

May 30, 2022

External Evaluation Report for the 2020–2021 Project Results

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This document reports the outcome of an external evaluation of the 2020–2021 project results based on the attached Report on the Results of the Initiative for Realizing Diversity in the Research Environment (Advanced Type) Project for 2020–2021.

1) Achieve a recruitment rate of over 30% women researchers

Remarks: It is extremely disappointing that the recruitment rate target for women researchers was not achieved in 2020 or 2021. Although the results exceeded that of 2019, there is a clear trend toward sluggish growth, and there is concern that this will lead to an ever-widening gap with the target. The revised Faculty Personnel Committee system and the new personnel governance system seem to be initiatives that directly encourage employers. This is effective when there is an increase in female applicants, but if this is not the case, it is necessary to strengthen initiatives to encourage applicants. In that sense, it is commendable that the application guidelines state that they prioritize women. Further initiatives for positive action recruitment are required.

2) Improve the percentage of women holding higher ranking positions

Remarks: It is disappointing that the target for women holding higher ranking positions (promotion rate) was not achieved in 2020 or 2021. Even the three-year moving average remains sluggish and has stagnated, and it seems necessary to add new measures to the existing efforts. The PI Training Program for International Collaborative Research Overseas has shifted online due to COVID-19. Have the merits and demerits of online implementation from the perspective of PI training been verified? For example, there seems to be an advantage that the number of participants can be increased because participation becomes easier for women, for whom a change in lifestyle due to family commitments would be a barrier for participation, and the cost of overseas dispatch is reduced. In addition, assuming that there is an issue in women's motivation for promotion, it is necessary to examine support for improving the work-life balance and review the roles and nature of higher-ranking positions. With regard to women researchers in executive positions etc., it is commendable that the target number of people was exceeded before the final year (2023).

3) Increase the base of next-generation young researchers

Remarks: For the results of the International Collaborative Early-career Researcher Training

Program, it is extremely disappointing that only one researcher was dispatched in 2020, and there was no application in 2021. The impact of COVID-19 is thought to be one reason for this, but as there was only one participant in 2019 as well, there appear to be other reasons as well. It is necessary to identify the issues through an awareness survey for the target group.

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

Remarks: With regard to the Diversity Education Program, it is commendable that the complete version beta was created after a significant review of content based on the results of the survey for version alpha. The number of reported viewers is still not large, but it is expected that viewing opportunities will increase both inside and outside of the university and that this version will be utilized in diversity education. In terms of the creation and linkage of a Diversity Co-creation Network, it is commendable that views were exchanged about the content of the Diversity Education Program version beta at the Co-creation Network Conference, and the Diversity Education Program version beta was made available by participating companies. For the Diversity Forum, it is commendable that it was planned and held with different themes for both 2020 and 2021. In particular, in 2021, it is commendable that a timely theme was taken up in line with changes in the law, and this was very meaningful content for many participants.

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

Remarks: As there were no reports for this section in 2020–2021, it was not subject to evaluation.

6) Overall Remarks (please add comments regarding the “Report on the Actions Taken in Response to the Findings of the FY2018 and FY2019 External Evaluations” here)

Remarks: The overseas dispatch and international exchange of women researchers, which was planned as an initiative for this project, was forced to shift to online implementation and reduce the number of implementations due to the COVID-19 pandemic. As the COVID-19 situation for the remainder of the project period is uncertain, it is desired that the impact of shifting the program online is verified, and that appropriate action is taken for the initiative for the remainder of the implementation period. I also highly rate the adoption of a three-year moving average for the actual figures for evaluating the recruitment rate and the percentage of women holding higher ranking positions, as this is effective in verifying trends in results.