

Program for the Development of Next-Generation
Leading Scientists with Global **Insight**

E-INSIGHT

REVIEW
2024

Looking Back on L-INSIGHT's First Half: Toward Further Dissemination



Excellent researchers can develop original hypotheses with unique insights. Through experiments and observations, they publish their findings, refining and strengthening their hypotheses by incorporating feedback from researchers worldwide. This process resembles sculpting: just as a sculptor must observe their work from multiple angles to achieve perfection, researchers can only enhance their ideas by integrating diverse perspectives from colleagues from around the world with different academic backgrounds, cultures, and ways of thinking. For researchers to succeed, they must engage with broad audiences, lead constructive discussions, and remain open to revising their hypotheses.

In Japan, many talented researchers struggle to engage in constructive discussions on the global stage due to language barriers, geographical constraints, or cultural hesitation to speak up in public forums. The “Program for the Development of Next-Generation Leading Scientists with Global Insight (L-INSIGHT)” addresses this challenge by recruiting early- to mid-career researcher Fellows who aspire to become active around the world. The program provides opportunities for them to learn from world-class researchers about research practices, logical approaches to research design, and strategies for work-life balance. The ultimate goal is to immerse Fellows in diverse environments and help them apply these lessons to their own research.

At the end of last year, L-INSIGHT completed its development phase—the first half of the project—and entered its improvement phase, which aims to disseminate the program starting in 2024. Additionally, the first cohort of Fellows has become the inaugural L-INSIGHT alumni. The program’s true impact will become evident as these alumni take on active roles around the world. We expect them to leverage their L-INSIGHT connections to energize the academic community. We will continue promoting the program both within and beyond the university to produce more researchers who can play an active role worldwide.

ISHIKAWA Fuyuki

Program Manager, L-INSIGHT
Director, Center for Enhancing Next-Generation Research
Director, Kyoto University Research Administration Center (KURA)
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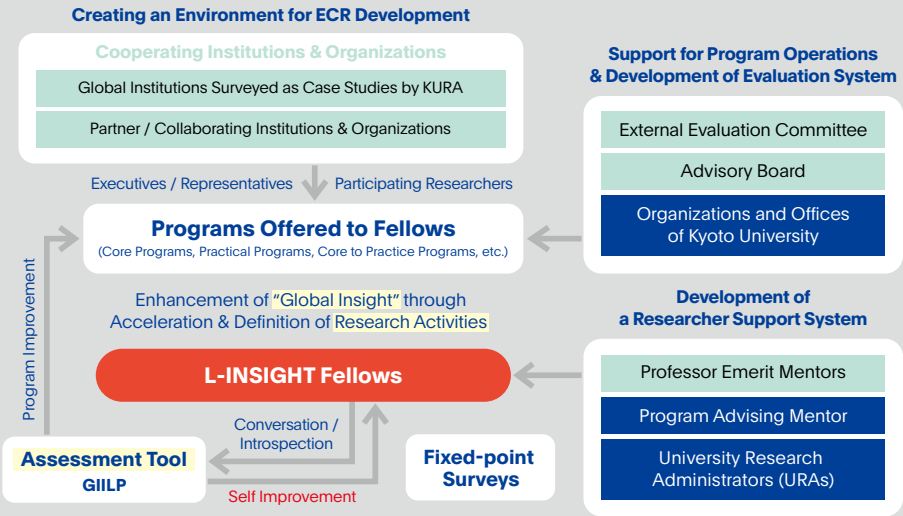
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Overview

Components and Framework of L-INSIGHT
Organizational Management Structure

L-INSIGHT

Components and Framework of L-INSIGHT



At Kyoto University, we honor our tradition of academic freedom while valuing each researcher's unique individuality as we design support systems for early-career researchers (ECRs). As ECR career paths become increasingly diverse, we focus on creating an environment that enables long-term development and sustainability. Our program aims to maximize initiative and unlock researchers' full potential.

For researchers to contribute meaningfully to future society and remain actively engaged, they must understand and approach research activities from diverse perspectives, ranging from local industries to the international community. In L-INSIGHT, we call these competencies “Global Insight” (see page 11) and have developed a unique framework to support L-INSIGHT's development. Using this framework, each Fellow sets personal goals and determines how to achieve them, participating in programs designed to enhance essential competencies such as perspectives, knowledge, and action.

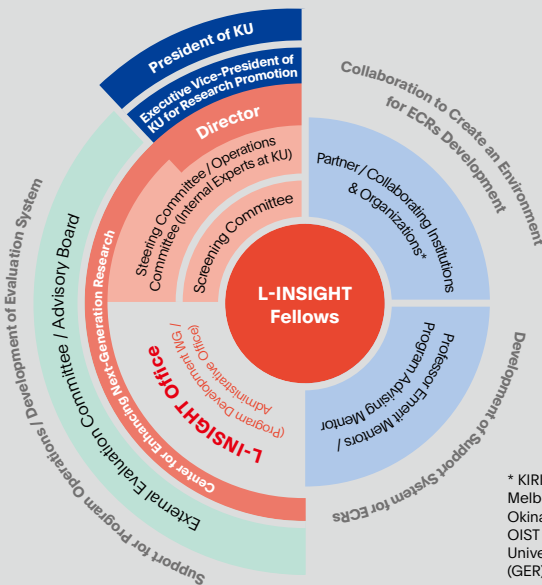
There are three L-INSIGHT programs: Core Programs, Practical Programs, and Core to Practice Programs (CToP). The Core to Practice Programs (CToP) help Fellows connect their program experiences with their research activities. These three program types are specifically designed to help Fellows form their own “core circles” (see page 14).

The effectiveness of each program is measured by the Fellows through the “Global Insight Individual Logic Plan (GIILP),” which they develop as a personal assessment tool to reflect on how each program has impacted their target competencies. Fellows engage in self-analysis with support from their assigned Professor Emerit Mentor and Program Advising Mentor.

We also track Fellows' research outputs through regular surveys and incorporate feedback from experts in Japan and overseas to develop, test, and improve our program offerings. To achieve these goals, we build collaborative relationships not only within Kyoto University but also with research institutions, educational organizations, and companies both in Japan and abroad. This provides our Fellows with opportunities that reflect diverse perspectives. We are committed to continuously improving our programs so they can benefit researchers in Japan and overseas.

