

事業報告書

文部科学省科学技術人材育成費補助事業
ダイバーシティ研究環境実現イニシアティブ(先端型)

鹿児島大学Women in Science for Health(WiSH)
ダイバーシティ研究環境実現プロジェクト
「WiSH PLUS」



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」



目 次

鹿児島大学 Women in Science for Health (WiSH) ダイバーシティ研究環境実現プロジェクト 「WiSH PLUS」

ご挨拶 01

佐野 輝 鹿児島大学長
越塩 俊介 鹿児島大学理事・副学長（総務担当）
郡山 千早 鹿児島大学学長補佐（ダイバーシティ推進担当）
WiSH ワーキンググループ座長

WiSH PLUS 事業概要 07

取組 11

1.Potential

国際交流助成事業（双方向交流型）
若手教員海外研修支援事業
研究力向上学外アドバイザー制度
研究カスキルアップ研修

2.Leadership

異分野融合研究プロジェクト創出研究助成事業
女性・若手大型種目チャレンジ支援事業
国際共同研究促進事業
研究教授・研究准教授制度

3.Unity

教員選考時のポジティブ・アクションの実施
女性上位職活躍のための環境整備
WiSH PLUS キャラバン開催
意識啓発：トップセミナー

4.Sustainability

国際シンポジウム
WiSH セミナー

17

21

25

Contents

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

Messages 01

SANO Akira, President, Kagoshima University & Project General Manager
KOSHIO Shunsuke, Executive Director and Vice-President for General Affairs,
Kagoshima University & Project Implementation Manager
KORIYAMA Chihaya, Advisor to the President (Diversity Promotion)
Chair of WiSH WG

WiSH PLUS Project Overview 07

Programs 11

1.Potential

International exchange support program (bilateral exchange type)
Overseas training support program for junior faculty members
External advisor program for research capability improvement
Research skill improvement training

2.Leadership 17

Support program for interdisciplinary research projects
Support program for challenging large-scale research projects
targeting female and young researchers
International joint research promotion program
Research Professorship/Research Associate Professorship system

3.Unity 21

Positive Action implementation in faculty recruiting
Development of an environment conducive to the thriving of females
holding senior positions

WiSH PLUS Caravan

Top Seminar

4.Sustainability 25

International symposium for female and young researchers
WiSH seminar (career improvement seminar)



佐野 輝
鹿兒島大学長 事業総括責任者

鹿兒島大学は、持続可能な開発目標SDGsを意識しながら、地域とともに社会の発展に貢献する「南九州から世界に羽ばたくグローバル教育研究拠点」を目指しています。また、第4期中期目標においても「若手や女性など研究者の多様性を高めることで、知の集積拠点として、持続的に新たな価値を創出し、発展し続けるための基盤を構築する。」として様々な取組を進めています。

そのような中、令和2年度に選定された文部科学省科学技術人材育成費補助事業「ダイバーシティ研究環境実現イニシアティブ(先端型)」はプロジェクト名を「WiSH PLUS」と題して3年目の取組を進めてきました。選定から3年目となる令和4年度は、中間評価受審年度となり、これまで3年間全学体制で進めてきた「WiSH PLUS」事業の各取組が評価され、総合評価「A」という評価結果を受けました。事業選定をきっかけに、女性・若手研究者支援をこれまで以上に充実させ、女性・若手研究者や女性上位職の増加に取り組みダイバーシティ研究環境実現に繋がった結果だと捉えております。

本事業の実施期間は令和7年度までであり、令和5年度以降は大学の自主経費で取組を進めていく自走期間に入ります。これまでの女性・若手研究者支援を継続しつつさらにステップアップさせ、全学的なダイバーシティ研究環境の実現すなわちインクルーシブな教育研究組織の確立を進めてまいります。

今後とも、本事業にご理解及びご支援を賜りますようよろしくお願い申し上げます。

2023年3月

SANO Akira**President, Kagoshima University & Project General Manager**

Kagoshima University strives to be a global education and research center that is deeply rooted in the southern Kyushu region of Japan but thrives on a global scale, with a view toward contributing to social flourishing as a member of the local community with emphasis on the SDGs. In this connection, the University set its medium-term goals for the 4th period, which includes improvement of diversity among its faculty especially by recruiting researchers that are young, female, etc. and laying a foundation that will allow the University to build and organize knowledge and insight conducive to novel value creation in a sustainable manner and to its continuous evolution. Kagoshima University has been implementing a wide range of initiatives to achieve such goals.

In keeping with these themes, the University was selected by the Ministry of Education, Culture, Sports, Science and Technology (“MEXT”) in AY 2020 to participate in the MEXT Support Program for the Development of Human Resource in Science and Technology under the Initiative for Realizing Diversity in the Research Environment (Leading-type). Dubbed “WiSH PLUS,” this Project has been continuously facilitated by the University for the past three years. As AY 2022 marked the third year since it was awarded its slot in the Support Program, Kagoshima University received an interim evaluation on the progress of its various activities that had been conducted for the WiSH PLUS Project involving university-wide resources over the three years and was given an overall ‘A’ rating. I believe this excellent outcome is the culmination of the University’s efforts to further improve its support for female and young researchers and to increase their ratios as well as the number of senior positions held by female researchers, thereby creating such a diverse research environment across its campus, using the MEXT Support Program as catalyst.

While WiSH PLUS will continue on through AY 2025, Kagoshima University must start financing its related activities for the Project on its own starting AY 2023. The University not only remains committed to continuously supporting female and young researchers as it has done in the past but will also step up the efforts to turn its environment into a widely diverse one and transform into a truly inclusive education and research institute.

Your continued understanding and support on this Project will be greatly appreciated.

March 2023





越塩 俊介

理事・副学長（総務担当）事業実施責任者

鹿児島大学は、プロジェクト名「WISH PLUS」(文部科学省科学技術人材育成費補助事業「ダイバーシティ研究環境実現イニシアティブ(先端型)／令和2年度選定」)をダイバーシティ&インクルージョン戦略として、女性の上位職、意思決定機関への女性の参画を増やし、持続可能なダイバーシティ研究環境の実現を図るべく、3年目の取組を実施しました。ここに、事業実施のご報告をいたしますので、ご高覧いただければ幸いに存じます。

新型コロナウイルス感染拡大の影響により、令和2年度の事業選定当初から先端型事業としての特徴である海外研究機関への派遣や海外からの研究者招聘などが困難となり当初の計画通りに事業遂行ができず苦しい時期が続いていましたが、令和4年度は若手教員海外研修支援事業や国際共同研究促進事業など全ての国際関係事業が実現しました。オンラインだけでは得ることのできない、対面ならではのメリットが、各事業採択者の国際力や研究力の向上を後押ししてくれると信じています。

また、事業選定から3年目となった令和4年度は中間評価を受審し総合評価「A」という高評価を受けました。学長の強いリーダーシップの下、女性・若手研究者支援をはじめ意思決定機関への女性参画率を増やすため教育研究評議会に女性評議員枠を設定するなど、大学が一丸となって様々な取組を進めてきたことがこの評価結果に繋がりました。

令和5年度以降も本事業にご支援賜りますよう、何卒よろしくお願い申し上げます。

2023年3月

KOSHIO Shunsuke

Executive Director and Vice-President for General Affairs,
Kagoshima University & Project Implementation Manager

For its diversity and inclusion strategy, Kagoshima University has been implementing measures under the WiSH PLUS Project (MEXT Support Program for the Development of Human Resource in Science and Technology under the Initiative for Realizing Diversity in the Research Environment (Leading-type); selected in AY 2020) over the past three years, which mainly involved appointing more female employees to senior positions and increasing opportunities for them to partake in the University's decision-making bodies with a view toward realizing a research environment that is sustainably diverse. I hope the information provided in this report on the status and progress of the Project is useful to all readers.

Due to the spread of novel coronavirus infection, Kagoshima University faced a significant challenge in executing the Project as initially planned ever since it was selected to run the Project in AY 2020, as the pandemic for the most part prevented the University from dispatching its faculty to research institutes in other countries and inviting researchers from overseas, which would be the key features of the leading-type projects like this one. However, in AY 2022, we were finally able to carry out all the international components of the Project that had been designed to support young faculty members with their overseas training, facilitate international joint research activities, etc. I firmly believe that the benefits of such in-person interactions that could not be reaped through online communication can enhance the selected participants' ability to thrive globally and become better researchers overall.

Three years after it was selected as a Program participant, Kagoshima University had its interim evaluation in AY 2022 and received a high overall rating of 'A.' This remarkable result is attributable to a wide range of initiatives that had been promoted across the University under the strong leadership of its President, including the provision of support to female and young researchers and the allotment of the quota of female members in the Education and Research Council to increase their participation in the University's decision-making bodies.

I will highly appreciate all stakeholders' continuous support for the Project in AY 2023 and beyond.

March 2023



郡山 千早

鹿児島大学学長補佐（ダイバーシティ推進担当）
WiSH ワーキンググループ座長

令和2年度からスタートした本事業（ダイバーシティ研究環境実現イニシアティブ（先端型））は、まさにパンデミックとともに歩んで参りました。最初の2年間は、事業の一つの核でもありました女性研究者の海外派遣、双方向交流や国際共同研究などの国際関係の事業が思うように実施できず、とても悶々としていたことをよく覚えております。国の水際対策も徐々に緩和され、ようやく本年度に入って、海外派遣や国際共同研究を進めることができるようになり、大変安堵しております。本報告書にも、これらの研究活動の一部を掲載しておりますので、是非、お目通しいただければと思います。

鹿児島大学のWiSHワーキンググループは、Life Scienceをキーワードとして、2018年に発足いたしました。発足当初は（私の記憶が正しければ）6名の女性研究者でスタートしましたが、その後、メンバーを拡充し、現在は教育学・工学・医学・農学・水産学・獣医学・総合教育学・共同学といった、総合大学ならではの幅広い学系に所属する女性研究者11名で構成されております。この3年間の主な活動として、本事業の企画・運営等に携わってきました。

WiSHのHはHealthのHですが、同時にHappinessの思いも含めております。幸せであること、毎日をhappyに過ごすことができることも、重要な健康要因の一つです。私たちWiSHワーキンググループの活動が、鹿児島大学のダイバーシティ研究環境実現の一助となり、本学の学生、教職員がhappyに伸びやかで、自分らしく輝くことを目指していきたいと思っております。

引き続き、WiSHワーキンググループの活動へのご理解とご支援を賜りますようお願い申し上げます。

2023年3月

KORIYAMA Chihaya

Advisor to the President (Diversity Promotion)

Chair of WiSH WG

The WiSH PLUS project which adopted in FY2020 as a Diversity Research Environment Improvement Project (Leading-type), has been going along with the COVID-19 pandemic. During the first two years, I remember how agonizing it was that we could not implement international projects such as dispatching young female researchers overseas, interactive exchanges, and international joint research, which were one of the core components of this project, as we had hoped. I am very relieved that the government's waterfront measures have been gradually eased and that we are finally able to promote overseas dispatches and international joint research by outstanding female researchers. Some of these research activities are also included in this report, and I hope you will take the time to read through them.

The WiSH working group (WiSH-WG) at Kagoshima University was launched in 2018 with "Life Science" as its keyword. At the time of its inception, if I remember correctly, the group started with 6 female researchers, but later expanded its members and now consists of 11 female researchers who belong to a wide range of academic fields unique to a general university, such as education, engineering, medicine, agriculture, fisheries, veterinary medicine, general education, and cooperative studies. The WiSH-WG's main activities over the past three years have included the planning and management of the WiSH PLUS project.

