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研究課題名（和文）Toward a dynamic academic society: Integrating a new academic generation in Japan

研究課題名（英文）Toward a dynamic academic society: Integrating a new academic generation in Japan

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研究成果の概要（和文）：本研究は、若手・女性・外国人など多様な背景を持つ研究者がどのように学術界のダイナミクスを高めていけるのか、その可能性を探った。アジアでは、学術界におけるマイノリティ・グループに関する研究はほとんど行われてこなかったが、本研究では、言語の制約や政策など、社会的・文化的・組織的な環境が大きな障壁となっていることが明らかになった。プロジェクトの最終年度には、国際セミナーとワークショップを開催し、研究成果を発表するとともに、東アジア各国の現状についても情報交換を行い、議論を深めることができた。

研究成果の学術的意義や社会的意義

本研究では、多様な背景をもつ若手研究者が日本のアカデミアにおいて直面する課題を探り、それぞれが力を十分に発揮するために必要とされる素養や活動内容を多角的に整理・明確化して共有することができた。政策・制度・個人生活などをはじめ、諸要因をマクロかつ多面的に理解することは理論的に有意義である一方、ミクロレベルでは彼らの教職・研究活動に加え、日常生活で生じる課題に丁寧に向き合うことの必要性を見出すことにも繋がった。また、東アジア諸国との比較調査を行う上での基盤固めにもなった。

研究成果の概要（英文）：This study explored how the academic society increase dynamics with academics who have different backgrounds such as junior, female, and international. Although the studies on underrepresented groups in academia have rarely been done in Asia, this study found that the social and cultural environment has significant factors with the language limitations and the policy initiative are not enough to overcome the current stage. In the last year of this project, an international seminar and workshop were held to discuss the results of this project and share the current situation in East Asian countries and regions.

研究分野：Sociology of Education

キーワード：academic

1. 研究開始当初の背景

Despite strong policy efforts to diversify, Japanese academia is relatively homogeneous, reflecting the uniformity and homogeneity of Japanese society (Sugimoto, 2014). As of 2021, the proportion of female academics in Japanese universities was only 30% of the total faculty, the lowest among Organization for Economic Cooperation and Development countries (OECD, 2023). In addition, most faculty members received their undergraduate and graduate degrees in Japan (Bennion & Locke, 2010). This means that the majority of Japanese academics were trained within the same higher education system. Although there have been studies on how to integrate young academics from different backgrounds into their academic society in Asian contexts, very few studies have been conducted in Japan. In a broader context, with the implementation of market approaches and reforms since the 1990s, as well as declining birth rates and student enrollments, Japanese higher education has undergone radical changes. The question of what constitutes a desirable academic society is difficult to answer because it is defined by a temporal and spatial context. However, a basic and common agreement on what constitutes a dynamic organization is that great efforts are needed to integrate and include all members by recognizing diversity (Cox, 2001). Therefore, academics are now expected to achieve global standards and transform their roles, competencies, and everyday academic life. In the midst of these changes, universities are using employment incentives, promotions, and tenure waivers to attract female academics and international faculties to diversify academia. As a result, early-career academics are in a very different situation and face unprecedented challenges compared to the previous generation in adjusting to the academy in terms of their precarious and contract-based positions.

Since junior academics could be critical members in the growth of the dynamism of academia, the integration of junior academics is a crucial element in the socialization process into university culture and norms. For the next generation of academic society, ways of caring for and supporting junior academics are necessary to develop their competence and ability with practical as well as political approaches. With such support, they could have long-term academic career plans based on the cumulative development of their daily experiences (McAlpine & Åkerlin, 2010). In particular, junior academics from diverse backgrounds are under tremendous pressure to publish in international journals, obtain more external funding, meet the needs of students, adapt to the new academic environment, balance academic work and personal life, and respond to societal expectations beyond their academic roles (Brotherhood, Hammond, & Kim, 2019; Morley & Babara, 2016). Of course, most junior academics experience these pressures in different ways, but junior academics with minor backgrounds are in a more competitive environment. Due to their status and position, they rarely express their voice and ideas in universities. Moreover, the environment can be quite serious when the academic society tends to be more conservative and uniform. Therefore, as minority groups, junior

academics from diverse backgrounds can benefit from exploring how to accelerate their integration into Japanese academia.

