

Report on the Results of the Program "Initiative for Realizing Diversity in the Research Environment" (Advanced type) for the FYs 2018–2019

Gender Equality Office, Kobe University

1. Project Goals and Action Plan

By advancing this project, Kobe University's goals were to 1) achieve a recruitment rate of 30% or more for women researchers, 2) improve the percentage of women holding higher ranking positions, 3) increase the base of next-generation young researchers, and 4) enhance the diversity environment and expand it beyond the university as shown with initiatives (A) through (F) below. Table 1 shows the relationships between goals and initiatives.

Table 1 The relationships between goals and initiatives

Objectives Initiatives	(1) Reach and maintain employment rate of over 30%	(2) Improve career progression/promotion rate	(3) Expand support for the next generation of early-career researchers	(4) Improve the environment for diversity and promote this outside the university
(A) Build new human resource governance system	* *	*		
(B) Implement PI training program for international collaborative research		* *		
(C) Implement international human resource exchange program			* *	
(D) Implement international collaborative early-career researcher training program			* *	
(E) Establish an internal Diversity Promotion Council				* *
(F) Establish a diversity fund and build a Network for Cooperative Diversity Promotion	*	*	*	* *

2. Achievement Level of Each Goal

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

Goal 1):

1. Achieve a recruitment rate of 30% or more in FY 2020 as outlined in the General Employers Action Plan and the fifth Science and Technology Basic Plan and ultimately set an even higher target of 33%.
2. Establish a new human resource governance system and enable visualization of retention, recruitment, and promotion rates.

Level of achievement: In terms of achieving numerical targets, the result in FY 2018 (25.3%) was higher against the target (23.9%), and the result in FY 2019 was much lower (23.3%) against the target (27.6%). Establishment of the new human resources governance system and visualization of the retention, recruitment, and promotion rates were realized at the end of FY 2019.

Measures to deal with unachieved targets

As numerical targets outlined in Goal 1) above were not achieved in FY 2019, data for retention, recruitment, and promotion rates (for FYs 2016-2019) and recommendations by the International Advisory Committee for Diversity Promotion were presented to the Board of Directors and the Faculty Human Resources Committee. Aiming to achieve the numerical target for FY 2020 set at a recruitment rate of 30% or more, the director in charge and the Gender Equality Office Director interviewed department heads with low recruitment rates regarding recruitment and promotion of women researchers going forward. The following efforts will also be carried out.

- (1) **Efforts by university administration:** The director in charge and the Gender Equality Office Director will discuss the following with the President and the Executive Vice President in Charge of Planning and General Affairs.
 - Evaluation and recommendations by the International Advisory Committee for Diversity Promotion
 - New efforts proposed during interviews with department heads regarding stimulating the recruitment and promotion of women
- (2) **Efforts by department heads:** The director in charge and the Gender Equality Office Director will continue to hold interviews and discussions with each of the department heads regarding the points below.
 - Request department heads having particularly low recruitment rates to urge consideration and actual recruitment of women researchers toward achieving numerical targets
 - Implement faculty development that will encourage awareness toward eliminating unconscious bias and increasing the number of women researchers

2) Improve the percentage of women holding higher ranking positions**Goal 2):**

1. Dispatch women faculty in positions of associate professor or below overseas with the PI Training Program for International Collaborative Research.
2. Establish an overseas support system.
3. Aiming to increase the promotion rate of women researchers, achieve a promotion rate of 20% by the final fiscal year (2023).

Level of achievement: Regarding women dispatched overseas with the PI Training Program for International

Collaborative Research, three were dispatched in 2018 (continuing in 2019) and one in 2019 (continuing in 2020), achieving the target (Table 2). A Preparatory Program for Participation in the PI Training Program was also created in February-March 2019, and eight women researchers underwent research meetings at research institutions overseas and prepared for the long-term overseas dispatch (Table 3). Regarding the establishment of an overseas support system, the target was achieved with the positioning of Overseas Work-Life Balance Coordinators in San Francisco, New York, Brussels, Dusseldorf, and London in 2018; in Singapore, Bangkok, and Hanoi in 2019.

Further, with regard to promotion of women to higher ranking positions, a participant in the PI Training Program for International Collaborative Research was promoted from instructor to associate professor.

Also, the promotion rate was 22.0% in 2018 and 21.4% in FY 2019, hitting above the target of 20%, leading to the achievement of targets in all areas.

