

May 29, 2023

External Evaluation Report for the FY2022 Project Results

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This document reports the results of an external evaluation of the FY2022 project results based on the attached Report on the Results of the Initiative for Realizing Diversity in the Research Environment (Advanced Type) Project for FY2022.

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

Remarks: It is promising to hear that previous findings will be addressed in FY2023. The recruitment rate of women (the university-wide average not including academic researchers) has been steadily rising by three points each year at 20.2% (FY2019), 23.1% (FY2020) and 26.4% (FY2021) (<https://www.office.kobe-u.ac.jp/opge-kyodo-sankaku/data/data/index.html>), and the recruitment rate of female full-time faculty in FY2022 was 28.63% (https://www.office.kobe-u.ac.jp/opge-kyodo-sankaku/data/data/images/josei_koukai2022.pdf). The retention rate of female faculty has been gradually increasing by around one point each year at 16.3% (FY2019), 17.2% (FY2020) and 18.5% (FY2021). It can be said that these figures reflect the results of the efforts. However, the retention rate of women in the Faculties of Science and Engineering (FY2019-2021) has dropped below 10% with no significant growth observed. For the Faculties of Science and Engineering, this can be the result of the recruitment rate of women being lower than the university-wide average (although in FY2019 the rate exceeded 30% for the Faculty of Engineering). Further efforts are expected in future. Moreover, the published data is dispersed in various locations, and it is difficult to see the yearly changes. As steady progress is being made in the recruitment rate of women, I would like to see more active visualization of the progress.

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

Remarks: There is a significant difference in the promotion rate (university average) each year at 21.4% (FY2019), 7.3% (FY2020) and 14.5% (FY2021). As the posts for promotion are limited, I understand that it is difficult to achieve the numerical target in the same way as the recruitment rate. However, of the 66 professors in the Faculty of Engineering as of FY2021, the fact that there are zero female professors despite the rates of female students in the Faculty of Engineering being 14.9% for undergraduate students, 14.7% for graduate students, and 19.5% for PhD students (FY2022 <https://www.office.kobe-u.ac.jp/opge-kyodo->

[sankaku/data/data/images/joseihiritu_students2022.pdf](#)) suggests a lack of accountability in terms of women's education in science and engineering.

3) Increase the base of next-generation young researchers

Remarks: The review of the age restriction, etc. for the Program for International Collaborative Research is commendable, and it is likely that the integration of the programs will make it easier to understand for applicants. Regarding the training for next-generation researchers, how to increase the interest in science and engineering among female junior high and high school students is imperative, and it is commendable that efforts have been made in this regard, such as conducting surveys on the open day. On the other hand, specific content for “(We will) implement more effective measures” is unclear, it is therefore difficult to evaluate the effectiveness of these measures.

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

Remarks: With regard to donations and partnerships with companies, I understand that activities were disrupted due to the COVID-19 pandemic, and I look forward to future initiatives. Within the university, efforts for child and nursing care support are substantial, and it is highly commendable how there is childcare support for men as well. In particular, nursing care support will become increasingly important in future, so I would like to see this expanded further while monitoring the use status.

5) Overall remarks (Please add comments regarding the “Report on the Actions Taken in Response to the Findings of the FY2020 and FY2021 External Evaluations” here.)

Remarks: The clarification and publication of the guidelines for LGBTQ, nicknames and surnames is highly commendable (https://www.kobe-u.ac.jp/documents/NEWS/info/svsc/2022_09_27_01.pdf). When implementing the unconscious bias survey (scheduled for FY2023), it would be desirable for the questions to be asked in a way that accurately reflects the differences (discrepancy) in the awareness (perception) among undergraduate students, graduate students, faculty (by position/gender), staff (by position/gender), and senior management (by gender). I also hope that the survey itself helps the respondents to reflect on their internalized biases. In addition, to overcome unconscious bias, I hope that the university will actively collect and update data on gender statistics. Unfortunately, the current state of gender statistics cannot be said to be sufficient, as some data has no longer been updated, and some important information is scattered over multiple locations (<https://www.office.kobe-u.ac.jp/opge-kyodo-sankaku/diversity/data/index.html>).