Organizational Management Structure

We test program effectiveness in collaboration with our Fellows. To provide coordinated support for Fellows in achieving their goals, we are creating an ecosystem by working closely with leading researchers and partner institutions both in Japan and abroad. We also receive advice from domestic and international groups affiliated with Kyoto University's Center for Enhancing Next-Generation Research (E-NER), of which L-INSIGHT is part, to improve our programs and operating systems.



* KIRIN, Shimadzu, Mitsui Chemicals, University of Melbourne (AUS), Osaka University (JPN), Okinawa Institute of Science and Technology OIST (JPN), Kobe University (JPN), Heidelberg University (GER), Karlsruhe Institute of Technology (GER), University of Göttingen (GER), etc.

Center for Enhancing Next-Generation Research (E-NER) | Steering Committee, Operations Committee, Management Office

The Center for Enhancing Next-Generation Research (E-NER) merged with Kyoto University Research Administration Center (KURA) in April 2024. E-NER operates under a Director who also serves as the L-INSIGHT Program Manager. The organization is structured around three key committees:

1. The Steering Committee: The program's primary decision-making body, which includes Kyoto University's Executive Vice-President
2. The Operations Committee: Responsible for program planning and development
3. The Screening Committee: Handles the selection of L-INSIGHT Fellows

Day-to-day operations are managed by the L-INSIGHT Office.

L-INSIGHT Fellows | Demonstrating effectiveness with an interdisciplinary community

To develop and disseminate effective programs for fostering the next generation of leading researchers, we test the effectiveness of the programs in collaboration with our Fellows, who are selected through a competitive application process. Each cohort participates in the program for approximately three years. Between June 2020 and FY2024, thirty ECRs representing fourteen different faculties and graduate schools across Kyoto University—spanning humanities and social sciences, medical and life sciences, and science and engineering—have been appointed as L-INSIGHT Fellows.

Partner / Collaborating Institutions and Organizations | Creating a diverse environment

In collaboration with domestic and international institutions, we provide our Fellows with unique opportunities in each program, including platforms for interdisciplinary, intercultural, and intergenerational discussions.

Advisory Board and External Evaluation Committee | Systems of operational support and evaluation

We receive annual guidance from our Advisory Board, whose members offer holistic suggestions to L-INSIGHT Fellows and provide management with insights from specialized, international perspectives. We also receive input from our External Evaluation Committee, comprising experts in researcher development. In FY2023, they evaluated our Program Development phase and provided feedback.

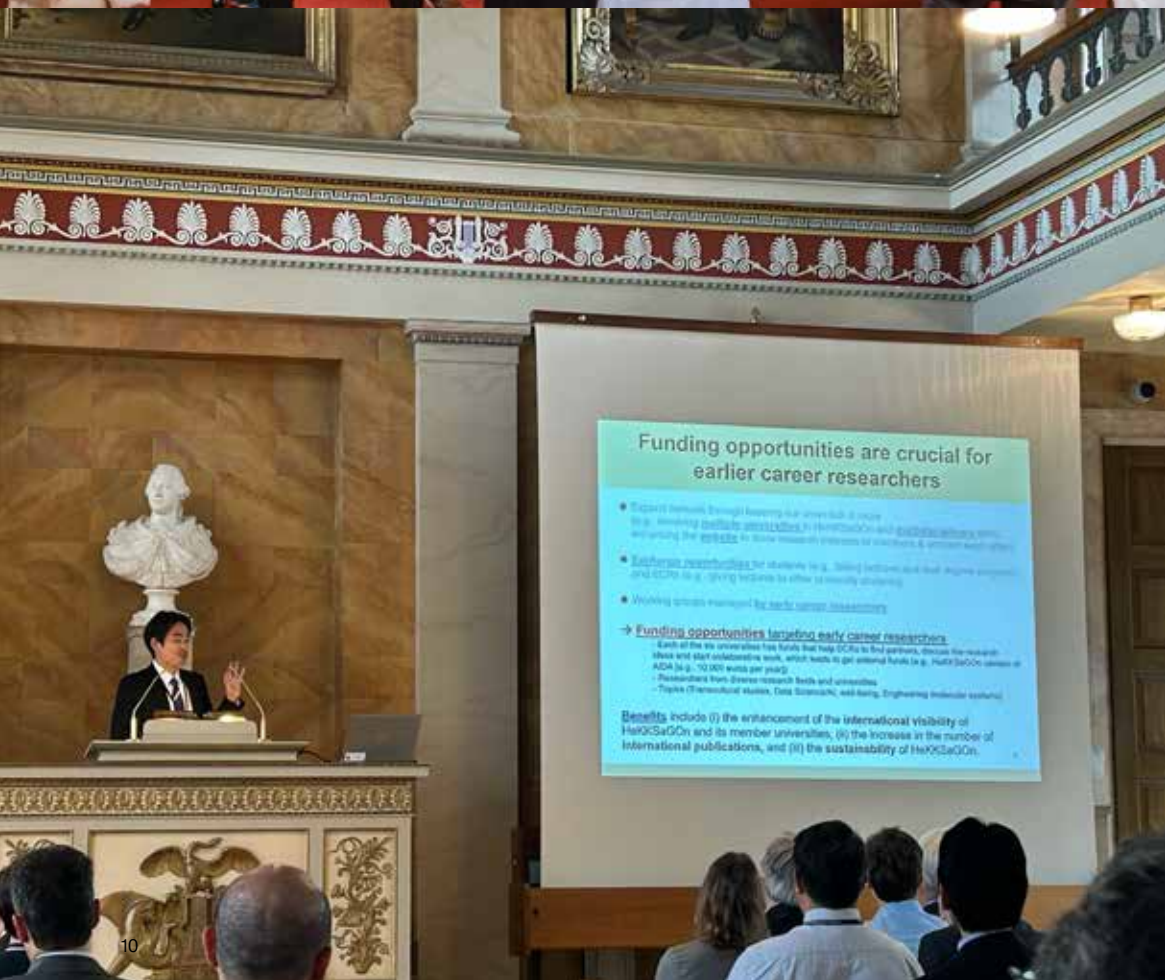
In-Depth

1. Program Development and Validation

Principles and Concepts

Supporting the Long-Term Goals of ECRs

Program Provision and Dissemination



Funding opportunities are crucial for earlier career researchers

- Support network through keeping their university & home (e.g. receiving public attention, in particular in early career years, ensuring the prestige in their research interests to students & senior researchers)
- **Exchange opportunities** for students (e.g. taking lecture and their degree program, and CCTP (e.g. giving lecture to other to mobility training)
- Working groups managed by each senior researchers