The "H" in WiSH stands for "Health", but it also includes the idea of "Happiness". Being happy and being able to spend each day happily is one of the most important health determinants. We hope that the activities of the WiSH-WG will contribute to the realization of a diversity research environment at Kagoshima University, and that students, faculty, and staff will be happy and able to grow and shine in their own ways.

I would like to ask for your continued understanding and support for the activities of the WiSH-WG.

March 2023

鹿児島大学 Women in Science for Health (WiSH) ダイバーシティ研究環境実現プロジェクト

WiSH PLUS

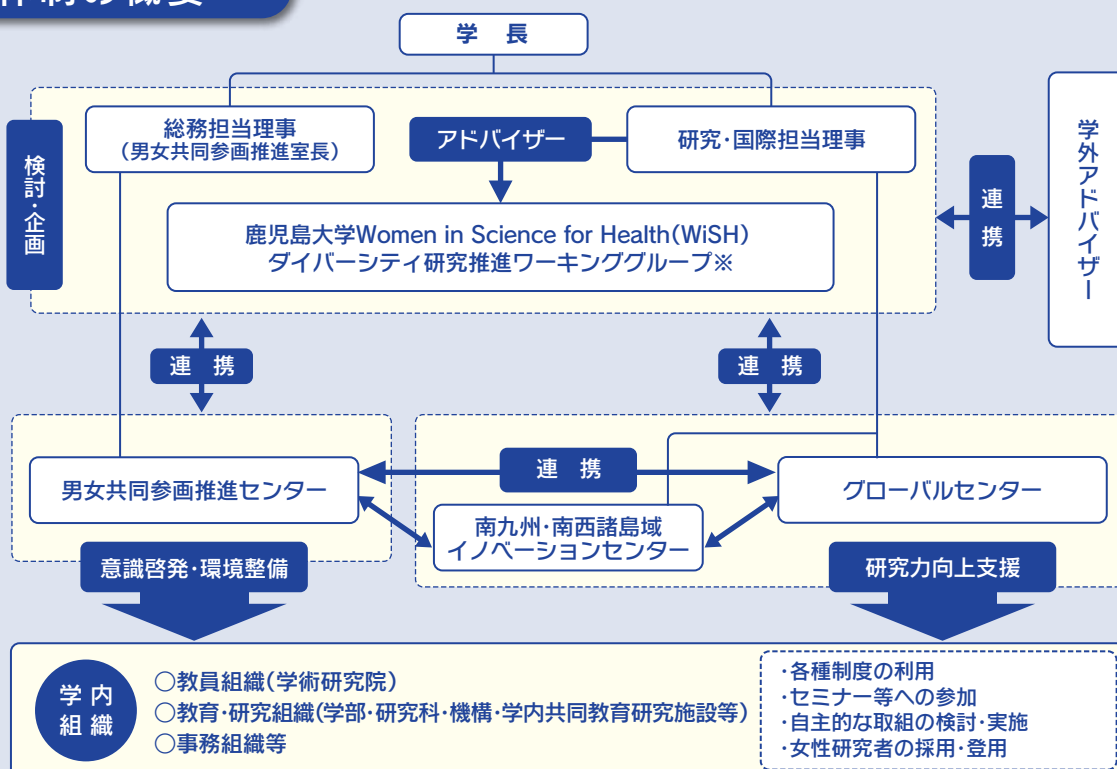
先端型: 令和2~7年

女性の潜在能力(Potential)を引き出し、リーダーシップ(Leadership)を培うために、大学が一丸となった(Unity)ダイバーシティ研究環境を持続(Sustainability)する。

実施体制と目的

本事業は、鹿児島大学が中期目標・中期計画に掲げる「若手・女性・外国人等の多様な人材の登用・活躍促進」に向け、「健康」「ライフサイエンス」をキーワードに複数部局の女性により平成30年に設置したWiSHワーキンググループの企画を本学の戦略に位置づけ、学長のリーダーシップの下、全学協力体制で、女性・若手研究者の先端的な研究力及び国際力の向上、女性・若手研究者の更なる増加、上位職への女性の登用を促進させる。

体制の概要



氏名	職位	所属
橋口 知	教授	教育学系
山下 和香代	准教授	工学系
郡山 千早【座長】	教授/学長補佐(ダイバーシティ推進担当)	医学系
加治屋 勝子	研究教授/准教授	農学系
久賀 みず保	准教授	水産学系
小原 恭子	教授	獣医学系
井尻 萌	助教	獣医学系
和田 礼子	教授	総合教育学系/グローバルセンター
岡本 実佳	特任教授	先端科学研究推進センター/感染制御研究ユニット
用笥 依里	特任准教授	南九州・南西諸島域イノベーションセンター/研究・産学地域連携ユニット
李 竺楠	特任講師	南九州・南西諸島域イノベーションセンター/研究・産学地域連携ユニット

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

WiSH PLUS

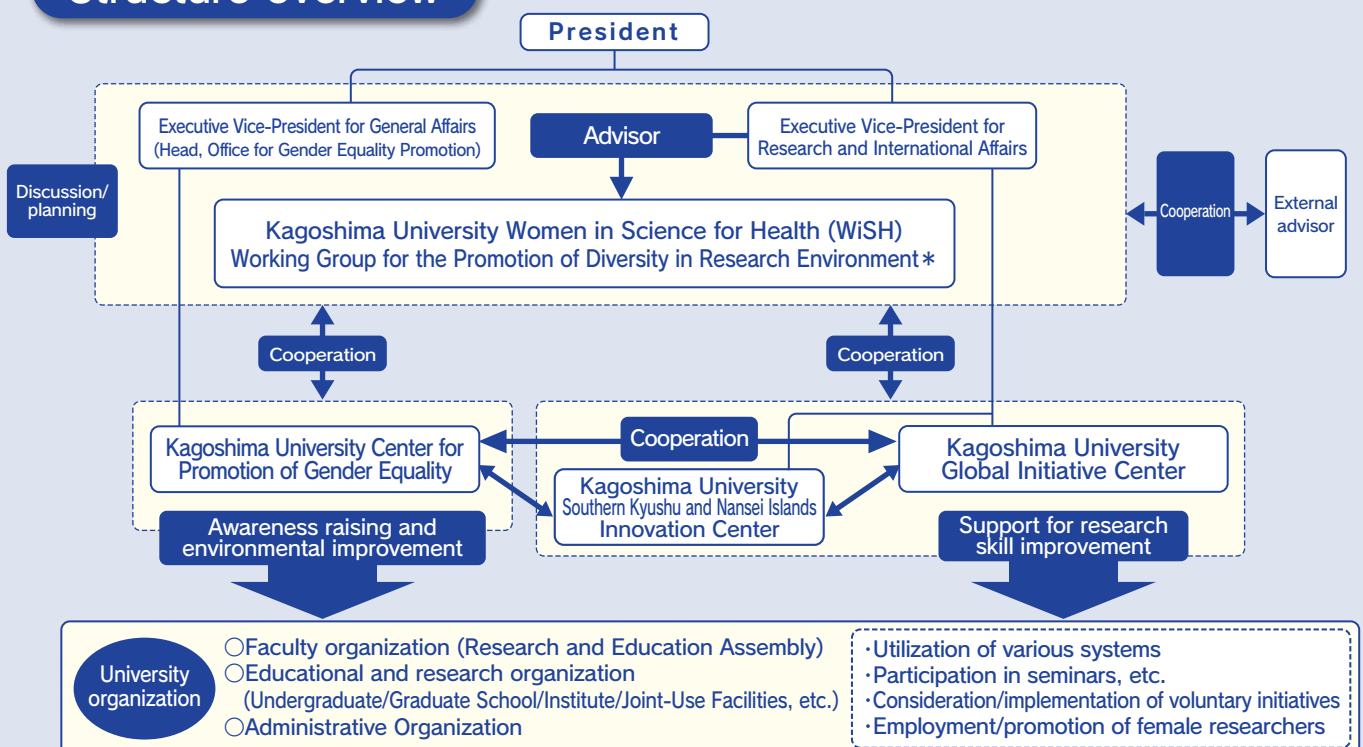
Advanced: From FY 2020
to FY 2025

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



WiSH working group member *

Name	Position	Affiliation
HASHIGUCHI Tomo	Professor	Research Field in Education
YAMASHITA Wakayo	Associate Professor	Research Field in Engineering
KORIYAMA Chihaya [Chair]	Professor / Advisor to the President (Diversity Promotion)	Research Field in Medicine and Health Sciences
KAJIYA Katsuko	Research Professor / Associate Professor	Research Field in Agriculture
KUGA Mizuho	Associate Professor	Research Field in Fisheries
KOHARA Kyoko	Professor	Research Field in Veterinary Medicine
IJIRI Moe	Assistant Professor	Research Field in Veterinary Medicine
WADA Reiko	Professor	Research Field in General Education / Global Initiative Center
OKAMOTO Mika	Specially Appointed Professor	Center for Advanced Science Research and Promotion
YOUKAI Eri	Specially Appointed Associate Professor	Southern Kyushu and Nansei Islands Innovation Center
LI Zhunan	Specially Appointed Lecturer	Southern Kyushu and Nansei Islands Innovation Center

目 標

女性研究者
在職比率

> **23%**以上

上位職に占める
女性教員比率

> **15%**以上

女性研究者
採用割合

> **30%**以上

取組概要・支援内容

Potential

女性・若手研究者の
潜在能力を引き出す

若手教員海外研修支援事業
国際交流助成事業
研究力スキルアップ研修
研究力向上学外アドバイザー制度

Leadership

女性研究者の
リーダーシップを培う

異分野融合研究プロジェクト
創出研究助成事業
女性・若手大型種目チャレンジ支援事業
国際共同研究促進事業
「研究教授・研究准教授」制度

Unity

大学が一丸となり、
ダイバーシティ研究環境
づくりに取り組む

教員公募:ポジティブアクション
トップセミナー
WiSH PLUSキャラバン

Sustainability

持続可能な
ダイバーシティ研究環境
を構築する

国際シンポジウム
基金等の活用

■ ロゴマークについて



プロジェクト略称であるWiSH PLUSは、個々の願いを大きな希望へと膨らませ、人々の健康や幸せに寄与するための持続的な研究環境の実現を意味している。

本学で歌い継がれている“北辰斜に”(七高第14回記念祭歌)から、目指す方向を星で表すとともに、本学大学憲章の「学問の自由と多様性を堅持しつつ、自主自律と進取の精神を尊重」並びに男女共同参画基本理念の「個々を尊重するとともに、一人ひとりがあらゆる場面において個性と能力を発揮」から、ひとつひとつの星を個々の尊重と活躍に見立てた。さらに、ダイバーシティ・SDGsをイメージする色を加えることにより、持続可能な研究環境の整備、ジェンダー平等に向けたプロジェクトであることを示した。

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 symposium and other activities
Utilization of funds, etc.

About the Logo



The abbreviation of the project name WiSH PLUS is intended to imply the realization of both a sustainable research environment in which individuals' wishes come together and become a collective hope and an environment where people enjoy good health and happiness. The logo has picked up the stars from “Hokushin Naname Ni” (a commemorative song for the 14th school foundation festival of the Seventh Higher School), which has been sung for generations by our predecessors, and the line of stars indicates the direction we aim to proceed. The Kagoshima University Charter upholds academic freedom and diversity and places great emphasis on autonomy and the enterprising spirit, while the philosophy of gender equality underlines the importance of “respecting individuality and empowering all individuals to bring their individuality and abilities into full play in all aspects of life.” Reflecting these beliefs, each one of the stars signifies the respect of individuality and pursuit of success in life. Furthermore, the stars have colors symbolizing the ideas of diversity and SDGs so that the logo signifies the importance of the project in realizing a sustainable research environment and achieving gender equality.