The rates for women professors and associate professors were as follows:

FY 2018: Rate of women associate professors = target: 70 out of 453 (15.5%) → actual: 65 out of 435 (14.9%)

women professors = target: 57 out of 597 (9.5%) → actual: 63 out of 615 (10.2%)

FY 2019: Rate of women associate professors = target: 72 out of 451 (16.0%) → actual: 67 out of 436 (15.4%)

women professors = target: 59 out of 589 (10.0%) → actual: 65 out of 612 (10.6%)

Regarding the number of women researchers in administrative positions, the Gender Equality Office Director and Career Center Director were given positions as Executive Advisers to the President. The target in FY 2018 of two such professionals was exceeded with three actually in place. In the fiscal year 2019, there was a further addition of one Vice President, bringing the total to four. In April 2020, a woman External Executive Vice President (part-time) came on board, with a total of five at present, exceeding the target.

Table 2 Results of the PI Training Program for International Collaborative Research

Affiliate	Job Classification	Dispatch Period	Destination Country	Dispatch Fiscal Year
Research Center for Inland Seas	Associate Professor	12 months	Thailand	2018
Graduate School of System Informatics	Associate Professor	12 months	Australia	2018
Graduate School of Intercultural Studies	Associate Professor	6 months	Germany	2018
Graduate School of Health Sciences	Associate Professor	12 months	US	2019

Table 3 Results of the International Collaborative Research Preparatory Program for Participation in the PI Training Program

Affiliate	Job Classification	Dispatch Period	Destination Country	Dispatch Fiscal Year
Graduate School of Engineering	Assistant Professor	1 week	UK	2018

Graduate School of Economics	Instructor→ Associate Professor	2 weeks	Poland	2018
Graduate School of Health Sciences	Associate Professor	1 week	Sweden	2018
Graduate School of Maritime Sciences	Associate Professor	1 week	Sweden	2018
Graduate School of Human Development and Environment	Associate Professor	1 week	US	2018
Biosignal Research Center	Assistant Professor	1 month	US	2018
Graduate School of Agricultural Science	Assistant Professor	1 week	US	2018
Graduate School of Agricultural Science	Assistant Professor	1 week	US	2018

3) Increase the base of next-generation young researchers

Goal 3):

1. Implement the International Human Resource Exchange Program and spread overseas advanced cases within the university.
2. Dispatch women researchers overseas with the International Collaborative Early-career Researcher Training Program.
3. Achieve young researchers' retention rate of 22%.

Level of achievement: There were four women dispatched in 2018 under the International Human Resource Exchange Program and five in FY 2019 (Table 4). The results report and diversity management report were prepared, and overseas cases were presented at a results meeting and through a newsletter. With regard to the International Collaborative Early-career Researcher Training Program, five women researchers were dispatched overseas in 2018 and one in FY 2019 (Table 5). The development of international collaborative research has borne increased research results, and the target has been achieved. Each of the departments are proactive in promoting an increase in the rate of young researchers, and the figure rose from 18.8% at the end of FY 2015 to 19.9% at the end of FY 2019.

Table 4 Results of the International Human Resource Exchange Program

Affiliate	Job Classification	Dispatch Period	Destination Country	Dispatch Fiscal Year
Graduate School of Human Development and Environment	Assistant Professor	1 month	Indonesia	2018
Graduate School of Engineering	Project Assistant Professor	1 month	US	2018
Graduate School of Human Development and Environment	Professor	2 months	UK	2018
Graduate School of Health Sciences	Professor	1 month	UK/Sweden	2018
Graduate School of Economics	Professor	1 month	France	2019
Graduate School of Human Development and Environment	Professor	1 month	Ireland	2019
Graduate School of Health Sciences	Associate Professor	1 month	Germany	2019

Center for International Education	Project Assistant Professor	1 month	UK	2019
Graduate School of Health Sciences	Associate Professor	1 month	UK	2019

Table 5 Results of the International Collaborative Early-career Researcher Training Program

Affiliate	Job Classification	Dispatch Period	Destination Country	Dispatch Fiscal Year
Graduate School of Intercultural Studies	Academic Researcher	2 months	Mexico	2018
Biosignal Research Center	Academic Researcher	2 months	US	2018
Graduate School of System Informatics	Assistant Professor	12 months	UK	2018
Graduate School of International Cooperation Studies	Assistant Professor	3 months	US	2018
Center for International Education	Instructor	6 months	South Korea/US	2018
Graduate School of Engineering	Associate Professor	10 months	Canada/US	2019

Additionally, to increase the number of women who major in science and technology, one objective of which to increase the number of women researchers in these fields, we believe it is important to continue to steadily appeal to junior and senior high school girls. We are continuing to work on the following two efforts. Judging from the fact that maximum capacity is reached as soon as online registration becomes available, the demand for the two initiatives is very strong.

i) Open Campus for High School Girls

http://www.office.kobe-u.ac.jp/opge-kyodo-sankaku/sp_topic/rikejo/opencampus/index.html

ii) Kansai Kagaku Juku for Female Junior and Senior High School Students

http://www.office.kobe-u.ac.jp/opge-kyodo-sankaku/sp_topic/rikejo/kagaku/index.html

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

Goal 4):

1. Adopt the Kobe University Diversity Statement and develop a cooperation framework outside the university.
2. Ensure continuity of the project by setting up the Diversity Fund.
3. Develop the Diversity Education Program.

