

Evaluation Standards for Tenured Faculty

1. Basic Policy

Waseda University seeks to engage and nurture those who recognize fully the fundamental principles of the university, as well as the role and the mission the university assumes in the society, and those who are reliable, resolute for pedagogical work and research as well as management and operation of the departments to which they belong.

2. Evaluation Items

(1) Research activities

1. Was there adequate accomplishment of the initial research plan?
2. Does the current research plan (subject) have promise of advancement, creativity, and future potential?
3. Was there success in obtaining competitive funding?
4. Was there participation on a joint basis by persons from within and outside the university?
5. Have there been accomplishments in collaborative, funded research with entities or persons outside the university?

(2) Dissemination of results

1. Was there appropriate, invitational announcement of results at an academic meeting in or outside of Japan?
2. Was there appropriate announcement in documentary or printed form (including publication in a periodical and provision of software on an open-use basis)?
3. Have there been any distinctive awards or prizes?
4. Has there been coverage by the media?

(3) Educational activities

1. Have the content and methodology of lectures been effective (based on contact with students and mentors)?
2. Have the content and methodology of research supervision been effective (based on contact with students and mentors)?
3. Are the assigned subjects suitable?
4. Does the person have qualification and suitability as an instructor (personality, ability to express oneself, leadership)?
5. Does the person have clear awareness as an instructor (attitude, aspiration)?

(4) Others

1. Has the person actively participated in meetings and events?
2. Have there been results of committee work?
3. Any other important matters (contribution to society, etc.)?
4. Has the person met the conditions set at the time of appointment?

*In the evaluation, the first step is the confirmation of the level of achievement under the research and education plan and the annual plan that is submitted at the beginning of the academic year. Following that, the evaluation is conducted in light of the standards adopted by the respective academic departments and areas of special study for appointing full-time faculty, and from a comprehensive perspective, including such matters as whether the person scored higher than expected levels in the evaluation items above, and whether the person opened new vistas or broke new ground in the area in question.