## 2. 研究の目的

The purpose of this study is to explore the possibilities for increasing the dynamism of Japanese academic society through the integration of a new generation. In particular, this study emphasizes finding ways to develop an academic university culture that is more inclusive and dynamic based on the experiences and challenges of junior academics from diverse backgrounds. Therefore, this study focused on answering the following research questions: 1) How have female/international/returning junior faculty been integrated into academia? 2) How have previous diversity policies at the national and institutional levels worked in Japanese universities and academia? 3) What efforts have been made to adapt or change the academic culture and environment? 4) How can the Japanese academic community increase the dynamism and inclusiveness of junior academics from diverse backgrounds?

## 3. 研究の方法

Although this research was primarily qualitative in nature, policy and quantitative analyses were also conducted to gain a more in-depth understanding of relevant issues. The foundation of the research was laid by reviewing the literature, exploring good cases in homogeneous and heterogeneous academic societies, and developing a theoretical framework and interview questions. In addition, interview questions were completed based on relevant interviews and comments from colleagues, and relevant policies and statistical data were analyzed. In-depth interviews were conducted with academics from diverse backgrounds, and analysis of interview transcripts was conducted using inductive and deductive coding.

## 4. 研究成果

The main findings of this project are detailed below. First, junior academics in Japanese universities face various challenges and difficulties. Second, although the policy approach is essential to increase the dynamism of academia, it is not enough to rely only on policy efforts to promote integration and inclusion. Third, understanding organizational differences and individual situations is crucial to integration in Japanese academia.

### 1) Challenges and environments for junior academics

The challenges are not only for female and international junior academics, but also for their counterparts. However, female and international junior academics are in a more difficult situation to integrate into academia. The Japanese academic community emphasizes integration and assimilation into its academic community. However, junior female academics have had difficulty raising their voices or seeking refuge from senior scholars in the senior and male-oriented academia. They also have limited opportunities to apply for stable positions and need to find new career paths even if they were trained in the traditional way. International scholars in Japan are expected to increase the use of English in the workplace and to create a global research environment; they are also expected to acquire a high level of

Japanese language skills and to adapt to Japanese organizational culture. This emphasis is reflected in the tendency of institutions to prefer international scholars with Japanese doctoral degrees. Limitations of policy approaches

## 2) Limitations of policy approaches

The policy of expanding women's participation in political and decision-making processes in all areas of society aimed to "increase the proportion of women in leadership positions to at least 30 percent in all areas of society by 2020". As a result of this policy, the number of female faculty members in Japan has increased, but there are still significant gender gaps in academic fields. In addition, there are more female faculty members in private universities than in national universities, and the lower academic ranks have a higher percentage of women. Although policy initiatives have begun to increase diversity in the quantitative approach, the need to create an ideal and appropriate environment for female academics has not been considered, and feasible alternatives based on social consensus with various groups have not been reached. In-depth discussions are needed to provide qualified mentorship from senior female academics and to address concerns about reverse discrimination due to quotas set by governments. Such an approach could be found among international academics in Japan. Although the government and universities (institutes) are recruiting more international academics at the macro level, they are still easily marginalized without a high level of domestic language skills and are in trouble because of cultural differences at the micro level.

## 3) Implications for the integration of academics

The Japanese academic community emphasizes the integration and adaptation of international scholars into its community, but the meticulous care based on the field was limited. For the international scholars, the clear role descriptions and promotion requirements are necessary to increase their motivation. Since they have also experienced many cultural differences, potential international scholars who are unfamiliar with Japanese culture would face difficulties. In addition, they are expected to acquire a high level of Japanese language skills and to adapt to the Japanese organizational culture. This emphasis is reflected in the tendency of institutions to prefer international scholars with Japanese Ph.D. degrees. There is a dilemma between providing more university-wide international working environments and maintaining the traditional ways in academic society. Therefore, how to strike a balance is the critical point to integrate international scholars into Japanese academia. In addition, junior female academics have more opportunities to enter academia, but the senior male-oriented academic culture is embedded. Moreover, the support system to develop their careers according to life cycle and academic rank is required.

As planned in the last year of this project, an international seminar and a workshop were held to discuss the findings of this project and to share the current situation in East Asian countries and regions with the invited internationally renowned researchers who are doing research on similar topics. In addition, the research results were presented at international and national conferences and published as book chapters and journal articles.

