

Exploring the long-term impact of study abroad: A case study of Japanese people

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G7 International Higher Education Summit

“International Higher Education-Challenges for a Greater Impact
on Global Academic Mobility-”

JASSO Tokyo International Exchange Center

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Large-scale retrospective online survey

Survey period and respondents

1. People **with** study abroad experience
Period: January-May, 2015
Number of respondents: 4,489
2. People **without** study abroad experience
Period: August-September, 2015
Number of respondents: 1,298

Selection Criteria

1. People **with** study abroad experience
 - At the least, lived primarily in Japan during elementary and junior high school; **studied abroad for three months or more** after graduation from a Japanese senior high school.
 - The aim of study abroad was to learn a language, obtain a degree, or earn credits.
2. People **without** study abroad experience
 - No experiences of studying or living abroad for longer than 3 months, did not live overseas as a child
 - Had not acquired foreign language proficiency, did not use a foreign language at home, had not studied at an international school in Japan prior to entering a Japanese university
 - Graduated from a Japanese university
 - Working for a company located in Japan, housewife or unemployed

Survey Questions

Categories	Questions	Scales	# of Items
Abilities	As a result of study abroad [graduation from a Japanese university], which of the following abilities do you consider improved?	(4) Strongly Agree – (1) Strongly disagree	1 8
	How do you define the level of the language(s) you currently use other than Japanese? How often do you use the language(s) other than Japanese in which you are competent [the foreign language in which you are most competent] in your current job?	Foreign Language Proficiency (1) Native Proficiency (2) Professional working proficiency (3) Limited working proficiency (4) Daily conversation proficiency Foreign Language Use (1) Often – (4) Never	2
Career	To what extent do you consider that study abroad [your experiences at Japanese university] influenced your career?	(4) Strongly Agree – (1) Strongly disagree	6
	To what extent do you consider that the following aspects of your study abroad [Japanese university] experiences were valued by recruiters?	(4) Strongly Agree – (1) Strongly disagree	4
	What differences do you perceive regarding career development and treatment, compared with coworkers of your age without study abroad experience? <only for people with study abroad experience>	(5) Very high – (1) Very low	7
Perceptions/ Values	To what extent do you feel that your awareness of the following increased as a result of study abroad [graduation from a Japanese university]?	(4) Strongly Agree – (1) Strongly disagree	1 6
Behavior	To what degree do you consider that your involvement with the following types of activity has increased as a result of study abroad [graduation from a Japanese university]?	(4) Frequently participate – (1) Never participate	8
Attitudes	Please select one from the following choices (A or B) which apply to you regarding the following items.	(4) Close to A – (1) Close to B	8
Satisfaction with life and work	How satisfied are you with each of the following items?	(4) Strongly Agree – (1) Strongly disagree	6 3

Research Problems and Data

Presentation Objective and Research Problems

Objective:

To present the comparative analysis of the Study Abroad Group and Non-Study Abroad Group on the **undergraduate and graduate levels**.

Research Problems:

- Are there differences in subsequent life experience of Japanese individuals **who did and did not study abroad?**
- Are there differences in the impact of study abroad among the three groups of study abroad participants: **1) UG degree abroad, 2) UG credit-bearing abroad, and 3) Graduate degree abroad?**

Respondent Groups

	Academic Level and Type	Length of Study Abroad	Responses	
			Number	Percentage
People with study abroad experience (SA Group)	UG degree abroad	More than 3 years	416	27.3%
	UG credit-bearing/other study abroad	3-12 months	757	49.6%
	Sub-total		1,173	76.9%
	Masters/PhD abroad	More than 1 year	353	23.1%
Total			1,526	100.0%
People without study abroad experience (Non-SA Group)	UG degree in Japan		710	57.4%
	Masters/PhD in Japan		528	42.6%
	Total			1,238

Respondent Profiles: Gender

SA Group

Categories	Male	Female	Total #
UG degree abroad	52.4%	47.6%	416
UG credit-bearing /other study abroad	50.3%	49.7%	757
Sub-Total	51.1%	48.9%	1,173
Masters/PhD abroad	58.9%	41.1%	353
Total	52.9%	47.1%	1,526

Non-SA Group

Categories	Male	Female	Total #
UG degree in Japan	47.0%	53.0%	710
Masters/PhD in Japan	54.5%	45.5%	528
Total	50.2%	49.8%	1,238

Respondent Profiles: Field of Study

SA Group:

Type	Science & Engineering	Humanities & Social Science	Health Science	Others	Total #
UG degree abroad	13.2%	72.6%	3.4%	10.8%	416
UG credit-bearing /other study abroad	8.2%	87.7%	0.8%	3.3%	757

Type	Science & Engineering	Humanities & Social Science	Total #
Masters/PhD abroad	15.6%	84.4%	353

Non-SA Group:

Type	Science & Engineering	Humanities & Social Science	Health Science	Others	Total #
UG degree in Japan	22.0%	60.7%	6.1%	11.3%	710

Type	Science & Engineering	Humanities & Social Science	Total #
Masters/PhD in Japan	60.6%	39.4%	528

Respondent Profiles: Age

SA Group		50's or older	40's	30's	20's or younger	Total #
UG degree abroad	Male	37	99	69	13	218
	Female	19	76	76	27	198
UG credit-bearing/other study abroad	Male	71	115	109	86	381
	Female	18	93	155	110	376
Total		12.4%	32.7%	34.9%	20.1%	1,173

Non-SA Group		50's or older	40's	30's	20's or younger	Total #
UG degree in Japan	Male	100	114	100	20	334
	Female	44	130	127	75	376
Total		17.0%	34.4%	34.2%	14.4%	710

Respondent Profiles: Age

SA Group	50's or older	40's	30's	20's or younger	Total #
Masters/PhD abroad	27.8%	37.7%	28.3%	6.2%	353

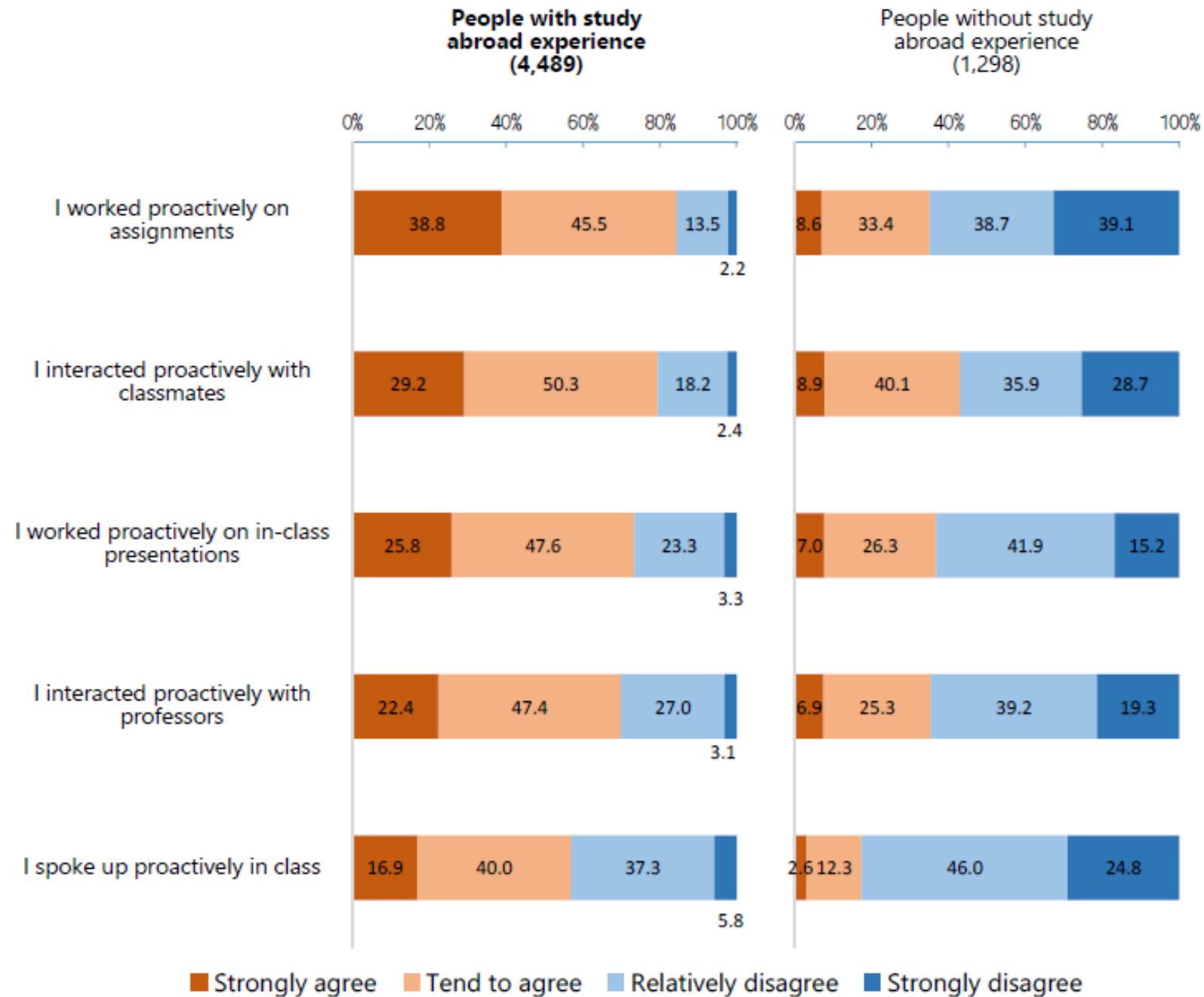
Non-SA Group	50's or older	40's	30's	20's or younger	Total #
Masters/PhD in Japan	12.5%	34.5%	37.3%	15.7%	528