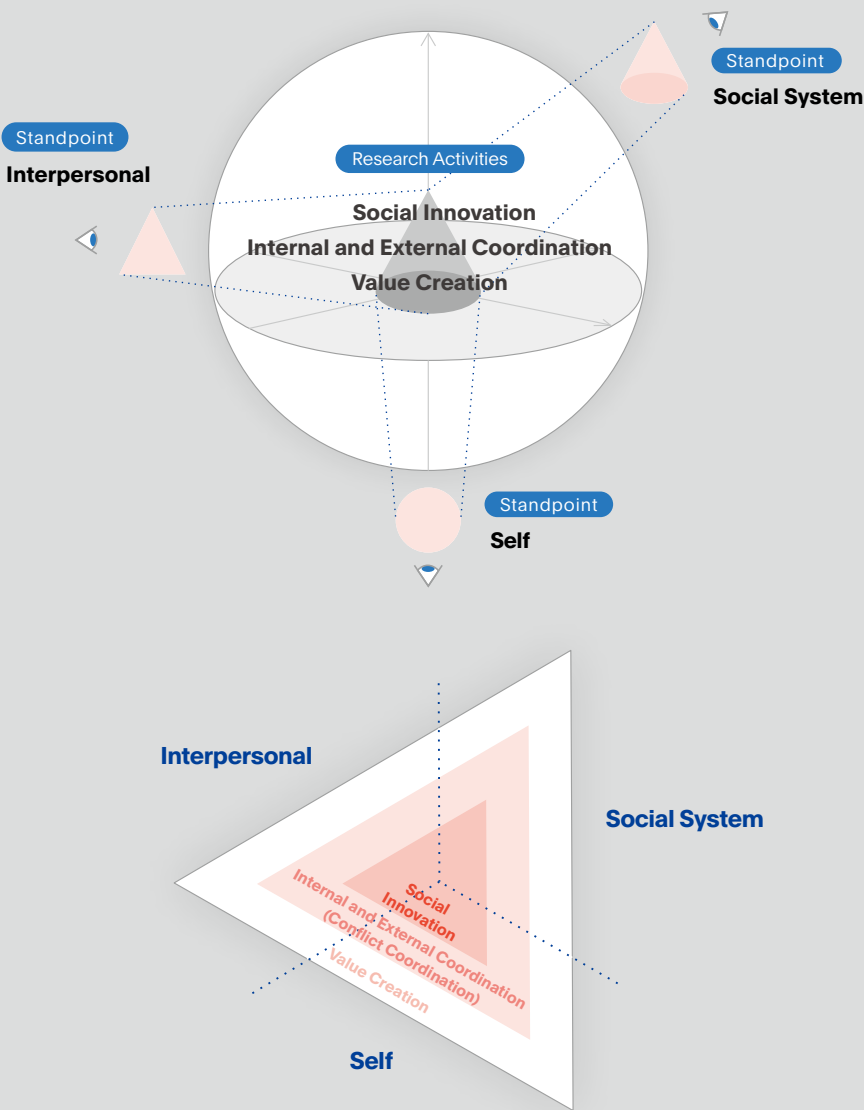
→ Funding opportunities targeting early career researchers

- Each of the six universities has funds that help OCs to find partners, discuss the research ideas and start collaborative work, which leads to get external funds (e.g. H2K3SaGOn centers of ADA (e.g. 10,000 euros per year))
- Researchers from diverse research fields and universities
- Topics (Transcultural studies, Data Science, AI, etc., Engineering Molecular evolution)

Benefits include (i) the enhancement of the international visibility of H2K3SaGOn and its member universities, (ii) the increase in the number of international publications, and (iii) the sustainability of H2K3SaGOn.

Principles and Concepts

Self-Reflection, Global Awareness, and Contributing to Future Society through Research



L-INSIGHT’s Vision for Researchers of the Next Generation

Societal demand for science, technology, and academic knowledge is growing rapidly, and next-generation researchers must understand the world and contribute to future society through their research. We believe that for these researchers to maintain long-term impact, they must develop what we call “Global Insight.”

“Global Insight” competencies consist of three research activity objectives—“Value Creation,” “Internal and External Coordination,” and “Social Innovation”—and three standpoints—“Self,” “Interpersonal,” and “Social System.” These intersect to create a framework of nine categories. Fellows use this framework to set long-term goals and as a foundation for self-reflection and improvement, identifying the initiatives and communities they need to engage with to develop necessary competencies.

