2020

Project Report

MEXT Support Program for the Development of Human Resource
in Science and Technology
"Initiative for realizing diversity in the research environment (Leading-type)"

Kagoshima University Women in Science for Health (WiSH)
"Project for Realizing Diversity in the Research Environment"
WiSH PLUS

National University Corporation Kagoshima University

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Messages

Akira SANO
President, Kagoshima University Project General Manager

Kagoshima University pays due consideration to the Sustainable Development Goals (SDGs) adopted at the U.N. Summit in 2015. We maintain the academic freedom and diversity outlined in the Kagoshima University Charter and place great emphasis on autonomy and the enterprising spirit with the goal of being a university that works with communities in contributing to social development.

The outbreak of new coronavirus infections from the year before last has forced a lifestyle change and affected economic activities. The social issues revealed by these developments highlight the importance of promoting gender equality and diversity. Under the circumstances, it is the mission of Kagoshima University to incorporate the viewpoints of gender equality, active participation of women and diversity in every activity we do and work toward building a society that works with the international community.

Kagoshima University has been chosen as the recipient of FY 2020 MEXT Support Program for the Development of Human Resource in Science and Technology, “Initiative for realizing diversity in the research environment (Leading-type)”. For the six-year period ending in FY 2025, we have committed to supporting female & junior faculty members to increase the numbers of female & junior faculty members we employ and to sending more female faculty members to senior positions through the Kagoshima University Women in Science for Health, “Project for Realizing Diversity in the Research Environment” (Project name “WiSH PLUS”).

We have been supporting female faculty members in ways that help them pursue their careers during the course of their life events. We have continued this support under the Wish PLUS and provide even more support through additional measures for female & junior faculty members which help them acquire more research and international skills. Kagoshima University will work together as a university to realize diversity in the research environment.

We look forward to having your continued support in this project.

March 2021

Messages

Shunsuke KOSHIO

Executive Vice-President for General Affairs
Project Implementation Manager

Kagoshima University has been promoting gender equality under the motto "Equitably empowering all individuals to grow and shine" since it set up the Office for Gender Equality Promotion in FY 2009 and formulated Kagoshima University Basic Philosophy on Gender Equality in 2010. Support for female researchers continued for three years from 2011 through MEXT Support Program for the Development of Human Resource in Science and Technology, "Program to supporting research activities of female researchers". Ever since the project ended, we have been implementing initiatives to help everyone pursue their job and personal life simultaneously regardless of job type or gender. As a result, we achieved last year our goal of reaching a percentage of female researchers of 20 percent or higher as outlined in our third mid-term goals. However, the percentages of women in the job of university management or other senior positions still remain low. We have to grapple with the issue squarely and do more in promoting gender equality.

The ongoing WiSH PLUS project aims to increase the number of female researchers and female faculty members who hold senior positions; have diverse talents in the educational, research and other positions of the university; share diverse perspectives and ideas; and turn Kagoshima University into a vibrant organization.

The COVID-19 crisis completely changed our lifestyles and made it visible to what extent our society is divided and how difficult it is to lead a decent life. As a result, many people came to think these issues through more seriously and question how they should act. It is necessary to make society adapt to a "new normal" lifestyle when the coronavirus pandemic is over.

In order to understand the concept that individuals are all different and to grow into a kind of inclusive organization where everyone no matter their gender is encouraged to excel and provided the opportunity to achieve success, Kagoshima University is determined to work together as a university to build on the existing initiatives of gender equality promotion.

We appreciate your continued support for this project.

