

## **International Christian University Management and Administration Policies**

In order to realize the founding mission and purpose of the university, International Christian University shall establish the following university administrative policies:

1. Strive for transparent and fair management and administration in accordance with relevant laws and ICU regulations, in order to enhance and promote education and research.
2. Under the leadership of the President, continuously review the decision-making process to improve the governance function.
3. Promote training for faculty and staff on a constant and systematic basis, to strengthen education, research and corporate management functions.
4. Organize and allocate necessary faculty and staff to reflect educational and research needs in administration and management in an appropriate manner.
5. Establish an auditing system to ensure the appropriateness of University operations and proactively disclose University information to the public.
6. Establish a financial base through appropriate budget management and continuous fund management based on mid-term and long-term financial plans in order to support stable education and research activities.