SA Group Profiles: Study Abroad Destination

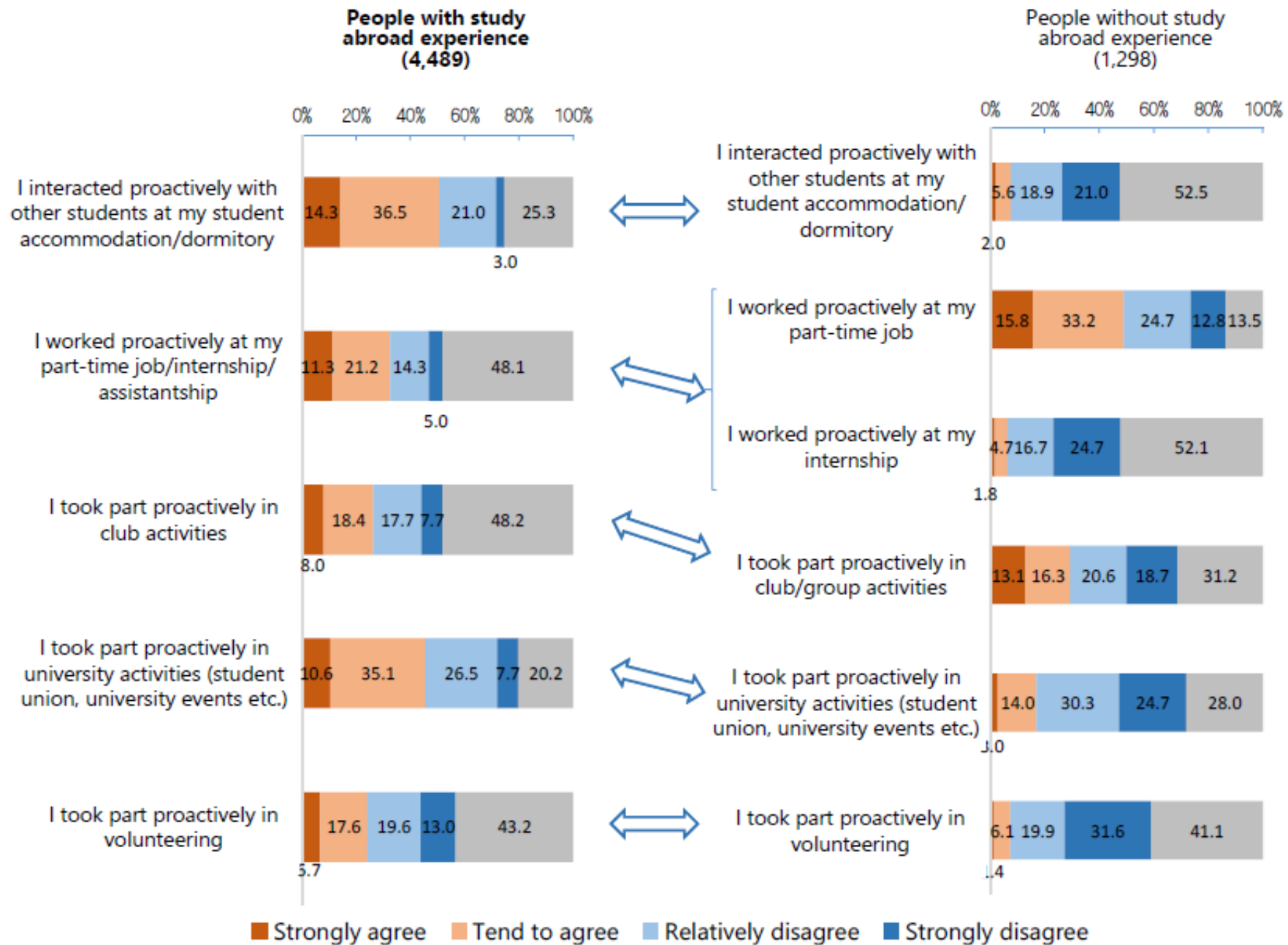
		U.S.A	UK & Ireland	EU countries (except UK & Ireland)	East Asia	Oceania	Canada	Other	Total
UG degree abroad	Male	83.9%	5.0%	2.8%	2.8%	2.3%	1.4%	1.9%	218
	Female	71.7%	7.1%	3.5%	5.1%	5.1%	7.1%	0.5%	198
UG credit-bearing /other study abroad	Male	55.4%	9.7%	10.5%	8.7%	6.0%	3.4%	6.3%	381
	Female	44.9%	10.4%	10.9%	15.2%	8.0%	7.2%	3.5%	376
Masters/PhD abroad	Science & Engineering	60.0%	10.9%	14.5%	0.0%	7.3%	1.8%	5.5%	55
	Humanities & Social Science	56.7%	23.5%	6.4%	3.0%	4.7%	2.7%	3.0%	298
Total		59.4%	11.6%	7.9%	7.5%	5.6%	4.3%	3.5%	1,526

Results

■ Class-related activities



Extracurricular activities



Analysis

1) The weighted averages of responses were computed and shown in radar charts by the 6 categories:

(1) Abilities, (2) Perceptions, (3) Behaviors, (4) Career, (5) Hiring Process, and (6) Satisfaction with life and work

4 = strongly agree; I frequently participate

3 = tend to agree; I sometimes participate

2 = relatively disagree; I seldom participate

1 = strongly disagree; I never participate

2) Two sample t-tests (assuming equal variances) to compare means

- $p < 0.05$ (two tailed distribution)

3) Compared the results by 3 sets of segments

- **UG level (3 segments):** UG degree abroad, UG credit-bearing/other study abroad, and UG degree in Japan
- **Graduate level (2 segments):** Graduate degree abroad, Graduate degree in Japan
- **Degree abroad (2 segments):** UG degree abroad, Graduate degree abroad

Improvement in Abilities

“As a result of your study abroad [graduation from a Japanese university], which of the following abilities do you consider improved?”

*Question in square brackets was those for respondents without study abroad experience.

Improvement in Abilities

UG level (3 segments)

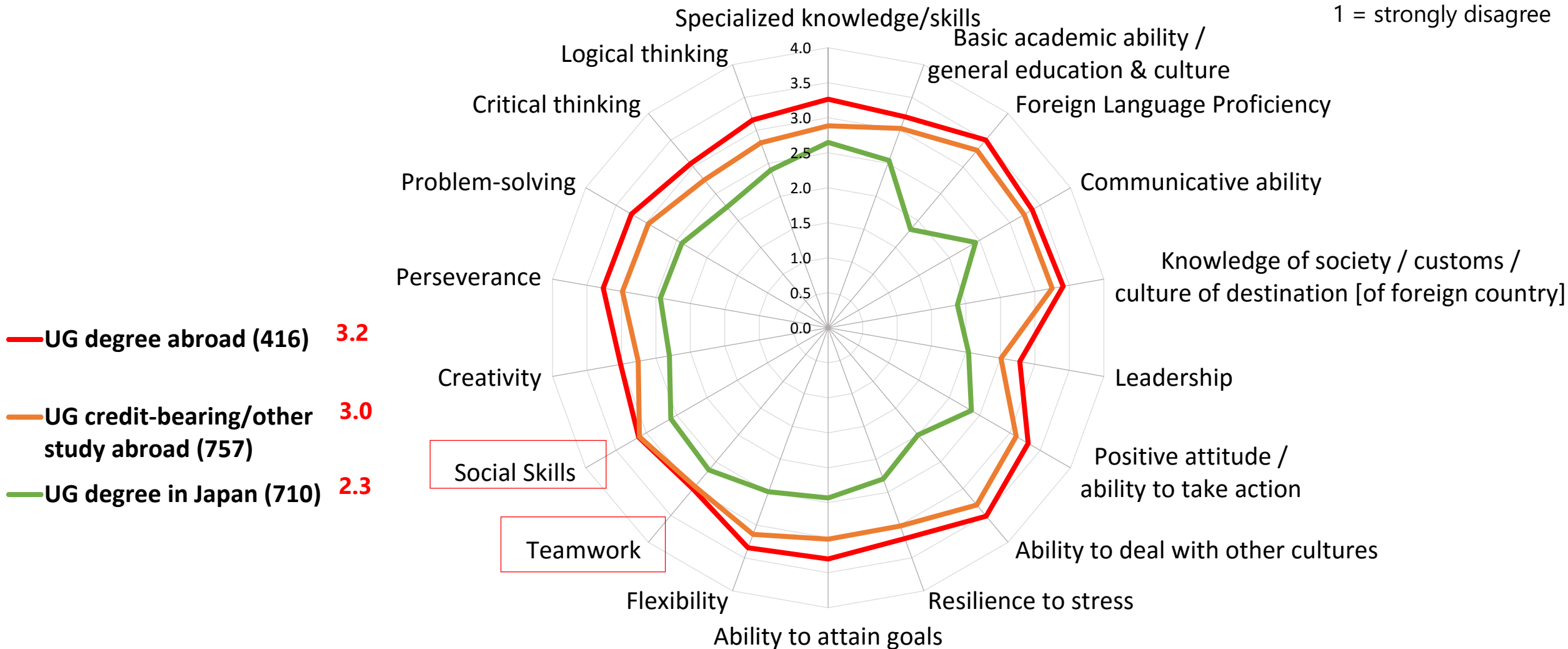
weighted averages

4 = strongly agree

3 = tend to agree

2 = relatively disagree

1 = strongly disagree



Improvement in Abilities

Graduate level (2 segments)