1.Potential 女性・若手研究者の潜在能力を引き出す

女性や大学院生を含む若手の研究者キャリアステージに即した研究力、国際力の向上支援及び国内外で活躍する先進的な研究者を学外メンターとする研究力向上アドバイザー制度の構築により、先端的で国際的評価を得る研究につなげる。

国際交流助成事業(双方向交流型)

●事業概要: 本事業では、本学と海外の女性・若手研究者同士の国際共同研究を促進するため、本学的女性研究者(大学院生や外国人留学生等含む)自らが企画し遂行する双方向交流型情報交換・情報収集などの国際共同研究スタートアップに係る費用を助成し、女性研究者の研究スキルの向上、新たな研究手法や共同研究シーズの獲得、国際共同研究ネットワークの強化及び大学間の国際学術交流協定などに発展することを目的とする。

採択者一覧

所属	職位	氏名	採択課題名	相手国研究者の国	所属	職位	氏名
医歯学域医学系	助教	DHRUVA Athira	The first step for an epigenetic epidemiology study in Vietnam	ベトナム	National Institute of Occupational and Environmental Health	研究員	Lai Thi Minh Hang
農水産獣医学域農学系	准教授	VESTERGAARD Mun'delanji Catherine Mthanganyi	Development of quick methods for DNA extraction from oil rich foods for quick detection using lateral flow assays	ベルギー	Imec (Interuniversity Microelectronics Centre)	研究開発エンジニア	Camila Dalben Madeira Campos
農林水産学研究科	大学院生(修士課程1年)	水流 さくら	水産物の持続的な輸外型グローバルバリューチェーンの構築に関する研究ーメコンデルタ域におけるエビ養殖加工産業を事例としてー	ベトナム	Can Tho University	講師	Nguyen Thi Kim Quyen

採択者の声

医歯学域医学系・助教・DHRUVA Athira

今回の国際交流助成事業(双方向交流型)では、Lai Thi Minh Hang博士とエピジェネティック分子疫学研究を開始することが主な目的でした。Hang博士はベトナムの国立環境・労働研究所(NIEOH)とハノイ医科大学(HMU)に所属している若手女性研究者で、私たちは、日本とベトナムにおける共同研究の可能性を整理するための話し合いを複数回にわたって行いました。

まず訪問したベトナムのNIEOHでは、鹿児島大学での研究活動の概要説明や共同研究の可能性について議論し、最終的には、以下の分野における研究協力のためのMoUを締結する合意に至りました。

1. ラオカイ省の放射能汚染地域におけるエピジェネティック研究
2. ニンビン省の水銀採掘場におけるエピジェネティックな研究
3. ベトナムの健康成人集団における特定の重金属レベルの同定

HMU訪問では、Kim Bao Giang疫学研究科長をはじめ、その他の研究者に鹿児島大学での研究活動を紹介し、研究室や研究施設を見学させていただきました。また、以下の点について議論を行いました。

1. ベトナムでのコホート研究の立ち上げの可能性
2. 大学院生交換プログラムの強化の可能性

次に、Hang博士を鹿児島大学に招へいし、提案された上記共同研究の内容を精査するとともに詳細な計画の立案を行いました。また、Hang博士に基礎的な細胞培養手技を習得してもらいました。

本事業は、互いの研究ニーズを理解し、新しい国際的な共同研究を確立するための有意義な機会となりました。



1. Potential Unlock the potential of female and young researchers

In order to conduct research that is cutting-edge and globally competitive, 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 while implementing an advisory system under which outside researchers in Japan and beyond that are thriving in their respective fields to act as mentors for the University researchers to enhance their competence in studious inquiry.

International exchange support program (bilateral exchange type)

● **Program outline:** The purpose of this program is to financially support Kagoshima University's female researchers (including graduate students, international students, etc.) to initiate international joint research activities that are planned and executed on their initiative involving bilateral information exchange, information gathering, etc. in order to improve their research skills, learn new research methods, identify joint research topics, develop international joint research networks, cultivate ties with other universities that might lead to international academic exchange partnerships, etc., all of which would facilitate international joint research activities of female and/or young researchers between Kagoshima University and other overseas institutions.

List of selected participants

Affiliation	Position	Name	Research topic	Country of the collaborating researcher	Affiliation	Position	Name
Research Field in Medicine and Health Sciences, Medical and Dental Sciences Area	Assistant Professor	DHRUVA Athira	The first step for an epigenetic epidemiology study in Vietnam	Vietnam	National Institute of Occupational and Environmental Health	Researcher	Lai Thi Minh Hang
Research Field in Agriculture, Agriculture, Fisheries and Veterinary Medicine Area	Associate Professor	VESTERGAARD Mun' delanji Catherine Mthangeyi	Development of quick methods for DNA extraction from oil rich foods for quick detection using lateral flow assays	Belgium	Imec (Interuniversity Microelectronics Centre)	R&D engineer	Camila Dalben Madeira Campos
Graduate School of Agriculture, Forestry and Fisheries	Graduate student (1st year in master program)	TSURU Sakura	Study on the development of global value chains for sustainable fish exportation: Case study of the shrimp farming and processing industry in the Mekong Delta	Vietnam	Can Tho University	Lecturer	Nguyen Thi Kim Quyen

Voice of selected participant

Research Field in Medicine and Health Sciences, Medical and Dental Sciences Area
Assistant Professor **DHRUVA Athira**

Dr. Lai Thi Minh Hang, the young female researcher was chosen as my collaborative partner for exchange program. The main purpose was to initiate molecular epigenetic epidemiological studies in Vietnam. Since she works at the National Institute for the environmental and occupational institute (NIEOH), and Hanoi Medical University (HMU) the preparations for discussions and possible collaborations were sorted out in both national-level institutes of Vietnam.

The initial phase was to visit Vietnam. Some of those exchanges could be completed in a single meeting while others required bringing persons of different levels of academic positions on a single platform over few days.

In NIEOH, short introductory sessions of research about Kagoshima University were conducted. After getting an overview of their institute and research activities, the possibilities of research collaborations were discussed, and finally arrived at an agreement to establish an MoU for research collaboration in

1. **Epigenetic study in the radioactive mining areas in Lao Cai province**
2. **Epigenetic study in the mercury mining area of Ninh Binh Province.**
3. **Most importantly, they requested us to be the advisors for**
3. **Creating a national detection level for certain heavy metals among the healthy adult Vietnamese population.**

At HMU School of Public health, on the occasion of a one-time meeting with the Faculty members, I introduced the research activities of Kagoshima University. Prof. Kim Bao Giang, Chair of Epidemiology at HMU also introduced the university activities and accompanied me to visit the laboratories and other research facilities.

We also discussed the

1. **Chances of setting up a cohort study in Vietnam**
2. **And possibilities of strengthening the graduate student exchange program.**

The second phase was that Dr Hang visited Kagoshima University. During the visit we further assessed the proposed collaborative studies and made some detail plans. In addition, Dr Hang also underwent an intense basic level cell culture training.

Overall the program created some opportunities for understanding the research needs and to establish a new international collaboration.

若手教員海外研修支援事業

● **事業概要**: 本事業では、本学の次世代を担う女性・若手研究者の海外の教育研究機関における研修を支援することにより、女性研究者の教育研究能力等の向上を図り、もって、本学の教育研究の国際的通用性・共通性の向上に資するとともに、女性上位職となる候補者層を充実させることを目的とする。

採択者一覧〈女性枠〉

所属	職位	氏名	採択課題名	研修先
医歯学域医学系	助教	津留見 美里	助産師活動および妊産婦に影響を与える医療・助産の格差の検討	Berea College
医歯学域医学系	助教	萬歳 優美	若年層に対する乳がんのプレコンセプションケアや受療行動の日米比較	Florida Agricultural and Mechanical University
医歯学域医学系	助教	DHRUVA Athira	Study on the mechanism of inflammatory response to Sakurajima's volcanic ash in human cell lines	University of California Davis
農水産獣医学域 水産学系	准教授	久賀 みず保	水産物の持続的な輸出型グローバル・バリューチェーンの構築に関する研究 -メコンデルタ域におけるパンガシウス養殖加工産業を事例として-	Can Tho University
総合教育機構 グローバルセンター	特任講師	難波 美芸	人新世のインフラストラクチャーへの志向性に関する 文化人類学的研究	Universidad Iberoamericana Puebla

採択者一覧〈若手枠〉

医歯学域医学系	講師	神戸 悠輝	2光子顕微鏡によるマウス内側前頭皮質神経細胞の活動記録	Medical University of South Carolina
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採択者の声

総合教育機構グローバルセンター・特任講師・難波 美芸

若手教員海外研修支援事業を受け、「人新世のインフラストラクチャー」をテーマに、2022年12月に2週間にわたる研究活動をメキシコで行いました。滞在期間中には、プエブラ州のUniversidad Iberoamericana-Pueblaで開催された、国際学会Society for Social Studies of Scienceの年次大会において、気候変動の時代におけるインフラを志向する超領域的なパネルで発表を行い、他のパネリストやオーディエンスから多くのフィードバックを得ることができました。また、滞在期間の後半では、メキシコシティの国立人類学博物館を中心に、植民地化以前の都市計画とインフラのネットワークが自然環境、生業、信仰とどのように結びついていたのかについて資料収集を行うことができました。本渡航を計画する際、新型コロナウイルスの感染拡大により中止となっていた対面での国際学会が徐々に再開されるなか、航空券代の高騰と円高によって国外渡航自体のハードルは上がっており、一方でオンラインでの参加も可能という状況がありました。本支援事業に採択されたことで実渡航が適い、本研究について国際学会で広く周知することができたのは大きな成果であり、オンラインでは困難な、学会におけるいわゆる“場外セッション”の重要性を再認識することができました。



研究力向上学外アドバイザー制度

● **制度内容**: 研究経験豊富な国内外の学外アドバイザーが本事業の取組みや研究力向上のための指導、助言を行う。

学外メンター: 大坪 久子 先生

所属: 元・日本大学総合研究所教授、同薬学部上席研究員、(一社)男女共同参画学協会連絡会

主な経歴:

<研究 ※2020 年度まで>

- 1970年九州大学薬学部薬学研究科終了。75年薬学博士(九州大学)。専門は「動く遺伝子とゲノム動態」。
- 74~82年、ニューヨーク州立ストーニーブルック大学博士研究員を経て研究准教授。
- その後、東京大学・応用微生物研究所助手、同分子細胞生物学研究所講師、09~11年3月、日本大学総合科学研究所教授、11年4月~21年3月、同薬学部上席研究員
- 新潟大学・御茶ノ水女子大学・日本大学生物資源科学部非常勤講師

<女性研究者支援関連>

上智大学女性研究者支援プロジェクト課題推進アドバイザー及びグローバルメンター、九州大学科学技術人材育成費補助金『女性研究者養成システム改革加速』事業・全学審査会外部委員、北海道大学・女性研究者支援室・客員教授。
第4期男女共同参画学協会連絡会副委員長。第7期・第8期男女共同参画学協会連絡会提言委員会委員長。第13期以降、提言委員。

● **活動内容**: 2022年12月21日(水)、研究力向上に資する支援事業(研究カススキルアップ研修、異分野融合研究プロジェクト創出研究助成事業、国際シンポジウム)について、南九州・南西諸島域イノベーションセンターのメンバーとのオンライン相談会を開催した。女性・若手研究者のリーダーシップ啓蒙としていずれも有効な支援であり、次年度以降も体制を崩さず継続していただきたい、とのコメントをいただいた。

Overseas training support program for junior faculty members

● **Program outline:** The purpose of this program is to provide support for the next-generation of female and/or young researchers at Kagoshima University to obtain training at education and research institutes in other countries so that they can improve education and research capabilities, etc., which in turn can improve the University's international competitiveness and compatibility in education and research, while enriching its pool of talent that could assume senior positions at the University in the future.

