

Okayama University's 2013 "Women Tenure Track" Assistant Professor Recruitment Summary

Recruitment Overview

Okayama University takes its comprehensive graduate school status to full potential by promoting basic research vital to academic progress from various perspectives. In addition, we focus on promoting and supporting research topics with social significance, interdisciplinary research and advanced research at an international standard, and those with the prospect of achieving the aforementioned standards.

As such, the Women Tenure Track program was established through the mid-term plan to secure and develop young researchers for these projects, and efforts are being made to disseminate and secure the program within the school.

Recruitment Summary

1. Occupation Type: Special Contract Employee, Assistant Professor (Special Appointment)
2. Institution: Institute of Plant Science and Resources, Okayama University
3. Teaching/Research Field:

(1) Institute of Plant Science and Resources (Department of Plant Stress Science, Division of Agricultural and Life Science, Graduate School of Environmental and Life Science)

The Research Core for Plant Stress Science comprises three units (Atmospheric Stress Unit, Soil Stress Unit, Biotic Stress Unit) that use various molecular and physiological approaches to study plant stress responses and interactions among organisms aiming the improvement of stress-resistance in crop plants. The WTT candidate aspiring for the position should have profound ability to perform research in one of the above-specified fields and she is expected to develop it further after appointment with one of the professors belonging to the Research Core. Enthusiastic attitude to teaching and supervision of students is naturally anticipated from the candidate.

In addition, successful WTT candidate will be promoted to an Associate Professor position pending the successful completion of tenure period and satisfying predetermined WTT assessment criteria at the Okayama University Institute of Plant Science and Resources.

4. Vacancies: 1
5. Required Qualifications: Female researchers who have earned their doctorate degrees within 10 years (including those expecting their degrees no later than September 30, 2013)
6. Estimated start date: October 1, 2013
7. Employment Term (WTT Period): October 1, 2013– September 30, 2018
8. Employment conditions:
 - 1) Salary: 300,000 yen per month (inc. miscellaneous allowances), a one-time bonus based on results (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: MEXT Mutual Society of Health Insurance, Unemployment Insurance, applicable

Accidental Insurance; access to staff residence at university, infant-care facilities, facilities for sick children, childcare facilities

9. Research Environment and Support System:

1) Research Funds and Environment

- A maximum start-up fund of 10 million yen (for 2013) plus a maximum of 5 million yen (for 2014) from the MEXT Grant-in-aid for Science and Technology Human Resources Development, “Program to Disseminate and Secure the Tenure Track System (Institution Selection Type).”
- Access to over 70 types of machinery and tools for use in experiments at common use research facilities

2) Research Support System

- A mentor will be assigned to researchers and research assistants will be provided, as required.
- Access to infant-care facilities, facilities for sick children, childcare facilities, and on-campus childcare facilities.
- Installation of a female-support counseling room.

Female-support counseling room: In order to support both childbirth/childcare/nursing, etc., and work, and develop an easy-to-work environment for women, counseling service in the Office for Promotion of Gender Equality has been established where counselors listen to the troubles of female professors, researchers, and students.

10. Tenure appointment: If, through the tenure evaluation that takes place three months prior to the end of the WTT period, the researcher is judged to have fulfilled the criteria for tenureship, she will be hired as a tenured professor at the Okayama University beginning October 1, 2018.

11. Documents to submit: Available at:

http://www.okayama-u.ac.jp/user/jinji/diversity/wtt/en/public_offer/index.html

- 1) Resume
- 2) Reasons for applying and vision of future professor (teacher and researcher)
- 3) Research plan
- 4) Research work
- 5) Teaching experience and aspirations
- 6) Competitive fund acquired, application status, and funds expected to be awarded during the WTT period
- 7) Total Impact Factor during WTT Term
- 8) Letters of recommendation (1–2)

12. Documents are to be sent to the following address:

Okayama University, Organization for Diversity Management, The Office for Promotion of Gender Equality, 1-1-1 Tsushimanaka, Kita-ku, Okayama-shi, 700-8530

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

13. Method to submit: Registered mail

Applications will not be returned.

14. Application period: March 22, 2013 to May 24, 2013, 17:00. (Japan Time, Deadline)

15. Screening schedule:

- 1) 1st Screening (documents): mid-June 2013 (scheduled)
- 2) 2nd Screening (interview, hearing): late-June 2013 (scheduled)
- 3) Screening results notification: late-August 2013 (scheduled)

16. Evaluation Criteria

- 1) Employment evaluation criteria (attachment 1)
- 2) Tenure evaluation criteria (attachment 2)

17. Inquiries: Okayama University, Organization for Diversity Management, The Office for Promotion of Gender Equality

TEL: 086-251-7011, FAX: 086-251-7033

E-mail: sankaku1@adm.okayama-u.ac.jp

Recruitment Evaluation Criteria

Evaluation items for 1st Screening (Document Screening)

[I] Research proposals planned as a WTT Assistant Professor

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

Is it completely persuasive to researchers in other fields?