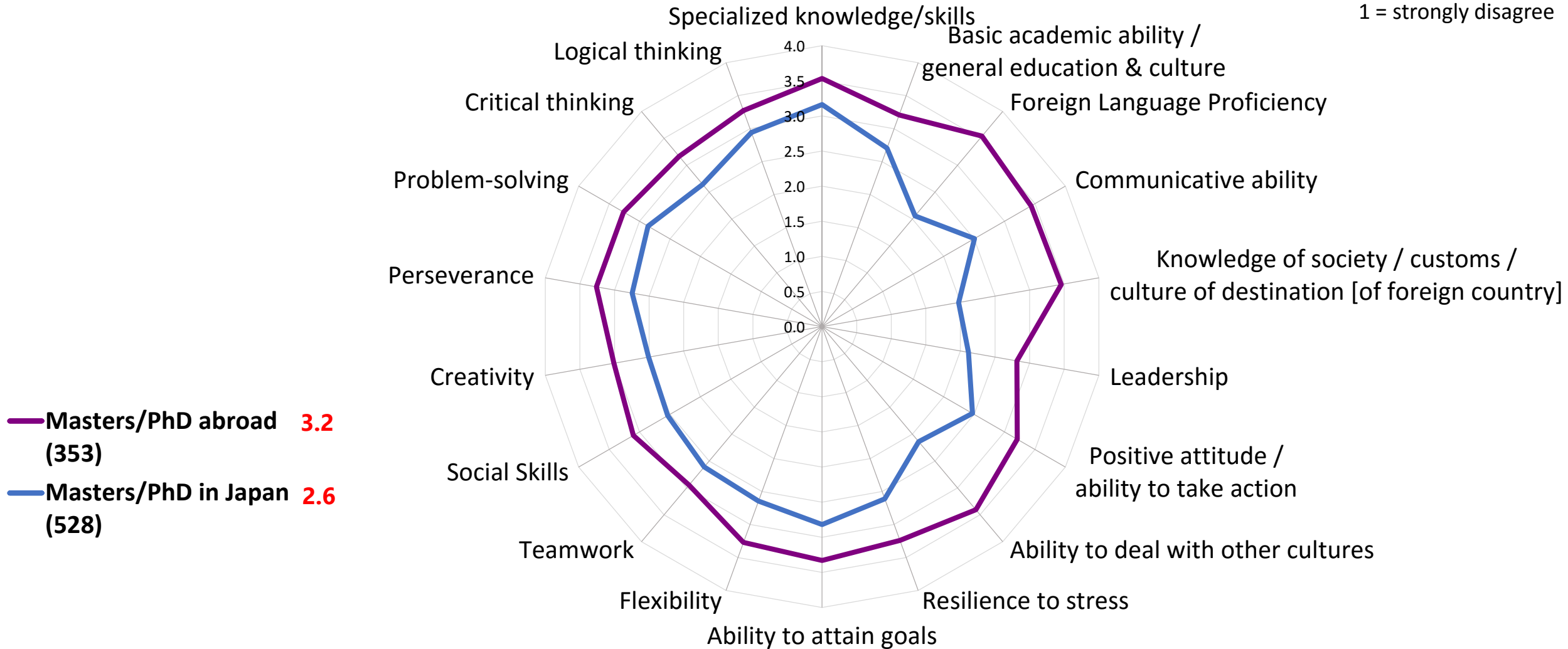
weighted averages

4 = strongly agree

3 = tend to agree

2 = relatively disagree

1 = strongly disagree



Improvement in Abilities

Degree abroad (2 segments)

