

## **Summary of the Woman Successor Tenure Track Project (WSTT)**

### Objectives

The percentage of female researchers in Japan has remained low compared to the advanced countries of Europe and the United States. Moreover, little progress has been made in promoting female researchers to high-level positions. It is important in our university to take steps to not only promote equal opportunity between men and women, but also to increase the number of female researchers and train and improve the research capabilities of female researchers (faculty). In doing so, we will be able to integrate diverse perspectives and thinking and achieve a greater level of innovation as an organization.

Leveraging past projects in the “Promotion Program for Young Scientists and COE for Innovation of Marine Science and Technology,” which began in fiscal 2010 to promote cross-discipline research in marine science, an initiative to disseminate and establish tenure-track positions since fiscal 2011 in the Medical School, and the experience in implementing tenure-track faculty positions throughout the school, we will launch the “Woman Successor Tenure Track” (WSTT), a step to disseminate and establish tenure-track positions throughout the school and promote the recruitment of female researchers in our university so that we can both develop research capabilities and improve our educational resources.

Under this new system, young female researchers will be recruited to succeed retiring faculty in departments at which they will be assigned. They will also be offered an environment where they can focus on their teaching and research activities independently. Through these efforts, we hope to develop advanced researchers who will improve the educational and research capabilities of their fields and act as successors to the existing faculty.

## Summary

The departments selected by the university for this initiative will accept applications worldwide, conduct fair screening, and recruit young female researchers who have obtained a Ph.D. degree within the past 10 years as tenure-track faculty (specially appointed assistant professor or specially appointed assistant lecturer).

After recruitment, the school will offer the faculty an independent office space and provide financial support to cover research costs such as startup expenses so as to secure an autonomous research environment. Mentor(s) will also be assigned who will provide guidance and advice to help develop the faculty into advanced researchers.

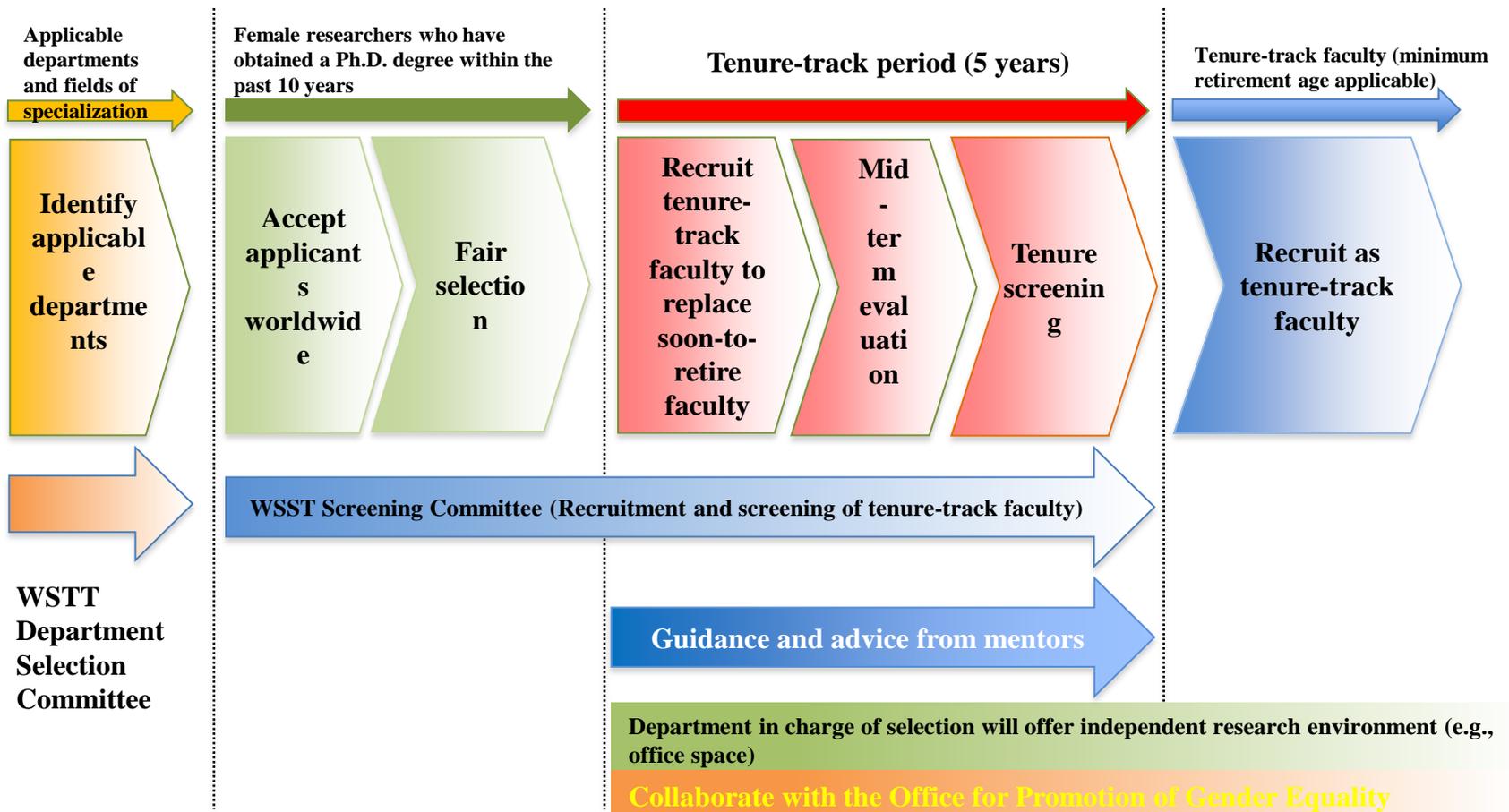
Moreover, the school will collaborate with the Office for Promotion of Gender Equality and offer support for female researchers during life events such as childbirth, childcare, and elderly care, as well as work-life balance between research and everyday life.

In terms of recruitment and evaluation, the tenure-track faculty will be subject to mid-term evaluation by the third year of their assignment, and to a final screening process by the fifth year.

Female researchers who receive excellent appraisals in terms of their character and research results, and who are deemed to satisfy the requirements to act as the university's faculty during their tenure-track period, will be recruited permanently according to the retirement regulations of the national university corporation of Kochi University.

# Woman Successor Tenure Track: WSTT

- Disseminate and establish a tenure-track system throughout the university not only to improve research capabilities, but also educational capabilities.
- Recruit **young** tenure-track **female researchers** who have obtained a Ph.D. degree within the past 10 years as candidates to succeed soon-to-retire faculty through a fair and open selection process that accepts applicants worldwide, offers an independent research environment such as the faculty's own office space, and provides financial support to cover startup and research costs.
- Collaborate with the Office for Promotion of Gender Equality and offer support during life events such as childbirth, childcare, and elderly care, as well as work-life balance between research and everyday life.



# WSTT Implementation Framework

