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External Evaluation Report for the 2018–2019 Project Results

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This document reports the results of an external evaluation of the 2018–2019 project results based on the attached Report on the Results of the Initiative for Realizing Diversity in the Research Environment (Advanced Type) Project for 2018–2019.

1) Achieve a recruitment rate of 30% or more for women faculty

Remarks:

It is commendable that data about the retention rate, recruitment rate, and promotion rate of women by discipline, position classification, and tenure/non-tenure track have been made available and visualized on the website.

As a measure to address the failure to reach the targets for 2019, the Executive Vice President in charge and the director of the Gender Equality Office held interviews with the heads of the departments whose recruitment rate was low regarding the recruitment and promotion of women researchers going forward. In particular, since the Medicine Discipline accounts for more than 40% of all recruitments, the targets for 2020 and thereafter will likely be unattainable without improvement in the Medicine Discipline. Discipline-specific issues should be shared with the university executive division, and the entire university should engage in the effort rather than leaving it to individual disciplines.

2) Improve the percentage of women holding higher ranking positions (promotion rate)

Remarks:

In 2019, four researchers were dispatched overseas under the PI Training Program for International Collaborative Research Overseas (of which three researchers were originally dispatched in 2018). It is commendable that the target was achieved. It is also commendable that as a result of the initiative, one lecturer who participated in the program was promoted to associate professor. Furthermore, it is commendable that the system for supporting women researchers engaging in international collaborative research has been improved by the assignment of Overseas Work-Life Balance Coordinators to Singapore, Bangkok, and Hanoi in 2019, in addition to San Francisco, New York, Brussels, Dusseldorf, and London in 2018.

As for the promotion rate, the target value of 20% for the last year of the project has already been reached. Going forward, we hope the target value is achieved consistently through promotion of

the PI Training Program for International Collaborative Research Overseas.

3) Increase the base of next-generation young researchers

Remarks:

Regarding the International Human Resource Exchange Program, it is commendable that five researchers were dispatched overseas in 2019, a results report and a diversity management report were compiled, and pioneering examples from overseas were introduced throughout the university through presentation sessions, newsletters, and other means. The International Collaborative Early-career Researcher Training Program saw some accomplishments in 2019, including the overseas dispatch of one woman researcher and an increase in research achievements thanks to the promotion of international collaborative research, and it is commendable that the goals were achieved. The percentage of young researchers has been growing steadily thanks to active promotion by the departments, and we hope the target of 22% is reached.

Regarding the initiatives targeting junior high school and high school girls who have aspirations for studying in STEM areas, our company participated in an event held by Himeji City in 2019. Exchange was held between junior high school girls who had aspirations for studying in STEM areas and women researchers, and the event was a great success. Such initiatives are considered essential for increasing the base of women researchers, and we hope these efforts are continued going forward.

4) Enhance the diversity environment and expand it beyond the university

Remarks:

It is commendable that the president eradicated gender-related unconscious biases by personally declaring the Kobe University Diversity Statement, and that top management showed its commitment to promoting diversity. It is also commendable that the Diversity Co-creation Network Conference was held to deepen cooperation with companies and other organizations, and that views were exchanged regarding the creation of a diverse university environment. Furthermore, it is commendable that version alpha of the Diversity Education Program involving e-learning was developed, a questionnaire was given to internal members and Diversity Co-creation Partners for developing the final version, and development is being continued from the users' perspective.

5) Verification of the results and evaluation of the Overseas Dispatch Program for Women Researchers

Remarks:

Through a comparison of the research achievements (number of academic articles, number of

presentations at international conferences, number of international joint studies, number of Grants-in-aid for Scientific Research obtained, number of other external grants obtained) of the 27 women researchers dispatched overseas under the program before and after launch of the program, the university has been able to provide objective and concrete evidence that the investments made in the program have led to a significant improvement in research achievements and a significant increase in research activities, which is commendable.

It is also commendable that a comparison with regular women faculty belonging to the same position category as the young researchers dispatched overseas under the program has shown that the program has had a positive impact on the number of articles and number of presentations at international conferences.

6) Overall remarks (please also write any remarks regarding the Measures Addressing Issues Identified in the 2018 External Evaluation)

Remarks:

It has been pointed out that the target value set for the appointment rate is low. However, given the largeness of the parameter (16 in 2017, 50 in 2018, and 42 in 2019), the value is expected to be susceptible to fluctuation each year. The university should consider using the most recent three-year moving average, among other indicators, in the internal evaluation.

We hope that exchange among female human resources is promoted between Kobe University and its Diversity Co-creation Partners and among Diversity Co-creation Partners, the parties involved learn from and inspire each other, and such activities lead to the achievement of the goals for promoting diversity.