

# Minutes of the 5th Meeting of the Ritsumeikan Asia Pacific University Presidential Candidate Selection Committee

Date/Time : Tuesday, March 24, 2026, 18:00~19:01

Place : Conference Room No.5, 3<sup>rd</sup> Floor, APU Main Administration Building (attendance also via Zoom)

Attendees:

Presidential Candidate Selection Committee:

Chairperson: ASANO Akito (Vice-President, Executive Trustee)

Members: CHEN Ching-Chang (Professor, College of Asia Pacific Studies)

VYAS Utpal (Associate Professor, College of Asia Pacific Studies)

YOO Bosul (Associate Professor, College of International Management)

FUKUYAMA Kimihiro (Associate Professor, College of International Management)

YOTSUMOTO Yukio (Professor, College of Sustainability and Tourism)

YAMANE Tomomi (Associate Professor, College of Sustainability and Tourism)

JUNG Jonghee (Associate Professor, Center for Language Education)

TSURUHARA Toshiyasu (Associate Professor, Education Development and Learning Support Center)

HINO Satoshi (Deputy Director)

KONGO Rie (Assistant Manager, Outreach& Research Office)

TERAI Toshihiro (Assistant Manager, Outreach& Research Office)

PARK Seungwoo (Assistant Manager, Academic Office)

MATSUGU Junichi (Alumnus)

UWINEZA Celine (Alumnus)

ABDULLAH Junaid (Alumnus)

JHA Ashmi (APU Student Future Visionary Vice President)

ARAMAKI Junko (Domestic Student Supporters' Association)

Presidential Candidate Selection Control Board:

Chairperson: KIKKAWA Takuro

Members: ACKARADEJRUANGSRI Pajaree

MIYAHARA Kumi

Secretariat : INOUE Chikako (Deputy Director-General, Ritsumeikan Asia Pacific University Administration)

FUJIWARA Masato (Manager, Office of Institutional Planning)

KOZURU Kyoko (Staff Member, Office of Institutional Planning)

\* Underline: Absentees

Attendance: 13 out of 18 members in attendance, quorum established

Signatories of the minutes: KONGO Rie, TERAJ Toshihiro

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## Agenda

1. Approval of the minutes of the 4th committee meeting

→Approved.

2. Procedure for Advancing Candidates for President (Part 1)

Chairperson Asano provided an explanation regarding the procedure for selecting presidential candidates.

YAMANE: Would holding the second interview in person make scheduling difficult for candidates who are currently employed and put them at a disadvantage? Would it be better to allow a bit more time between the announcement of the first-interview results and the next interview?

ASANO: The same opinion was expressed during the previous selection of candidates for President. After document screening, we plan to notify candidates of the date for the second interview in advance when they proceed to the interview stage.

YAMANE: If events such as a pandemic or war occur, will the selection schedule be postponed?

ASANO: If a disaster, for example, were to occur, it would be necessary to reschedule the timetable. However, if the selection schedule is pushed back, the final decision will ultimately be delayed.

PARK: Will candidates be informed beforehand that, during the second interview, they will be asked for their thoughts on the APU2030 Challenge Design plan for the second half of the year?

ASANO: We expect to provide advance notice so that preparations can be made beforehand.

PARK: At the start of the second interview, would it be acceptable for the current President to give a preliminary explanation about the motivations and intentions with which he has been leading the APU 2030 Challenge Design?

ASANO: While I would like to proceed while soliciting the committee members' opinions, there is a possibility that the current President may apply either by self-nomination or by nomination from others. In that case, it will be necessary to consider whether it is appropriate for someone else to provide the explanation only during the current President's interview.

HINO: I agree with holding the first-round interviews online. Regarding the selection and evaluation criteria, which you said will be proposed later, please consider standardizing the interview questions and the evaluation sheets to prevent discrepancies in assessments. Also, since it will be difficult for all committee members to participate in each interview, please examine ways for interviewers and selection committee members to share and consolidate their evaluations. Regarding the schedule, the timeframe from document screening to interview selection is tight, so consider confirming the committee members' availability in advance.

ASANO: We intend to establish a set of common questions. We plan to ask common questions of all candidates and then allow additional, discretionary questions afterward. The shared question items will also be reviewed by this committee. We expect the interview selection schedule to fall in July or August, taking into account the application deadline and the timeframe for document screening. We will present the findings from the hearing on the interview schedule at the next committee meeting. Additionally, we would like to have the same person conduct both the first and second interviews as a general principle. We believe that holding interviews with all 18 selection committee members would be difficult, so it would be better to narrow down the number of interviewers to some extent. I propose that, for the next discussion point, not only the committee members who conducted the interviews but all members who participated in the interview selection process should have voting rights. In the previous selection process, we adopted the format that members who were absent from the interview selection had no voting rights.

FUKUYAMA: Given the advancement of AI technologies, second-round interviews should be conducted in person as a requirement.

ASANO: Is it correct that the second interview will be held in person, while the first interview may

be conducted online as stated in the documents?

FUKUYAMA: I believe the first interview may be conducted online.

ASANO: Regarding the proposal for document screening, the application deadline is May 22. Approximately three weeks thereafter, all committee members will conduct the document screening. The criteria for document screening will be proposed at the next meeting. For the interview selection, the first-round interviews will be conducted online to accommodate those living far away, and the second-round interviews will be held on campus in person. We would like to discuss which committee members will conduct the interviews at the next meeting. Applicants who pass the document screening will be notified of the schedules for both the first- and second-round interviews.

### 3. Use of Executive Search Firms in Selecting Candidates for the Next President

YAMANE: Although this search firm operates on a contingency basis, where is the guarantee that it will recommend candidates who match our university?

ASANO: Regarding guarantees, the university requests that the company recommend individuals who will not treat the work as one that can be done for only a retainer fee, and that the university be able to pay, in addition to the retainer, a success-fee as well.

YAMANE: It is difficult to determine from this single committee document whether the company is truly trustworthy. Also, when you state that there have been past recommendations for executive-level positions at universities, who specifically were those individuals?

ASANO: Because it concerns personal information, I cannot identify specific individuals, but I have heard that there are recommendations involving faculty at the Vice President or Dean level from mid-sized universities. Because this involves sensitive personal information, the search firm's website does not publish information about successful placements. Going forward, we will use a search firm, and when a candidate list is submitted, committee members will review it and decide which candidates to approach regarding our institution's open position. The list includes information such as career histories.

HINO: I generally agree with the direction of utilizing search firms in addition to media such as JREC-IN and THE. With regard to expanding opportunities to reach candidates, we could also consider using our personal networks to directly approach individuals who could potentially become candidates. Moreover, in this case, because it is performance-based, I felt that the reduced financial burden provided reassurance in the decision to utilize a search firm. We believe it is acceptable to consider this positively, as improvements have been made based on the previous assignment.

ASANO: We will proceed by engaging a search firm to reach a broader pool of candidates.

### 4. Confirmation of Candidates Selection Committee for President for Fiscal Year 2026

Chairperson Asano gave an oral explanation that, due to the graduation of JHA ASHMI, the APU Student Future Visionary Vice President, a successor committee member will be selected.

### 5. Others

Chairperson Asano reported that the secretariat will coordinate the schedule for future committee meetings by email.