

All the false and misleading statements in the Proposed New Evaluation System are clearly criticized in this Union's document:

An Immediate Moratorium on the New Evaluation System and a Call for its Transparent and Unbiased Reappraisal!

A Counter-Proposal to Denounce the Creation of a Culture of Disparity and Division within Hiroshima University that Causes Irreparable International Embarrassment and Disrepute

False Claims

The Proposed System says, 'Each faculty member will be evaluated **fairly** based on **comprehensive** and **objective** indicators.'

Facts

Fair? - - - - - **Not fair**

BECAUSE unfairness will be generated if the number of SCI papers is used for individual evaluation, since the adoptability of the SCI papers is not the same in different research areas.

Comprehensive? - - - - - **Not comprehensive**

BECAUSE, although many evaluation categories are set, they are still limited and many more operational activities are missed particularly in those most innovative places of Hiroshima University.

Objective? - - - - - **Not objective**

BECAUSE, counting the number of published SCI papers or citations are not at all objective, because the availability and relevance of SCI journals are different among different research fields, because the number of citations can be manipulated, and because the impact factor is for evaluating not each article but each journal for the researchers' convenience.

The proposed system is misleading on purpose!

It claims to ensure the salary of 'ordinary-level' achievers.

@ But 'ordinary-level' achievers will get LESS salary raise than in the current system!

More than 60 % of the faculty members will get less after one year than what expected in the current system, even when most of us always work hard to get more than ordinary-level achievement! This arrogance the Proposed System assumes extremely hurts the faculty members' dignity, leading to the discouraged motivation to the faculty members and consequent further fall of Hiroshima University in the global ranking.



The Proposed System will bring Hiroshima University to a real **CRISIS!** Read the **Union's document** for further points and **alternatives**.

Hiroshima University Union at <https://union.hiroshima-u.ac.jp/>

