

# Public Information on the Participation and Advancement of Women

## Faculty

### 1. Hiring

(1)	Proportion of females among new hires (AY2018)	Tenured (Full time)	19.3%
		Untenured (Full time)	26.6%
(2)	Proportion of female faculty among all faculty (as of May 1, 2018)	Tenured (Full time)	13.9%
		Untenured (Full time)	25.0%

## Administrative staff

### 1. Hiring

(1)	Proportion of females among new hires (AY2018)	Tenured (Full time)	36.7%	
		Untenured (Full time)	75.7%	
(2)	Competition rate in hiring between males and females (applicants per new hires) (AY2018)	Tenured (Full time)	Females	51.4 applicants per position
			Males	44.2 applicants per position
Note: New graduates only				
(3)	Proportion of female employees among administrative staff (as of May 1, 2018)	Tenured (Full time)	22.9%	
		Untenured (Full time)	70.5%	

### 2. Continuous Employment/Work Style Reform

(1)	Average number of years of service among females (with males at 100%) (as of May 1, 2018)	Tenured (Full time)	79.1%	
(2)	Proportion of continued employment between males and females hired exactly or around 10 business years previously (number of incumbents in AY2017*1/number of hires between AY2007 and AY2009*2)	Tenured (Full time)	Females	84.2%
			Males	93.6%
Note 1: Number of employees hired between AY2007 and AY2009 remaining employed in AY2017 (as of March 31, 2018)				
Note 2: New graduate hires only				
(3)	Rate of child care leave taken between men and women (AY2018)	Tenured (Full time)	Females	100.0%
			Males	5.6%
		Untenured (Full time)	Females	100.0%
			Males	0.0%

(4)	Average number of work hours outside of legally-stipulated work hours per month (AY2018)	Tenured (Full time)	17.0 hours
		Untenured (Full time)	6.3 hours
(5)	Rate of paid holidays taken (AY2018)	Tenured (Full time)	60.65%
		Untenured (Full time)	64.13%

\*The average number of days taken is 12.13 for tenured, full time administrative staff and 12.83 days for untenured, full time administrative staff

\*Summer holidays, start-of-year holidays, and leave, such as half-day leave, are taken separately

### 3. Evaluations/Promotions

(1)	Proportion of females among senior administrators (as of December 1, 2018)	Dean level	5.0%
		Associate Dean level	15.4%
		Section Manager level	11.7%
		(Total)	11.7%

### 4. Further Attempts (diverse career course)

(1)	Record of changes to position or employment status of males and females (AY2018)	Untenured → Tenured (Full time)	Females	2 person
			Males	0 person
(2)	Proportion of females among mid-life career hires (AY2018)	Tenured (Full time)	22.2%	

Note: Proportion of mid-life career hires among full time administrative staff with tenure is 34.0% (as of May 1, 2018)