(2) Proposal's originality, novelty, and position in Japan and overseas:

Is the originality and novelty of the proposal clearly explained? Is its difference from similar research clearly explained and its advantage acknowledged?

(3) Proposal's academic, social, scientific, or technological significance:

If the proposal's research objective is achieved, what academic effect can be expected? In addition, what kind of effect will it have on future society development?

(4) Research plan and feasibility:

Is the proposal's implementation plan logical and feasible? Can its actualization be expected at the time of intermediate evaluation and tenure evaluation?

[II] Past research work

(1) Explanation of past research work:

Is it completely persuasive to researchers in other fields?

(2) Research list:

Are the quantity and quality of published papers sufficient?

[III] Teaching experience and aspirations

Does the teaching experience (by department, graduate school, class subject, number of academic credits, lecture/seminar/lab/training and lecture details, effective and innovative practical matters that are particularly paid attention to from an educational standpoint), and aspirations toward teaching show potential to be a professor?

[IV] Competitive research funding

(1) Can the researcher receive research funding from competitive funding independently, as a WTT Assistant Professor, to advance the research?

(2) Is the researcher fully capable of creating application documents for research funding for scientific research expenses?

[V] Recommendation letter

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

Evaluation items for 2nd Screening (interview, hearing)

(1) Questions and answers regarding evaluation results of the 1st screening and submitted documents.

(2) Questions and answers during interview, presentation

related to research content, teaching experience, aspirations, and questions and answers for them.

(3) Communication and presentation skills:

Can the researcher effectively express and explain ideas and assertions? Does the researcher has good ability for teaching? Can the researcher express her research detail in a simplified manner to researchers in other fields and non-specialists?

Tenure Review Program for WTT Assistant Professors at Okayama University

Tenure review will be conducted according to the following guidelines.

Notice

I. WTT assistant professors will document and submit [1]–[6]. Their mentors will document and submit [7]–[9].

[1] Research undertaken by the assistant professors

[2] The assistant professor's research achievements

[3] The assistant professor's educational achievements

[4] Track record competing for research funds and the status of the receipt of those funds

[5] Items of particular note during term in the program (awards, commendations, etc.)

[6] Comprehensive (self-) evaluation

[7] Progress report of basic mentoring during the assistant professor's term as a WTT assistant professor, evaluation of the professor's contributions to research, education, and research funds

[8] Items of particular note concerning the WTT assistant professor

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

II. The tenure review standards correspond to the standards of the WTT assistant professor's department. However, please use the standards below as reference.

[1] Research papers and presentations at conferences

* The assistant professor should be the primary author of at least three research papers by the time of final evaluation (the content should focus on some aspect of the person's term as a WTT assistant professor). The research paper should have a strong impact and be rich in originality. If a research paper that is under revision is highly evaluated in a particular field, it may be also included.

* One paper (including co-authored) published per year on an average is preferred.

* Presentation at one conference per year on an average is preferred.

* Participation in international conferences and symposiums is preferred.

* Active application for grants for overseas travel is preferred.

[2] Research expenses

* It is preferable that the assistant professor actively applies for external funding (for both governmental organization and private foundation) and procures external funding as the representative of that research at least twice during her term as a WTT assistant professor.

(Institute of Plant Science and Resources)

Examination for Promotion of Tenure-track Assistant Professor

1) Research capability

- The successful candidate must be able to develop research related to Plant Genetic Resources or Plant Stress Science as a faculty member of the Institute in the future.
- During the women tenure-track (WTT) term, the successful candidate must have one or more first-authored or corresponding-authored papers accepted by journals registered with Journal Citation Reports (JCR), and must earn the same or higher impact factors* than self-declared at application.

*The successful candidate applying for the position of the women tenure-track Assistant Professor must self-declare the total impact factors that can be accumulated from assignment as a tenure-track Assistant Professor to the promotion examination; the total impact factors should ideally be 12 or more.

- The successful candidate must make a presentation in person at an international academic conference during the WTT term.

2) Education capability

- During the WTT term, the successful candidate must have one or more educational experiences administering lectures or seminars to graduate students or supervising them in writing academic dissertations.
- The successful candidate must satisfy the requirement for Direct Supervisor in a doctoral course when he or she is examined.

3) Effort for research funds

- The successful candidate must apply for competitive outside funds as a representative researcher and attempt to obtain them during the WTT term.

4) Others

- The successful candidate must participate actively in management of laboratory/institute and contribute to its development during the WTT term.