March 2021

Masanori BABA

Executive Vice-President for Research and International Affairs

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The initiatives under the MEXT Support Program for the Development of Human Resource in Science and Technology, "Initiative for Realizing Diversity in the Research Environment (Advanced)" began when Kagoshima University Women in Science for Health Working Group (WiSH WG) was set up with the keyword "health" and "life science". It has been two years since "Female and Young Researchers' International Symposium in Kagoshima University: Diversity leads to a great opening and widening of future research" was held on 28 February 2019. During the period, young researchers have joined the WiSH Working Group, and the initiatives have been discussed intensely through the collaboration between the Center for Promotion of Gender Equality, URA Center, Global Initiative Center and their administrative division, which oversees these three organizations. As a consequence, the project was given the name "WiSH PLUS" with the hope of unlocking the potential of female and young researchers, helping them to develop a leadership mindset and realizing a sustainable diversity in our research environment.
The Chair of WiSH Working Group has said that the letter "H" in the project name also stands for "happiness". We will implement this project under the President's leadership through a university-wide collaboration and system to improve the research and international skills of female and young researchers; create innovations; realize diversity in our research environment; and contribute to people's happiness.
We are convinced that the WiSH PLUS will contribute to the solution of local problems, to the development of human resources who have a global perspective, and to the promotion of the kind of academic research that makes the most of Kagoshima University's strengths and characteristics. We would greatly appreciate your continued support of our efforts in this project.

March 2021

Kagoshima University Women in Science for Health (WiSH) "Project for Realizing Diversity in the Research Environment"

