

**MEXT Support Program for the Development of Human Resources in Science
and Technology**

"Initiative for Realizing Diversity in the Research Environment"

**Diversity and Super Global Training Program for Female and Young Faculty
(SENTAN-Q)**

Application Guidelines

<For Year 2024>

I. Objective

"Diversity and Super Global Training Program for Female and Young Faculty (SENTAN-Q)" aims to provide outstanding female and young faculty members with opportunities for strengthening their research and educational skills to meet the highest global standards and accelerate the promotions of successful trainees to senior and management positions. It also aims to contribute to the university building the research and educational environment that will be recognized as truly global.

II. Period of training program

Two years

III. Qualified applicants

An applicant must be a female faculty or a male faculty aged 37 years old or younger at the end of the fiscal year in which the training starts (associate professor, lecturer and assistant professor), who falls under any of the following:

- (1) Tenured faculty; or
- (2) Untenured faculty but scheduled for a tenure review

IV. Selection of trainees

1. Recommendation by faculty

A Head of Faculty selects a candidate (having sufficient research achievements and being expected to attain promotion to a senior position or receive tenure within one year of the completion of the program) through the evaluation process of the faculty and submits Forms 1 through 4 to the President.

*See Forms 1 through 4.

2. Selection by the university-wide committee

A Selection Committee for Diversity and Super Global Training Program for Female and Young Faculty (hereinafter referred to as the "Committee") reporting to the President selects the

English translation

trainees. For each fiscal year, five to ten trainees are selected from both humanities and science fields with the same proportion of male and female in principle.

The Committee selects trainees who are recommended by faculties and qualify in light of the objective of the program based on the past research achievements and other factors, by the screening of application documents and interview.

3. Schedule

Call for nominations and applications: March 1, 2024 (Fri)

Deadline: May 10, 2024 (Fri)

Notification of the result of selection: Early July of 2024 (scheduled)

Start of training program: August 1, 2024 (Thu) (scheduled)

V. Outline of program

*See the attached *Outline of Program*.

VI. Promotion to senior position after the completion of the program

SENTAN-Q is being implemented as part of the National University Administration Reform Facilitation Project called the "Kyushu University Renaissance Project," with the intention of accelerating the promotion of female and young faculty members to senior or management positions.

Although Kyushu University generally invites applicants by international open call for faculty recruitment, it rather intends to promote internal faculty members by SENTAN-Q instead of making international open call, to become the world top-class and competitive research university by leveraging the strength of female and young researchers.

1. Support in relation to promotion to senior position

Successful trainee who received a certificate of the program will be granted a tenure or a one-level promotion to senior position within one year of the completion of the program. The faculty will receive a point support to make up the difference generated by promotion of trainees at the request of Head of Faculty.

2. Period for support

(i) Female faculty: within three years from the date of promotion

(ii) Male faculty: within two years from the date of promotion

(In case of (ii) above, the point support only applies to male faculty, who is under 40 years old at the end of the fiscal year in which they are promoted.)

After the end of this support, the faculty points apply.