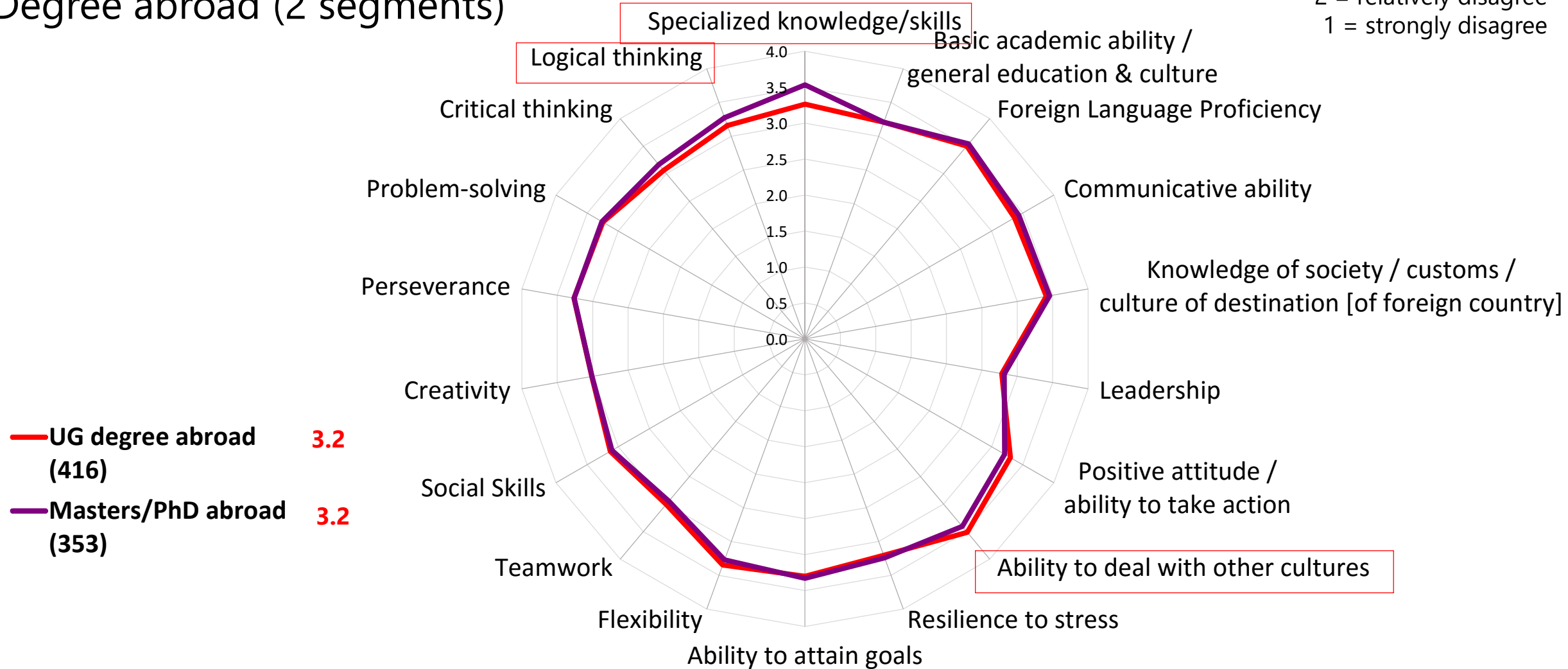
weighted averages

4 = strongly agree

3 = tend to agree

2 = relatively disagree

1 = strongly disagree



Improvement in Abilities

5 segments

weighted averages

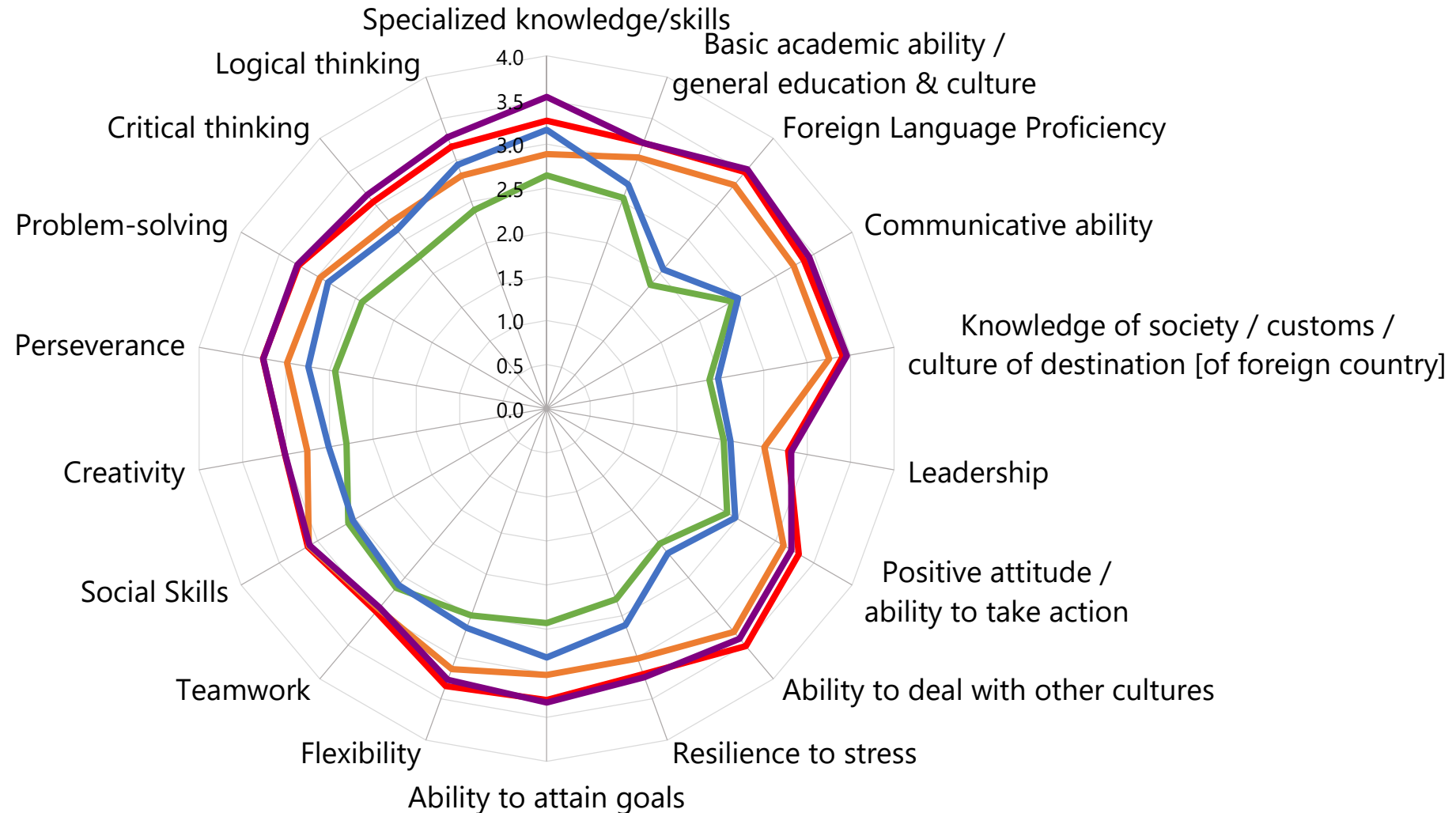
4 = strongly agree

3 = tend to agree

2 = relatively disagree

1 = strongly disagree

- **UG degree abroad (416) 3.2**
- **UG credit-bearing/other study abroad (757) 3.0**
- **Masters/PhD abroad (353) 3.2**
- **UG degree in Japan (710) 2.3**
- **Masters/PhD in Japan (528) 2.6**



Changes in Perceptions and Values

To what extent do you feel that your awareness of the following increased as a result of your study abroad [graduation from a Japanese university]?

*Question in square brackets was those for respondents without study abroad experience.

Change in Perceptions and Values: UG level (3 segments)

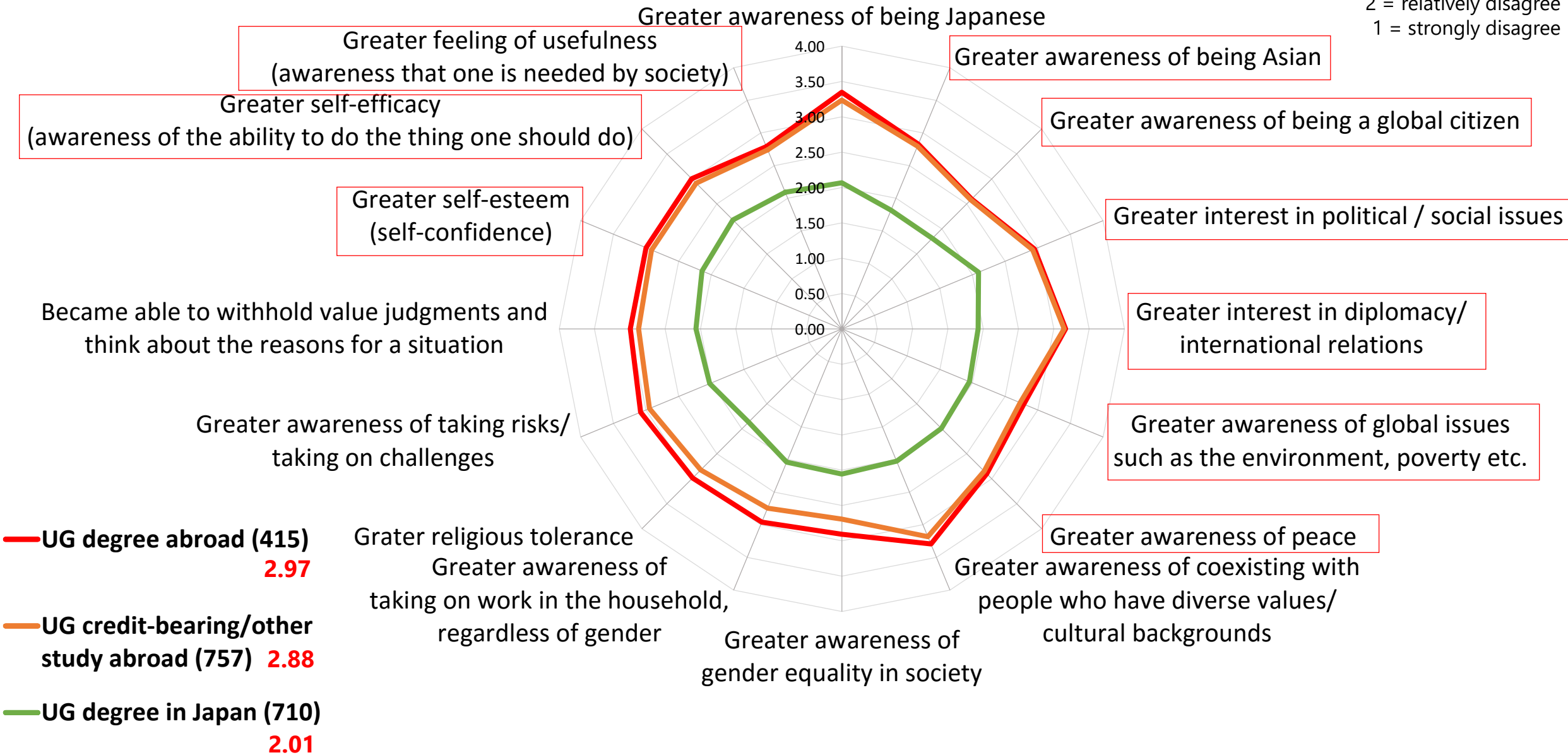
weighted averages

4 = strongly agree

3 = tend to agree

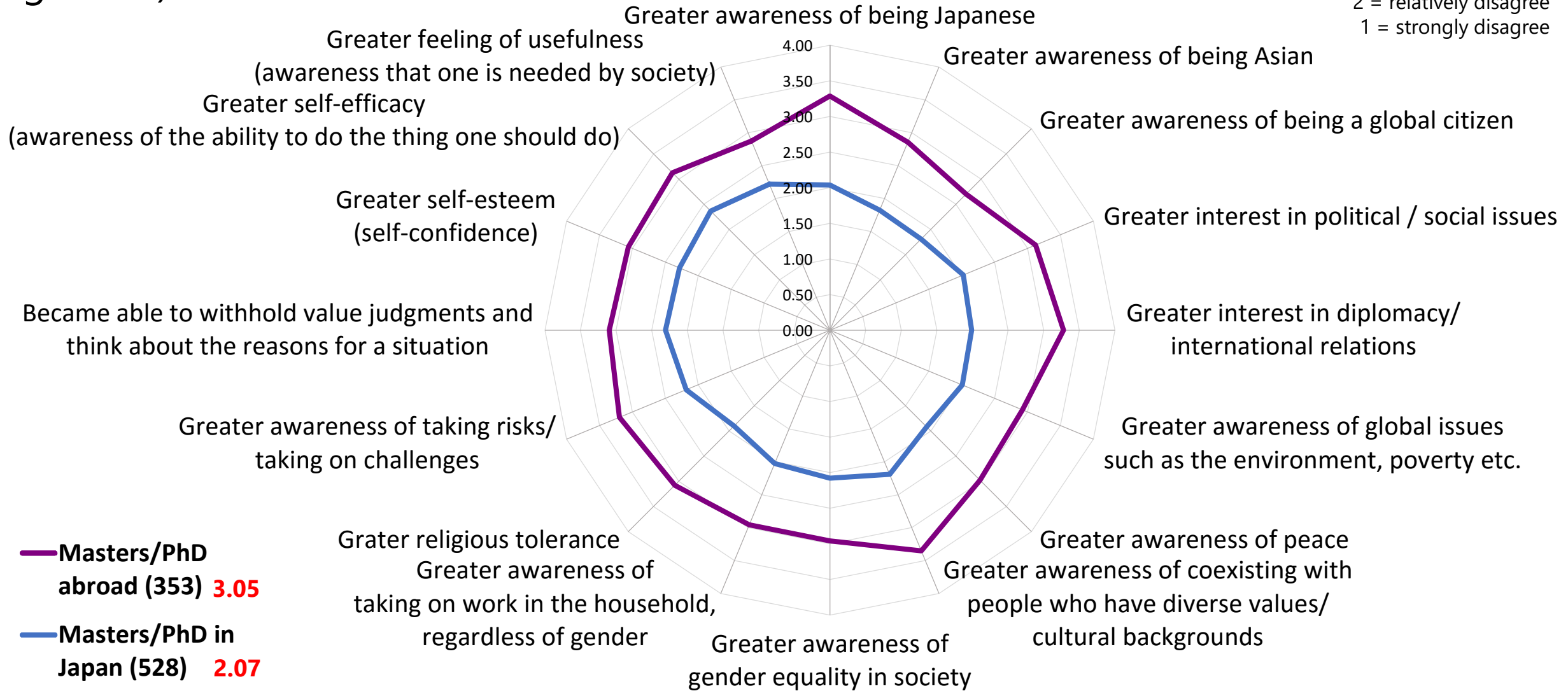
2 = relatively disagree

1 = strongly disagree



Change in Perceptions and Values: Graduate level (2 segments)

weighted averages
 4 = strongly agree
 3 = tend to agree
 2 = relatively disagree
 1 = strongly disagree