List of selected participants (female quota)

Affiliation	Position	Name	Research topic	Training institution
Research Field in Medicine and Health Sciences, Medical and Dental Sciences Area	Assistant Professor	TSURUMI Misato	Study on inequalities in medicine and midwifery that affect midwives' activities, women in pregnancy, and nursing mothers	Berea College
		MANSAI Yumi	Comparative study of preconception care and treatment-seeking behavior concerning breast cancer among young women in Japan and the U.S.	Florida Agricultural and Mechanical University
		DHRUVA Athira	Study on the mechanism of inflammatory response to Sakurajima's volcanic ash in human cell lines	University of California Davis
Research Field in Fisheries, Agriculture, Fisheries and Veterinary Medicine Area	Associate Professor	KUGA Mizuho	Study on the development of global value chains for sustainable fish exportation: Case study of the Pangasius farming and processing industry in the Mekong Delta	Can Tho University
Global Initiative Center, Institute for Comprehensive Education	Senior Assistant Professor	NAMBA Miki	Cultural anthropological study of infrastructure preferences in the Anthropocene	Universidad Iberoamericana Puebla

List of selected participants (young researcher quota)

Research Field in Medicine and Health Sciences, Medical and Dental Sciences Area	Lecturer	KAMBE Yuki	The investigation of neural activities of the medial prefrontal cortex in mice by a two-photon microscopy	Medical University of South Carolina
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Voice of selected participant

Global Initiative Center, Institute for Comprehensive Education
Senior Assistant Professor **NAMBA Miki**

For my research project that was made possible by the overseas training support program for junior faculty members, I traveled to Mexico in December 2022 for two weeks to conduct a study focusing on Anthropocene infrastructure. During my stay there, I was able to attend an annual conference of the Society for Social Studies of Science held at the Ibero-American University Puebla in Puebla state, give my panel presentation in a trans-disciplinary manner on the topic of infrastructure preferences in this era of climate change, receive much feedback from other panelists and audience. In the latter half of my stay, I was able to conduct literature research on how the urbanization plans and infrastructure networks that were developed in the country's precolonial period would affect the countries' natural environment, people's vocations, and religious practices, mainly at the National Museum of Anthropology in Mexico City. When I started formulating my plan for this overseas research project after having seen many international academic conferences moving back to their real, in-person format that were previously held online due to the novel coronavirus pandemic, it had become increasingly difficult just to travel abroad due to the rising airfares and the weakening Japanese yen, so remote participation in the aforementioned activities was an option for me. However, by qualifying to participate in this program, I was able to travel to Mexico, present my research at the international academic conference, and widely disseminate my findings, which was a remarkable accomplishment. The experience was also a good reminder of the importance of the off-venue sessions that would be typically held with such academic conference, which would be all but impossible to attend remotely.

External advisor program for research capability improvement

● **Program outline:** The program allows experienced researchers from other domestic and foreign institutions to serve as external advisors to researchers at Kagoshima University and provide guidance and advice that are conducive to facilitating their activities in this Project while improving their research capabilities.

External mentor : Dr. OHTSUBO Hisako

Affiliation : Formerly Professor, University Research Center, Nihon University; Senior researcher at the School of Pharmacy, Nihon University; Japan Inter-society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering

Summary of education and experience :

<Research *up to AY 2020>

- 1970: Completed doctoral course at the Department of Medicinal Sciences, Graduate School of Pharmaceutical Sciences, Kyushu University and earned a Ph.D. in 1975. Area of study: Transposons and genome dynamics.
- 1974-1982: Postdoctoral research fellow and Research Associate Professor at Stony Brook University, NY, U.S.A.
- 1982-2009: Research assistant at the Laboratory of Applied Microbiology; Lecturer at the Institute of Molecular and Cellular Biosciences, University of Tokyo. April 2009-March 2011: Professor, University Research Center, Nihon University; April 2011-March 2021: Senior researcher at the School of Pharmacy, Nihon University.
- Part-time lecturer at Niigata University, Ochanomizu University, Nihon University's College of Bioresource Sciences

<Advocacy for female researchers>

Initiative facilitation advisor and global mentor, Female Researcher Support Project at Sophia University; External member, University Review Board, Women Researchers Promotion Program (Support Program for the Development of Human Resource in Science and Technology), Kyushu University; Support Office for Female Researchers, Visiting Professor, Hokkaido University.

4th Vice Chair, 7th and 8th Chair, and 13th-onward Member of the Proposal Committee, The Japan Inter-society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering.

● **Activities:** On December 21 (Wed), 2022, Dr. Ohtsubo participated in an online counseling session concerning the support program for research capability improvement (including research skill improvement training, the support program for the creation and facilitation of interdisciplinary research projects, and international symposiums) which was attended by members of the Southern Kyushu and Nansei Islands Innovation Center Kagoshima University. She kindly commented that these forms of support would be effective for cultivating leadership among female and junior researchers and that they should be continued with the same organizational commitment in the subsequent academic years.

研究力スキルアップ研修

●研修内容: 科学リテラシー向上及び国際派遣並びに国際共同研究につなげるため、個別の英語論文校正支援、英語論文書き方セミナー及び英語コミュニケーションセミナーを実施する。

(1)英語論文校正支援

支援実績15件(内訳:教授2件、准教授4件、講師3件、助教3件、医員2件、特別研究員1件)

(2)英語論文書き方セミナー

講師: Dr. Jacob D. Wickham

雑誌『Integrative Zoology』の編集長、中国科学院動物学研究所の助教授及びラトガス大学昆虫学部の非常勤教授。受賞歴のある著名な動物学者。

15年以上の学術出版・ジャーナル出版経験を持ち、自身の知識を研究者と共有し、出版活動を支援することに情熱を注いでいる。

開催実績

回数	開催日時	内容	参加人数
第1回(初級)	2022年8月18日(木)	①A guide to Open Access and how to avoid predatory journals ②How to paraphrase sentences and avoid plagiarism	40名
第2回(初級～中級)	2022年11月17日(木)	①Selecting the right journal for your manuscript ②Preparing a great submission package	53名
第3回(中級)	2023年2月16日(木)	①Promoting your research for better visibility ②Conference presentation and networking	37名



(3)英語コミュニケーションセミナー

講師: 中山裕木子氏

株式会社ユー・イングリッシュ代表取締役

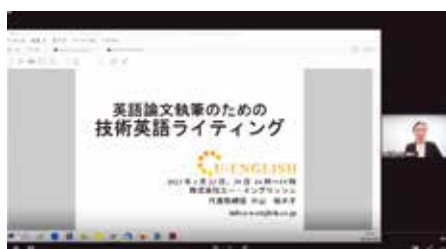
英検1級、(旧)工業英検1級(首位合格にて文部科学大臣賞 受賞)

2000年より特許翻訳者として活動。2006年より技術英語・論文英語の講師として、大学や高専などの教育機関や企業で理工系研究者を対象とした技術英語の指導にあたる。京都大学、名古屋大学、神戸大学、同志社大学ほかで理系学生に向けた伝わる英語論文を指導した。

著書に『技術系英文ライティング教本』(日本能率協会マネジメントセンター)など多数ある。

開催実績

回数	開催日時	内容	参加人数
第1回(初級)	2023年1月23日(月) 16:00~19:00	①英語論文に必須の3つのC—Correct, Clear, Concise ②基礎文法の理解(名詞の数と冠詞・動詞の基礎、時制) ③英文の組み立て技法(SVOのすすめ)	41名
第2回	2023年1月30日(月) 16:00~19:00	①タイトルの作成方法 ②アブストラクトの表現 ③IMRDのポイント ④文同士のつながり	40名



Research skill improvement training

● **Training description:** This training program consists of one-on-one English research paper editing support, English research paper writing seminars, and English communication seminars, which are all designed to improve the participants' scientific literacy, prepare them for international research trips, and international joint research projects.

(1) English research paper editing support

Number of support cases: 15 (2 for professors, 4 for associate professors, 3 for lecturers, 3 for assistant professors, 2 for medical staff, 1 for research fellow)

(2) English research paper writing seminars

Instructor : Dr. Jacob D. Wickham is Managing Editor of the *Integrative Zoology* journal, Assistant Professor, Institute of Zoology, Chinese Academy of Sciences, and Adjunct Professor, Department of Entomology, Rutgers University and is an award-winning prominent zoologist. Dr. Wickham has over 15 years of academic and journal publishing experience and is enthusiastic about sharing his wealth of knowledge with fellow researchers and supporting their publication activities.

Seminars held

Number	Date	Seminar title	Number of attendees
1st seminar (beginner level)	August 18 (Thu), 2022	①A guide to Open Access and how to avoid predatory journals ②How to paraphrase sentences and avoid plagiarism	40
2nd seminar (beginner to intermediate level)	November 17 (Thu), 2022	①Selecting the right journal for your manuscript ②Preparing a great submission package	53
3rd seminar (intermediate level)	February 16 (Thu), 2023	①Promoting your research for better visibility ②Conference presentation and networking	37



(3) English communication seminars

Instructor: Ms. NAKAYAMA Yukiko is Representative Director of U-English Corporation, whose qualifications include Grade 1 in the STEP Eiken and Grade 1 in the Kogyo Eiken (renamed English Technical Writing Test since; Ms. Nakayama scored the highest on the test and received the Minister's award from the MEXT). She has been working as a patent translator since 2000. Ms. Nakayama has also been teaching English since 2006 for technical communication as well as for reading and writing research papers to clients that are mainly STEM researchers at educational institutions, such as universities and national colleges of technologies, or working for business entities. She taught how to effectively write research papers in English to STEM students at Kyoto University, Nagoya University, Kobe University, Doshisha University, etc. Ms. Nakayama authored a number of books including *Gijutsukei eibun raitingu kyohon (English: Technical English Writing Textbook)* (JMA Management Center).

