

2017 “Woman Tenure Track” Assistant Professor, Okayama University

(Graduate School of Natural Science and Technology, Graduate School of Environmental and Life Science.)

●Description

Okayama University is committed to producing the world’s top research in the field developing globally, and achieving the status of the intellectual communication center. One of the projects that has launched to reach that goal is the “Woman Tenure Track (WTT)” system. Positioning a mentor to each WTT assistant professor as well as hiring research assistants for them when needed, the WTT system provides the support system in consideration of life events of WTT assistant professors and supports them to maximize their educational and research capabilities.

The WTT assistant professors will independently execute their research projects as leaders who represent the next generation. After the evaluation based on a research work (5 years) and teaching achievement, candidates will be officially employed as tenured faculty members at Okayama University.

●Recruitment Summary

1. Position Type: Special Contract Employee, Assistant Professor (Special Appointment)
2. Affiliation: Graduate School of Natural Science and Technology, Graduate School of Environmental and Life Science.
3. Teaching and Research Field:

1) Graduate School of Natural Science and Technology, Division of Industrial Innovation Sciences, Department of Computer Science

The department seeks a female, tenure-track assistant professor who has an excellent ability of research and education in a broad field of computer science, information technology or their related research areas. After the candidate passes the tenure review, the candidate is promoted to either a senior assistant professor (koushi) or an assistant professor (jokyo).

2) Graduate School of Environmental and Life Science, Division of Environmental Science, Department of Environmental Ecology

The Department of Environmental Ecology, Division of Environmental Science, Graduate School of Environmental and Life Science, is seeking applicants for a woman tenure track assistant professor position who have research interests in Agricultural Economics, especially focusing on female farmers.

The successful candidate is expected to;

- conduct active, internationally recognized, and externally funded research programs.
- teach undergraduate and graduate level courses in the field of Agricultural Economics.
- advise undergraduate and graduate student thesis projects.

4. Vacancies: 2
5. Requirements: Woman researchers who have earned their doctorate degrees within the past 10 years (including those who are expected to receive a Ph.D. degree by March 31, 2017)
6. Expected Start Date: April 1, 2017
7. Employment Term (WTT Period): five years (from April 1, 2017 to March 31, 2022)
8. Employment Conditions:
 - 1)Salary: 300,000 yen per month (commuting and housing allowance are included)

Bonus . . . based on the result of teacher activity evaluation report (2 times a year)

2) Working hours: 7 hours 45 minutes per day, 38 hours 45 minutes per week (Discretionary Labor system for professional work)

3) Benefits: The Ministry of Education, Culture, Sports, Science and Technology (MEXT) Mutual Society of Health Insurance; unemployment insurance; accidental insurance; staff residence; infant-care facilities; facilities for sick children; childcare facilities. Maternity leave can be granted one year after the start of employment (limited due to the nature of the position based on the contract).

9. Research Environment and Support System:

1) Research start-up funds will be granted for the first and the second year.

2) Usage of over 70 types of experimental machinery and tools at common use research facilities

10. Procedures to Tenured Position:

If the candidates are evaluated to have met the criteria for tenured position based on the evaluation conducted four months prior to the end of the WTT period, they will be hired as tenured faculty members at Okayama University as of April 1, 2022.

An annual-salary system will be applied.

11. Required documents can be obtained from the following link:

<http://www.okayama-u-diversity.jp/researcher-support/news/336>

1) Curriculum vitae

2) Teaching and research fields

3) Reasons for applying for the position at Okayama University and your vision as a future professor (as a teacher and a researcher)

4) Research plan and strategies

5) Research achievements: Please attach three copies of your primary work and one copy of your additional work to this application form. Reprints or copies will be acceptable.

6) Teaching experience and aspirations

7) Competitive funds acquired, applied, and expected to be awarded during the WTT period

8) 1-2 letters of recommendation

12. Application documents must be sent to the following address:

The Office for Promotion of Gender Equality

Organization for Diversity Management

Okayama University

1-1-1 Tsushimanaka, Kita-ku, Okayama-shi 700-8530

Japan

* Please write “**Okayama University WTT Assistant Professor Application**” in red on the envelope

13. Method for submission: by registered mail

* Application documents will not be returned.