WiSH PLUS

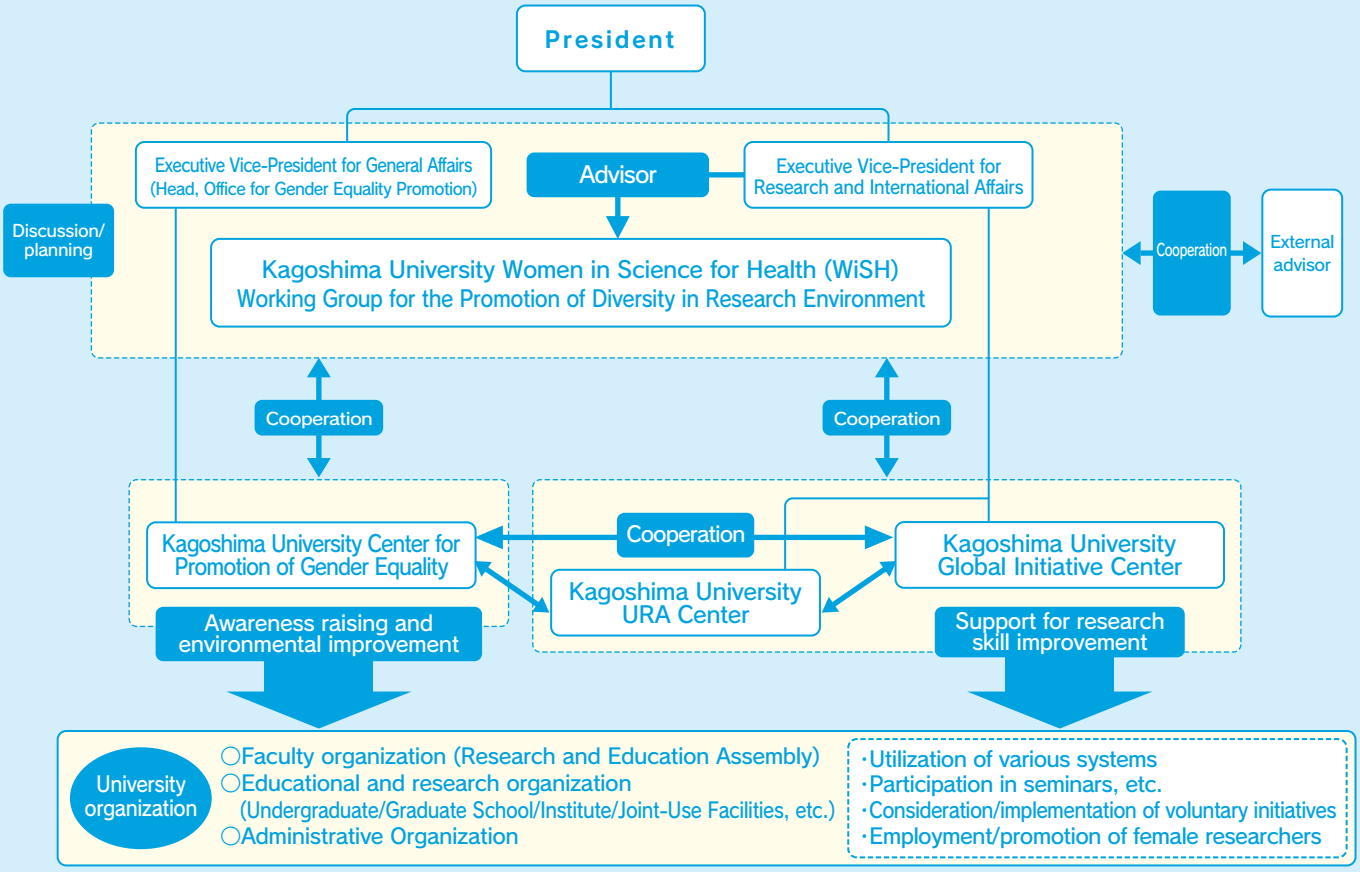
Advanced: From FY 2020 to FY 2025

Kagoshima University works together as a university (Unity) to sustain diversity in research environments (Sustainability) to unlock the potential of women (Potential) and develop leadership qualities in them (Leadership).

Implementation structure and objective

This project aims to achieve the objective—"Securing and developing excellent researchers, including young, women, and foreign researchers"—outlined in the mid-term goals/plans of Kagoshima University. To achieve the goal, WiSH Working Group was set up in 2018 by women from a multiple of different departments with "health" and "life science" as its keywords, and the working group's plan has been adopted as the strategy of Kagoshima University. Under the leadership of the President, the university-wide initiative will work to improve the research and international skills of female and young researchers in advanced fields, increase the numbers of female and young researchers and send more women to senior positions.

Structure overview



Objectives

Percentage of female researchers rising to › **23% or higher**

Percentage of female faculty members in senior positions rising to › **15% or higher**

Percentage of women in the total number of newly employed researchers rising to › **30% or higher**

Program Overview and Details

Potential

Unlock the potential of female and young researchers

Kagoshima University Overseas Training Support Project for Junior Faculty Members
Kagoshima University International Exchange Grant Project
Kagoshima University Research Skill Improvement Training
Kagoshima University External Advisor System to Improve Research Skills

Leadership

Develop leadership quality among female researchers

Supporting Program for Interdisciplinary Projects in Kagoshima University
Supporting Program for Female & Young Researchers in Large-scale Research Projects in Kagoshima University
Kagoshima University International Joint Research Promotion Project
"Research Professor & Research Associate Professor" System in Kagoshima University

Unity

Kagoshima University works together as a university to put in place diversity in the research environment.

Open recruitment of faculty members: Positive Action in Kagoshima University
Top Seminar in Kagoshima University
WiSH PLUS Caravan

Sustainability

To put in place a sustainable diversity in the research environment

International symposia
Utilization of funds, etc.

1.Potential: Unlock the potential of female and young researchers

In order to pursue cutting-edge, internationally competitive research, Kagoshima University supports female researchers and young researchers including Graduate Students to improve their research and international skills in ways that suit their career stages and build an advisory system where advanced researchers outside the university who play a leading role in and out of the country act as external mentors for the purpose of research skill improvement.

Kagoshima University Overseas Training Support Project for Junior Faculty Members

Not implemented in FY 2020 due to coronavirus infection. Instead, a women's quota system has been set up in the Kagoshima University Overseas Training Support Project for Junior Faculty Members, which sends beneficiaries abroad for more than two months and less than a year depending on their individual needs.

Kagoshima University International Exchange Grant Project

Not implemented in FY 2020 due to coronavirus infection. Instead, it has been decided, after much discussion, to subsidize the travel expenses necessary to have preparatory and other meetings as start-up support for international joint research projects among female and young researchers of Kagoshima University and those who belong to overseas research institutions.

Kagoshima University External Advisor System to Improve Research Skills

Research institutions engaged in cutting-edge research and experienced external mentors in and out of the country participate in the program to improve research skills.

Number of uses: One (scheduled in March)

Kagoshima University Research Skill Improvement Training

In order to improve science literacy and increase the numbers of international training and international joint research, research support will be extended depending on the beneficiaries' stages. In FY 2020, we implemented the Support for Proofreading English Papers, Seminar on How to Write English Papers and Seminar on How to Improve Presentation Skills in English, respectively.