Seminars held

Number	Date	Seminar title	Number of attendees
1st seminar (beginner level)	January 23 (Mon), 2023 16:00-19:00	①Three essential Cs (Correct, Clear, and Concise) in English research papers ②Understanding the basic grammar (number of nouns, articles, basic verbs, and tenses) ③English sentence composition techniques (recommended utilization of SVO (subject-verb-object) word order)	41
2nd seminar	January 30 (Mon), 2023 16:00-19:00	①How to come up with titles ②Abstract expressions ③Summary of the IMRaD structure ④How to connect sentences	40



2.Leadership 女性研究者のリーダーシップを培う

異分野融合の共同研究及び大型種目チャレンジ支援並びに「研究教授・研究准教授」制度の創設等により、女性研究者のリーダー育成と若手研究者の育成を一体的に実施し、女性研究者の研究力の強化及びマネジメントの向上を図る。

異分野融合研究プロジェクト創出研究助成事業

●事業概要：学内における先進的な異分野融合研究の推進を通じて女性研究リーダーの育成を行い、将来的に海外との国際的な異分野融合研究へ発展させるための基盤形成を目的に研究費を助成し支援を行う。令和4年度は2回の選考委員会で審議し、助成対象課題を決定した。

採択者一覧

区分	氏名	所属	職位	課題名
女性 枠	原口みさ子	医歯学域医学系	准教授	パルミチル化酵素Zdhhc18遺伝子欠失マウスの生理機能解析、 統合失調症への関与解析
	構成メンバー：法文教育学域法文学系 准教授 菅野 康太、 医歯学域医学系 助教 倉本 恵梨子			
	榮村奈緒子	農水産獣医学域農学系	助教	紅斑熱群リケッチアを保有する マダニが出現する生態的背景の解明
	構成メンバー：農水産獣医学域獣医学系 教授 田中 哲也、 高隅演習林 技術専門職員 芦原 誠一			
	川端訓代	共通教育センター	准教授	温泉水中ラドン濃度の簡易型現場自動連続測定装置の開発
構成メンバー：理工学域工学系 教授 青野 祐美、 理工学域理学系 助教 北村 有迅、 東京大学理学系研究科 助教 角森 史昭				
若手 枠	大石一樹	医歯学域医学系	助教	非哺乳類動物モデルを用いたペプチド医薬品の開発に向けた基盤構築
	構成メンバー：理工学域理学系 准教授 池永 隆徳、 農水産獣医学域水産学系 准教授 塩崎 一弘			

※2023年3月成果報告会開催予定

採択者の声

鹿児島大学総合教育機構共通教育センター・准教授・川端訓代（専門：地球科学）
メンバー：理工学域理学系・北村有迅、理工学域工学系・青野祐美、東京大学大学院理学系研究科・角森史昭

鹿児島大学の共通教育センター・理学部・工学部、東京大学の理学系研究科メンバーからなる我々のグループは、昨年度から引き続き「温泉水中ラドン濃度の簡易型現場自動連続測定装置の開発」という研究課題で助成をいただいています。火山活動や地震などの地殻変動と温泉水中のラドン濃度変動の関係を明らかにする目的のため、水中ラドン濃度自動観測装置の開発を行っています。温泉水中のラドン濃度は変動が著しく、通常のフィールドワークによる定期観測だけでは詳細がつかめず、自動で測定を行う観測装置の開発が不可欠となっていました。しかし、科研費などへの申請では、装置開発に関して、私にこれまでの経験・実績がないため、採択が難しい状況でした。本助成事業をきっかけに、分析装置やその開発に詳しい他大学、他学部の先生と共同研究を始めることができている。装置プログラムに詳しい先生からは、鹿児島大学の学生を交えてセミナーを行っていただく機会を得ることができました。本助成に採択され、研究課題を次ステップへ進める足掛かりになっているだけでなく、他分野の先生との交流から専門分野の知識を吸収できる重要な機会となりました。

女性・若手大型種目チャレンジ支援事業

●事業概要：将来性のある研究を行っている女性・若手研究者が積極的にチャレンジし、継続的な研究業績の蓄積により研究力強化を図り、これらの経験から海外研究機関への派遣、上位職登用に必要な研究業績及び外部資金の獲得につなげるため、一定の期間において研究費を支援する。

前年度募集の科学研究費助成事業の基盤研究(S)(A)(B)及び挑戦的研究(開拓)といった大型の研究種目に研究代表者として応募し、不採択となった研究課題のうち、第1段審査結果が「B」評価以上であった者等の条件を満たした研究者を支援対象としている。

採択者一覧

採択枠	所属	職位	氏名
女性枠	農水産獣医学域農学系	助教	坂尾 こず枝
若手枠	農水産獣医学域農学系	助教	鶴丸 博人
	理工学域理学系	研究准教授/助教	塚本 裕介

2. Leadership Cultivate leadership among female researchers

Kagoshima University has introduced its support programs for interdisciplinary research projects and challenging large-scale research projects and instituted its Research Professorship and Research Associate Professorship system, etc. to develop leaders from among female researchers while cultivating talent among young researchers in a systematic manner with a view toward improving the research and management skills of female researchers.

Support program for interdisciplinary research projects

● **Program outline:** This program is designed to provide financial support to cover research expenses along with other forms of support for the purpose of developing leaders from among female researchers through facilitation of advanced interdisciplinary research at Kagoshima University while laying a foundation through which to subsequently initiate joint interdisciplinary research projects with other institutions on a global scale in the future. In AY 2022, the selection committee held its conferences twice to deliberate and decide on the research projects that would receive support under this program.

List of selected participants

Category	Name	Affiliation	Position	Research topics
Female quota	HARAGUCHI Misako	Research Field in Medicine and Health Sciences, Medical and Dental Sciences Area	Associate Professor	Analysis of physiological functions of ZDHHC18-deficient mice and potential involvement in schizophrenia
	Members: KANNO Kouta, Associate Professor, Research Field in Law, Economics and the Humanities, Education, Law, Economics and the Humanities Area; KURAMOTO Eriko, Assistant Professor, Research Field in Dentistry, Medical and Dental Sciences Area			
	EIMURA Naoko	Research Field in Agriculture, Agriculture, Fisheries and Veterinary Medicine Area	Assistant Professor	Elucidation of ecological backgrounds conducive to the emergence of hard ticks carrying rickettsias that cause spotted fever
	Members: TANAKA Tetsuya, Professor, Research Field in Veterinary Medicine, Agriculture, Fisheries and Veterinary Medicine Area; ASHIHARA Seiichi, Technical Specialist, Takakuma Experimental Forest			
	KAWABATA Kuniyo	Center for General Education	Associate Professor	Development of a Portable In-Water Radon Concentration Measuring System with Automated Sampling and Analysis
Members: AONO Masami, Professor, Research Field in Engineering, Science and Engineering Area; KITAMURA Yujin, Assistant Professor, Research Field in Science, Science and Engineering Area; TSUNOMORI Fumiaki, Assistant Professor, School of Science, University of Tokyo				
Young quota	OISHI Kazuki	Research Field in Medicine and Health Sciences, Medical and Dental Sciences Area	Assistant Professor	Conception of a platform conducive to the development of peptides-based pharmaceuticals using a non-mammalian animal model
	Members: IKENAGA Takanori, Associate Professor, Research Field in Science, Science and Engineering Area; SHIOZAKI Kazuhiro, Associate Professor, Research Field in Fisheries, Agriculture, Fisheries and Veterinary Medicine Area			

*Research presentation scheduled for March 2023.

Voice of selected participant

KAWABATA Kuniyo, Associate Professor, Center for General Education, Kagoshima University (Specialty: Earth science)
Members: KITAMURA Yujin, Research Field in Science, Science and Engineering Area; AONO Masami, Research Field in Engineering, Science and Engineering Area; TSUNOMORI Fumiaki, School of Science, University of Tokyo

Made up of researchers from Kagoshima University's Center for General Education, Faculty of Science and Faculty of Engineering, and the University of Tokyo's School of Science, our group has been supported by the program since the previous academic year for our study entitled development of a simplified in-situ automatic and continuous instrument for measuring radon concentration in hot spring water. In this project, we have been developing an automated measurement device that can gauge radon concentration in water with the aim of deploying it to elucidate the relationship between diastrophism manifesting as volcanic activities, earthquakes, etc. and the radon concentration fluctuation occurring in hot spring water. Due to the significant shifts in radon concentration constantly occurring in hot spring water, periodical measurement of the data enabled by conventional fieldwork would not be sufficient to achieve a detailed understanding of the phenomenon, so the development of an automated observation device would be crucial for this research project. However, applying for major grants such as KAKENHI (grants-in-aid for scientific research) would be quite a challenge for us since I had not had much experience or accomplishment when it comes to developing such measuring instrument. So this support program allowed us to embark on our joint research activities with experts from other departments of the University as well as from other universities specializing in such analyzers that could measure the data and how one could be developed. We were able to have the professor specializing in analysis system programming teach seminars to us alongside university students. Our qualification to participate in this support program has not only allowed us to take our research project to the next step but also has given us remarkable opportunities to interact with experts from other disciplines and absorb new knowledge that would be relevant to our research goal.

Support program for challenging large-scale research projects targeting female and young researchers

● **Program overview:** This program provides funding to cover research expenses for specified periods so that female and young researchers can actively undertake challenging research projects that have promising future implications, continuously accumulate research findings and improve their research capabilities, and leverage the experience to conduct studies at various research institutes in other countries to further expand their bodies of research work and obtain external research funding that would be essential for them to be promoted to senior positions. In the screening process, those that submitted large-scale research proposals such as KAKENHI grants in the fundamental research categories (S), (A), or (B) or the challenging (exploratory) research category in the previous academic year as research representatives and received a 'B' or higher rating in the first round of evaluation before falling short of getting their proposals approved, among other criteria, were selected to participate in this program.

List of selected participants

Quota type	Affiliation	Position	Name
Female quota	Research Field in Agriculture, Agriculture, Fisheries and Veterinary Medicine Area	Assistant Professor	SAKAO Kozue
Young quota	Research Field in Agriculture, Agriculture, Fisheries and Veterinary Medicine Area	Assistant Professor	TSURUMARU Hirohito
	Research Field in Science, Science and Engineering Area	Research Associate Professor/Assistant Professor	TSUKAMOTO Yusuke

国際共同研究促進事業

● **事業概要**: 本事業では、上位職登用が期待される女性研究者や、女性研究者が中心となって行っている将来性のある国際共同研究に対して研究助成を行い、国際的リーダーシップを発揮できる女性研究者を育成する。さらに、将来的に外部資金を獲得することで、独立した事業として発展・継続することを目的とする。

採択者一覧

所属	職位	氏名	採択課題名	相手国研究者の国	所属	職位	氏名
農水産獣医学域農学系	研究教授 / 准教授	加治屋 勝子	モリンガによる血管機能改善作用の分子メカニズム解明	韓国	Dong-A University	教授	Mok-Ryeon Ahn
農水産獣医学域農学系	講師	香西 直子	熱帯・亜熱帯果樹の酸性土壌条件下における養分吸収特性と樹体生育	タイ	Maejo University	助教	Pathipan Sutigoolabud

採択者の声

農水産獣医学域農学系・研究教授/准教授・加治屋 勝子

私は、国際共同研究促進事業の支援を受け、2022年8月に韓国・釜山にあるDong-A Universityとの共同研究に取り組みました。Ahn教授とは以前より研究交流がありましたが、コロナ禍で一部の研究が制限され海外渡航も難しくなり、しばらくの間、交流が途絶えていました。そのような中で本事業が私共の後押しをしてくださり、Ahn教授率いる研究グループの前で私共の研究の取り組みについて講演する機会をいただきました。数年ぶりの対面でのディスカッションは大いに盛り上がり、帰国後の研究も進展しました。本事業の支援を受けた成果として、2022年10月に開催された国際学会で発表することができ、また学んだノウハウで2報の論文をまとめることができました。今後は、本研究で得られた基礎データを発展させ大型国際研究助成事業への申請も視野に入れて、現在も引き続きオンラインで情報交換をしています。最後に、Ahn教授は学生と見間違ふほどお若いですが当該分野で先駆的に道を切り拓かれて教授になられ、既に学部長もご経験されており、研究室の学生さんや若手研究者にとっても身近なロールモデルになられていると感じました。今回のDong-A University訪問が、研究面だけではなく、キャリア形成の面からも私にとって大変刺激になりました。本事業のご支援に感謝いたします。