Change in Perceptions and Values: Degree abroad

weighted averages

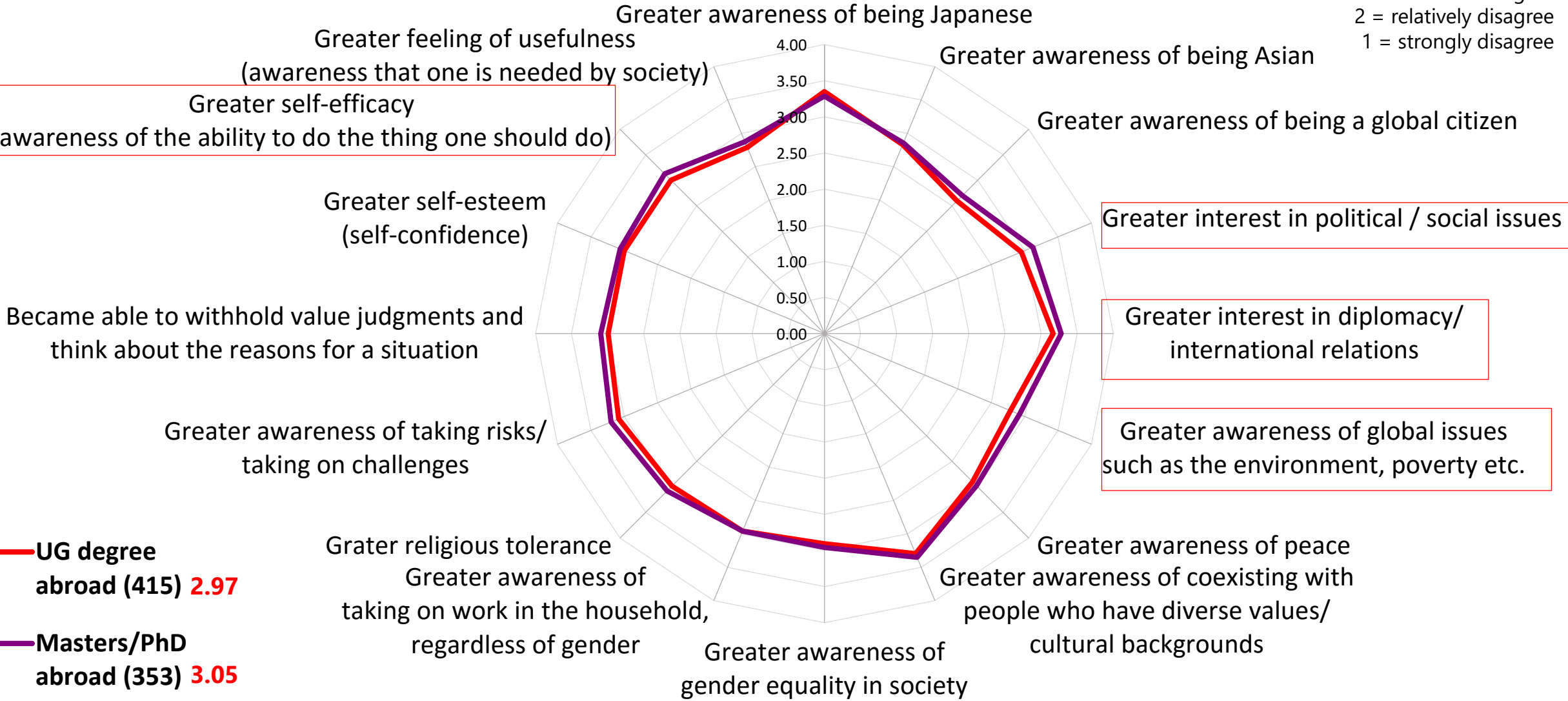
4 = strongly agree

3 = tend to agree

2 = relatively disagree

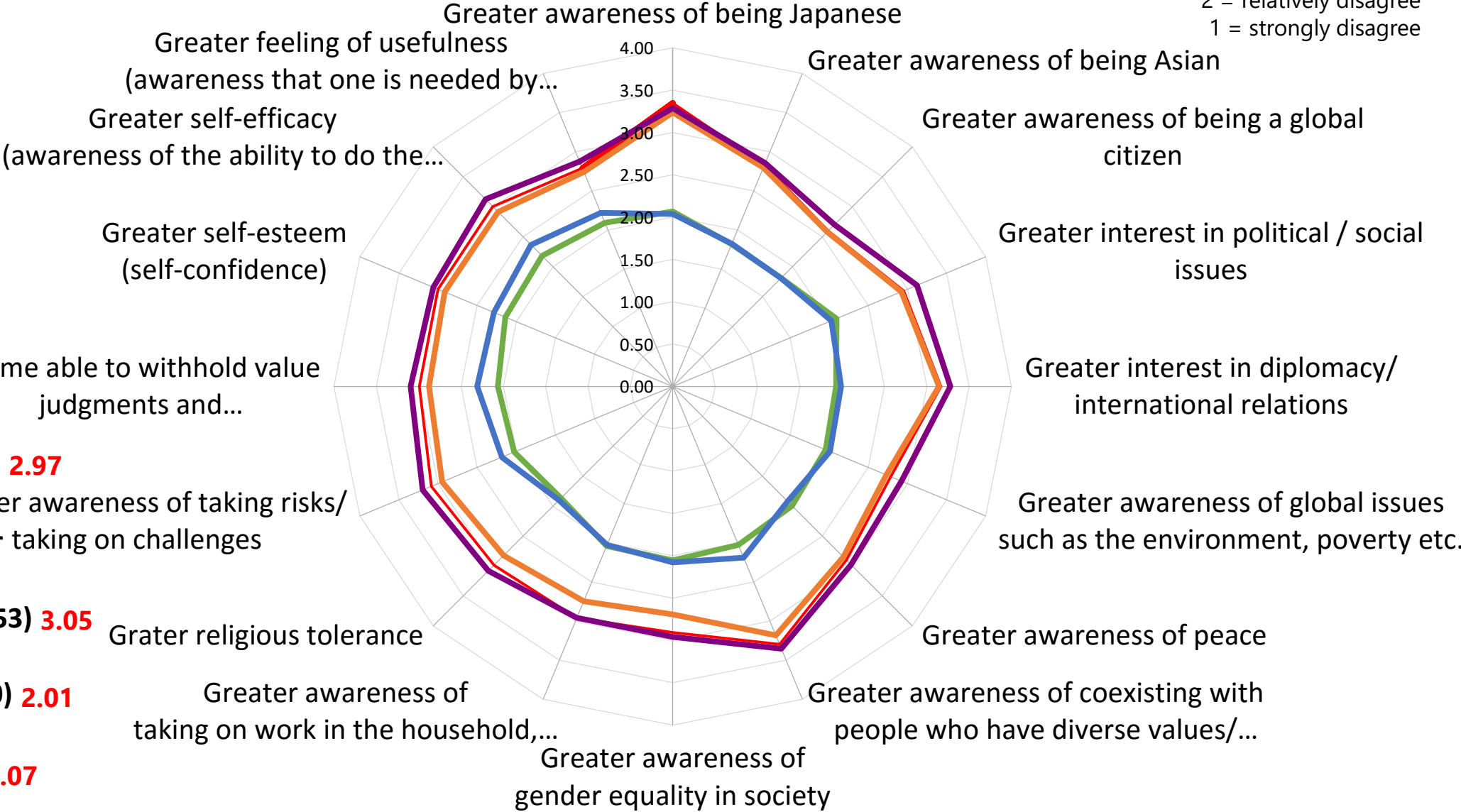
1 = strongly disagree

Greater self-efficacy
(awareness of the ability to do the thing one should do)



Change in Perceptions and Values: 5 segments

weighted averages
 4 = strongly agree
 3 = tend to agree
 2 = relatively disagree
 1 = strongly disagree



