Positive Action using Quotas for Women in Kyushu University

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Kyushu University has been promoting the positive action using quotas for women since 2009 with taking advantage of the program named “Supporting Positive Activities for Female Researchers” covered by MEXT fund. The title of the adopted plan is “System for Employing and Nurturing Faculty Members through Establishing Quotas for Women.” The outline of the plan is as follows:

(1) Under the leadership of the university’s president, the system is promoted as a university-wide effort; it is introduced not only to the fields of science, engineering and agriculture, which are covered by the MEXT program, but also to other fields with few female faculty members at the university’s own expense.

(2) With applicants being limited to women, international open recruitment is carried out in order to attract a wide variety of human resources.

(3) After the candidates are selected at each faculty level (initial screening), an inter-faculty competition process (secondary screening) is performed in which the candidates themselves and the faculty’s efforts are examined comprehensively by a university-wide Review Committee that includes members from outside the university. (See Figure 1)

Since 2009 to the end of 2012, the excellent 33 female faculty members (4 professors, 19 associate professors, and 10 assistant professors) were newly employed based on the quota scheme. Further, beyond the scheme, the number of newly employed female faculty members is increasing, with the overall female percentage reaching to 10% from 8%.

Kyushu University steadily expands the number of female faculty members in order to promote diversity.

Figure 1. Screening tests for female posts