Support for Proofreading English Papers

Condition one: English papers written by female researchers of Kagoshima University on research topics conducted at Kagoshima University.

Condition two: Academic papers published in one or more international journal(s) with Impact Factor (IF) where the applicant is mentioned either as the lead author or a corresponding author.

Number of extended supports: 8

Medical and Dental Sciences Area, Research Field in Dentistry
Associate Professor: 1, Assistant Professor: 3
Agriculture, Fisheries and Veterinary Medicine Area, Research Field in Agriculture
Associate Professor: 1, Lecturer: 1, Specially Appointed Assistant Professor : 1
Agriculture, Fisheries and Veterinary Medicine Area, Research Field in Veterinary Medicine
Associate Professor: 1

Seminar on How to Write English Papers

☞ **Basics**

Date and time: 17 November (Tue) 2020
Lecturer: Yoshimasa ONO, RIKEN Center for Emergent Matter Science
Number of participants: 82 (54 men and 28 women)

☞ **Application**

Date and time: 19 March (Fri) 2021
Lecturer: Yoshimasa ONO, RIKEN Center for Emergent Matter Science
Number of participants: 63 (32 men and 31 women)

Seminar on How to Improve Presentation Skills in English

Date and time: 16 February (Tue) 2021
Lecturer: Yoshimasa ONO, RIKEN Center for Emergent Matter Science
Number of participants: 63 (32 men and 31 women)

2.Leadership: Develop leadership quality among female researchers

Kagoshima University has put in place the Supporting Program for Interdisciplinary Projects in Kagoshima University, Supporting Program for Female and Young Researchers in Large-scale Research Projects in Kagoshima University and "Research Professor & Research Associate Professor" System in Kagoshima University in order to develop female research leaders and young researchers simultaneously to improve the research skills and management capabilities of female researchers, and management capabilities.

Supporting Program for Interdisciplinary Projects in Kagoshima University

In order to develop female research leaders and to help them obtain opportunities for interdisciplinary research projects with overseas institutions to achieve high performance review and be promoted to senior positions, we considered the feasibility of setting up women's and young researchers' quotas in the Supporting Program for Interdisciplinary Projects in Kagoshima University and made the decision to move ahead with the program. The Screening Committee met twice, selected the beneficiaries and provided a research grant accordingly.
The beneficiaries of the women's quota are required to be women who act as the principal researcher, and those of the young researchers' quota must be young researchers who act as the principal researcher.

Screening Results

	Research Field	Position
Women's quota	Agriculture, Fisheries and Veterinary Medicine Area, Research Field in Veterinary Medicine	Assistant Professor
	Medical and Dental Sciences Area, Research field in Medicine and Health Sciences	Professor
Young researchers' quota	Science and Engineering Area, Research Field in Engineering	Assistant Professor

Research Report Meeting scheduled for March 31, 2021

Kagoshima University International Joint Research Promotion Project

Not be implemented in FY 2020 due to coronavirus crisis. In order to develop female researchers who can demonstrate international leadership, the International Planning and Promotion meeting discussed research grants, committing to promising international joint research projects conducted mainly by female researchers.

"Research Professor & Research Associate Professor" System in Kagoshima University

In order to provide promising female and young researchers an environment where they can concentrate on their research to obtain opportunities to pursue joint research with domestic and overseas researchers, discussions were conducted about the possibility of setting up a new system.

Supporting Program for Female and Young Researchers in Large-scale Research Projects in Kagoshima University

In order to help female and young researchers engaged in promising research topics challenge proactively and improve their research skills so that they can obtain opportunities to participate in overseas training and ensure female researchers are promoted to senior positions, we set up the Supporting Program for Female and Young Researchers in Large-scale Research Projects in Kagoshima University, selected the beneficiaries of the support program at the Research Promotion meeting and provided a research grant accordingly.

Screening Results

	Name	Research Field	Position
Beneficiary of the women's quota	Aya MATSUU	Agriculture, Fisheries and Veterinary Medicine Area, Research Field in Veterinary Medicine	Associate Professor
Beneficiaries of the young researchers' quota	Hirohito TSURUMARU	Agriculture, Fisheries and Veterinary Medicine Area, Research Field in Agriculture	Assistant Professor
	Tomonori SAITA	Science and Engineering Area, Research Field in Engineering	Associate Professor

3.Unity: Kagoshima University has been working together as a university to put in place diversity in the research environment.