Changes in Behavior

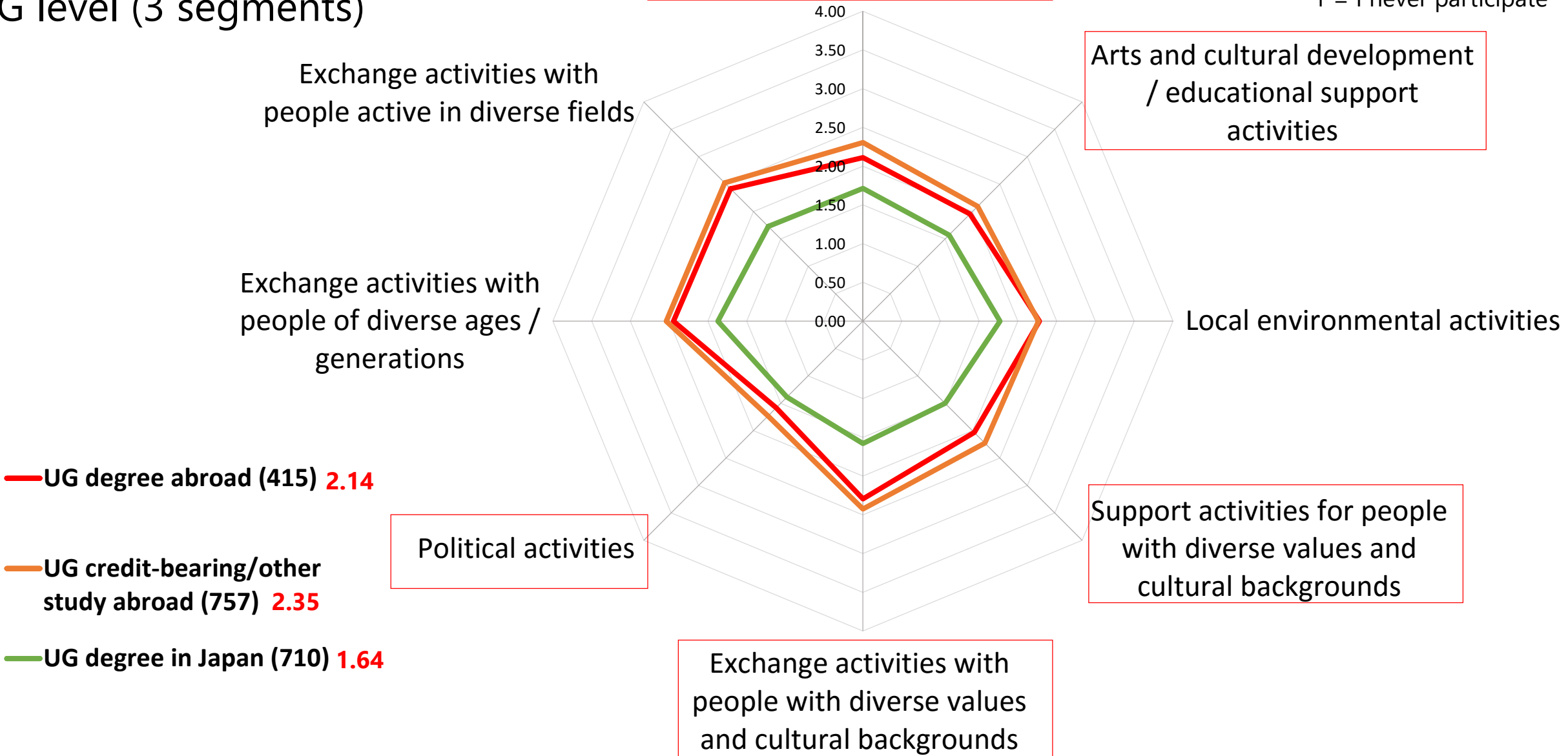
To what degree do you consider that your involvement with the following types of activity has increased as a result of study abroad [graduation from a Japanese university]?

*Question in square brackets was those for respondents without study abroad experience.

Changes in Behaviors

UG level (3 segments)

weighted averages
 4 = I frequently participate
 3 = I sometimes participate
 2 = I rarely participate
 1 = I never participate

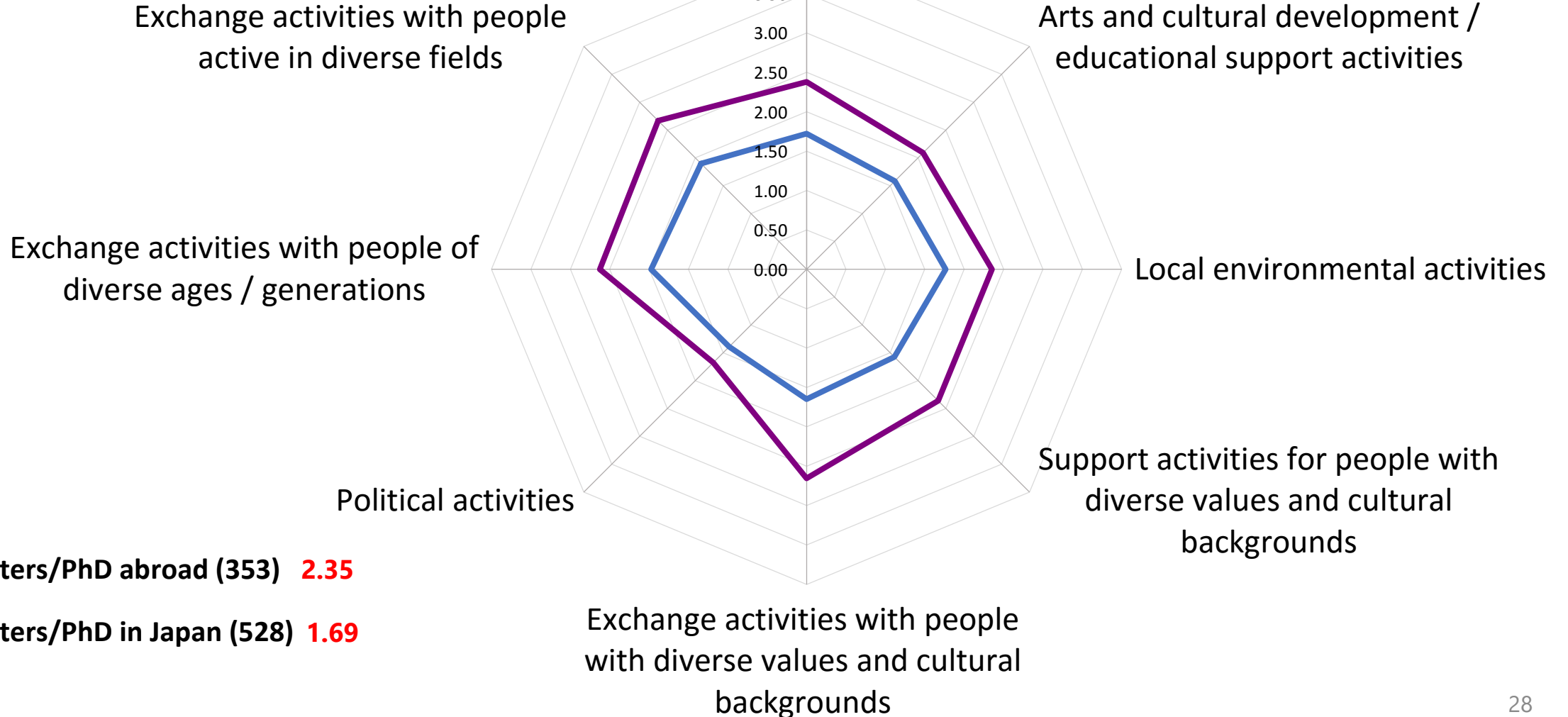


Changes in Behaviors

Graduate level (2 segments)

weighted averages 4 = I frequently participate
 3 = I sometimes participate
 2 = I rarely participate
 1 = I never participate

