

2018 “Woman Tenure Track” Assistant Professor, Okayama University

(Graduate School of Humanities and Social Sciences)

●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 : Development Economics

1. Position Type: Special Contract Employee, Assistant Professor (Special Appointment)
2. Affiliation: Graduate School of Humanities and Social Sciences
3. Teaching and Research Field: Development Economics

Graduate School of Humanities and Social Sciences

Division: International Society

Department: International Comparative Economics

- 1) The applicant must have a commitment to research excellence in Development Economics conducting field research. The applicant is also expected to be highly motivated individual with interests in Sustainable Development including the Sustainable Development Goals set by the United Nations.
 - 2) The applicant must have future potential to teach at higher education level and contribute to local and international communities.
 - 3) The applicant must also be willing to participate in international research collaborations.
 - 4) It is highly desirable that the applicant should be fairly fluent in English to teach and have Japanese language ability to conduct the duties.
4. Vacancies: 1
 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 September 30, 2018)
 6. Expected Start Date: October 1, 2018
 7. Employment Term (WTT Period): 5 years (from October 1, 2018 to September 30, 2023)
 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 (within budget)
 - 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.
 9. Research Environment and Support System:

- 1) Research start-up funds will be granted for the first and the second year.
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 October 1, 2023. Successful candidate will have an opportunity to be hired as a tenured faculty member after an interim assessment conducted in the third year. 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/wtt/recruit-en>
 - 1) Curriculum vitae
 - 2) Teaching and research fields
 - 3) Reasons for applying for the position at Okayama University
 - 4) Research plan and strategies
 - 5) Research achievements
 - 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: January 18, 2018 to March 15, 2018

【Application documents must be received by 3 p.m. on March 15, 2018, Japan Standard Time】
15. Formal screening schedules
 - 1) First screening (documents): April 2018 (planned)
 - 2) Second screening (interview, hearing): The end of May -Jun 2018 (planned)

*Please submit a reprint of the paper and other materials (in the case of a book, cover page and corresponding page).
 - 3) Results notification: August 2018 (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 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) If you have experience with education, what exactly is it like? 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 should have been published by the time of the final evaluation. If a publication has been accepted, it can be included.

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

* Participation in international conferences and symposia 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.