Supporting the Long-Term Goals of ECRs

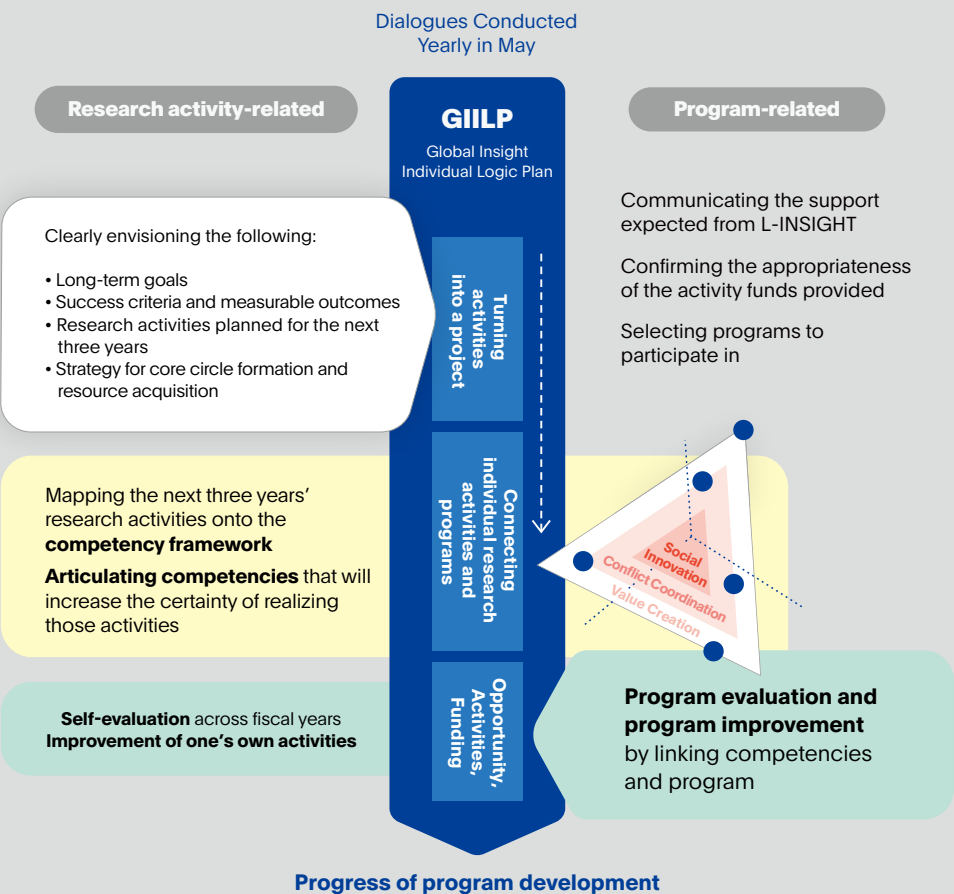
Mapping Their Own Paths

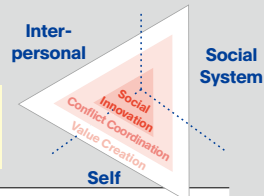
Goal Setting Process and Methodology Development

As ECR career paths become increasingly diverse, many find themselves lacking role models and long-term vision. To create a program that maximizes initiative and unlocks ECRs’ full potential, we are testing and developing programs with ambitious Kyoto University ECRs selected as L-INSIGHT Fellows. Each Fellow sets long-term research goals, envisions the activities needed to reach those goals, and implements them as a series of projects. Starting in FY2024, forming a “core circle” of researchers (see page 14) has become central to Fellows’ activities, serving both as a path to achieving long-term goals and as a measure of progress.

Fellows use the Global Insight Individual Logic Plan (GIILP)—L-INSIGHT’s online tool—to identify the competencies they need to acquire. Each Fellow develops GIILP as their personal assessment tool, supported by one-on-one conversations with their Professor Emerit Mentor and Program Advising Mentor. Once a year, Fellows link their activities to relevant competencies, using this process and its results for self-assessment and improvement.

E-NER also uses GIILP to visualize how each program affects Fellows’ competency development. These insights help improve current programs and develop new ones, enhancing L-INSIGHT’s overall effectiveness. GIILP connects Fellows’ individual research activities with E-NER, playing a crucial role in maximizing program benefits for Fellows. The diagram below shows the items included in GIILP.





Competencies | Nine competencies aggregated based on Fellows' definitions (Aggregated in FY2023 for FY2020-2022)

Value Creation (VC)	Self	Ability to think about research topics from a bird's-eye view of academia and society, ability to update specialized knowledge and skills, self-management skills, etc.
Conflict Coordination (CC)		Strategic thinking to balance basic research with application and social contribution, networking and communication with external communities and researchers, management of work and research time, etc.
Social Innovation (SI)		Ability to position the value of research in society and identify research issues, leadership in research both inside and outside academia, ability to present research outputs, initiated career and life planning, etc.
Value Creation (VC)	Inter-personal	Ability to build research networks within and outside of one's specialty, ability to start joint research in collaboration with other researchers, communication skills, ability to nurture students, etc.
Conflict Coordination (CC)		Leadership skills that motivate and enhance students' abilities, management that improves team and individual performance, etc.
Social Innovation (SI)		Ability to carry out social implementation with involved parties, researchers, and companies, networking for cooperation and information dissemination, ability to explain to the general public and different fields, project management, etc.
Value Creation (VC)	Social System	Ability to conceive research topics related to society, ability to develop research topics with researchers in other fields, and ability to build cooperative structures, etc.
Conflict Coordination (CC)		Ability to understand external values and work in collaboration with external parties, ability to provide appropriate guidance and response to members, management skills for joint research, etc.
Social Innovation (SI)		Ability to connect research communities both domestically and internationally and between different fields, bridging and outreach between disciplines, the ability to make policy recommendations, and the ability to carry out social implementation with locals and industry/academia, etc.

We believe these competencies are essential for ECRs in the 2020s to advance their research activities. They also are a mindset and skill set valuable for graduate students and others.

Program Evaluation | 9 Attributes and Program Linkage (Excerpt) | Tabulation in May 2023

Programs	Actual number of participants	VC	CC	SI	VC	CC	SI	VC	CC	SI
		Self			Interpersonal			Social System		
GILP Interview	21	0.4	0.5	0.3	0.3	0.5	0.2	0.4	0.4	0.3
Professor Emerit Mentoring	20	0.3	0.4	0.3	0.4	0.3	0.2	0.2	0.2	0.3
Joint Meeting Program	21	0.0	0.1	0.0	0.3	0.1	0.0	0.1	0.0	0.0
Advisory Board Social Event	14	0.0	0.1	0.0	0.0	0.1	0.1	0.1	0.2	0.3
Fellows Proposal Program	18	0.1	0.2	0.1	0.3	0.3	0.2	0.1	0.1	0.2
On-campus Lectures by Business Enterprises	12	0.1	0.2	0.1	0.1	0.3	0.1	0.0	0.3	0.0
Learning from World-Class Researchers	7	0.7	0.1	0.3	0.4	0.3	0.0	0.6	0.1	0.1
L-INSIGHT Career Program	8	0.0	0.4	0.1	0.3	0.4	0.4	0.1	0.1	0.3
International Collaboration Program (Australia)	6	0.3	0.7	0.3	0.2	0.5	0.2	0.2	0.3	0.3
Field Program (Online joint program with University of Melbourne & individual visits)	11	0.2	0.3	0.1	0.5	0.3	0.3	0.4	0.3	0.0
Field Program (Online joint program with OIST & individual visits)	9	0.3	0.2	0.0	0.3	0.2	0.1	0.1	0.2	0.1
Field Program (Hokkaido)	4	0.0	0.0	0.3	0.0	0.0	0.0	0.5	0.3	0.5
International Collaboration Program (Europe) / HeKKSaGOn	12	0.2	0.3	0.3	0.3	0.3	0.2	0.4	0.4	0.3
Industry-Academia Leadership Development Program	6	0.2	0.2	0.3	0.0	0.3	0.2	0.2	0.0	0.2

Percentage of participating Fellows who found each program effective

The percentages show how many participants said that their competencies were enhanced in each of last year's programs. The calculation divides the number of participants who reported competency improvements by the total number of unique participants in each program. Since programs have different participation rates, percentages are used for consistency. If a Fellow participated in multiple sessions, they are counted only once. Similarly, if they reported the same competency improvement multiple times, it is counted as a single improvement.

