

## **Proposals for the Internationalization of Kyushu University**

### **SHARE-Q International Advisory Group**

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## **Executive Summary of the Proposals for Internationalization of Kyushu University**

The SHARE-Q International Advisory Group had shared updates of internationalization from FY2016 to FY2018 with International faculties and taken a survey to them in FY2018. Based on the results of the survey, SIAG makes the following four recommendations:

### **I. Improvement in administrative support and the research environment.**

Many international faculty are frustrated by their inability to understand the university's administrative systems, and the lack of English-language staff who can help guide them. We call for improvements in the recruitment and retention of administrative staff capable of supporting internationalization, in particular those who can speak English. As for the research environment, we applaud the work of the AiRIMaQ Grant Support Group, and strongly call for the university to make that organization a permanent institution. We also call for improvements in the library system, in particular increased access to key scholarly databases, and the hiring of a staff of subject-specialist librarians. To improve the amount of time that faculty can do education and scholarship, we call for fewer faculty meetings, and avoiding holding meetings outside term-time. Finally, the university should move to eliminate summer-time postgraduate entrance examinations, and increase the use of video interviews.

### **II. Affirmative action for female faculty.**

The decade-long *joseiwaku* 女性枠 initiative has brought the percentage of tenured female faculty up to around 13%, but further improvements need to be made. The University should actively headhunt qualified female researchers. Moreover, new and current faculty members could be encouraged to use the "System of Employment of Faculty Members with Accompanying Spouse" (配偶者帯同雇用制度). The University should also expand the system to include hiring spouses in administrative positions. Possibilities of working from home for faculty and administrative staff should be explored, and the University should appoint more women to senior positions (e.g. Board, Dean, administrative positions, etc.).

### **III. Contracts and Sabbaticals**

If the university wants to attract top scholarly talent, it needs to clarify employment information with detailed job offers, written contracts, and explicit explanation of the employment rules. It also needs to establish and promote a regular system of sabbaticals or study leave, as exists at top global research universities (i.e. 6 months off every 4 years, or one year every 7 years).

### **IV. A Directory for International Enquiries**

The university needs to create an online directory that would list administration staff willing and able to speak foreign languages within the departments of Kyushu University.

SIAG believes that the achievement of these four recommendations will improve the research in Kyushu University and it attracts many talented researchers. Such researchers will raise the reputation of Kyushu University and produce a synergistic effect.