

## Performance evaluation of faculty members > Performance evaluation of faculty members

### Purpose

Since 2020, Kyushu University has introduced performance evaluations of faculty members along with a new annual salary scheme. This was to establish a balanced salary system and a performance evaluation based on a clear and unified assessment criteria, as well as to revitalize the organization and to keep outstanding faculty members.

### Target faculty members

In principle, all the faculty members are subject to the performance evaluation regardless of their salary system (monthly or annually).

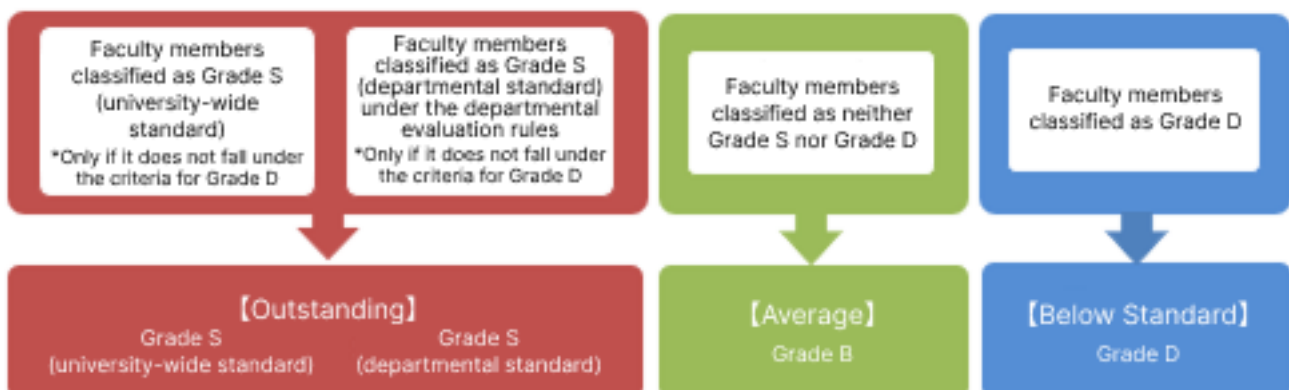
### Evaluation period

- The evaluation period is from April 1 to March 31 of the following year in general.
- The evaluation period for those who are hired during the academic year is from the first day of employment to the following March 31.

### Evaluation result

The performance evaluation will be conducted according to the assessment criteria on “ Guidelines Concerning Performance Evaluation of Faculty Members ” . The result will be decided on one of the sections mentioned below.

#### OEvaluation result

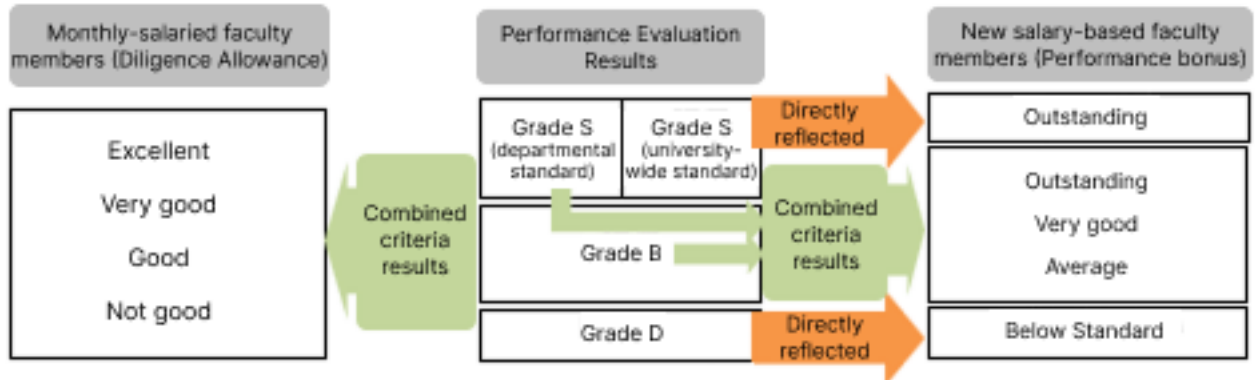


## Evaluation process

- 1. The faculty members' performance reports are given to the Deans of their departments.  
Faculty members subject to evaluation must submit their self-assessments of their performance during the evaluation period through the Faculty Activity Progress and Reporting System (Q-RADeRS) by the deadline set by the head of the department.
- 2. Evaluation by the Head of the Department and Reporting to the President  
The Head of the Department evaluates the self-assessments and other relevant materials of the faculty members concerned in accordance with the evaluation criteria and reports the evaluation results to the President by September 15.
- 3. Informing of the evaluation result to the faculty member  
The President determines the evaluation based on the report from the Head of the Department and, following deliberation by the Board of Trustees, notifies the faculty members concerned of the results by October 31. (Complaints can be filed in a required format by November 30 to the president)
- 4. Results reflected in standing  
The evaluation results will be reflected in the chart as shown below.

### ○Evaluation process

[4. Results reflected in standing]



Want to know more

- On-campus only web site “ Performance Evaluation System and New Annual Salary Scheme ” <https://www.kyushu-u.ac.jp/ja/Qdai-only/jinji/seido>

## Contact

Remuneration Affairs Section, Human Resources Division, Human Resources Department 092-802-2263

ext.:90-2263,7050 E-mail: [jkkkyuyok@jimu.kyushu-u.ac.jp](mailto:jkkkyuyok@jimu.kyushu-u.ac.jp) Or personnel affairs section at the administrative office of your department