< 本事業の支援による研究成果 >

■ 学会発表1件

2022 KFN International Symposium and Annual Meeting
J.Y. Back, J.E. Kwak, K. Kajiya, M.R. Ahn
Oct. 19-21, Jeju Island (Korea)

■ 責任著者として論文2件

1. Cells, 12(2), 1-13, 2023.
2. Scientific Reports, 13:2125, 1-10, 2023.



向かって左から3番目が採択者、4番目がAhn教授

研究教授・研究准教授制度

● **制度内容**: 将来有望な女性・若手研究者の研究の更なる推進とモチベーションの向上に繋げ、国内外の研究者との共同研究等の推進を図ると共に、優れた研究力を有する研究者としての活躍を促進することを目的として研究教授もしくは研究准教授の称号を付与する。

令和3年度の制度創設以降、准教授の職にある研究者から研究教授の称号に1件、助教の職にある研究者から研究准教授の称号に3件の申請があり、厳格な審査の結果、いずれも称号付与が承認された。

付与者一覧

称号	所属	氏名	称号付与期間
研究教授	農水産獣医学域農学系	加治屋 勝子	令和4年7月1日～令和10年3月31日
研究准教授	農水産獣医学域獣医学系	奥谷 公亮	令和4年1月1日～令和9年3月31日
研究准教授	理工学域理学系	塚本 裕介	令和4年1月1日～令和9年3月31日
研究准教授	理工学域工学系	新地 浩之	令和4年7月1日～令和10年3月31日

※詳細は、鹿児島大学男女共同参画推進センターホームページ「Topic!!『研究教授・研究准教授制度』の創設」に記載あり。
<https://www.kagoshima-u.ac.jp/atsumehime/post-12.html>

International joint research promotion program

● **Program outline:** This program is designed to provide research grants to international joint research projects that are focused on promising topics and conducted by female researchers that have potential for promotion to senior positions or led mainly by female researchers, with a view toward cultivating international leadership quality among female researchers. The program also prepares the participants to eventually obtain external research funding so that they can progressively and continuously pursue their research goals as independent projects.

List of selected participants

Affiliation	Position	Name	Research topics	Country of the collaborating researcher	Affiliation	Position	Name
Research Field in Agriculture, Agriculture, Fisheries and Veterinary Medicine Area	Research Professor /Associate Professor	KAJIYA Katsuko	Elucidation of the active molecular mechanism of <i>Moringa oleifera</i> that improves vascular function	Korea	Dong-A University	Professor	Mok-Ryeon Ahn
Research Field in Agriculture, Agriculture, Fisheries and Veterinary Medicine Area	Lecturer	KOZAI Naoko	Nutrient absorption characteristics and growth patterns of tropical and subtropical fruit trees in acidic soil conditions	Thailand	Maejo University	Assistant Professor	Pathipan Sutigoobadud

Voice of selected participant

Research Professor/Associate Professor, Research Field in Agriculture, Agriculture, Fisheries and Veterinary Medicine Area **KAJIYA Katsuko**

Qualifying for the international joint research promotion program allowed me to travel to Busan, Korea and conduct a joint research project at Dong-A University in August 2022. Although Professor Ahn and I had been in contact for some time, the corona virus pandemic restricted some of our research and made it difficult for us to travel abroad. As a result, I had been out of touch with Dr. Ahn for some time. But after I had been awarded the grant from this support program, we were able to reunite with Dr. Ahn's research group and present our research findings to them. Researchers from both sides engaged in quite meaningful discussions, which we could not do in person for several years, and facilitated our subsequent research activities after I returned to Japan. The support program also allowed us to deliver research presentations at an international academic conference in October 2022 and wrote two papers on the research topic utilizing the know-how we were able to learn under the support program. We are continuously exchanging information with our collaborators online to better organize the basic data obtained in this research project and might consider applying for a large-scale international research grant in the future. I would add, in closing, how impressed I was by Dr. Ahn in terms of how she had paved the way in this field of study to attain professorship and become the head of the faculty at such a young age - so much so that she could be mistaken for a student even - and by how approachable and helpful Dr. Ahn had been to her students in the laboratory and to junior researchers in general, serving as their role model. This visit to Dong-A University not only facilitated our research endeavors but also provided me with highly stimulating experience in terms of career planning and development, for which I remain so grateful.

< Research accomplishments made possible by the program >

■ One presentation at an international academic conference

2022 KFN International Symposium and Annual Meeting

J.Y. Back, J.E. Kwak, K. Kajiya, M.R. Ahn

Oct.19-21, Jeju Island (Korea)

■ Two research papers published as a corresponding author

1. Cells, 12(2), 1-13, 2023.

2. Scientific Reports, 13:2125, 1-10, 2023.

Research Professorship/Research Associate Professorship system

● **System outline:** This new system is designed to confer the titles of Research Professor or Research Associate Professor upon promising female and/or young researchers in order to promote their research activities, enhance their motivational drive, allow them to facilitate joint studies, etc. with other domestic and international researchers, and ultimately empower them to thrive as researchers by endowing them with superb research skills.

Since the inception of this system in AY 2021, applications have been filed by one Associate Professor for the title of Research Professor and also by three Assistant Professors for the title of Research Associate Professor, which have all been approved after rigorous evaluation.

List of conferees

Title	Affiliation	Name	Effective duration of title
Research Professor	Research Field in Agriculture, Agriculture, Fisheries and Veterinary Medicine Area	KAJIYA Katsuko	July 1, 2022 - March 31, 2028
Research Associate Professor	Research Field in Veterinary Medicine, Agriculture, Fisheries and Veterinary Medicine Area	OKUYA Kosuke	January 1, 2022 - March 31, 2027
Research Associate Professor	Research Field in Science, Science and Engineering Area	TSUKAMOTO Yusuke	January 1, 2022 - March 31, 2027
Research Associate Professor	Research Field in Engineering, Science and Engineering Area	SHINCHI Hiroyuki	July 1, 2022 - March 31, 2028

※For details, please visit the official website of Kagoshima University's Center for Promotion of Gender Equality and read the article entitled Topic!! Introduction of the Research Professorship and Research Associate Professorship system.
<https://www.kagoshima-u.ac.jp/atsumihime/post-12.html>

3.Unity 大学が一丸となり、ダイバーシティ研究環境づくりに取り組む

学長のリーダーシップの下、すべて公募を原則としてポジティブアクションを実施し、採用・登用に係る状況等を半期ごとに全学会議で確認することなどにより、大学が一丸となってダイバーシティ研究環境を実現する。

■ 教員選考時のポジティブ・アクションの実施

令和2年度に全学決定した内容に沿い、令和4年度も引き続き教員選考(研究員含む)時のポジティブ・アクションを全学で実施し、女性研究者比率向上を図った。令和2年度以降、ポジティブ・アクションを実施した結果、8名の女性研究者が採用となった。

■ ポジティブ・アクション

- 全て公募を原則として、プラスファクター方式又は女性に特化・限定した公募等により実施
- 女性教員の定年退職に伴う教員人事は、女性限定・優先の公募によって行い、女性教員数を確保

■ 公募において記載する文言(以下のいずれかを記載)

1) プラスファクター方式の場合

本学は、女性研究者支援をはじめとする男女共同参画に係る取組を積極的に推進しており、女性研究者の積極的な採用・登用を行っています。このため、本公募による採用・登用に当たっては、能力等が同等であれば女性を優先いたします。

支援内容の詳細(取組み、各種制度、相談体制)については、下記ホームページをご覧ください。
(鹿児島大学男女共同参画推進センター <https://www.kagoshima-u.ac.jp/atsumime/>)

2) 女性に特化及び限定した公募の場合

本学は、女性研究者支援をはじめとする男女共同参画に係る取組を積極的に推進しており、特に本人事においては、女性研究者に限定した採用・登用を行います。従いまして、応募資格を満たす女性研究者の積極的な応募を歓迎いたします。支援内容の詳細(取組み、各種制度、相談体制)については、下記ホームページをご覧ください。

(鹿児島大学男女共同参画推進センター <https://www.kagoshima-u.ac.jp/atsumime/>)

■ 女性上位職活躍のための環境整備

大学の意思決定機関である「教育研究評議会」への女性参画率を向上させ、より多様な視点に基づく大学運営を可能とするため、教育研究評議会に女性評議員枠を設定し令和4年度から学長が指名する女性の学長補佐が参画することとなった。これにより、令和4年度の教育研究評議会の女性比率は10.7%と前年度比で3.3ポイント上昇した。意思決定機関における女性比率が向上しただけでなく、女性評議員候補となる学長補佐を選出する際にジェンダーバランスを考慮することにも繋がり、学長補佐の女性比率も令和4年度は23.5%と前年度比11.7ポイントの上昇となった。

■ WiSH PLUSキャラバン開催

総務担当理事と各学系長が、女性研究者や若手研究者が研究へのエフォートを増やすことができるよう、ダイバーシティ研究環境整備に積極的に取り組んでいくことや、「WiSH PLUS」事業の数値目標達成に向けて、女性の採用促進、上位職への女性の登用等に係る人事計画等について懇談する機会として令和2年度から年に1回キャラバンを実施している。令和4年度は3年目の実施となり、令和4年11月に各学系約1時間、全15学系とオンラインで開催した。

令和4年度は、

1. 女性の採用促進、上位職への女性の登用について
2. 教員選考時のポジティブ・アクションの実施状況について
3. 部局長女性候補者の見込みについて
4. WiSH PLUSの各種取組について
5. 男女共同参画推進・ダイバーシティ推進における執行部への要望等について

をテーマに意見交換を行った。補助事業開始から3年目となる今回は、事業終了年度である令和7年度末に向けた人事異動を踏まえた女性比率のシミュレーションを各学系において行い、それを基に大学全体のシミュレーション値を算出した。シミュレーションの結果、令和7年度末で数値目標を達成する見込みとなっており、今後も目標達成に向け全学体制で取組を進めていく。

3.Unity Create a widely diverse research environment across Kagoshima University through the concerted efforts of all stakeholders

Under the leadership of the University President, all stakeholders join forces to create a widely diverse research environment by executing the Positive Action program, due to which basically all open positions will be filled through an open hiring process and the status of recruitment and promotion activities, etc. is reviewed semiannually at the university-wide meeting, etc.

■ Positive Action implementation in faculty recruiting

In line with the decisions made at the university-wide meeting in AY 2020, the Positive Action program was continuously implemented across the University in AY 2022 for the recruiting of new faculty members (including researchers) with a view toward increasing the ratio of female researchers. Since AY 2020, a total of eight female researchers have been hired through the Positive Action program.

■ Positive Action

- In principle, all positions must be filled through an open hiring process while employing the plus-factor method or limiting or focusing open hiring activities to female applicants.
- When female faculty members retire from their positions due to age, opening hiring for such positions will only accept or prioritize female applicants so that the number of female faculty can be sustained.

■ Texts used in open hiring (either of the two below is used in each instance)

1) Plus-factor method

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/atsumime/>)

2) Open hiring focusing on or limited to female applicants

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/atsumime/>)

■ Development of an environment conducive to the thriving of females holding senior positions

The quota of female councilors in the Education and Research Council - one of the University's major decision-making bodies - has been instituted to increase female participation and reflect more diversified perspectives in how the University is run, along with which female Advisors to President appointed by the President has been participating in the Council meetings since AY 2022. As a result, the ratio of female members in the Education and Research Council rose to 10.7% in AY 2022, a 3.3% increase from the previous year. This not only improved female participation in the University's decision-making bodies but also led to a more careful review and adjustment of gender balance in the appointment of Advisors to President, who would also qualify as candidates for the next female Council members, due to which the ratio of Advisors to President that are female also rose to 23.5% in AY 2022, a 11.7% increase from the previous year.