Under the leadership of the President, Kagoshima University has moved forward with the Positive Action program based on the principle of thoroughgoing implementation of open recruitment and regularly checks on the progress being made in recruitment and promotion every semester at the university-wide meeting in order to work together as a university to realize diversity in the research environment.

Open recruitment of faculty members:Positive Action in Kagoshima University

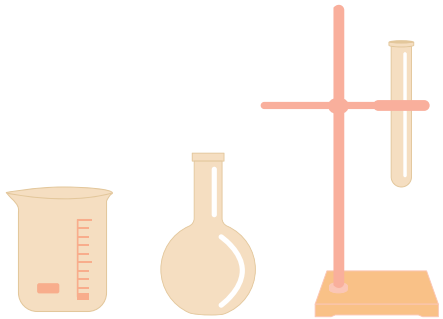
The University Steering Committee discussed about and decided on the implementation of the Positive Action in Kagoshima University for female researchers at the time of the screening of faculty members including researchers. Notification of the decision was disseminated across the university.

Text to be included in the Application Requirements

(either of the two below will be included)

1) Kagoshima University is proactively implementing gender equality measures including support for female researchers and therefore recruits/promotes female researchers aggressively. Therefore, female candidates will be given priority in recruitment and promotion if their abilities are equal to their male counterparts.
For details of the support (programs, various systems and consultation services), please refer to the following web site.
(Kagoshima University Center for Promotion of Gender Equality
https://www.kagoshima-u.ac.jp/atsuhime/)

2) Kagoshima University is implementing gender equality measures proactively including support for female researchers. On this particular opportunity, we will recruit/promote only female researchers. We hope eligible female researchers apply aggressively. For details of the support (programs, various systems and consultation services), please refer to the following web site.
(Kagoshima University Center for Promotion of Gender Equality
https://www.kagoshima-u.ac.jp/atsuhime/)



Awareness raising: Top Seminar in Kagoshima University

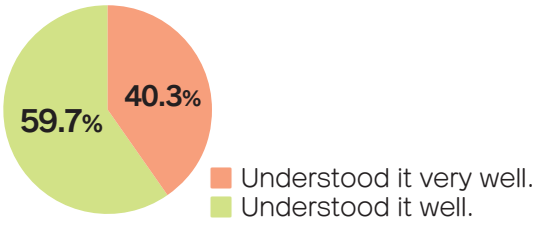
Held online for the purpose of increasing the number of women in senior positions

Date and time:
21 January (Thur) 2021, 15:30～17:00
Lecturer:
Norio MATSUKI, Executive Director and Vice President, The University of Tokyo
Title:
"Diversity & Inclusion at The University of Tokyo"
Number of participants:
130 (123 from inside the university, 7 from outside)
Participants from inside the university:
President/officers, faculty members in management positions, etc.
From outside:
parties related to the Japan Science and Technology Agency (JST), The University of Tokyo

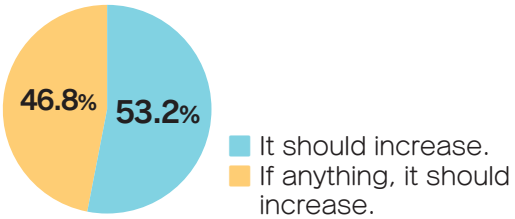
Lecture scene

Responses to the Questionnaire

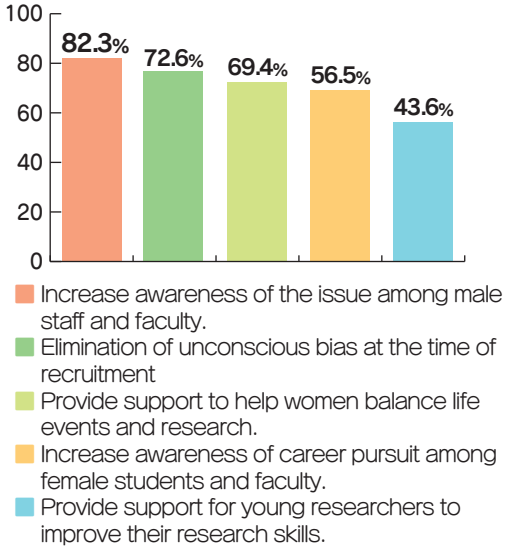
Q About the necessity to increase the number of women in senior positions



