecosystem. Identify and respond to social and local challenges. Nurture global talent.



Promoting partnerships with local communities

Contribute to social activities of local communities through dialogue. Generate value through alliance with UTokyo facilities in various locations. Respond to diverse needs of local communities.



Action Plans



Diversity & Inclusion



Promote diversity and inclusion

The Center for Coproduction of Inclusion, Diversity, and Equity (InlUDE). The University of Tokyo Statement on Diversity & Inclusion



Diversity and inclusion education

A wide range of learning in areas including diversity and inclusion, global commons, data science, and digital applications, designed for undergraduate students and deployed for graduate students.



Build an inclusive campus

Support accessibility initiatives. Realize an inclusive campus that anyone in the world would want to join.



Dissemination based on the diversity of regions and linguistic communities

Respect for cultures of different linguistic communities. Disseminate the value of adopting Asian perspectives.



Action Plans



Education



Discuss and establish long-term vision for scholarship

Establish the College of Design (tentative name).)Education on ethical, legal, and social issues (ELSI). Advanced liberal-arts education. University-wide educational programs.



Nurture inclusiveness and capacity for creative dialogue

Establish undergraduate education programs to foster learning about diversity and inclusion, global commons, information literacy, etc.



Connect learning to society and the world

The Center for Global Education (GlobE), UTokyo Go Global Gateway, Increase international movement of students. Expand Hands-on Activities, Expand World-leading Innovative Graduate Study Program (WINGS) and other interdisciplinary programs.

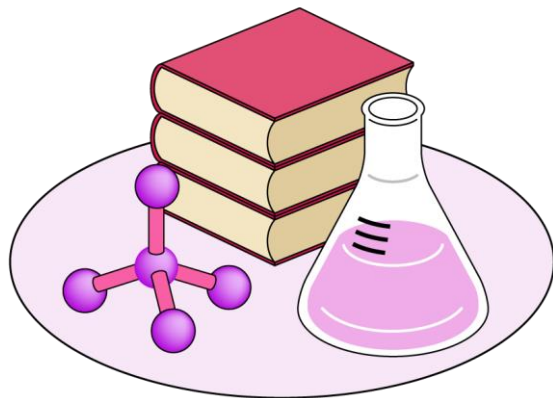


Strengthen basis for education and research on social issues

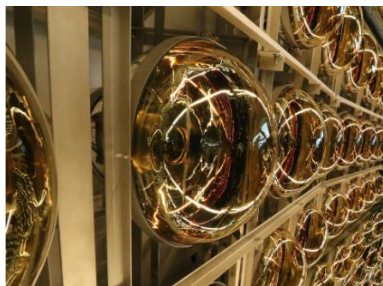
Establish educational basis for programs and data utilization. Establish programs to tackle social issues such as disaster prediction and remediation, declining birthrate and aging society, GX, DX, etc.



Action Plans



Research



Creation of excellent and diverse knowledge
Enhance collaboration among humanities, social sciences, and natural sciences. Promote activities of world-class research facilities (Kavli IPMU, IRCN, Tokyo College, etc.).



Economic support for doctoral students
Further promote nurturing of high-level doctoral students. Achievement of economic support for over 50% of doctoral students.



Environment for focusing on research
Enhance research support services. Enlarge research support staff, including university research administrators (URAs).



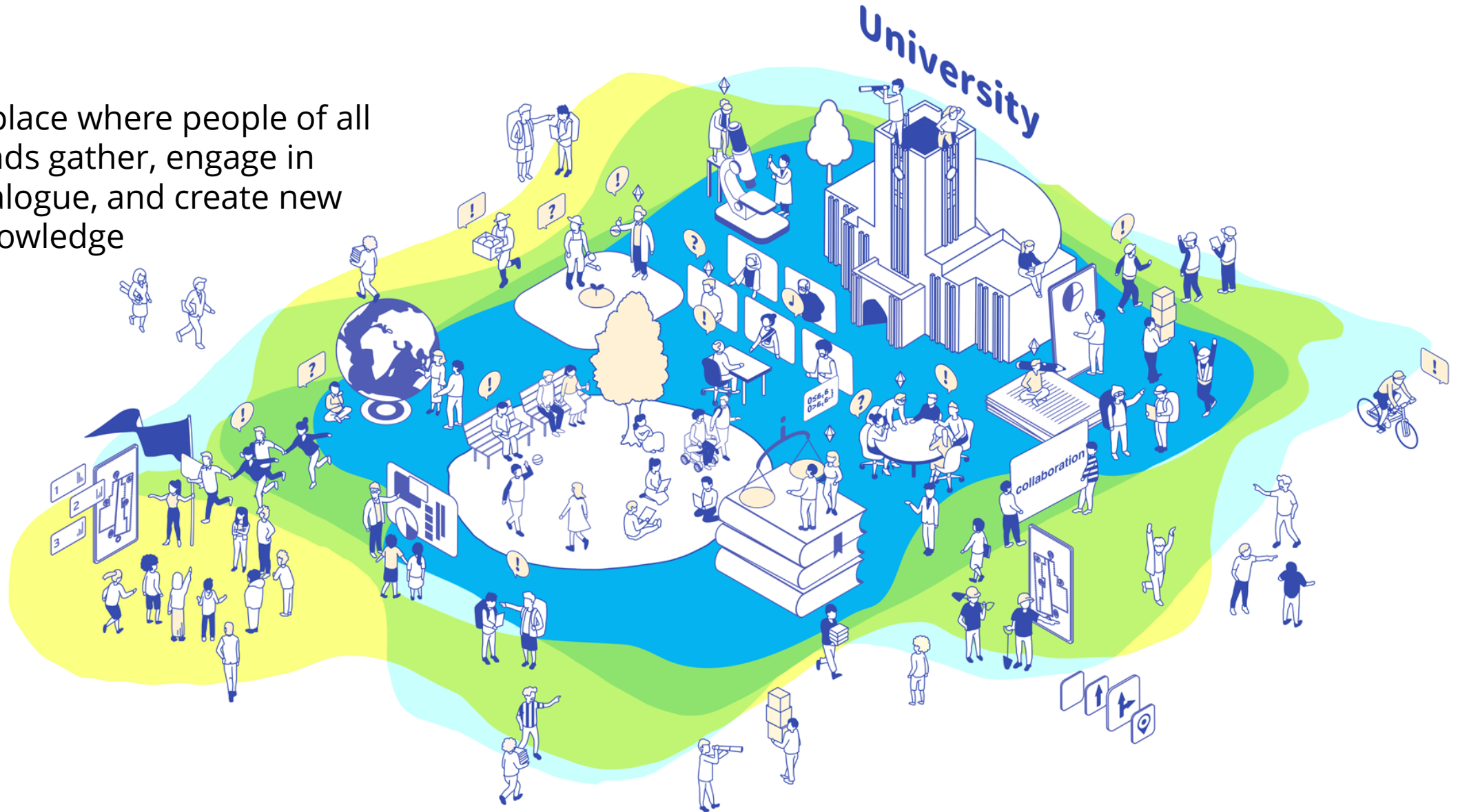
Elevate UTokyo's international presence as research university