■ WiSH PLUS Caravan

This WiSH PLUS Caravan event has been held once a year since AY 2020, whereby the Executive Director for General Affairs and the Deans have opportunities to actively work on creating a widely diverse research environment at Kagoshima University to allow female and young researchers to exert more efforts on their research activities and achieve the numerical goals set for the WiSH PLUS Project, which involve open discussions on the facilitation of female researcher recruiting, promotion of female researchers to senior positions, and related human resource planning, etc. With AY 2022 marking the third-year anniversary of this Caravan event, online discussion sessions were held in November 2022 with a total of 15 Faculties, spending roughly one hour per Faculty.

The AY 2022 Caravan event mainly involved exchanging of opinions on the following topics.

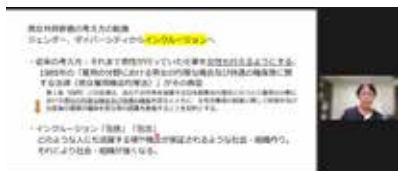
1. Facilitation of the hiring of female researchers and promotion of female researchers to senior positions
2. Status of Position Action implementation in faculty recruitment
3. Prospect of securing female candidates for the positions of heads of Faculties and other departments
4. Status of various WiSH PLUS initiatives
5. Requests and other input to the University executives in terms of gender equality and diversity promotion

Since this was the third year under the Support Program, each academic department ran a simulation to predict how their targeted ratios of females would pan out, while taking into account expected job reassignments, etc., based upon which the figures for the entire University were calculated to determine what their levels would be when the Program is concluded at the end of AY 2025. As such simulations have revealed that Kagoshima University will likely be able to meet its numerical goals by the end of AY 2025, the University remains committed to continuously making concerted efforts across its organization to achieve these goals from here on out.

■ トップセミナーの開催



- 開催日時 2022年9月8日(木) 15:00-16:30 Zoomオンライン開催
- 講師 木部暢子氏(大学共同利用機関法人人間文化研究機構長)
- 講師略歴: 方言学者。南九州をはじめとする日本各地の方言アクセント・音韻を研究するほか、方言の記録・保存にも取り組む。1998年「西南部九州方言アクセントの研究」で九州大学文学博士。1988年 鹿児島大学法文学部助教授、1999年 同教授、2006年 同学部長、2010年より人間文化研究機構 国立国語研究所教授・副所長。2021年 国立国語研究所名誉教授・特任教授。2022年より人間文化研究機構機構長。著書に『西南部九州二型アクセントの研究』勉誠出版 2000、『そうだったんだ日本語 じゃって方言なおもしとか』岩波書店 2013、『シリーズ日本語史 1 音韻史』(共著)岩波書店 2016、『明解方言学辞典』(編著者)三省堂 2019など。



- 演 題 「女性リーダーの活躍がさらなる大学活性化に繋がる」
- 参加人数 148名(学内131名、学外17名)

開催報告

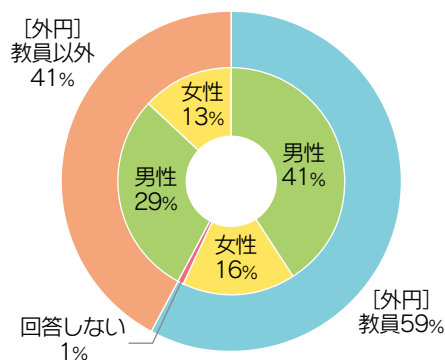
講師が機構長を務めている大学共同利用機関法人人間文化研究機構についての説明の後、鹿児島大学に在籍していた22年間の経験が時系列に説明された。その中でも国立大学法人化や第1期中間目標・計画暫定評価への対応は大きな

経験であり、苦労も多かったがそこでの経験が現在の基盤・基軸になっているため、これまでの組織運営の蓄積が非常に重要であることが話された。また、これまで様々な機関で長を務めてきたが、女性であることで不都合・不利益を感じたことはない、と力強く話され、女性の役職者が増えない状況を鑑みると、男女共同参画について考え方を改める必要があり、今後は、ジェンダー、ダイバーシティからインクルージョンへと考え方の転換が必要となり、それにより社会・組織が強くなるとの見解が述べられた。

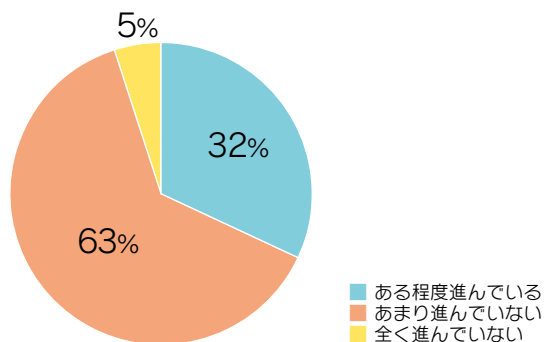
セミナー後半には質疑応答の時間が設けられ、ロールモデルや評価方法など幅広く活発な意見交換が行われ、今後、誰もが活躍できるインクルーシブな組織作りを進めていくための大変有意義なセミナーとなった。

受講後アンケート集計結果(回答総数87件)

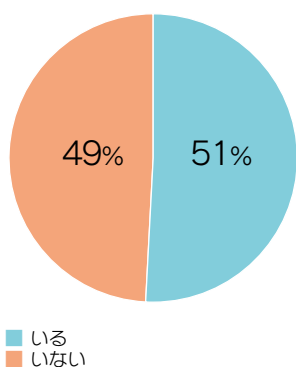
- Q1. あなたの職種を教えてください。
Q2. あなたの性別を教えてください。



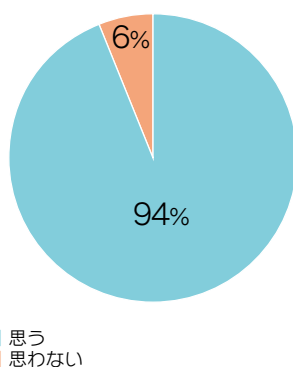
- Q3. 日本の大学における男女共同参画推進の状況についてどう思いますか。



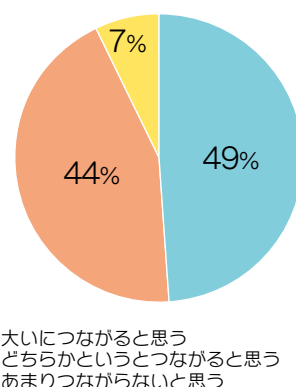
- Q4. 自分の周りにロールモデルとなる女性リーダーはいますか。



- Q5. 組織の活性化のために女性リーダーが必要だと思いますか。



- Q6. 女性活躍が大学活性化につながるかどうかについてどう思いますか。



Top Seminar

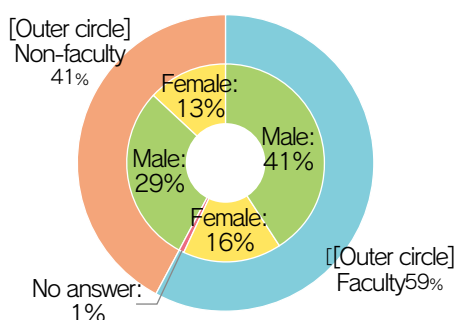
- **Event date/time:** September 8 (Thu), 2022 15:00-16:30 online session held via Zoom
- **Lecturer:** KIBE Nobuko (President, National Institutes for the Humanities (NIHU), Inter-University Research Institute Corporation)
- **Summary of education and experience:** Dialectologist by training, Dr. Kibe has spent most of her career studying various dialectal accents and phonology across Japan with emphasis on the southern Kyushu region while recording and storing dialectal data. She earned her Ph.D. in literature from Kyushu University in 1998 with her doctoral thesis entitled *Seinanbu-Kyushu-hougen-akusento no kenkyu* (English: Study on the dialectal accents specific to southwestern Kyushu). Dr. Kibe became Assistant Professor at Kagoshima University's Faculty of Law, Economics and Humanities in 1988 and was later promoted to Professor in 1999 and elected as Dean in 2006 before relocating to the NIHU in 2010 to assume the position of Professor and Deputy Director-General at its National Institute for Japanese Language and Linguistics (NINJAL). She became Professor Emeritus and Project Professor at the NINJAL in 2021. Dr. Kibe has been the President of the NIHU since 2022. The list of her book publications includes *Seinanbu-Kyushu nigata-akusento no kenkyu* (English: Study of two-pattern accent systems unique to southwestern Kyushu) (Benseisha Publishing, 2000), *Soudattanda nihongo: jade hougen na omoshitoka* (English: Rediscovering the Japanese language: Dialects are interesting and fun) (Iwanami Shoten, 2013), *Shirizu nihongoshi 1: Oninshi* (English: History of the Japanese language series: Phonological history) (co-authored) (Iwanami Shoten, 2016), *Meikai hougen-gaku jiten* (English: Concise dialectal dictionary) (edited and authored) (Sansendo, 2019), etc.
- **Topic:** The flourishing of female leaders is conducive to enhancing university activities.
- **Number of attendants:** 148 (131 from within the University and 17 from outside)

Event report

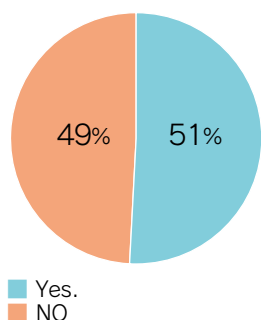
The lecturer initially explained to the audience about the National Institutes for the Humanities, which is an Inter-University Research Institute Corporation, where she is the President, before sharing her experience of working at Kagoshima University for 22 years in chronological order. While at it, the lecturer commented that her experience of seeing all national universities systematically transform into corporations and dealing with the 1st period of the University's medium-term goal setting and interim plan evaluation proved to be highly impactful and allowed her to form a strong foundation and points of reference that would be useful for her subsequent career development although they presented many challenges at the time. She also talked about the significant importance of constantly accumulating know-how related to optimal organization operation. The lecturer also proclaimed in a strong tone of voice how she had never felt inconvenient or disadvantaged being a female as she served as the heads of several notable institutions, and said it would be necessary to change the University's approach to gender-balanced participation, given how the number of females assuming managerial positions at the University had not increased much over the years. She also expressed her view that it would be essential to shift our focus from gender and diversity to inclusion, as this approach would be better at creating a more resilient society, organizations, etc. The latter half of the seminar was allotted for a Q&A session, in which active discussions on a wide range of topics unfolded, ranging from role models to evaluation methods. It turned out to be an exceedingly meaningful seminar from which instructions on how to build an inclusive organization could be gleaned, which would allow people of all backgrounds and needs to flourish when it is achieved in the near future.

Result of the post-seminar questionnaire survey (total number of responses: 87)

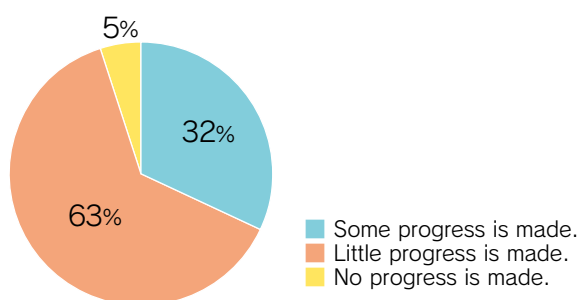
Q1. Please tell us what your occupation is.



