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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: The recruitment rate has dropped, and the gap between the reality and the target has grown significantly. It is difficult to not feel that the university's overall motivation for initiatives to achieve the target has decreased. The issue of establishing rules for the dissemination of information regarding the recruitment and promotion of women has been pointed out, but in addition to this, in-depth analysis from a variety of perspectives is required as to why the recruitment rate has dropped and why there is no progress with the targets. In order to strengthen the promotion of women's participation under the new system, it is necessary to enhance university-wide awareness of initiatives by strengthening the commitment of the President and the Executive Assistant to the President in charge of gender equality, and increasing efforts in engaging each department. I understand that the university plans to consider more active measures, deliberate and report on such measures at university-wide meetings, and strengthen internal and external public awareness for FY2023. I expect these efforts will be made with speed.

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

Remarks: The appointment rate of higher-ranking positions has decreased to 9.6%, which is significantly below the target for FY2022. This needs to be acknowledged with a sense of urgency. Similar to the recruitment rate addressed in 1), there is a necessity for analysis of the cause as well as strengthening university-wide initiatives and increasing awareness.

Even though the PI Training Program for International Collaborative Research was held during the COVID-19 pandemic, the fact that it had just one new participant and a short dispatch period from March 22 to April 3 for this year was a disappointing result for the project.

3) Increase the base of next-generation young researchers

Remarks: There was only one online participant in the International Collaborative Early-career

Researcher Training Program. Again, this cannot be regarded as sufficient for achieving the project objective of expanding the base. My understanding is that 2) PI Training Program and 3) Early-career Research Training Program will be integrated into one program from FY2023 as a result of abolishing the age restriction, yet there needs to be active efforts for this initiative to result in increasing applications and appointments, such as encouraging applications, improving the program content, and visualizing the results.

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

Remarks: In terms of initiatives to promote gender equality from the perspective of human rights, the formulation, announcement and creation of educational materials for the basic policy and guidelines is highly commendable. However, from the perspective of diversity promotion for an environment to create innovation in universities and companies, it is not sufficient that diversity co-creation activities are limited to the Diversity Forum. I hope that there will be further consideration and enhancement with regard to co-creation network activities and how these results will be disseminated.

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: I understand that there was a structural reform implemented to address issues in a collaborative manner, but the implementation status of the programs and the achievement status of the targets give rise to concern that the university’s overall motivation for the initiatives is weakening. I hope to see the strengthening of university-wide awareness and systems for the initiatives under the leadership of the President and Vice Presidents in charge, not just the Gender Equality Office. In addition, in the report on the responses to the recommendations from last year, there are many items that are planned to be discussed or implemented in FY2023, so I would like to see these actively implemented.

In my last evaluation report for project results , I requested for more detailed description and data, and while the university is making efforts for improvements, it still cannot be said that the data and analysis results are adequately demonstrated, making it difficult to evaluate in some parts. I believe that it would be beneficial for both the committee and the university to have an opportunity to ask questions, exchange opinions and share information, such as an online meeting.