Activities which contribute to the local community



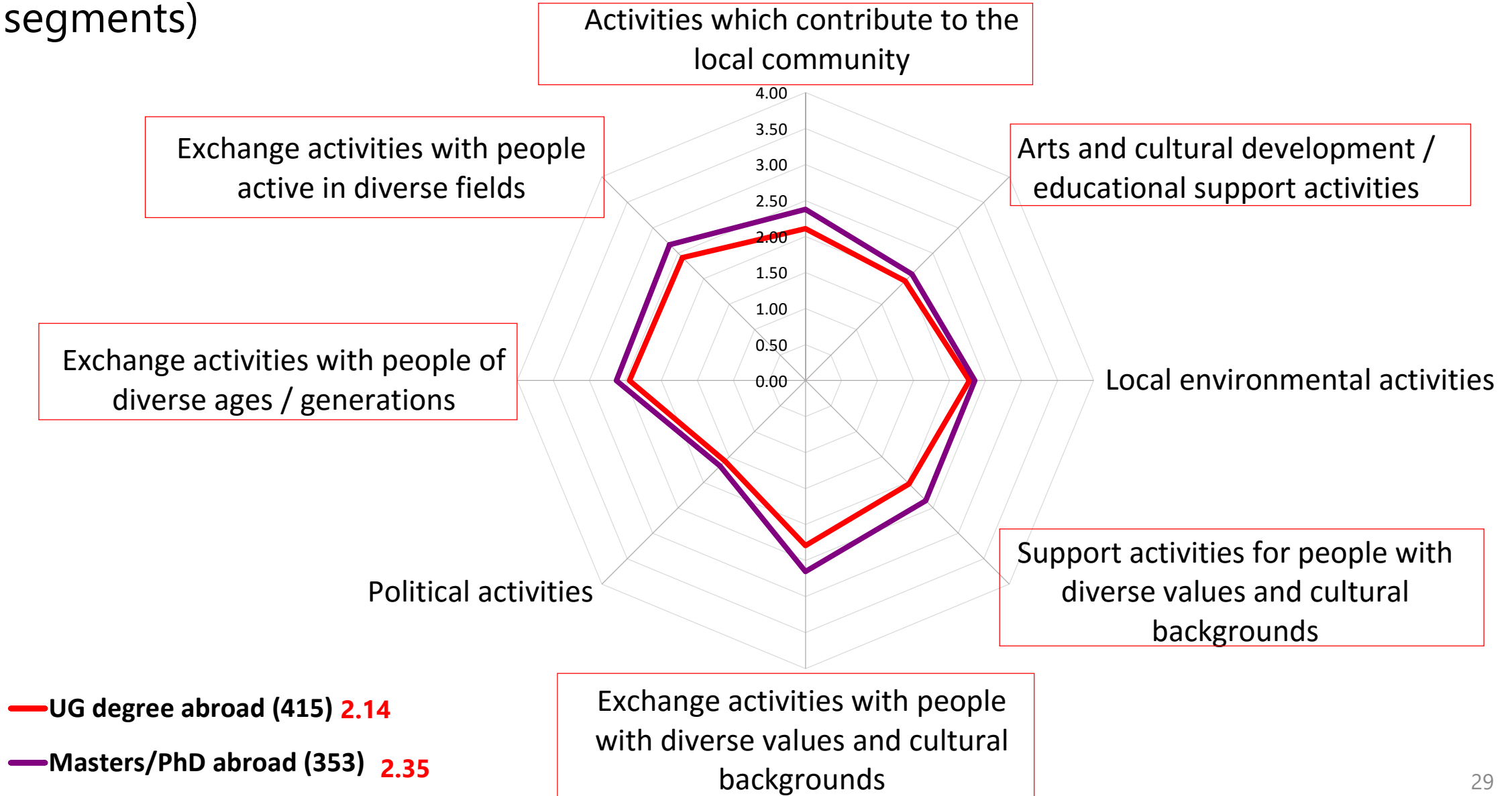
— Masters/PhD abroad (353) **2.35**

— Masters/PhD in Japan (528) **1.69**

Changes in Behaviors

Degree abroad
(2 segments)

weighted averages 4 = I frequently participate
3 = I sometimes participate
2 = I rarely participate
1 = I never participate

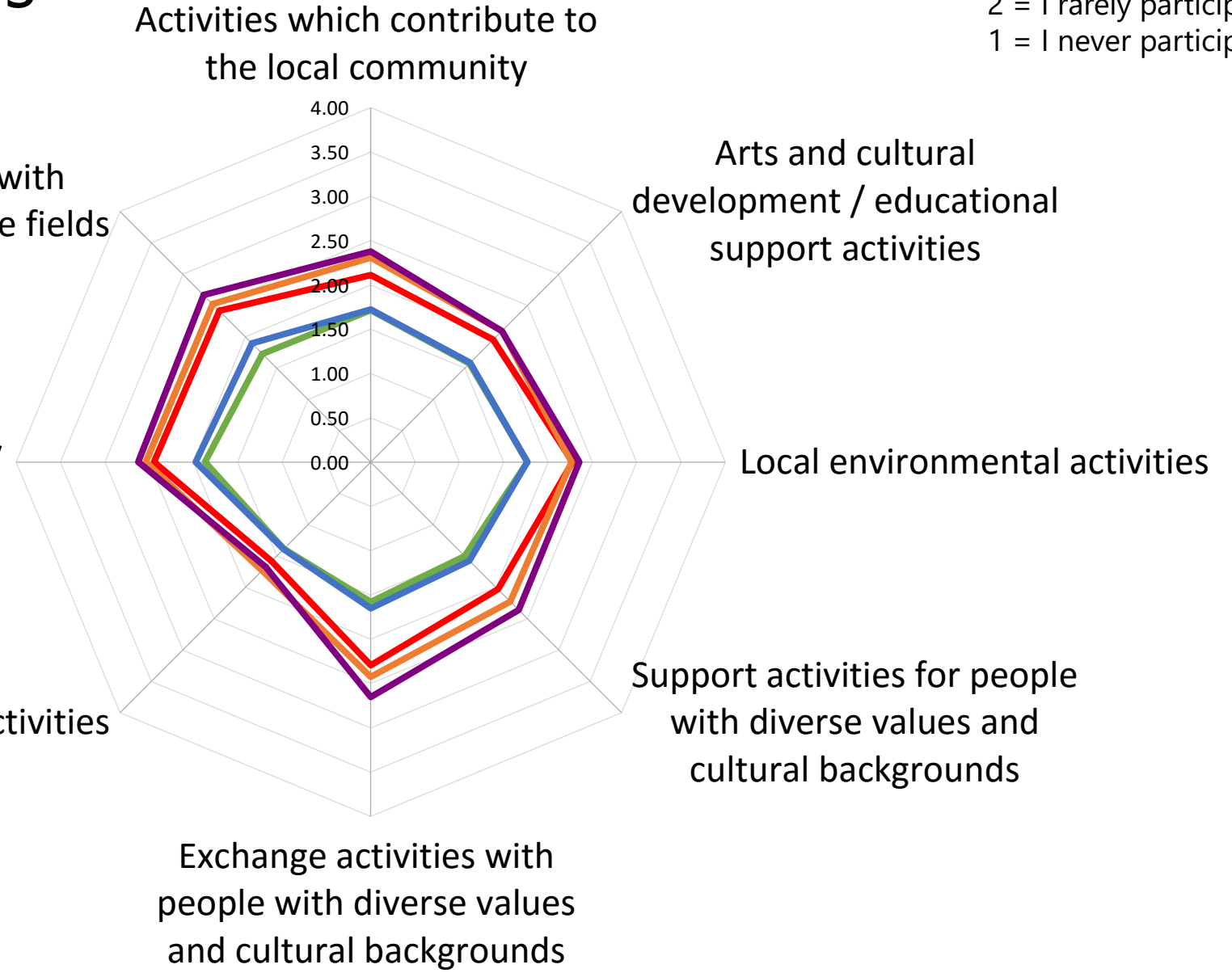


Changes in Behaviors

5 segments

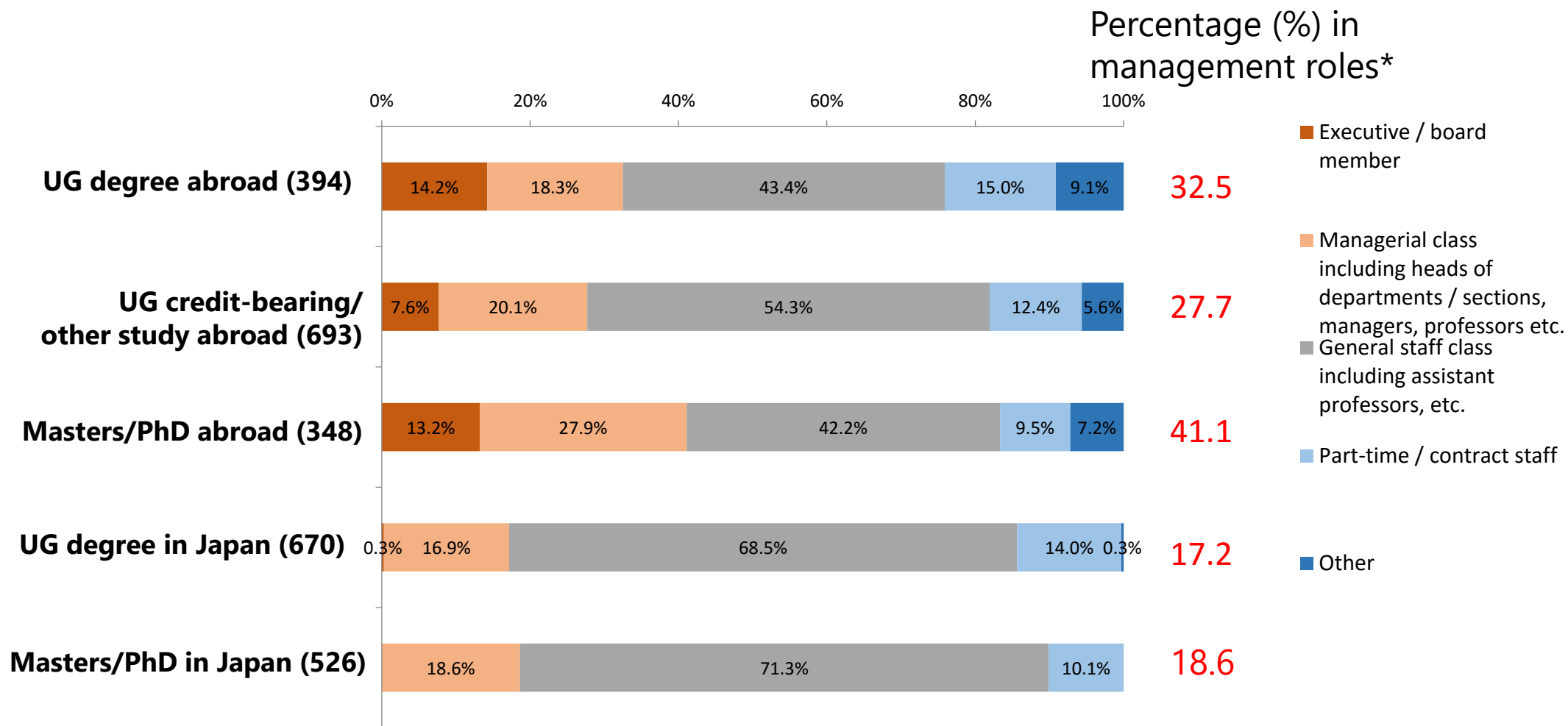
weighted averages
 4 = I frequently participate
 3 = I sometimes participate
 2 = I rarely participate
 1 = I never participate