Program Provision and Dissemination

Promoting Core Circle Formation with Programs

Three Categories of Programs

L-INSIGHT Fellows are encouraged to think beyond academia, setting personal goals that impact industry and society at large. During their fellowship, each Fellow is expected to develop their own network of researchers, their own network of researchers, “core circle” (detailed below). The programs we offer are built around three pillars designed to support Global Insight competency development, including perspectives, knowledge, and actions, which we consider essential for Fellows to build their core circles:

1. Core Programs help Fellows deepen their understanding of Global Insight and develop skills to apply it in practice.
2. Core to Practice Programs (CToP) help Fellows connect their Core Program experiences to their research activities.
3. Practical Programs provide opportunities for Fellows to cultivate and readily apply their Global Insight.

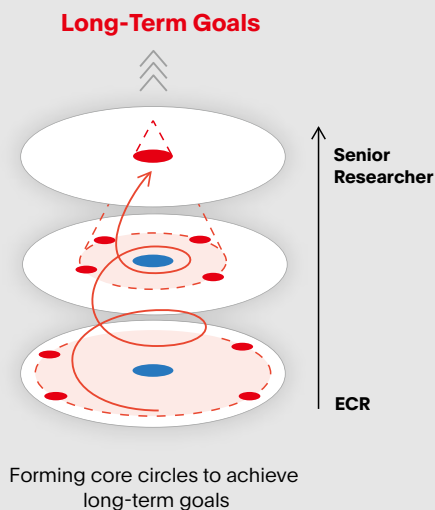
Each Fellow works with a Professor Emerit Mentor who helps them integrate L-INSIGHT experiences into their research activities through discussions focused on long-term objectives. A Program Advising Mentor provides guidance in selecting and participating in programs. Additionally, L-INSIGHT provides Fellows with annual funding to disseminate their research outputs.

Dissemination of Programs

Our programs primarily aim to help Fellows form core circles and support their research activities. We also offer programs, mainly within Core Programs, that non-Fellow researchers and postgraduate students can participate in. We strive to improve our programs to benefit not only our Fellows and researchers at partner institutions but also the broader research community.

Core Circle of Researchers

- In any academic field, there are groups of world-leading researchers who regularly share their latest findings and collaboratively organize international conferences and symposiums—we call these “core circles.”
- To establish oneself as a next-generation leading researcher with Global Insight, one must work to become part of the core circle in one’s field.
- For ECRs, it is important to start forming connections with promising researchers of their generation now, laying the groundwork for joining the heart of their field’s research community.



In-Depth

2. Programs We Offer

Core Programs

C-1 | Australia: International Collaboration Program

C-2 | Europe: International Collaboration Program

C-3 | OIST: International Collaboration Program

C-4 | Industry-Academia Collaboration Program

C-5 | Learning from World-Class Researchers

C-6 | L-INSIGHT Career Program

Core to Practice Programs (CToP)

CP-1 | Professor Emerit Mentoring

CP-2 | Global Insight Individual Logic Plan (GIILP)

CP-3 | L-INSIGHT Workshops

Practical Programs

P-1, 2, 3 | Funding Support for Research, Travel, and Invitations

P-4 | Support for Article Publication

P-5 | Fellows' Proposal Program

P-6 | Integrated Research Idea Competition

Australia: International Collaboration Program

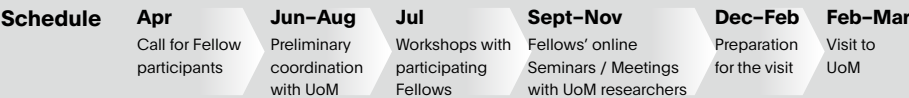


An innovative, multi-layered program created in collaboration with the University of Melbourne

Since Kyoto University ECRs first visited the University of Melbourne in FY2019, this collaborative program has provided diverse opportunities for L-INSIGHT Fellows. After holding interdisciplinary exchanges in a metaverse space during the COVID-19 pandemic, on-site visits by Fellows and postgraduate students resumed in FY2022. Fellows attend seminars and engage in discussions with researchers and experts in fields that reflect Australia’s social context and strengths. They participate in study groups and network with ECRs, while also visiting researchers and laboratories aligned with their interests.

Purpose Rather than focusing narrowly on outputs like joint articles, Fellows are encouraged to discuss wide-ranging issues and approaches with University of Melbourne researchers, forming core circles that can sustain relationships throughout their research careers.

- Activities**
- An interdisciplinary forum with the L-INSIGHT Fellows as session chairs:
 - The discussion topic of each group is proposed by the session chair
 - Leading up to the event, each participating Fellow either gives an online seminar or holds an online meeting with UoM researchers
 - The program offers opportunities to learn from “research within society” and “society within research” through lectures, discussions, and site visits with experts in fields such as epidemiology, cultural anthropology, and urban design on topics reflecting Australia’s multicultural context.
 - Fellows also arrange individual visits with researchers with whom they wish to connect. Support is available for researcher matching.



- Outcome Examples**
- Develop relationships beyond those established through externally-funded joint research projects
 - Receive invitations to speak at seminars and participate in pre-visit planning discussions
 - Discover long-term research opportunities through cross-disciplinary and cross-cultural dialogue
 - Access valuable datasets and resources in Australia’s areas of excellence

Expected Competencies*

Self × Conflict Coordination

Strategic thinking to balance basic research with application and social contribution, networking and communication with external communities and researchers, management of work and research time, etc.

Interpersonal × Conflict Coordination

Leadership skills that motivate and enhance students’ abilities, management that improves team and individual performance, etc.

* For details, see page 13.



Europe: International Collaboration Program

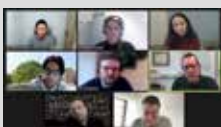
An inspiring program developed and offered in collaboration with the Kyoto University European Center and institutions in Germany

This program operates in cooperation with the Kyoto University European Center in Heidelberg, Germany, and collaborates closely with three German institutions—Heidelberg University, Karlsruhe Institute of Technology (KIT), and University of Göttingen—which, along with Kyoto University, belong to the German-Japanese University Network, HeKKSaGOn. The interdisciplinary forum, where L-INSIGHT Fellows serve as session chairs, attracts researchers from various disciplines and institutions, leading to cross-disciplinary core circle formation. Fellows are encouraged to visit European researchers and laboratories they wish to connect with. These visits have led to new collaborative projects and joint seminars in both Germany and Japan.

