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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: The recruitment rate of 2019 was lower than that of 2018, falling significantly short of the yearly target. This shows that determined efforts need to be made on a university-wide level in order to achieve the project's ultimate goals. As is described in the schedule for future initiatives, the Gender Equality Office should engage in concrete discussions with the president and departmental heads regarding current issues and measures, and consistent efforts should be made to promote initiatives on a university-wide, multi-tier level through publicity, awareness raising, and FD.

### 2) Improve the percentage of women holding higher ranking positions

Remarks: Although only one new researcher was dispatched under the PI Training Program for International Collaborative Research in 2019, the Preparatory Program for Participation in the PI Training Program was launched in February–March 2019. The new program is expected to lead to the full-scale dispatch of women researchers going forward.

The promotion rate for 2019 is higher than the yearly target. However, as with the recruitment rate, it is lower than the previous year's rate. Therefore, there is a need to closely observe whether there is an overall decline in awareness and whether the personnel governance system is functioning properly.

The percentage of female associate professors has fallen short of the target for two consecutive years. In the document explaining the measures for addressing the identified issues, it is stated that the cause of decrease has been analyzed. However, no explanation is provided about the analysis results and the initiatives ensuing from the analysis.

### 3) Increase the base of next-generation young researchers

Remarks: Only one researcher (an associate professor) was dispatched under the International Collaborative Early-career Researcher Training Program in 2019, and the distinction between this

program and the PI Training Program for International Collaborative Research, which also dispatches associate professor-class researchers, is blurred. As was the case in 2018, there seems to be a need to focus more on developing young researchers through dispatching assistant professors and other lower-ranked researchers.

The percentage of young researchers has risen to almost 20%, but the pace of increase has only been 1% for the four-year period. The base of young researchers must be increased in order to achieve an increase in women holding higher ranking positions. Therefore, there is a need to further accelerate the development of young researchers.

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

Remarks: Regarding the Diversity Co-creation Network, the exchanging of views should be developed into concrete forms of cooperation in promoting initiatives, and information on the network's activities should be actively provided to the public. The development and spread of the Diversity Education Program are expected to represent a pioneering initiative in that respect.

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

Remarks: It can be gathered that the Overseas Dispatch Program for Women Researchers is slowly but surely contributing to an improvement in the research achievements and skills of women researchers. In order for these achievements to be assessed appropriately internally and lead to promotion, it is important to do follow-ups and actively publish the results. Therefore, initiatives such as the holding of presentation sessions should be implemented consistently going forward.

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

Remarks: Overall, progress in the direct initiatives aimed at improving the recruitment and promotion situation seems to be weaker than progress in the dispatch programs targeting women. Efforts should be made to spread and deepen diversity awareness both internally and externally and tangibly address the issues raised.