



KYUSHU UNIVERSITY

*The schedule is subject to change.

**MEXT Support Program for the Development of Human Resource
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)

**Guideline for 2nd Term Trainees
(Feb. 14, 2020)**

1



Objective of this program

- This program is made for outstanding female and Young faculty members in Kyushu University to be a world top-class, competitive researchers through the cutting edge diversity and global educations.
- Trainees in this program are selected through highly transparent screening from candidates recommended by each departments. In principle, the trainees will take a 2 year diversity & global training course. When the trainees reach the target level, certificates are given to them and one-level promotions are conducted within 1 year.
- Through the course study, the trainees can acquire research and education skills that meet global standard, and a wide knowledge required for a senior or managerial researchers. Furthermore, formation of on-campus network that goes beyond the boundaries of male and female crossing different research fields are expected (the elimination of unconscious bias)

Contents of this program

- This program consists of STEP1 to STEP6
 - STEP1 Selection of trainees
 - STEP2 University governance, diversity inclusive education (on campus)
 - STEP3 Teaching methodology of active learning (on campus)
 - STEP4 Directed study with foreign student (on campus)
 - STEP5 Recurrent education of latest academic fields (on campus)
 - STEP6 Final Examination: Class teaching and directed study (overseas)
- Period : 2 years for each trainee
but can be extended depending on the life event
- The trainees who complete the course receive a “certification” from the president and are granted a tenured position or a one-level promotion.
- Program continues from 2019 to 2024 (1st to 6th trainees), but the continuation after 2024 is still open. The program is expected to promote about 50 trainees.

Details of this program(1/6)

STEP1 Selection of trainees (on campus)

Trainees in this program are selected through highly transparent screening from candidates recommended by each departments.

- Qualified applicants: Female faculty, or male faculty of 37 years old or younger at the end of FY (associate professor, lecturer and assistant professor)
(1) Tenured faculty (2) Untenured faculty but scheduled for a tenure review
- Application period: March 2 to May 8
- Campus Review Date: June 12, Location: Kyushu Univ. Ito Campus
- Selection criteria
(1) Sufficient research achievements (2) Have a positive attitude to learning about new issues surrounding universities and society (3) Be motivated to improve global research and education skills including overseas training
- Judging Committee: President and board members of Kyushu University, professors emeritus in Institute for Advanced Study and external experts (total ~10 members)
- Language: English and Japanese
An unconscious bias check sheet should be provided to the judges before review
- Number of applicants (planned): 5-10 people / year
male : female = 1:1, humanities : science = 1:1 in principle
- Result announcement : In the middle of June in 2020
- Training course start : July 1 in 2020

Details of this program(2/6)

STEP2 University governance, diversity and inclusive education (on campus)

Objective Learn about the importance of university governance, diversity and inclusion. Lecturers are invited from the world's top universities (mandatory course)

Diversity and inclusive

- Period: Intensive lectures on July 1 in 2020 (scheduled)
- Place: ITO campus in Kyushu University
- Learn about the importance of diversity and inclusion in university and society, and learn about various innovation cases born from these concepts.
- Lecturers are an expert invited from overseas

University governance

- Period: Intensive lectures on July 14-15 in 2020 (scheduled)
- Place: ITO campus in Kyushu University
- Learn about a vision of what a university should be from a long-term perspective, also university management.
- University vice president (provost) or former vice president (provost) class of lecturers invited from the world's top universities (overseas).

Details of this program(3/6)

STEP3 Teaching methodology of active learning (on campus)

Objective Learn about the latest teaching methodologies of active learning from lecturers world-class university. Lecturers are invited from the world's top universities (mandatory course)

- Period: 2-3 days of intensive lectures from late July to late September
- Place: ITO campus in Kyushu University
- Classes are conducted in English. Participatory, interactive lessons
- Lecturers are an expert invited from the world's top universities (overseas).

Details of this program(4/6)

STEP4 Directed study with foreign student (on campus)

Objective Learn how to conduct research guidance in English for international students while receiving guidance from a world-class senior researcher as a mentor

- Period: 1 year starting from July, 2020
- Place: Trainees' laboratory
- Conduct research theme setting, research guidance in English, paper writing, etc. against international students (maximum 2) with a overseas mentor
- An overseas mentor should be a university researcher who meets the requirements of the world's top level university (Progress 100).
- Selection of international students and mentor should be done by a trainee in principle.
- Web conferencing system is available for oversea communications

Details of this program(5/6)

STEP5 Recurrent education of latest academic fields (on campus)

Objective Select your extraprofessional field from the top priority issue at Kyushu University, such as the latest data science (AI or IoT), SDGs, etc. and get a recurrent education to extend the scientific view. It will be helpful to keep high activity after promotion through the establishment of interdisciplinary field, research centers, and budget request.

- Period: Take two or more courses from the lists between July 2020 to June 2021.
- Place: Various campuses in Kyushu University
- Faculty from humanities should take science related classes, and vice versa
- Classes are conducted in English. Participatory, interactive lessons
- Select your extraprofessional field. Classes for industry-academia collaboration and entrepreneurship are also available.
- Step5 can be after STEP6 oversea research.
- Lectures are conducted in English or Japanese using the active learning method

Details of this program(6/6)

STEP6 Final Examination: Class teaching and directed study (overseas)

Objective Overseas training as the final examination of SENTAN-Q. It is determined whether the trainees could develop research and education skills internationally valid.

- Period: 1 year starting from July, 2021
- Place : Overseas university (In principle, it should be a university with agreement, but it can be other top university)
- Only trainees who have completed the STEP1 to STEP4 programs can participate in STEP6
- Conduct lectures at overseas university in English. If it is difficult to conduct regular classes, it can be replaced to tutorial lectures at multiple universities.
- Student research guidance in English at overseas with a overseas mentor. In the same way as Step4, writing of one international co-authored papers is required.
- Visiting universities and a mentor should be selected by a trainee in principle.