* Established in 2010 between six universities in Germany and Japan, aiming to advance scientific knowledge and facilitate academic exchanges between the two countries.

Activities

- “Dialogues for Future Research and Science with Early Career Researchers,” an interdisciplinary forum with the L-INSIGHT Fellows as session chairs.
 - The topic of each session is proposed by the Fellow(s) serving as its chair(s).
 - Each session is attended by a senior researcher who serves as a commentator.
 - The Kyoto University European Center and three German institutions (Heidelberg University, Karlsruhe Institute of Technology, and University of Göttingen) cooperate in finding researchers suited to each session.
 - As of FY2023, 16 L-INSIGHT Fellows served as session chairs, 65 researchers participated from 12 German institutions, and 292 people attended as audience members.
- Fellows individually visit researchers based in Europe with whom they wish to establish a connection.
- Opportunities to serve as a speaker at the German-Japanese Universities President’s Conference (every two years)



Report



Schedule

Apr

Call for Fellow participants

Jun–Jul

Preliminary coordination with Germany

Aug

Preliminary coordination with Germany

Sept–Oct

Researcher matching, Introductory meeting with participants from German institutions

Nov

Visit to Germany

Outcome Examples

- New collaborative research projects:
 - “Estimating heterogeneous treatment effect” – University Medical Center Göttingen
 - “Survival strategies of microorganisms living on plant leaves and their application to agriculture” – Karlsruhe Institute of Technology
- Jointly hosted seminars in Germany / Japan:
 - “Approaches in Environmental and Wildlife Conservation” – Max Planck Institute, etc.
 - “Advances in Imaging Across Micro and Macro Scales” – University Hospital Erlangen, etc.

Expected Competencies

System × Value Creation

Ability to conceive research topics related to society, ability to develop research topics with researchers in other fields, and ability to build cooperative structures, etc.

System × Conflict Coordination

Ability to understand external values and work in collaboration with external parties, ability to provide appropriate guidance and response to members, management skills for joint research, etc.

OIST: International Collaboration Program

This program is offered in partnership with the Okinawa Institute of Science and Technology (OIST). Beginning with L-INSIGHT members participating in OIST ECR-led study groups in FY2019, this program has provided various opportunities for Fellows. Academic exchanges in metaverse spaces and support for individual interactions have yielded concrete results, including successful external funding applications, new collaborative research initiatives, symposium panel invitations, and diverse network formation.

Examples
of oppor-
tunities

- Workshops designed and offered by OIST researchers for the researchers from Kyoto University and L-INSIGHT’s partner institutions (Osaka University and Kobe University). (FY2020)
- “OIST & Kyoto University Joint Meeting,”an interdisciplinary poster session held in a metaverse space (FY2020)
- Field programs at OIST (FY2021)
- Support for the Fellows individually visiting OIST researchers (FY2022)



Industry-Academia Collaboration Program

In cooperation with partner companies including Mitsui Chemicals (from FY2019), Kirin Holdings (from FY2020), and Shimadzu Corporation (from FY2021), this program provides Fellows opportunities to develop cross-sector perspectives and build foundations for industry-academia exchange. We plan to further develop this program by leveraging our internal, domestic, and international networks.

Examples
of past
events

- L-INSIGHT Fellows meeting with ECRs and executive officers from partner companies.
- Lectures at Kyoto University by company representatives (FY2021: Mitsui Chemicals, Kirin Holdings; FY2022: Shimadzu Corporation)
- Roundtable meetings on the topic of unconscious biases, organized as part of the Industry-Academia Leadership Development Program (FY2021: Asahi Shimbun Tokyo Headquarters; FY2022: Mitsui Chemicals, Kirin Holdings, Shimadzu Corporation, Hokkaido University Office of Diversity, Equity, and Inclusion)



Learning from World-Class Researchers

Global Insight Training Program (Dialogues)

Japan's leading researchers conduct workshops tailored to meet participating young ECRs' goals and challenges. These intimate sessions are immediately applicable to research and allow detailed exploration of top researchers' cherished ideas and methods, discussing what changes and what remains constant across generations. In FY2023's second lecture, ECRs from partner institutions—Osaka University, Kobe University, and Kyoto Institute of Technology—participated alongside Fellows.

Contents

- 100% tailor-made lectures by top researchers
- The lectures are available on Kyoto University's "KyotoU Channel" as well as its official YouTube channel.



Schedule

May

Identify the Fellow's goals and challenges in GILLP interviews

Preparation
Period by
lecturer

Workshop &
Networking
Event

Video
recording
released

Past Events

Lecturer 2022: Professor MORI Kazutoshi
(Graduate School of Science, Kyoto University)

Lecturer 2023: Professor KANO Manabu
(Graduate School of Informatics, Kyoto University; Co-Founder, Quadlytics Co., Ltd.)

Par- ticipants' Voices

"There are a lot of events where we only hear about success stories, but in this program, a senior researcher talked about what was really difficult and the worst situation, and when the time comes, I will remember what I heard today."

Expected Competencies

Self × Value Creation

Ability to think about research topics from a bird's-eye view of academia and society, ability to update specialized knowledge and skills, self-management skills, etc.

System × Value Creation

Ability to conceive research topics related to society, ability to develop research topics with researchers in other fields, and ability to build cooperative structures, etc.



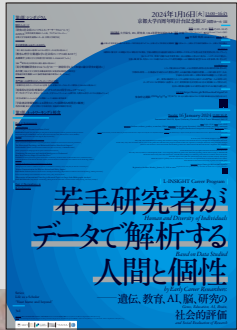
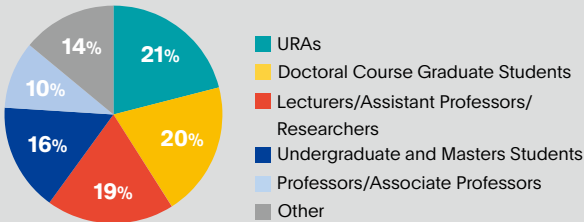
Global Insight Training Programs (Seminars)

In this series, ECRs active on the global stage share their perspectives based on personal experience, providing examples for the younger generation. They discuss realistic strategies for balancing career development and research issues between the whole and individual, and between competition and coexistence in daily life. These bilingual events have attracted around 400 participants from various Japanese and international institutions. Young researchers, mainly graduate students, from Kyoto University facilitate group discussions with leading researchers. International researchers appreciate this series as a networking opportunity.

