



KYUSHU UNIVERSITY

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

Guideline for 8th Term Trainees

1



Objective of this 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 department and are expected to attain promotions to senior or management positions within a few years. In principle, trainees will take two-years diversity & 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)

Contents of this program

- This program consists of STEP1 to STEP6
 - STEP1 Selection of trainees
 - STEP2 University governance, diversity and inclusive education (on campus)
 - STEP3 Teaching methodologies for active learning in English (on campus)
 - STEP4 Directed study and guidance of international students (on campus)
 - STEP5 Up-to-date field-specific recurrent training(on campus)
 - STEP6 Final Examination: Teaching and directed study (overseas)
- Period : 2 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. Following the conclusion of the project period, the program will continue as an independent initiative of our university 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 social change with integrative knowledge".

Details of this program(1/6)

STEP1 Selection of trainees (on campus)

- Qualified applicants: Female faculty, or male faculty aged 37 years old or younger at the end of FY in which the program starts, who hold the position of Associate Professor, Lecturer, or Assistant Professor, and who fall under either of the following:
(1) Tenured faculty (2) Untenured faculty but scheduled for a tenure review
Notwithstanding the age requirement stated above, in the case of an Associate Professor who is expected to be promoted to Professor, the applicant must be aged 40 years old or younger at the end of FY in which the program starts.
- Application period: From April 6 (Mon), 2026 to June 30(Tue), 2026
- Application documents: Forms 1 to 4
- Interview Date: Mid-September 2026 (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 (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 10 members in total)
- Language: English and Japanese
- An unconscious bias check sheet should be provided to the judges before review
- Number of successful applicants (planned): approximately 5 people per year
male : female = 1:1, humanities : science = 1:1 in principle
- Result announcement : Mid-September 2026 (scheduled)
- Orientation meeting for successful applicants: Last-September 2026(scheduled)
- Training course start : October 1 (Thu), 2026

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-class universities (mandatory course)

Diversity and inclusion

- Period: 1-2days intensive lectures in the first year
- Place: Kyushu Univ. Ito campus (It can be conducted online under certain conditions)
- 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: 1-2days intensive lectures in the first year
- Place: Kyushu Univ. Ito campus (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.
- Lecturers are university vice president or former vice president invited from the world's top-class universities (overseas).

Details of this program(3/6)

STEP3 Teaching methodologies for active learning in English (on campus)

Objective 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.

Details of this program(4/6)

STEP4 Directed study and guidance of international students (on campus)

Objective 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, 2026
- Place: Trainees' 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.)

Details of this program(5/6)

STEP5 Up-to-date field-specific recurrent training (on campus)

Objective 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 2026 to September 2027 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 method

Details of this program(6/6)

STEP6 Final Examination: Teaching and directed study (overseas)

Objective 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 2027 to September 2028 (overseas staying period should be more than 8 weeks)
- Place : Overseas partner university (or another world's top-class universities)
- Only trainees who have completed the STEP2 to STEP4 can participate in STEP6
- 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.

Evaluation of the trainees' achievements

STEP2, STEP3 , STEP5

- Quantitative evaluation of trainees' achievements based on rubric tables should be done by lecturers.
- 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

STEP4, STEP6

- 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 consideration of the achievement of internationally co-authored papers.

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

Appendix

- 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 achievements.