5. 主な発表論文等

〔雑誌論文〕 計3件（うち査読付論文 3件/うち国際共著 3件/うちオープンアクセス 2件）

1. 著者名 Kim Yangson	4. 巻 18
2. 論文標題 The Institutionalization of Neoliberal Ideas in the Management and Evaluation of Higher Education in Korea and Japan	5. 発行年 2021年
3. 雑誌名 Higher Education Forum	6. 最初と最後の頁 47～68
掲載論文のDOI（デジタルオブジェクト識別子） 10.15027/50745	査読の有無 有
オープンアクセス オープンアクセスとしている（また、その予定である）	国際共著 該当する

1. 著者名 Kim Yangson, Kim SeungJung	4. 巻 81
2. 論文標題 Being an academic: how junior female academics in Korea survive in the neoliberal context of a patriarchal society	5. 発行年 2021年
3. 雑誌名 Higher Education	6. 最初と最後の頁 1311～1328
掲載論文のDOI（デジタルオブジェクト識別子） 10.1007/s10734-020-00613-3	査読の有無 有
オープンアクセス オープンアクセスではない、又はオープンアクセスが困難	国際共著 該当する

1. 著者名 Lee Soo Jeung, Schneijderberg Christian, Kim Yangson, Steinhardt Isabel	4. 巻 13
2. 論文標題 Have Academics' Citation Patterns Changed in Response to the Rise of World University Rankings? A Test Using First-Citation Speeds	5. 発行年 2021年
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掲載論文のDOI（デジタルオブジェクト識別子） 10.3390/su13179515	査読の有無 有
オープンアクセス オープンアクセスとしている（また、その予定である）	国際共著 該当する

〔学会発表〕 計9件（うち招待講演 5件/うち国際学会 4件）

1. 発表者名 Tsukasa Daizen & Yangson Kim
2. 発表標題 Research Productivity of Faculty Members in Japanese Universities : Why Junior faculty member produced less research papers than senior faculty member
3. 学会等名 CGHE East Asia Researchers' Meeting (招待講演)
4. 発表年 2023年

1. 発表者名 Futao Huang, Tsukasa Daizen, Yangson Kim & Akira Arimoto
2. 発表標題 Why did Japanese female faculty members produce less research output than male faculty members?
3. 学会等名 APIKS Chile Conference (国際学会)
4. 発表年 2023年

1. 発表者名 Yangson Kim, Inyoung Song, & Noboru Miyoshi
2. 発表標題 International academics outside of university: How do they contribute to and integrate into national research institutes in Korea and Japan?
3. 学会等名 RIHE Open Seminar (招待講演)
4. 発表年 2023年

1. 発表者名 Hayes Tang, Soo Jeung Lee, & Yangson Kim
2. 発表標題 Revitalising academic identities in (post-) COVID times: Diverse perspectives and perceptions in East Asia
3. 学会等名 The University of Tokyo Symposium (招待講演)
4. 発表年 2022年

1. 発表者名 Yangson Kim
2. 発表標題 Exploring academics in socio-cultural contexts: focusing on experiences and challenges of female junior academics in Korea and Japan
3. 学会等名 Special Lecture at Seoul National University (招待講演)
4. 発表年 2022年

1 . 発表者名 Hayes Tang, Yangson Kim, & Soo Jeung Lee
2 . 発表標題 Narrating Academic identity of Higher Education Researchers in East Asia: Diverse Responses to the Impact of COVID-19
3 . 学会等名 8th Higher Education Research Association (HERA) Annual Conference ( 国際学会 )
4 . 発表年 2022年

1 . 発表者名 Tang Hei-hang Hayes, Kim Yangson, Lee SooJeung, Chan Roy Y.
2 . 発表標題 Narrating Academic identity of Higher Education Researchers in East Asia: Diverse Responses to the Impact of COVID-19
3 . 学会等名 Comparative International Education Society ( 国際学会 )
4 . 発表年 2021年

1 . 発表者名 Huang Futao, Kim Yangson
2 . 発表標題 Early Career Paths and Employment Situations of Academics in Four Asian Systems
3 . 学会等名 Academic Profession in Knowledge Society ( 招待講演 ) ( 国際学会 )
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1 . 発表者名 Yangson Kim & Machi Sato
2 . 発表標題 Exploring academics in socio-cultural contexts: focusing on experiences and challenges of junior female academics (JFAs) in Japanese universities
3 . 学会等名 Open Seminar
4 . 発表年 2020年

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1. 著者名 Kim Yangson, Sato Machi	4. 発行年 2021年
2. 出版社 Japan Documents	5. 総ページ数 13
3. 書名 Junior Female Academics: Experiences and Challenges	

〔産業財産権〕

〔その他〕

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6. 研究組織

氏名 (ローマ字氏名) (研究者番号)	所属研究機関・部局・職 (機関番号)	備考
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7. 科研費を使用して開催した国際研究集会

〔国際研究集会〕 計1件

国際研究集会 International Seminar: Diverse academics in the East Asian context: Their experiences and challenges	開催年 2023年～2023年
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8. 本研究に関連して実施した国際共同研究の実施状況

共同研究相手国	相手方研究機関
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