

令和2年度 第4回 経営協議会（書面審議）議事要旨

開催日 令和2年10月16日（金）～10月23日（金）（メールによる書面審議）
回答者 28名
（学外） 浅香，安藤，五十嵐，石山，河合，杉江，土屋，長澤，樋口，町田，松沢，
松谷，真弓，三浦，横山 各委員
（学内） 寶金，山口，横田，吉見，増田，山本，菅原，村田，梅原，池田，瀬戸口，
秋田，中垣，各委員

議 事

【 議 題 】

1 役員の退職手当の支給について

書面審議の結果，可とする者28名，否とする者0名で了承された。

なお，委員から以下の意見があった。

- ・「国立大学法人としての文科省からの評定」と「担当課題の成果からの評定」を分けて考えては如何か。
- ・評定する際は客観性が大切なので，「年度の目標設定(コミットメント)実現度を評定とリンクさせる新評価システム」策定も大切と考える。
- ・退任される理事副学長の3名の方達は総長不在という大変な状況の中大学をしっかり守った事を考慮し評価をプラスしてあげるべきだと考える。
- ・原則論を言えば，早い段階に経営協議会で議論して決めたほうが良いとも言えるが，国立大学法人評価委員会の評価結果も大きな要素であるので，その結果の確定後に，経営協議会において増減額を決定し，退職手当を支給というのは妥当だと考える。
- ・暫定の業績勘案率の決定は，特殊性の有無にかかわらず，通常，北大の業績評価決定前に行われることから，予め暫定の業績勘案率を「0.5」に設定しておくべきではないか。

【 報告事項 】

1 理事・副学長の任命について

書面による報告があった。

なお，委員から以下の意見があった。

- ・今回は十分な引継ぎ時間を取り，各副学長の責任と権限を明確にして経営されることを期待する。
- ・女性の理事がないというのは，北海道大学において女性の教授数が少なく，候補者を見つけるのは難しいのかもしれないが，将来的にはジェンダーの多様性の意義も考えて欲しい。
- ・新任の理事，副学長他の執行部が一致協力して北大が抱える課題に取り組んでいただくと共に，情報の透明性，適時開示を前進させ，大学内教職員の理解と共感を得るよう努めていただきたい。

- ・北大のイメージと威信を回復するため、透明な大学運営と学外への積極的な発信を期待する。

(以 上)

Summary of the Minutes of the Fourth FY2020 Meeting of the Administrative Council (deliberated in writing)

Date: Friday, October 16 to Friday, October 23, 2020 (deliberated in writing by email)

Respondents: 28 members

External Council members: Asaka, Ando, Igarashi, Ishiyama, Kawai, Sugie, Tsuchiya, Nagasawa, Higuchi, Machida, Matsuzawa, Matsutani, Mayumi, Miura, and Yokoyama

Internal Council members: Houkin, Yamaguchi, Yokota, Yoshimi, Masuda, Yamamoto, Sugawara, Murata, Umehara, Ikeda, Setoguchi, Akita, and Nakagaki

Minutes

Matters to be Resolved:

1. Resignation/retirement lump sum payment for executives

As a result of the written deliberation, the agenda was adopted with approval from 28 members and disapproval from no member.

The following opinions were offered by the members.

- A Council member suggested separating evaluation by MEXT as a national university corporation and evaluation based on the results of the assigned task.
- A Council member noted that objectivity is important when giving a rating, so it is also important to establish a new evaluation system that links the degree of achievement of the annual target setting (commitment) with the rating.
- A Council member noted that three Executive Vice Presidents who are going to leave their position should be evaluated favorably in light of their solid contributions to the University during the difficult time in which the President was absent.
- A Council member noted that as a general rule, it is better to discuss and decide the resignation/retirement lump sum payment at an early stage at the Administrative Council. However, the evaluation results of the National University Corporation Evaluation Committee are also a major factor. Therefore, the member thinks it is appropriate for the Administrative Council to decide the amount of increase or decrease after the results are finalized and then pay the resignation/retirement lump sum.
- A Council member noted that regardless of the existence of particularities, the provisional performance reflection rate should be set to 0.5 in advance since it is usually determined before the performance evaluation of Hokkaido University is determined.

Matters to be Reported:

1. Appointment of Executive Vice Presidents

Report was made in writing.

The following opinions were offered by the members.

- A Council member expects that this time, sufficient time will be taken for the handover and that each Vice President will perform their duties with clear assignment of responsibilities and authority.

- A Council member noted that the University has a small number of female professors and it might be difficult to find candidates for executives. However, the significance of gender diversity should be considered in the future.
- A Council member requested that the newly appointed Executive Directors, Vice Presidents, and other executives work together to address the issues Hokkaido University is facing and make efforts to gain the understanding and support of the faculty and staff at the University by improving the transparency of information and advancing timely disclosure of information.
- A Council member expects that the transparent operation of the University and active dissemination of information outside the University would restore the image and prestige of Hokkaido University.