Activity
Features

- Internationally active young researchers discuss specific issues in international research activities as case studies.
- Experts in selected topics elaborate on these issues through focused presentations.
- In collaboration with the Kyoto University Hakubi Project and Division of Graduate Studies, these discussions attract participants across disciplines and generations.
- About ten group facilitators, mainly postgraduate students, are recruited and participate in pre-workshop preparation.
- Networking sessions include Fellows, overseas researchers, international students from Kyoto University, and participants from outside the university.

Proportion of
participants



Past
Events

- No. 1 "Global Mobility for Early Career Researchers in a Post-pandemic World"
(Theme provided by INOUE Kosuke, Second Cohort L-INSIGHT Fellow)
- No. 2 "Human and Diversity of Individuals Based on Data Studied by Early Career Researchers"
(Theme provided by TAKAHASHI Yusuke, First Cohort L-INSIGHT Fellow)

Expected Competencies

Interpersonal × Conflict Coordination

Leadership skills that motivate and enhance students' abilities, management that improves team and individual performance, etc.

Interpersonal × Social Innovation

Ability to carry out social implementation with involved parties, researchers, and companies, networking for cooperation and information dissemination, ability to explain to the general public and different fields, project management, etc.

Professor Emerit Mentoring

For L-INSIGHT's dialogue-based support, we carefully match each Fellow with a suitable Professor Emerit based on their specific needs. These mentors interact with Fellows from a neutral position, regardless of affiliation or field, providing advice on issues Fellows identify as crucial for their growth. We value dialogue between researchers, two humans, that transcends institutional boundaries. Fellows have flexibility regarding the frequency and content of meetings with their mentors.

Activity Features

- Professors Emerit serve as neutral mentors transcending disciplines and departments, providing guidance on long-term goals and supporting Fellows' self-reflection and performance improvement.
- Mentor matching is based on Fellows' preferences, including research field alignment and discussion topics. The mentoring relationship is reviewed annually to ensure continued mutual benefit.
- If mentoring partnerships prove ineffective or scheduling becomes difficult, individual consultations are held with Fellows to resolve issues, including potential mentor reassignment.

Schedule

Apr-May

Asking about preferences regarding mentor

Jun-Jul

Choosing candidates, requests for mentors

Matching complete

First appointment

Mentoring
(about 60 minutes
1 to 5 times/year)

GIILP
(report)

Fellows' voices

"It helps me check my current position and serves as a milestone/benchmark for where I stand at this point"

"By hearing examples from different eras, I discovered possibilities in approaches I had previously considered taboo"

"I had been hesitant to expand my research in a different direction from my boss, but I received the encouragement I needed to move forward"

GIILP (Global Insight Individual Logic Plan)

Through discussions with our first cohort of L-INSIGHT Fellows in FY2020 about globally-informed skill sets and mindsets, we learned that exceptional ECRs should be able to articulate their needed competencies, which become more valuable when linked to their academic activities. In response, we created a competency framework and systematized self-articulation and self-assessment processes while developing GIILP, a tool used in conjunction with individual meetings. While GIILP operated offline in FY2022, we developed and launched our own online system that same year. We have conducted approximately seventy individual meetings and are analyzing the collected data.

Activities

- We spend 60 to 90 minutes with each Fellow between late April and late May to discuss and set their goals and activities.
- The Program Advising Mentor leads these meetings, though Fellows may also receive guidance from the Director of E-NER or their Professor Emerit Mentor.
- Fellows discuss how to form their target core circle during their three-year tenure, connecting this to their long-term research goals. They identify the competencies needed to enhance their activities' effectiveness, using this for self-assessment, program evaluation, and program selection.
- The Fellows document the content of their discussion in the online system as a record and reference for future meetings.

Process



Fellows' voices

- "By knowing what actions you can take and what you will learn, you will be able to determine what actions you should take to be able to do something in the future."
- "Because we can articulate it, we can get sizable funding, and because we can get funding, we can articulate it."
- "It covers content that will probably be asked about when I try to advance in my career."
- "I hope it will eventually become a standard approach in research groups."
- "High time to performance ratio"

L-INSIGHT Workshops**Orientation (April)**

We begin each academic year with an orientation for new Fellows. The first half covers the overall program outline, organizational structure, and individual program details from the director and staff. In the second half, new Fellows introduce themselves and their research, building relationships with both peers and senior Fellows.

Fellows' Research Seminar (Monthly)

During COVID-19 travel restrictions, Fellows organized their own small-scale exchange opportunities through monthly Fellows' Research Seminars. Each month, a different Fellow chairs the meeting and presents topics from their research, fostering cross-disciplinary discussions.

Fellows' Report Meeting and General Meeting (March)

The annual Fellows' Report Meeting and General Meeting brings together Fellows, alumni, partner institution representatives, advisory board members, Professors Emeriti, and management committee members. At the Report Meeting, Final-year Fellows present their three-year research achievements. At the General Meeting, the program director summarizes the year's activities and announces future plans, followed by open discussion. In 2023, we also reported the project's interim evaluation results. A social gathering following these two meetings provides networking opportunities.



At the FY2023 Fellows' Report Meeting and General Meeting, Professor ONOYE Takao, Executive Vice President of Osaka University, Dr. MUNAKA Tatsuya, Director of the Brain and Five Senses Unit at the Fundamental Technology Research Laboratory of Shimadzu Corporation, and Professor Nicholas M. LUSCOMBE, Dean of Research at OIST (at the time), also participated and offered words of encouragement.

Funding Support for Research, Travel, and Invitations

Research Startup Support (First and Second Years)

Fellows can access Research Startup Support grants to conduct research and engage in activities necessary for building and strengthening their networks, including travel expenses for visiting or hosting international researchers. Fellows are encouraged to apply for and utilize this grant in their first two years of L-INSIGHT.

Support for Traveling Abroad (Second and Third Years)

This grant enables Fellows to visit emerging researchers of their generation, make joint presentations at international conferences, and conduct collaborative research to share and gain cutting-edge knowledge while building their international research profile. Fellows are encouraged to apply for and utilize this grant in their second and third years of L-INSIGHT based on the activities and goals they outlined in GIILP. They can also use this funding for traveling abroad to strengthen the connections made created through International Collaboration Programs.

