

UCL IOE CENTRE FOR GLOBAL HIGHER EDUCATION

TOHOKU UNIVERSITY



**UCL**

***Nurturing Inclusive and Supportive Research Cultures and Environments in Japan and the UK***



TOHOKU UNIVERSITY  
CREATING GLOBAL EXCELLENCE

**CENTRE  
FOR  
GLOBAL  
HIGHER  
EDUCATION**

**Welcome**





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# Today's agenda



**Introduction and welcome: Event chair Professor Claire Callender (UCL IOE)**



**Project research findings – scoping review: PIs Professor Kazuko Suematsu (Tohoku University) and Professor Lynn Ang (UCL IOE)**

*What does the evidence say about effective strategies for fostering supportive research cultures in the research environment in higher education?*



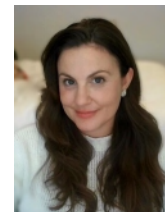
## Panel Discussions

**Professor Masahiro Yamaguchi** -Tohoku University

**Dr Frances Morton** – ESRC UKRI

**Emma Todd** – UCL

**Mary Assad** – UCL



# Inclusive and Supportive Research Cultures

A research culture describes **the environment in which research happens:**

**“Research culture encompasses the behaviours, values, expectations, attitudes and norms of our research communities. It influences researchers’ career paths and determines the way that research is conducted and communicated.  
The Royal Society, UK”**

**Who** is doing research, **what** research gets done, **how** it is communicated.

Who benefits?	How?
<i>Researchers</i>	Developing career pathways, professional development; longevity and satisfaction
<i>HEIs</i>	Output quality; faculty and staff retention; increase in collaborative, creative and open research; research integrity
<i>Wider Research community</i>	Encourages openness and flow of ideas and people across and between institutions and organisations
<i>Government</i>	Fosters world class innovation and research

# An exploratory collaborative project - *Delivering research excellence within an inclusive diverse and equitable research culture & environment*



**Professor Lynn Ang, UCL IOE**



**Professor Kazuko Suematsu, Tohoku University**

- ➔ **Developing and sharing best practice** on 'What works' in tackling EDI / DEI and research culture challenges, across Japanese and UK contexts and environments.
- ➔ **Creating a network** of cross-institutional and cross-cultural researchers, scholars, professional services leaders.
- ➔ **Research and knowledge exchange:**
  - Joint scoping review
  - Surveys at UCL and Tohoku University on our research communities' perspectives on the research culture they are working in
  - Workshops, partnership engagement events, developing collaborative research platforms and tools



# Evidence from UK literature:

## Barriers and enablers to positive, supportive research cultures

Barriers	Enablers
<ul style="list-style-type: none"> <li>• <b>Time and pressure:</b> multiple job roles</li> <li>• <b>Funding</b> – external funding pressure, short contracts, narrow career paths leading to '<b>hyper competition</b>'</li> <li>• <b>Harassment and discrimination</b> and lack of clarity and knowledge around <b>existing supportive policies</b></li> <li>• Lack of <b>institutional commitment or support</b> for effective inclusive policies</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Reward and recognition of wide range of research activities:</b> public engagement, knowledge exchange, etc.</li> <li>• <b>Data collection</b> for creating targeted interventions and policies</li> <li>• <b>Role models and representation</b> with institutional <b>commitment and messaging</b> to EDI and positive RCs</li> <li>• Clear <b>promotion, recruitment and CPD policies and frameworks</b></li> </ul>



**Equality, diversity and inclusion in research and innovation: UK review**  
Dr Kevin Guyan and Freya Douglas Oloyede  
 Advance HE, for UK Research and Innovation



# Tohoku University scoping review

- 1. An overview of the development of DEI in Japanese higher education through policy, and basic information to answer RQs.**
- 2. Presentation of results of key word search & analysis.**
- 3. Discussion: promoting DEI in the research environment and fostering a positive research culture.**



## Gender Equality

- The Basic Law for a Gender-Equal Society (1999)
- Basic Plan for Gender Equality (Revised every five years since 2000)
- Act on Promotion of Women's Participation and Advancement in the Workplace (2015)
- The Basic Policy on Gender Equality and Empowerment of Women 2023

## Science, Technology & Innovation

- Third Science, Technology and Innovation Basic Plan (2006) (Revised every five years since 1996)
- Reports and recommendations by Human Resources Committee, Council for Science and Technology
- Funding to bring international researchers in STEM fields.

- **Diversity** is becoming important in order to secure talented human resources and increase Japan's international competitiveness.
- Setting KPI to increase the number of women and young faculty members.
- Initiatives for attracting international faculty, researchers, and students.
- Reconstructing an environment that produces diverse and outstanding research.

- Number of doctoral students who receive an amount equivalent to the cost of living.
- Number of PhD holders in science and engineering hired by industry.
- Number of full-time university faculty members under 40 years old.
- Percentage of tenured and tenure-track faculty among full-time university faculty aged 35-39 at research universities.
- Percentage of new female researchers hired at universities.
- Percentage of female professors (including university presidents, vice-presidents, and professors) among university faculty.

