

The University Reform and Revitalization System for realizing the future vision of the university and its departments is a system that provides the Personnel Points for hiring new faculty members for a certain period of time under strict screening. This system aims to create a permanent virtuous personnel cycle, revitalize the university and its departments, secure diverse and outstanding researchers (young, female, or foreign), and further strengthen and improve education and research activities.

The system will be temporarily suspended starting from AY 2024.

#### Mechanism

After optimizing some of the personnel points and internal resources of departments and securing the necessary resources for hiring new faculty members, the review panel, led by the executive office, will review applied reform plans. Taking the results into consideration, the President will decide on the reform plans with the highest priority and allocate personnel points and budgets (Excluding the School of Interdisciplinary Science and Innovation, the Institute for Advanced Research, the International Institute for Carbon Neutral Energy Research (I2CNER), the Hospital, the University Library, the Platform of Inter /Transdisciplinary Energy Research (Q PIT), the Institute for Asian and Oceanian Studies, the Centers for Common Education and Research, the Academic Research and Industrial Collaboration Management Office, the Promoting Organization for Future Creators, and the Data Driven Innovation Initiative).

#### < Application categories >

- • Quota for promotion of university-wide reforms (every year)  
This applies to education and research activities related to prioritized issues or academic fields determined by the President. It aims to maintain and revitalize the educational and research activities by improving the organization (new establishment, reorganization, restructuring, etc.) and securing diverse and excellent researchers.
- • Quota for promotion of department reforms (every 2 year)  
This applies to plans to maintain and revitalize the department's educational and research activities through the recruitment of diverse and outstanding researchers

#### < Evaluation items for the screening >

- (1) Future vision  
The screening is conducted by considering whether the university or department has a clear future vision and

plan to achieve it, and whether the reform plan is formulated and decided based on an analysis of the organization's strengths and weaknesses.

- (2) Basic matters on personnel affairs

The screening is conducted by considering whether the overall faculty allocation is well planned, and how the personnel allocation is implemented based on the future vision in (1) and the active recruitment of young, female or foreign researchers as stated in the "Kyushu University Basic Policy on Faculty Personnel".

- (3) Personnel plan for faculty members (faculty member B) who will be employed based on departmental points

The screening is conducted by considering the reasons for deciding on the field of education and research, etc. of the Faculty Member B, who was hired by the department, and the reasons for deciding that the faculty member is an excellent researcher.

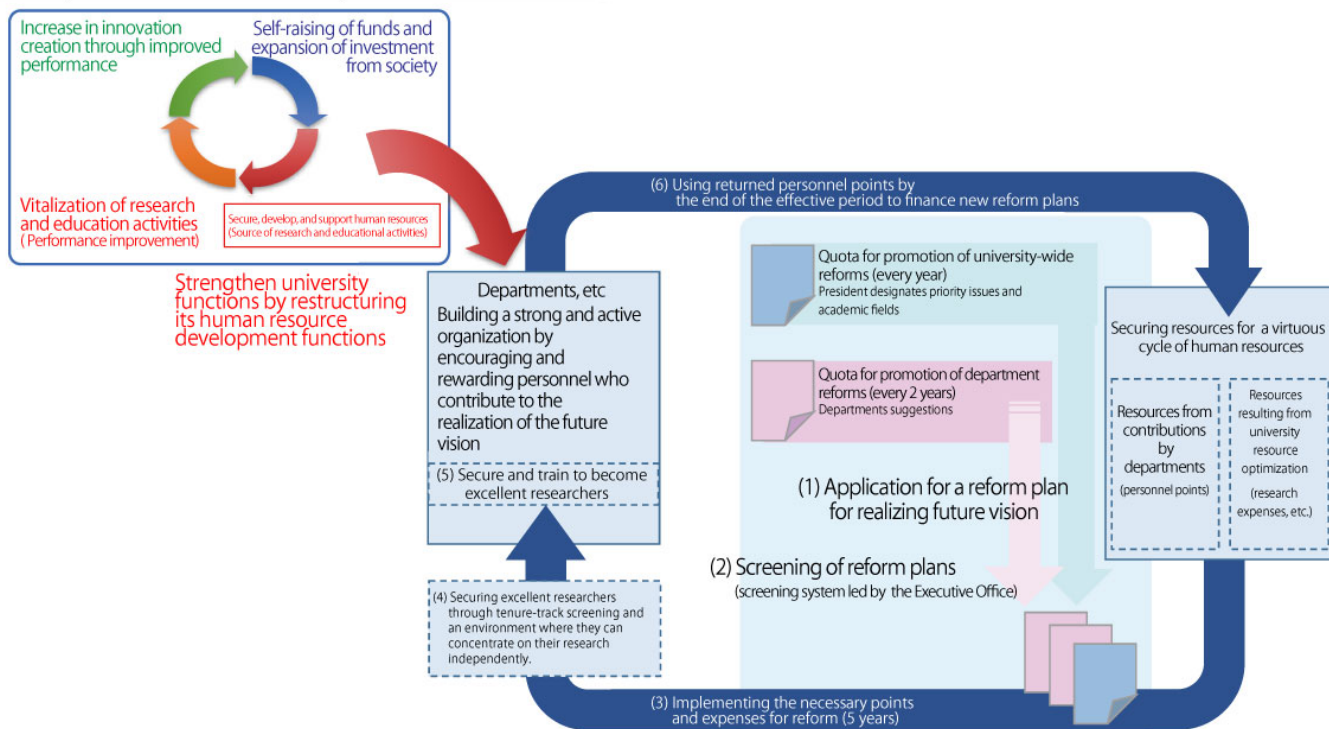
- (4) Personnel plan for faculty members (faculty member K) who will be employed based on the allocated points

The screening is conducted by considering why the Faculty Member K decided on their field of education and research, etc., the benefits of their deployments and the schedule of their tenure review.

- (5) Ideas and plans for training and support

The screening is conducted from the perspective of the training and support plan for outstanding researchers and its benefits.

○ University Reform and Revitalization System



### Want to know more

Kyushu University Website (Faculty and administration members/students only>Project) <https://www.kyushu-u.ac.jp/ja/Qdai-only/plan/kasseika> The following information can be found at the URL above. • Kyushu University Guidelines Concerning the University Reform and Revitalization System • Guidelines on University Reform and Revitalization System Reviews

### Contact

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