

Policy of Hiring Full-time Female Faculty

In compliance with its Policy of Human Resources of Kyoto City University of Arts for the Period of the Second Medium-Term Plans*, the Faculty of Fine Arts and the Graduate School of Arts of the University aim to increase to 40% or higher the proportion of full-time female faculty in each of the majors including general education following recruitment. To achieve this, a full-time faculty shall be selected according to guidelines 1 to 3 below in future recruitments.

The recruitment of specially appointed faculty members is the only exemption.

If the goals in hiring female faculty were to be revised as part of the University's next medium-term plans, this arrangement may be re-examined accordingly.

- 1) For a major concerned, if the proportion of full-time female faculty is less than 40% prior to recruitment, only female candidates will be eligible in its recruitment. If the proportion of female faculty is 40% or higher prior to recruitment but falls below 40% in hiring a male candidate, the recruitment will prioritize female candidates. When female candidates are prioritized, the Human Resources Committee will consider the recruitment conditions and consult the Faculty Senate.
- 2) If female candidates are exclusively eligible or prioritized in a recruitment, this will be clearly stated as the intention of the Faculty of Fine Arts and the Graduate School of Arts in both the Guidelines of Recruitment and Faculty Search Guidelines.
- 3) If the above criteria were not met, or in hiring a specially appointed faculty member, the Faculty of Fine Arts Senate will have the Human Resources Committee look into the matter.

*Policy of Human Resources of Kyoto City University of Arts for the Period of the Second Medium-Term Plans (April 2018— March 2024), Board Decision, June 12, 2018.

4. Diversity among faculty members and staff is required. For the time being, the University will be actively hiring and promoting female faculty to increase their proportion to 40% or higher per unit.