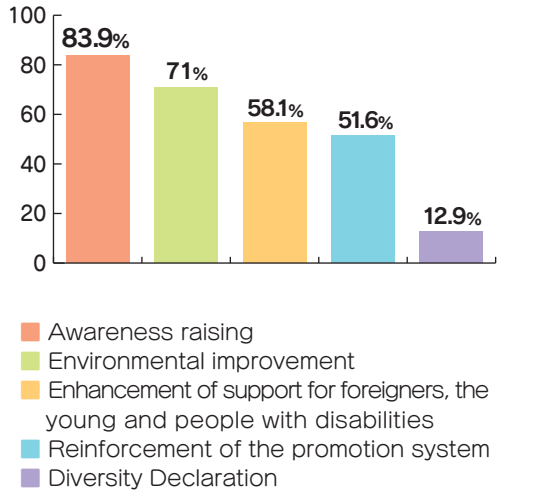
Q About increasing the number of women in senior positions



Q Measures to increase the number of women (multiple answers allowed)



Q Things necessary to realize diversity in the research environment (multiple answers allowed)



Dr. Matsuki said that inclusion is essential in promoting diversity, explained the drawbacks of homogeneous organizations and highlighted the strengths of diverse organizations. He also talked about work style reform and said it is necessary for the leader of an organization to have a keen eye for talent and to look at things from the viewpoint of the person at the other side of the table. The University of Tokyo's support measures for female researchers and initiatives to raise awareness were also introduced. Dr. Matsuki explained, based on plenty of data, why it is necessary to think that the difference in research skills comes from the difference among individual capabilities rather than the difference between genders. The proposals he made on the screening of faculty members, Application Requirements, environmental improvement and the measures to eliminate unconscious bias will certainly help us move forward aggressively with our gender and diversity initiatives. After the lecture, discussions were made on the necessity to work on the unconscious bias and to change the mindset of male students and men in general to promote diversity. The lecture was helpful for us as we pursue our programs.

WiSH PLUS Caravan

Held online so that the Executive Vice-President for General Affairs and the Deans were able to discuss both taking aggressive measures to improve diversity in the research environment to enable female researchers and young researchers to increase their research effort and personnel planning related to the recruitment of women and promotion of women in senior positions to achieve the numerical targets of the WiSH PLUS project.

Schedule

Date	Time	Name of Research Field
5 Jan	11:00—12:00	Research Field in Agriculture
6 Jan	15:30—16:30	Research Field in Science
7 Jan	9:00—10:00	Research Field in Education
7 Jan	15:30—16:30	Research Field in Integrated Studies
13 Jan	13:30—14:30	Research Field in Cooperation
14 Jan	9:00—10:00	Research Field in Law, Economics and the Humanities, Research Field in Clinical Psychology
14 Jan	11:00—12:00	Research Field in Medicine and Health Sciences, Research Field in Dentistry
20 Jan	13:30—14:30	Kagoshima University Hospital
21 Jan	9:00—10:00	Research Field in Fisheries
25 Jan	10:00—11:00	United Graduate School of Agricultural Sciences
25 Jan	11:00—12:00	Research Field in Veterinary Medicine
28 Jan	9:00—10:00	Research Field in Engineering
25 Feb	10:30—11:30	Research Field in General Education

Progress in achieving the numerical targets (as of 1 March 2021)

The percentage of female researchers is 20.9%

The percentage of female faculty members in senior positions is 13.2%

The percentage of women in the total number of newly employed researchers is 24.4%

