

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

1. Objective of program

The program is made to provide outstanding female and young faculty members with opportunities for strengthening their research and educational skills that meet the highest global standards to become attractive and competitive in the world's academic research.

Trainees in this program are selected through highly transparent screening process from candidates recommended by each faculty and are expected to attain promotions to senior or management positions within a few years. In principle, trainees will take two-years diversity and global training course. When trainees reach the targeted learning level, certificates will be given and tenure or one-level promotion will be granted within one year.

Through the program, trainees can acquire research and educational skills that meet the highest global standards and the wide knowledge required for senior or management researchers. Furthermore, the formation of on-campus network that goes beyond the boundaries of male and female crossing different research fields are expected (as well as the elimination of unconscious bias).

2. Contents of program

- The program consists of STEP1 to STEP6:
STEP 1 Selection of trainees
STEP 2 University governance, diversity and inclusive education (on campus)
STEP 3 Teaching methodologies for active learning in English (on campus)
STEP 4 Directed study and guidance of international students (on campus)
STEP 5 Up-to-date field-specific recurrent training (on campus)
STEP 6 Final Examination: Teaching and directed study (overseas)
- Period: Two years for each trainee (can be extended under certain conditions, e.g. maternal leave or nursing care).
- The program has been implemented for six rounds from FY 2019 (1st term trainees) to FY 2024 (6th term trainees) as a JST project. It will continue to be implemented with university's own budget from FY 2025 (7th term trainees).
- Trainees who complete the courses from STEP 1 to STEP 6 will receive certificates from the President and are granted tenured position or one-level promotion within one year of the completion of the program.
- This training program is carried out under a university-wide cooperative framework as a core project for developing human resources with world-class research and education capabilities while ensuring diversity, as part of the university's aim to become "a university that drives

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social change with integrative knowledge".

3. Details of program

STEP 1 Selection of trainees

Trainees are selected through highly transparent screening process from candidates recommended by each faculty.

- Qualified applicants:
Female faculty, or male faculty aged 37 years old or younger at the end of FY in which the program 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
- Application period: from June 6 (Fri), 2025 to July 30 (Wed), 2025
- Application documents: Forms 1 to 4
- Interview date: Mid-September, 2025 (scheduled)
Place: Kyushu Univ. Ito Campus (details will be announced later)
- Selection criteria
 - (1) Sufficient research achievements; (2) Having a positive attitude to learning about new issues surrounding universities and society with the acceptance of Kyushu University's policy that faculties should learn with students; and (3) Being motivated to improve global research and educational skills including overseas training.
- Selection Committee members: President and board members of Kyushu University, professors emeritus in Institute for Advanced Study and external experts (about ten members in total)
- Language: English and Japanese
- An unconscious bias check sheet should be provided to the judges before review.
- Number of selected applicants (planned): 5-10 people/year
male : female=1:1, humanities : science=1:1 in principle
- Result announcement: Mid-September, 2025
- Orientation meeting for successful applicants: Late September, 2025
- Training course start: October 1 (Wed), 2025

STEP 2 University governance, diversity and inclusive education (on campus)

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

Diversity and inclusion

- Period: 1-2 days intensive lectures in the first year
- Place: Kyushu Univ. Ito Campus or Fukuoka City (It can be conducted online under certain conditions)

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- Learn about the importance of diversity and inclusion in university and society, and about various innovation cases born from these concepts.
- Lecturers are experts invited from overseas.

University governance

- Period: 1-2 days intensive lectures in the first year
- Place: Kyushu Univ. Ito Campus or Fukuoka City (It can be conducted online under certain conditions)
- Learn about a vision of what a university should be from a long-term perspective and university management
- Lectures are university vice-president or former vice-president invited from the world's top-class universities

STEP 3 Teaching methodologies for active learning in English (on campus)

Learn about the latest teaching methodologies for active learning from lecturers invited from the world's top-class universities (mandatory course)

- Period: 2-3 days of intensive lectures in the first year
- Place: Kyushu Univ. Ito Campus or Fukuoka City (It can be conducted online under certain conditions)
- Classes are conducted in English. Intensive and interactive lectures.
- Lecturers are experts invited from overseas.