Evaluation of trainees achievement

STEP2, STEP3 , STEP5

- Quantitatively evaluation of trainees achievement based on rubric tables should be conducted by lecturers.
- A self-evaluation by the trainees will also be conducted at the same time, to feedback on the efficiency of the program for the next year

STEP4, STEP6

- The top professor as a mentor determines whether the trainee has acquired internationally valid research and education skills, in consideration of the achievement of internationally co-authored papers

Final certification of the training (in principle after 2 years) is decided by the President after deliberation by the committee

Appendix

- This program is designed to empower women and young faculty members by the direct guidance of world's top-level overseas researchers. The goal is not simply to increase the number of women and young faculty, rather to make them to be a competitive and attractive in global research market.
- The ultimate goal is to produce diverse and outstanding female and young researchers in Kyushu University, who can lead the world's research.
- The trainees should understand the purpose of this program and make the best use of this training opportunity for their own learning and achievements.

Certification
Diversity ·
Super global faculty

- ✓ Tenure
- ✓ One-level promotion



■ **Overseas Program**

STEP 6 Final Examination

- Teaching at an overseas university
- Directed study with foreign students and overseas mentor

More than 8 weeks

■ **On Campus**

STEP 4 Directed study as PI with international students and a mentor from a top university

STEP 2

- **University Governance**
- Unconscious bias
- Diversity, Inclusive Education**

STEP 1 Selection of trainee

- Highly transparent screening of female and male young faculty (aged 37 and under)
- Balance: Male/Female, Humanities/Sciences

Substantial Promotion Exam

STEP 5

Up-to-date field-specific recurrent training

- Data science (AI · IoT)
- SDGs, etc

STEP 3

- Teaching methodologies for active learning in English

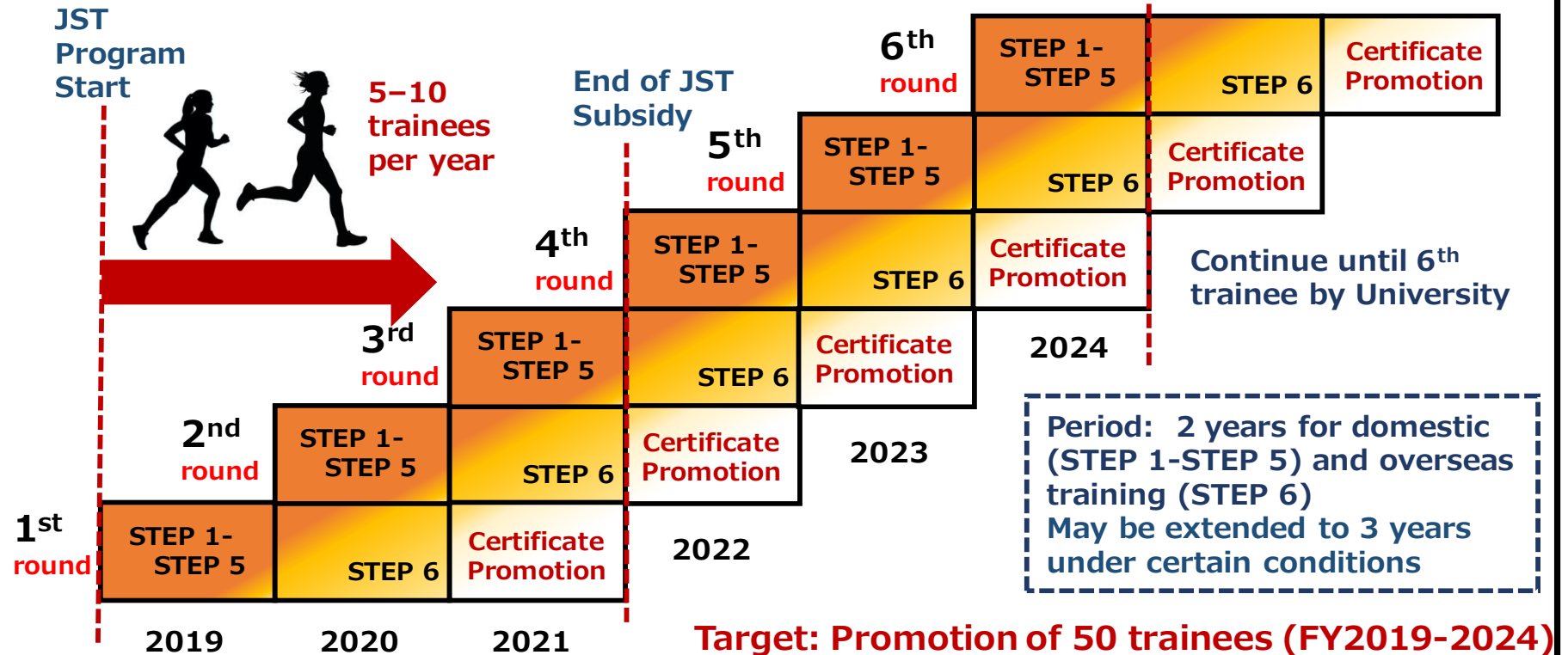


**From start to completion:
2-3 years/trainee**

Diversity-Super Global Training Program (SENTAN-Q)

Schedule

JST Program End



- The purpose is to improve the **research and education skills of female and young faculty applicable in a global society** and to achieve their early promotion
- Give a “certificate” and remove unconscious bias for their early promotion
- Formation of a campus network: Create an environment to play an active role after promotion