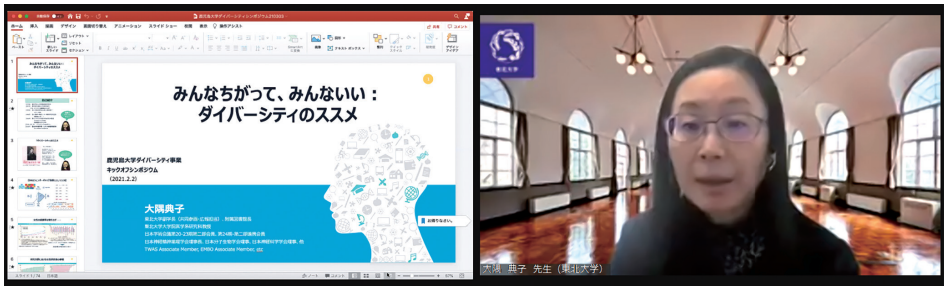
4.Sustainability: To put in place a sustainable diversity in the research environment

We utilize the International Symposium on Women and Young Researchers and the funds we manage independently to put in place sustainable diversity in the research environment and to further promote the initiative “Securing and developing excellent researchers, including young, women, and foreign researchers” outlined in our 3rd mid-term goals/plans while we move on to our 4th mid-term goals/plans.

International symposia, etc.

A kick-off symposium was held online in order to make this project known more widely and to raise awareness about the importance of developing female & /young researchers and improving their research skills so that they can play an active role globally.

Date and time: 3 March (Wed) 2021, 13:00～15:00
Messages from the guests: Yoshihide MIWA (Head, Human Resources Policy Promotion Office, Human Resources Policy Division, Science and Technology Policy Bureau, MEXT)
Yasuko YAMAMURA (Program Officer, Science and Technology Promotion Department, National Research and Development Agency, Japan Science and Technology Agency)
Keynote Speech: Lecturer:Noriko OSUMI (Vice President, Tohoku University, responsible for PR/Gender Equality)
Title: “Everyone is different, and everyone is special: the importance of diversity”
Number of participants: 79 (65 from inside the university, 14 from outside)
Kagoshima University faculty members and staff, students, and parties related JST and other universities



Lecture scene

The keynote speech was delivered by Dr. Noriko Osumi, Vice President, Tohoku University, responsible for PR/Gender Equality, after the opening remarks by President Akira Sano and the messages by Mr. Yoshihide Miwa of MEXT and by Dr. Yasuko Yamamura who acts as the Program Officer of this project. In the keynote speech, Dr. Osumi pointed out that the number of female researchers is low in the fields of natural science. She explained unconscious bias and how diversity affects the research environment, and introduced the measures being undertaken by Tohoku University, referring to plenty of data and specific cases. Many questions were raised in the Q&A session after the speech. The symposium was meaningful as we work to realize diversity in the research environment of Kagoshima University.

Utilization of funds, etc.

Discussion is ongoing on whether to use them for the purpose of supporting female and young researchers.

III List of Activities

Mon	Day	Activities
Sept	30	Notice of acceptance received for the "Initiative for realizing diversity in the research environment (Leading-type)", FY 2020 MEXT Support Program for the Development of Human Resource in Science and Technology
Oct	1	Request for the compilation of project plans related to the application for the grants of FY2020 Support Program for the Development of Human Resource in Science and Technology, submitted on 9 October
	7	Request for the compilation of the application and related documents for the grants of FY 2020 Support Program for the Development of Human Resource in Science and Technology, submitted on 12 October
	13	The screening results and the number of female researchers employed by Kagoshima University (as of 1 October) were reported to the 17th meeting of the University Steering Committee
Nov	13	Notice of acceptance received for the grand under FY2020 Support Program for the Development of Human Resource in Science and Technology
	16	Request for the compilation of "Program Overview" documents of the newly selected organizations under FY2020 "Initiative for Realizing Diversity in the Research Environment", submitted on 27 November
	17	Implementation of the Seminar on How to Write English Papers (Basics)
Dec	8	Discussions were held and decisions were made at the Research Promotion meeting on the beneficiaries of the "Supporting Program for Female and Young Researchers in Large-scale Research Projects in Kagoshima University" (women's quota: 1, young researchers' quota: 2), notified on 11 December
	15	A decision was made on the research topic to be covered by the research grant of the Supporting Program for Interdisciplinary Projects in Kagoshima University. (women's quota: 2, young researchers' quota: 1), notified on 24 December
	15	Discussion and decision were conducted at the 25th University Steering Committee meeting about the text to be carried on the Application Requirements at the time of the screening of faculty members (including researchers) as a measure of the Positive Action in Kagoshima University designed for female researchers.
	17	The above was reported at the 229th Education and Research Council meeting and shared across the university.
	21	Request for the compilation of the application and related documents for the grants of FY 2021 Support Program for the Development of Human Resource in Science and Technology, submitted on 8 January 2021
Jan	5	WiSH PLUS Caravan began (~24 Feb: by 14 Research Fields)
	21	Implementation of the Gender Equality Top Seminar in Kagoshima University
Feb	9	The 1st WiSH PLUS Working Group meeting was held
	16	Seminar on How to Improve Presentation Skills in English was held
Mar	3	Implementation of the Kick-off Symposium
	11	On-site survey by the Program Officer of National Research and Development Agency, Japan Science and Technology Agency
	19	Seminar on How to Write English Papers (Application) was held
	20	Project report for FY 2020 WiSH PLUS was proofread and scheduled to be distributed
	31	Research report meeting on the Supporting Program for Interdisciplinary Projects in Kagoshima University