Support for Inviting Researchers (Third Year)

Fellows can receive a grant for inviting researchers to Japan for research presentations. We encourage Fellows to invite researchers they have connected with during their first two years or emerging ECRs in their field to strengthen their networks. Generally, at least two international researchers should be invited, with the option to include additional Japanese researchers within the remaining budget. Fellows are encouraged to apply for and utilize this grant in their third year of L-INSIGHT based on the activities and goals they outlined in GIILP.

Outcome
Examples

Network Formation (Travel Grant)

- Visiting leading companies in a related industry (Germany / Weed Science)
- Networking at conferences (U.S. / DNA Recombination and Repair)
- Workshops with local stakeholders (Mexico and El Salvador / Disaster Education)

Community Formation (Invitation Grant)

- Organization of international symposium on human imaging study (U.S., China, and Canada / Psychiatry)
- Invitation for a short-term visit and the provision of conference fee to a researcher with whom Fellow connected with when studying abroad (Korea / Personalized Cancer Medicine)
- Organization of international seminar (U.S. and Australia / Evolutionary Genetics)



Support for Article Publication

Activity Revitalizing Support

The program supports increasing the international visibility of Fellows' research activities and network building, both domestic and international, through publication support. This includes article submission fees, open access fees, and English editing fees when Fellows submit papers to international journals as first or corresponding authors.

Past support cases

- 21 international journal paper submissions, 8 scientific illustrations, 4 English editing jobs
- Production of 17 videos and 9 websites

List of Journals (Partial): JAMA Internal Medicine, Circulation, FEMS Yeast Research, ChemBioChem, Personality and Individual Differences, Journal of the American Heart Association, Separation and Purification Technology, Environmental Research Letters, ACP Publication, Scientific Report, Water Research, Plant Physiology Online, JAMA Health Forum, Journal of Applied Ecology, Frontiers Media SA, The Astrophysical Journal Letters, Transplantation and Cellular Therapy, Cell Reports Article Publishing, Transplantation and Cellular Therapy, BMC Medical Research Methodology

Fellows' Proposal Program

Activity Revitalizing Support

Through the Fellows' Proposal Program, we support new initiatives testing Fellows' capabilities based on their requests and practical experiences in Japan and overseas.

Past support cases

- A forum for research presentations and exchange of opinions among Fellows (became the aforementioned "L-INSIGHT Workshop" in FY2022, see p. 23).
- An opportunity for ECRs to network before obtaining funding.
- A workshop involving government, academia, and local communities in Mexico (FY2022).
- A visionary workshop in Hokkaido with ECRs and university students from Kyoto University, local residents, etc. (FY2022).
- A workshop on research guidance for next-generation researchers by researchers, for researchers (FY2022).
- Opportunities for fostering interdisciplinary research among Fellows (became the "Integrated Research Idea Competition" in FY2024, see p. 26).

Integrated Research Idea Competition

Activity Revitalizing Support

L-INSIGHT hosts the “Integrated Research Idea Competition,” showcasing Fellows’ ability to spark cross-disciplinary collaboration. This competition aims to inspire ECRs and help launch their breakthrough ideas. During the event, participants present their concepts using just one slide, with the winning team receiving research funding.

- Content
- Teams must include at least two Fellows (one representative and one or more co-proposers), with the option to include other Kyoto University faculty members and graduate students.
 - Briefings and lectures are held to prepare conceptual drawings and presentations.
 - Judging involves the Director of E-NER and researchers from inside and outside Kyoto University, with invited participants from various university projects also able to vote.
 - Awarded groups receive research funding.



FY2024 Judges

Nicholas M. LUSCOMBE | Professor, Genomics and Regulatory Systems Unit, Okinawa Institute of Science and Technology (OIST)

YASUURA Hiroto | Vice Director-General / Specially Appointed Professor, National Institute of Informatics; Program Director, Comprehensive Support Project for Strategic Professional Development Program for Young Researchers

KITAGAWA Susumu | Executive Vice-President (Research Promotion)/ Vice-President, Kyoto University; Distinguished Professor, Kyoto University Institute for Advanced Study (KUIAS)

KITA Chigusa | Vice-Dean / Professor, Graduate School of Letters, Kyoto University

NUMATA Hideharu | Head of Interdisciplinary Research Development Division / Program-Specific Professor, Kyoto University Research Administration Center (KURA)

ISHIKAWA Fuyuki | Vice-President, Kyoto University; Director / Program-Specific Professor, Kyoto University Research Administration Center (KURA); Director, Center for Enhancing Next-Generation Research

Cooperation

MIYANO Naoki | Associate Professor, Center for the Promotion of Interdisciplinary Education and Research (C-PIER), Kyoto University



Professor Emerit Mentors

(Former Affiliation at Kyoto University in parentheses)

AGATA Kiyokazu*	Graduate School of Science
IDE Ari	Graduate School of Engineering
OKADA Norio*	Disaster Prevention Research Institute
OGAWA Osamu	Graduate School of Medicine
KAITO Akira	Graduate School of Education
KOIZUMI Akio	Graduate School of Medicine
SAKAI Yoshiharu*	Graduate School of Medicine
SATO Fumihiko*	Graduate School of Biostudies
SUGIYAMA Masahito	Graduate School of Human and Environmental Studies
SEKIYAMA Kaoru	Graduate School of Advanced Integrated Studies in Human Survivability
SEHARA Atsuko	Institute for Life and Medical Sciences
TAKARA Kaoru*	Graduate School of Advanced Integrated Studies in Human Survivability
TANAKA Koji	Center for Southeast Asian Studies
NAKAO Kazuwa	Graduate School of Medicine
HASHIDA Mitsuru	Graduate School of Pharmaceutical Sciences
HIRAOKA Masahiro	Graduate School of Medicine
MASE Hajime*	Disaster Prevention Research Institute
YAMAGIWA Juichi*	Graduate School of Science
YODEN Shigeo	Graduate School of Science
YOSHIKAWA Sakiko*	Kokoro Research Center

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NISHIJIMA Kazuyoshi*	Michael USEEM*
NUMATA Hideharu	Roger GOODMAN*

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KAMEI Kaeko
NAGANO Hiroshi
HENMI Masahiro
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* Individuals whose terms ended before the 2023 fiscal year

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