14. Application period: September 1, 2016 to October 31, 2016

【Application documents must be received by 3 p.m. on October 31, 2016, Japan Standard Time】

15. Formal screening schedules

1) First screening (documents): November 2016 (planned)

2) Second screening (interview, hearing): The end of November -December 2016 (planned)

3) Results notification: March 2017 (planned)

16. Screening Criteria

- 1) Employment Evaluation Criteria (Attachment 1)
- 2) Tenure Evaluation Criteria (Attachment 2)

17. Contact information:

The Office for Promotion of Gender Equality
Organization for Diversity Management
Okayama University
Phone: 086-251-7011, Fax: 086-251-7033
Email: sankaku1@adm.okayama-u.ac.jp

Employment Evaluation Criteria

Evaluation items for the first review (document review)

[I] Research proposals planned as a WTT Assistant Professor

(1) Purpose of the proposals and explanation of the details:

Are they completely persuasive to researchers in other fields?

(2) Proposals' originality, novelty, and domestic and international positioning:

Are the originality and novelty of the proposals clearly described? How does the candidate's research differ from similar research? Are the uniqueness and the strengths of the candidate's research clearly specified?

(3) Proposals' academic and social importance:

When this proposal is achieved, what kind of effect can be expected for academically as well as future social development?

(4) Research plan and feasibility:

Are the proposals' implementation strategies logical and feasible? Can the proposed research projects be completed by the time of her tenure evaluation?

[II] Past research achievements

(1) Explanation of past research achievements:

Is the explanation completely persuasive to researchers in other fields?

(2) List of publications:

Are the quantity and quality of publications sufficient?

[III] Teaching experience and aspirations

(1) Does the teaching experience (by the department; graduate school; course subject; number of academic credits; lecture/seminar/workshop/training; and lecture details) and aspirations toward teaching show the potential for the candidate to become a professor?

[IV] Competitive research funding

(1) As a WTT Assistant Professor, can the researcher acquire research funding independently from competitive external funding organizations to proceed her research?

(2) Is the researcher fully capable of preparing application materials for research funding to cover scientific research expenses?

[V] Letters of recommendation

(1) Are the researcher's research planning and promotion skills commendable? Does the researcher have the potential to become a promising university professor?

Evaluation items for the second review (interview, hearing)

(1) Questions and answers regarding evaluation results of the first review and submitted documents.

(2) Questions and answers in interview, presentation on research, teaching achievement, and aspirations

(3) Communication and presentation skills:

Can the researcher effectively express and explain ideas and assertions? Does she have the knowledge, skills, and abilities to teach, advise, and mentor students? Is the researcher capable of explaining her expertise clearly to researchers in other fields?

The Tenure Evaluation Criteria for a WTT Assistant Professor Okayama University

The review for the tenured position will be conducted according to the following guidelines.

Tenure Evaluation Guidelines

I . The WTT Assistant Professors will prepare and submit [1]–[6]. Their mentors will prepare and submit [7]–[9].

[1] Conducted research

[2] Research achievements

[3] Teaching achievements

[4] Application and acquisition record of external research funds

[5] Noteworthy achievements attained during the program term (awards, recognitions, etc.)

[6] Comprehensive (self-) evaluation

[7] Progress report on basic mentoring during WTT term, and evaluation of research, education, and research funds attainment

[8] Noteworthy achievement on the WTT Assistant Professor

[9] Others such as compliance to the code of conduct as a member of society and a university professor.

II . The tenure review standards correspond to the standards of the department to which WTT Assistant Professor belongs. Further, the standards below will be referred .

[1] Publications and conference presentations

* At least three publications with outstanding originality and high impact factor should have been published by the time of the final evaluation (the research content should be mainly achieved on WTT term). If a publication under revision is outstanding, it can be included.

* A candidate should actively present their research at academic meetings.

* Participation in international conferences and symposia is preferable.

* Active application for grants for overseas travel is preferable.

[2] Research expenses

* It is preferable that the Assistant Professor actively applies for external funding (e.g., grants-in-aid for scientific research from JSPS and MEXT, and grants from private foundations) and procures external funding as the principal investigator during WTT term.