Information dissemination

FY 2020 Gender Equality Top Seminar in Kagoshima University
～What is necessary to increase the number of female faculty members in senior positions～

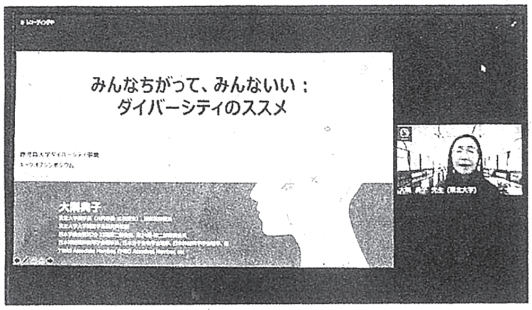
Kick-off Symposium for Kagoshima University Diversity Project

鹿大シンポジウム

多様な人材 活躍の場を

東北大初の女性副学長

多様な人材を生かす「ダイバーシティ」の取り組みを広げようと、鹿児島大学（鹿児島市）は、シンポジウムをオンラインで実施した。東北大（宮城県）初の女性副学長となった大隅典子氏が講演、女性研究者に活躍の場を与える取り組みを紹介した。



ダイバーシティの重要性について語る東北大学の大隅典子副学長

大隅氏は「みんなちがって、みんないい」と題し、理工系で女性研究者が少ないことや世界経済フォーラムが公表した男女格差指数で教育は91位だったと指摘した。東北大は活躍した女性研究者の顕彰や身近なロールモデル（手本）による意識啓発を実践。自然科学系の女子大学院生約50人を「サイエンス・エンジェル」に任命、研究の魅力をイベント時に伝えているとした。

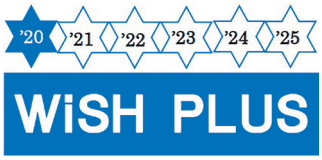
さらに東京大の藤井輝夫次期総長が女性役員の数を過半数とする方針を示したことを挙げ、「育児と研究との両立の苦労など男性からは見えていないことがある。より良い社会、組織のため女性の活躍が必須でトップのリーダーシップが鍵」と訴えた。

シンポジウムは、国際的に活躍する女性研究者育成や学内の意識付けを目的に3日あり、約70人が参加した。鹿大に約千人いる研究者のうち女性は2割に当たる約200人。このうち教授や准教授らは約80人で全体の13％。科学技術人材の育成費を補助する国の「ダイバーシティ研究環境実現イニシアティブ（先端型）」に2020年度選定され、25年度までに「女性研究者在職比率23％以上」などを目標に掲げる。（永井貴士）

10 March (Wednesday) 2021, Minami-Nippon Shimbun
On page 22 “Education” column (Reprinting of full text permitted)

“Initiative for realizing diversity in the research environment (Leading-type)”

Kagoshima University Women in Science for Health (WiSH)
“Project for Realizing Diversity in the Research Environment”



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