STEP 4 Directed study and guidance of international students (on campus)

Learn how to conduct research guidance in English for international students while receiving guidance from the world's top-class senior researcher as a mentor.

- Period: 1 year starting from October, 2025
- Place: Trainee's laboratory
- Setting research theme, conducting research guidance in English and writing international co-authored paper, etc. with international students (maximum 2), supervised by an overseas mentor
- An overseas mentor should be a university researcher who meets either of the following requirements; a) belonging to a university in the top 100 of world university's rankings b) belonging to an overseas partner university of Kyushu University or c) belonging to a university or a department which is famous for specific research fields.
- Selection of international students and overseas mentor should be done by a trainee in principle.
- Web-conferencing system can be available for overseas communication. (In FY 2019, Kyushu University purchased a web-conferencing system and installed it in the Office for the Promotion of Gender Equality. A device can also be made available for lease.)

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STEP 5 Up-to-date field-specific recurrent training (on campus)

Select your extra-professional field from the top priority issues at Kyushu University, such as the latest data science (e.g., AI or IoT), SDGs etc. and receive recurrent training to broaden the scientific view. This will be helpful to remain highly active after promotion through the establishment of interdisciplinary fields, research centers, and budget requests.

- Period: Take two or more courses from the list between October 2025 and September 2026 as the mandatory-elective course
- Place: Kyushu Univ. campuses
- Lecturer: Kyushu Univ. faculty members in principle. Lecturers can also be invited from outside the university upon request from trainees.
- Select the extra-professional field. Faculty from the humanities should take science-related classes, and vice versa. Classes for industry-academia collaboration and entrepreneurship are also available.
- STEP 5 can be completed after STEP 6 overseas research.
- Lectures are conducted in English or Japanese using active learning methods.

STEP 6 Final Examination: Teaching and directed study (overseas)

Overseas training constitutes the final examination of SENTAN-Q. It determines whether the trainees have developed research and educational skills that meet the highest global standards.

- Period: 1 year starting from October 2026 to September 2027 (overseas staying period should be more than 8 weeks)
- Place: Overseas partner university (or another world's top-class university)
- Only trainees who have completed STEP 2 to STEP 4 can participate in STEP 6.
- Conduct lectures at an overseas partner university in English. If it is difficult to conduct a regular class, it can be replaced with tutorial lectures at multiple universities.
- Student research guidance in English at an overseas partner university with a mentor. In principle, as in STEP 4, writing of one international co-authored paper as a principal investigator is required.
- The trainee selects an overseas partner university and mentor
- Expenses necessary for overseas training are borne by the SENTAN-Q program.

4. Evaluation of the trainees' achievements

STEP 2, STEP 3, STEP 5

- Quantitative evaluation of trainees' achievements based on rubric tables should be done by lecturers in principle.
- A self-evaluation by the trainees will also be done at the same time to feedback on the efficiency of the program for the next year.

STEP 4, STEP 6

- An overseas mentor from the world's top-class university determines whether the trainees have developed research and educational skills that meet the highest global standards in

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consideration of the achievement of internationally co-authored papers.

Final certification

- Final certification of the training (after the completion of two-years program) is decided by the President after deliberation by the committee.

5. Supplementary notes

- This program is designed to empower female and young faculty members by the direct guidance of the world's top-class researchers and being assessed on their research and educational skills. The goal is not simply to increase the number of female and young faculty members in senior or management positions, rather to make them to be competitive and attractive in global research market.
- The ultimate goal is to identify and nurture outstanding female and young researchers at Kyushu University who can lead the world's academic research and to appeal their skills to the world.
- The trainees should understand the objective of this program and make the best use of this training opportunity for their own learning and development.