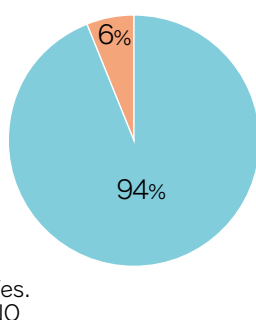
Q2. Please tell us what your gender is.



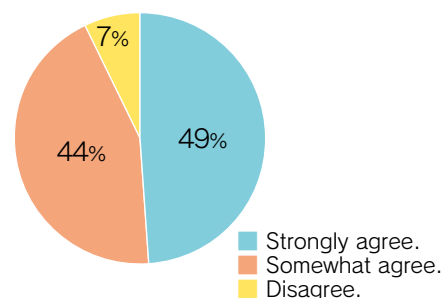
Q3. How do you view the status of gender-balanced participation at Japanese universities?



Q5. Do you think it is necessary to have some female leaders in an organization for it to become more invigorated?



Q6. How do you think about the proposition that the flourishing of females in a university will lead to its invigoration?



4.Sustainability 持続可能なダイバーシティ研究環境を構築する

女性・若手研究者国際シンポジウムや本学独自の基金等の活用により、持続的なダイバーシティ研究環境を構築し、本学の第3期中期目標・中期計画に掲げる「若手、女性、外国人の優秀な研究者の確保、育成」を第4期中期目標・中期計画中にさらに促進させることにつなげる。

■ 女性・若手研究者国際シンポジウム

開催日時 2023年3月14日(火)14:00～17:00
開催場所 鹿児島大学稲盛会館及びZoomウェビナーにおけるハイブリッド開催
使用言語 英語(同時通訳有)
参加対象 本学の教職員、大学院生、学部生、一般
参加人数 120名

■ プログラム

開会挨拶 佐野輝 鹿児島大学長

- ・ 講演
 講師:Guinevere Q. Lee 先生(Weill Cornell Medical College)
 タイトル:「HIV persistence and the role of viral variants」
 講師:Pek-Lan Khong先生(National University of Singapore)
 タイトル:「Riding the waves of Radiology」

- ・ パネルディスカッション

- ・ R3年度国際共同研究促進事業報告

採択者:川端訓代氏(鹿児島大学共通教育センター 准教授)

開会挨拶 馬場昌範 筆頭理事(研究・国際担当)



■ WiSHセミナー(キャリアアップセミナー)

自ら研究室を主宰している国内外の研究者を講師に招き、研究者キャリア形成やリーダーシップについて紹介頂くセミナー(WiSHセミナー)を企画・実施した。

【第1回】

開催日時 2022年10月19日(水)16:30～17:30
開催場所 産学交流プラザ セミナー室
参加人数 42名(現地:27名、オンライン:15名)
講師 Amelia Gallitano, MD, PhD (Professor, Dept of Basic Medical Sciences and Psychiatry University of Arizona College of Medicine)
タイトル INCREASING DIVERSITY TO IMPROVE SCIENCE AND MEDICAL CARE

■ セミナー抄録

科学では、世界に関する事実を発見することを目的としています。しかし、個人として、私たちが見たり聞いたりすることは、純粋に客観的なものではなく、私たちの経験に影響されるものです。異なる経歴や経験を持つ人たちが一緒になって問題に取り組むことにより、その集団は多様な視点から恩恵を受けることができます。これは、医学からビジネスまで、さまざまな分野で成果を上げていることが、研究結果でも示されています。Amelia 教授の発表では、無意識の要因が私たちの認識や結論にどのような影響を与えるかについて、例を挙げて説明されました。また、このような人々の認識の偏りが、求職者の評価、科学研究の引用、医療処置の決定など、多くの場面でどのように影響しているかを示す研究結果も紹介されました。私たちの経歴や経験が知覚にいかに関与しているかを認識することで、これらのプロセスを意識化し、評価や判断の客観性を向上させることができるのです。



参加者の声

サバティカルを利用して鹿児島大学に研究留学をされていたアリゾナ大学のAmelia Gallitano教授に、第1回WiSHセミナーにてお話し頂きました。Amelia先生はアリゾナ大学において女性教員の昇進、リーダーシップ力向上などを目指したWomen in Medicine and Scienceという組織で中心的役割を担っており、私どものWiSH PLUSの活動とも重なることが多く、私どもも元気づけられるお話でした。米国では長年にわたって、医学分野における格差(性や人種も含む)に関する調査を行っている団体があり、その調査をもとにした論文の紹介もありましたが、米国においてもジェンダーギャップは未解決の課題であることを、あらためて認識した次第です。教授という職位で6カ月間のサバティカル休暇を取得できる制度を大学が持っていることに大変驚くとともに、羨ましい環境であると感じた次第です。

4. Sustainability Develop a sustainable and widely-diverse research environment

Cultivate a sustainable and widely-diverse research environment while utilizing international symposiums for female and junior researchers and funding available at Kagoshima University so that our initiative to secure and develop competent researchers that are young, female, and/or foreign nationals as specified in the University's medium-term goals and plan for the 3rd period can be further facilitated during the 4th period.

■ International symposium for female and young researchers

Date and time: March 14 (Thu), 2023 14:00-17:00

Venue: Inamori Hall, Kagoshima University and Zoom webinar (hybrid event format)

Language: English (simultaneous interpretation available)

Eligible attendees: Kagoshima University faculty, staff, graduate students, undergraduate students, and general public

■ Program

Opening remarks: SANO Akira, President, Kagoshima University

•Lectures

Lecturer: Dr. Guinevere Q. LEE (Weill Cornell Medical College)

Title: HIV persistence and the role of viral variants

Lecturer: Dr. Pek-Lan KHONG (National University of Singapore)

Title: Riding the waves of Radiology

•Panel discussion

•AY 2021 international joint research promotion program: Research presentation

Selected participant: Dr. KAWABATA Kuniyo (Associate Professor, Center for General Education, Kagoshima University)

Closing remarks: BABA Masanori, Chief Executive Director for Research and International Affairs

■ WiSH seminar (career improvement seminar)

For this academic year's iteration in this WiSH seminar series, which invites guest speakers that are researchers running their own laboratories in Japan or other countries to talk about career planning/development and leadership as they relate to researchers in particular, the following events were planned and held.

[1st seminar]

Date and time: October 19 (Wed), 2022 16:30-17:30

Venue: Sangaku Koryu Plaza, seminar room

Number of attendees: 42 (in person: 27, online: 15)

Lecturer: Amelia GALLITANO, MD, PhD (Professor, Dept of Basic Medical Sciences and Psychiatry University of Arizona College of Medicine)

Title: INCREASING DIVERSITY TO IMPROVE SCIENCE AND MEDICAL CARE

■ Seminar abstract

The purpose of science is to discover new facts about the universe. However, what we individually perceive through visual, auditory, and other input is shaped by our past experience and is never pure and objective. So if a group of individuals that bring different backgrounds and experiences to the table works on the same problems together, it will benefit from having such diverse perspectives. Research indicates that such approach has produced positive results in medicine, business, and myriad other fields. In her presentation, Dr. Gallitano illustrated how subconscious factors impact our cognition of worldly phenomena and the conclusions we draw from it. She also shared with the audience some research findings showing how people's biased cognition affect their lives in various ways, when evaluating job applicants, citing scientific studies, deciding on medical treatment options, etc. If one comes to recognize how its past accomplishments and experiences impact its sense perception and becomes clearly aware of such process, it will be able to improve its objectivity when conducting evaluative or determining tasks.

Voice of attendee

We were fortunate enough to have Dr. Amelia Gallitano from the University of Arizona speak at the 1st WiSH seminar as she had been at Kagoshima University as a visiting researcher on her sabbatical. Her lecture was so empowering and encouraging to us because she had been playing a central role in running an organization called Women in Medicine and Science at the University of Arizona that advocates for women's advancement and leadership in their research and teaching careers, which apparently had many similarities to our WiSH PLUS activities. Dr. Gallitano mentioned about several organizations that had been conducting surveys over the years in the U.S. to track data on inequality (including gender and racial inequality) in medicine and introduced some papers that were written on those surveys, which was a stark reminder that the issue of gender gap in the U.S. had remained unresolved. I was also astounded and equally envious to learn that U.S. universities would regularly allow their professors to go on six-month sabbaticals like Dr. Gallitano's case.

【第2回】 （第1部）

開催日時 2023年1月17日(火)15:00～16:30

開催場所 産学交流プラザ セミナー室

参加人数 24名(現地:13名、オンライン:11名)

講師 王丹氏 Ph.D.(国立研究開発法人理化学研究所 生命機能科学研究センター 脳エピトランスクリプトミクス研究チームリーダー)

タイトル 海辺の砂漠でラボを作って脳とRNAを研究する

（第2部）

開催日時 2023年1月17日(火)17:30～18:30

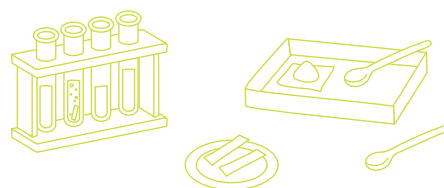
開催場所 桜ヶ丘キャンパス 南九州先端医療開発センター セミナー室

参加人数 7名

講師 王丹氏 Ph.D.(国立研究開発法人理化学研究所 生命機能科学研究センター 脳エピトランスクリプトミクス研究チームリーダー)

■セミナー抄録

王丹氏はこれまで日本とアメリカの大学で研究を行ってきており、それらの違いや感じたこと、海外の大学における研究者の研究環境について報告があった。また、今後研究室を主宰していくうえで、大事にされていることについても述べられた。参加者から家庭と研究のバランスの方法や海外の大学の研究環境について質問がある等、活発な意見交換が行われた。



[2nd seminar]
(1st session)

Date and time: January 17 (Tue), 2023 15:00-16:30

Venue: Sangaku Koryu Plaza, seminar room

Number of attendees: 24 (in person: 13, online: 11)

Lecturer: Dan Ohtan WANG, Ph.D. (Team Leader, Laboratory for Neuroepitranscriptomics, Center for Biosystems Dynamics Research, Institute of Physical and Chemical Research (RIKEN))

Title: Set up a laboratory in a desert by the ocean and study the brain and RNA.

(2nd session)

Date and time: January 17 (Tue), 2023 15:00-16:30

Venue: Seminar room of the South Kyushu Center for Innovative Medical Research and Application, Sakuragaoka Campus

Number of attendees: 7

Lecturer: Dan Ohtan WANG, Ph.D. (Team Leader, Laboratory for Neuroepitranscriptomics, Center for Biosystems Dynamics Research, Institute of Physical and Chemical Research (RIKEN))

■ Seminar abstract

Based on her experience of conducting research in both Japan and the U.S. throughout her career, Dr. Wang shared her views on what the major differences were between the two countries, how she felt about them, and what typical research environments at universities in other countries were like from a researcher's perspective. She also talked about what she valued and prioritized as she would be leading her own laboratory. Members of the audience also asked Dr. Wang questions on how she would find balance between her family life and research work along with some specific questions about research environments at overseas universities, etc. The event saw active discussions transpire across the allotted time.



ダイバーシティ研究環境実現イニシアティブ(先端型)
鹿児島大学Women in Science for Health (WiSH)
ダイバーシティ研究環境実現プロジェクト

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