## Outcome indicators and target of Top Global University Project

### 【共通観点2】—共通の成果指標と達成目標

【構想調書 様式1④、様式3を中心に評価】

前提条件となる事項（大学改革、国際化等）に関し、「スーパーグローバル大学」に相応しい実績を有し、かつ目標設定がなされているかについて判断し、以下の項目を評価区分により、いずれかの評点を付すこと。

#### 1. 国際化関連

##### (1) 多様性

- ① 教員に占める外国人及び外国の大学で学位を取得した専任教員等の割合
- ② 職員に占める外国人及び外国の大学で学位を取得した専任職員等の割合
- ③ 教職員に占める女性の比率
- ④ 全学生に占める外国人留学生の割合

##### (2) 流動性

- ① 日本人学生に占める留学経験者の割合
- ② 大学間協定に基づく交流数

##### (3) 留学支援体制

- ① 日本人学生の留学についての支援体制の構築
- ② 外国人留学生等の支援体制の構築

##### (4) 語学力関係

- ① 外国語による授業科目数・割合

Percentage of foreign nationals and foreign degree holders among faculty members

Percentage of foreign nationals and foreign degree holders among administrative staff

Percentage of female faculty and administrative staff

Percentage of international students



Quick overview on relevant literature written in Japanese by using multiple conventions of search terms/ keywords.

- Title search on CiNii Research with approximately 80 combinations of relevant keywords in February 2024.
- New relevant terms found in the course of the search were added to the keyword list for the second round in April.
- Identified areas of research where research has been accumulated.

<u>Keywords Parallel Translation</u>	
大学 university	ジェンダー gender
大学教員 academics/faculty	男女共同参画 gender equality (*men and women jointly participate)
研究文化 research culture	障害 disability
研究環境 reserch environment	若手研究者 young researcher
日本 Japan	性的少数者 sexual minority
研究者 researcher	マイノリティ minority
女性研究者 female reseacher	支援 support
外国人研究者 foreign researcher	推進 promotion
多様性 diversity	DEI/ D & I / LGBT - same as English

# Findings

Rank	KW1 (JP)	KW1 (EN)	KW2 (JP)	KW2 (EN)	KW3 (JP)	KW3 (EN)	All	Article
1	研究者	researcher	日本	Japan	-	-	3449	3126
2	大学教員	academics/faculty	研究	research	-	-	749	624
3	研究者	researcher	若手研究者	young researcher	日本	Japan	442	414
4	女性研究者	female researcher	支援	Support	-	-	456	210
5	大学	university	研究者	researcher	日本	Japan	200	180
6	大学	university	研究環境	research environment	-	-	161	137
7	研究者	researcher	女性研究者	female researcher	日本	Japan	115	97
8	研究者	researcher	外国人研究者	foreign researcher	日本	Japan	101	87
9	研究	research	D&I	D&I	-	-	89	86
10	大学教員	academics/faculty	研究	research	日本	Japan	50	42
11	研究	research	DEI	DEI	-	-	50	42
12	大学教員	academics/faculty	障害	disability	-	-	42	40
13	大学教員	academics/faculty	女性	female	-	-	45	37
14	研究者	researcher	男女共同参画	gender equality	日本	Japan	39	36
15	性的少数者	sexual minority	研究	research	-	-	27	22
16	研究環境	research environment	ダイバーシティ	diversity	-	-	71	17
17	大学教員	academics/faculty	外国人	foreigner	-	-	19	15
18	大学教員	academics/faculty	ジェンダー	gender	-	-	17	15
19	研究者	researcher	ダイバーシティ	diversity	-	-	37	15
20	大学	university	研究環境	research environment	研究者	researcher	18	12
21	研究者	researcher	ジェンダー	gender	日本	Japan	14	12

- Limited literature exist that use the term “DEI” in higher education context.
- Relatively large amount of literature on young/ female/ foreign researcher.
- Very little literature on research culture

- DEI is taking shape in Japanese higher education through the integration of two main streams; gender equality, and science, technology & innovation.
- DEI is becoming a buzzword, but there is little research on DEI in the university research environment in Japan.
- DEI is not well defined in the research environment nor is it embedded in the research culture in Japan.

**Research on “Research Culture” is needed**



# Panel discussion



**Professor Masahiro Yamaguchi,  
Tohoku University**

Add any points here

# Panel discussion



**Dr Frances Morton,  
UKRI**

- Inclusive culture as a funder, employer, partner and leader
- Building an EDI evidence base
- Embedding EDI throughout research careers

# Panel discussion



**Emma Todd and Mary Assad,  
UCL**

Add any points here



# Questions and discussion

## To ask questions:

- Post in the chat
- Raise your hand

## Please:

- Keep your microphone muted until asked to speak

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<https://www.ucl.ac.uk/ioe/departments-and-centres/centres/centre-global-higher-education/delivering-research-excellence-within-inclusive-diverse-and-equitable-research-culture>