Establish a research intelligence organization. Establish and strengthen international research collaboration centers. Support research on Asia and international activities of young researchers.

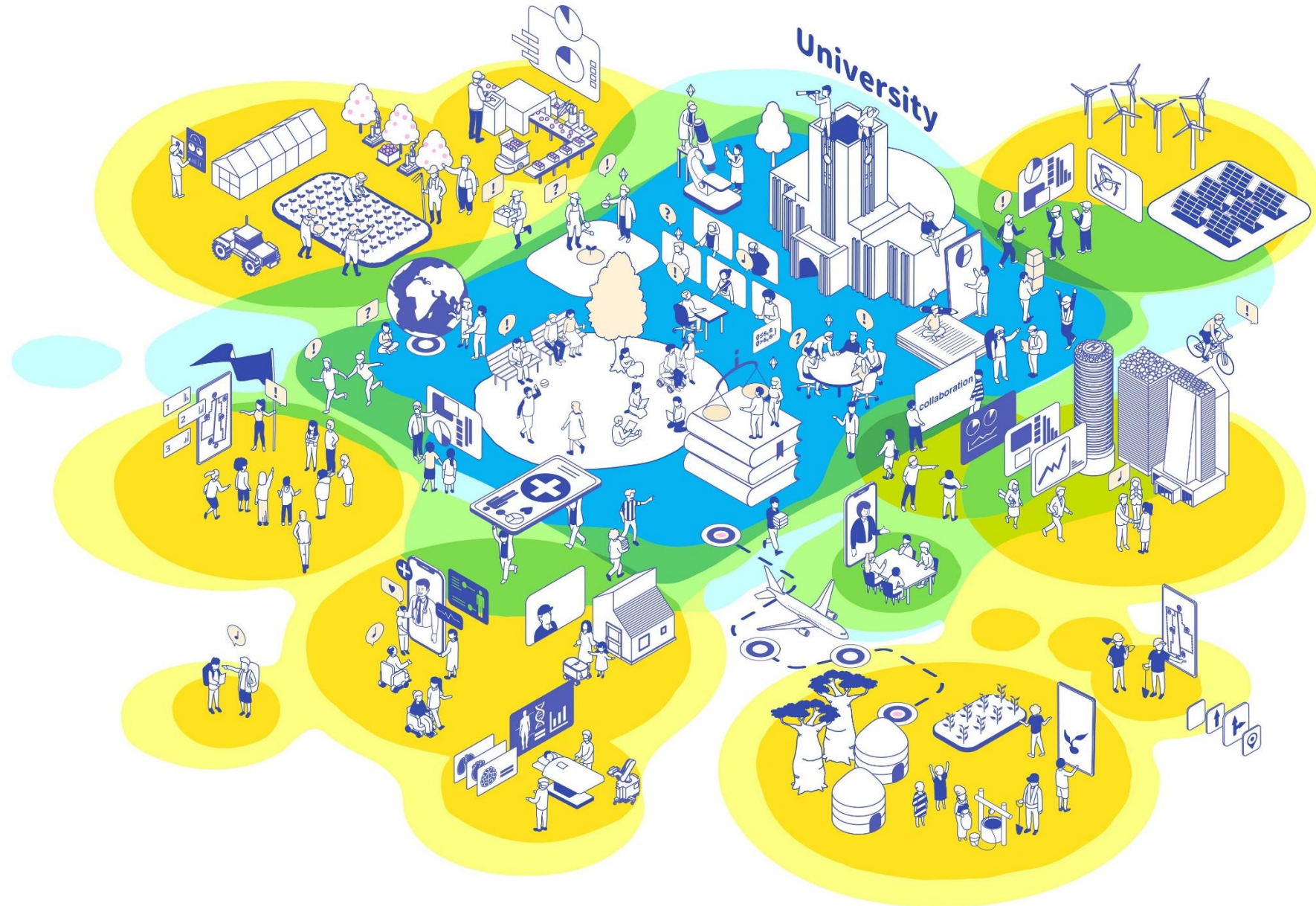


UTokyo as Envisioned by UTokyo COMPASS 2.0

A place where people of all kinds gather, engage in dialogue, and create new knowledge



Create an ideal vision of the future through diverse dialogues with society



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