Level of Achievement: The Kobe University Diversity Statement was adopted in December 2018. A meeting of the Diversity Co-creation Network was also held for cooperation with corporations, and information exchange took place for advancing an environment for diversity. The Diversity Fund was also set up, and donations are already being collected. Further, an alpha-phase online Diversity Education Program was developed, and a questionnaire was distributed within the university and among the Diversity Co-creation Network Partners in advance of the development of the final version. All targets have been achieved.

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

To create a results report for the Overseas Dispatch Program for Women Researchers, an activity reports session was held for the 2018 Overseas Dispatch Program for Women Researchers and for the collaborative research support, and the research results are made available online.

http://www.office.kobe-u.ac.jp/opge-kyodo-sankaku/sp_topic/seminar/post_20200117.html

A participant in the PI Training Program for International Collaborative Research was promoted from instructor to associate professor.

Table 6 compares the research results by the 27 women researchers who were dispatched overseas through this project, categorized by program for two years before and after start of the project, itemized by results (numbers of academic papers, presentations at international conferences, international joint research, grants-in-aid for scientific research received, other external funding received). The underlined items in Table 6 indicate the results that are better for a two-year period after the start of the project compared with a two-year period prior to the start. Figures for many of the results have risen, and the numbers of presentations at international conferences, international joint research, and external funding received other than grants-in-aid for scientific research by participants in the International Collaborative Early-career Researcher Training Program are increasing, and effects of the project are noticeably apparent. Looking solely at research themes of international joint research supported by this project in 2019, achievements are seven papers presented, 10 external funds received including grants-in-aid for scientific research, 11 international joint research, and one award. The effects of investment into this project are noticeably visible in improvements in research results and vitalization of research activity.

Such results have been reported during interviews with dispatched women researchers and Human Resources Promotion Mentors, with human resources promotion mentors giving high praise.

Table 6 Comparison of results by dispatch program, before and after start of the project (annual average per person)

	PI Training Program for International Collaborative Research (12 persons)		International Human Resource Exchange Program (9 persons)		International Collaborative Early-career Researcher Training Program (6 persons)	
	2016–2017 (Before project)	2018–2019 (After start)	2016–2017 (Before project)	2018–2019 (After start)	2016–2017 (Before project)	2018–2019 (After start)
Academic papers	1.8	<u>2.3</u>	1.4	<u>1.6</u>	1.2	1.1
Presentations at international conferences	2.0	1.8	4.2	<u>4.8</u>	0.8	<u>2.2</u>
International joint research	0.5	<u>0.7</u>	0.6	<u>1.0</u>	0.5	<u>1.0</u>
Grants-in-aid for scientific research received	0.9	0.9	1.2	0.7	0.9	<u>1.3</u>

Other external funding received	0.8	<u>0.9</u>	0.4	0.3	0.3	<u>0.7</u>
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Table 7 compares the numbers of academic papers and presentations at international conferences between young researchers dispatched overseas with this project and the average women-faculty in the same job classification. The underlined items in Table 7 indicate the results that are better among the dispatched researchers than the average women f faculty and indicate higher results for a two-year period after the start of the project compared with a two-year period prior to the start. The number of academic papers by associate professors dispatched abroad was higher than that by the average women associate professors, with the number increasing particularly after dispatch. The number of academic papers by the dispatched assistant professors is lower than that by the average women assistant professors, but the number of international conference presentations by the dispatched assistant professors jumps considerably to four times higher than that by the average women assistant professors. Thus, a rise in the number of academic papers can be anticipated going forward.

Table 7 Comparison of results by job classification with average women faculty before and after start of the project (average per person)

	Average women associate professor		Dispatched women associate professor		Average women assistant professor		Dispatched women assistant professor	
	2016–2017 (Before project)	2018–2019 (After start)	2016–2017 (Before project)	2018–2019 (After start)	2016–2017 (Before project)	2018–2019 (After start)	2016–2017 (Before project)	2018–2019 (After start)
Academic papers	2.1	2.3	2.4	<u>3.1</u>	2.1	1.8	1.1	1.1
Presentations at international conferences	1.9	1.4	2.9	1.4	1.1	0.6	1.0	<u>2.4</u>