

Summary of the 5th Faculty Activity Evaluation Results (FY2021 - FY2023)

October 11, 2024 University Evaluation Committee

The Faculty Activity Evaluation, which was officially launched in 2008, has two primary objectives: first, to help faculty members ascertain the current status of their education and research activities through self-evaluation and thereby to obtain clues for making improvements, and second, to help department heads understand the overall status of education and research activities within their faculties and institutes so that their findings can be utilized to create various measures of their future plans and so that they can work to revitalize their organizations.

The 5th Faculty Activity Evaluation (FY2021 - FY2023) was carried out in accordance with the document “Implementing Faculty Activity Evaluation at Kyushu University (Basic Policy),” which was determined by the President on March 17, 2006. The main results of the evaluation are as follows.

1. Overview of Evaluation Results

In the faculty activity evaluation, departmental evaluation is conducted by department heads and other relevant personnel based on (1) self-evaluation of education, research, and other activities, and (2) self-evaluation* in each field such as “education,” “research,” “international exchange,” “social collaboration,” and “administration.”

*4 levels: “S (extremely high activity status),” “H (high activity status),” “M (normal activity status),” and “L (low activity status)”

Overall, only a few “L” grades were given, indicating that faculty activities are progressing well, with activities above a certain level in all areas.

In particular, nearly 70% of the respondents rated “S” or “H” grades to “Education” and “Research,” and many of the comments from departments were positive, saying that “significant efforts are being made” and “the status of activities of the entire department and individual faculty members is reflected.”

Half of the respondents rated “M” or lower for “International Exchange,” “Social Collaboration,” and “Administration.” In “International Exchange” and “Social Collaboration,” it was reported that faculty members are promoting activities to the extent possible despite

the lingering effects of travel restrictions due to the COVID-19, and that activities have steadily recovered to the pre- COVID-19 level. Regarding “administration and management,” it is conceivable to implement measures that will lead to improvement, such as reviewing governance within the departments.

2. Future of the Faculty Activity Evaluation System

This evaluation system will continue to be utilized to improve individual faculty members’ activities and revitalize the departmental organization, which is the original purpose of the system, while correcting differences in awareness among faculty members through coordination of goals and plans by department heads or department faculty activity evaluation committees, and by setting department-specific standards and operational policies.

In addition, faculty members are facing an increased workload due to the simultaneously implemented faculty performance evaluation, and it is necessary to consider the future direction of the faculty activity evaluation system, the relationship with other evaluations, and the impact on compensation.