- Exchange activities with people active in diverse fields
 - Exchange activities with people of diverse ages / generations
 - Political activities
 - Exchange activities with people with diverse values and cultural backgrounds
- UG degree abroad (415) **2.14**
 - UG credit-bearing/other study abroad (757) **2.35**
 - Masters/PhD abroad (353) **2.35**
 - UG degree in Japan (710) **1.64**
 - Masters/PhD in Japan (528) **1.69**



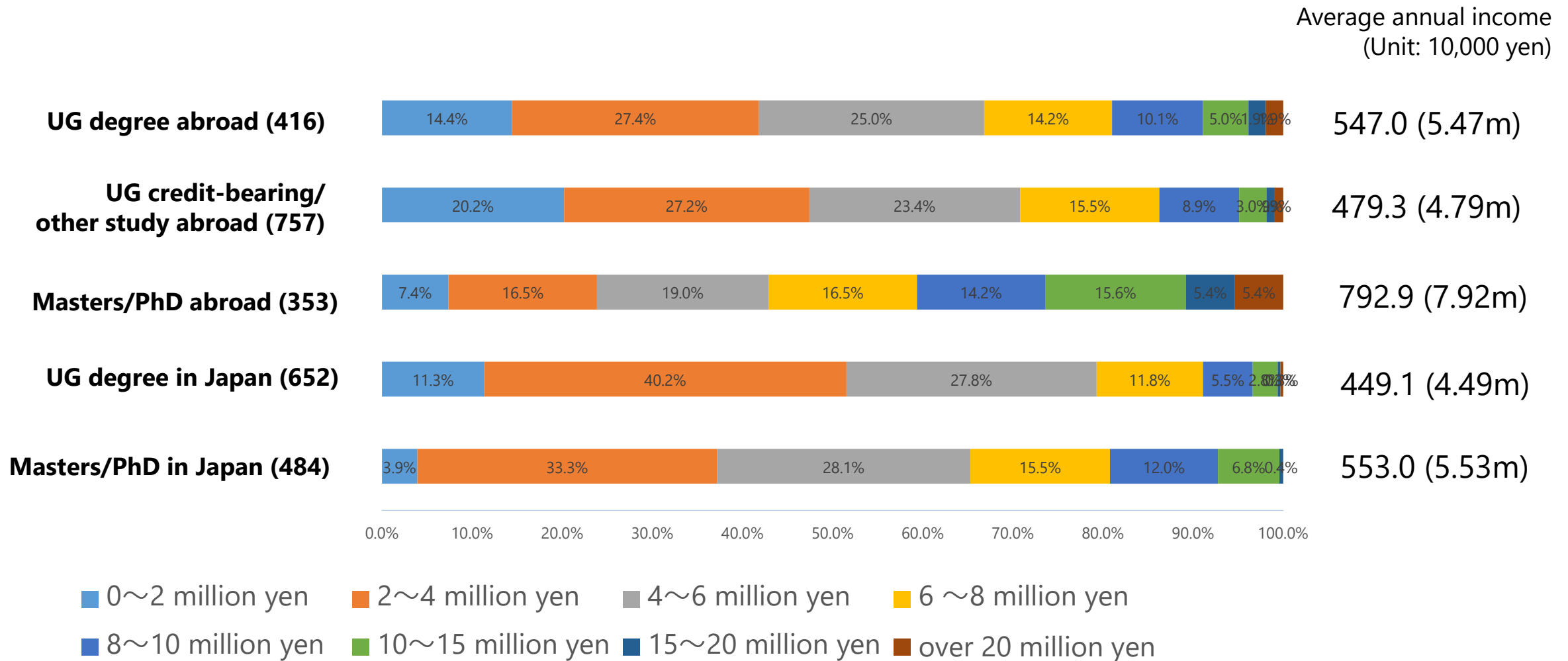
The impacts of study abroad experiences on career and life

Current Job Position



*The percentage in management roles is the total proportion of those in “the executive/board member class” and in the “managerial class.”

Current Annual Income



*PPP for GDP: US\$1 = JPY106 (OECD 2015)
1 million yen = US\$9,433

Career

To what extent do you consider that your study abroad [Japanese university] experiences influenced your career?

*Question in square brackets was those for respondents without study abroad experience.

Career

UG level (3 segments)

weighted averages
4 = strongly agree
3 = tend to agree
2 = relatively disagree
1 = strongly disagree

I gained motivation to work with an NPO/in social action

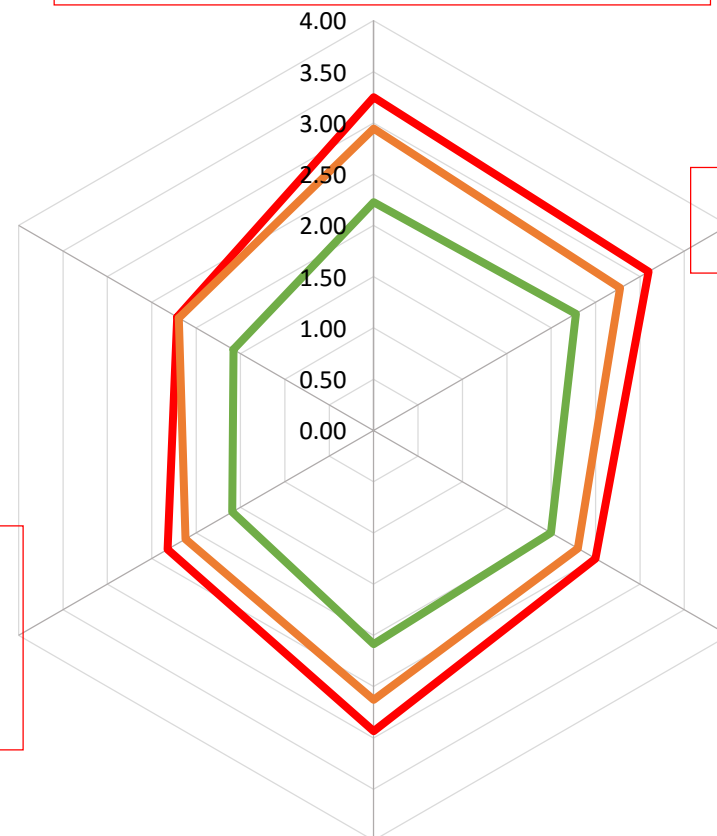
I gained motivation to start a venture (both for-profit and not-for-profit)

Helpful in planning my career

Helpful in gaining my current job

Helpful in obtaining a higher current salary

I use knowledge and skills gained while studying abroad [at Japanese universities] in my current job



— UG degree abroad (394) **2.72**

— UG credit-bearing/other study abroad (693) **2.49**

— UG degree in Japan (710) **1.96**

Career

Graduate level (2 segments)

weighted averages
4 = strongly agree
3 = tend to agree
2 = relatively disagree
1 = strongly disagree

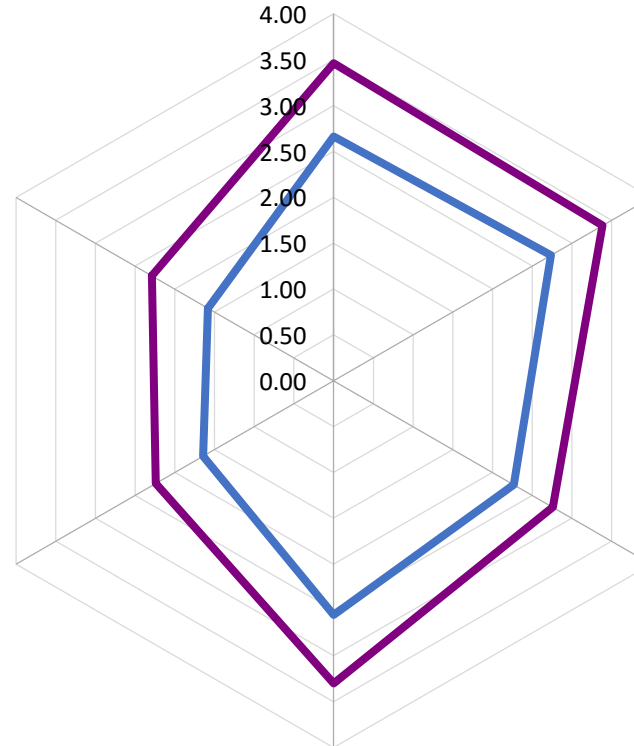
I gained motivation to work with an NPO/in social action

I gained motivation to start a venture (both for-profit and not-for-profit)

— Masters/PhD abroad (348) **2.91**

— Masters/PhD in Japan (528) **2.24**

Helpful in planning my career



Helpful in gaining my current job

Helpful in obtaining a higher current salary

I use knowledge and skills gained while studying abroad [at Japanese universities] in my current job

Career

Degree abroad (2 segments)

weighted averages

4 = strongly agree

3 = tend to agree

2 = relatively disagree

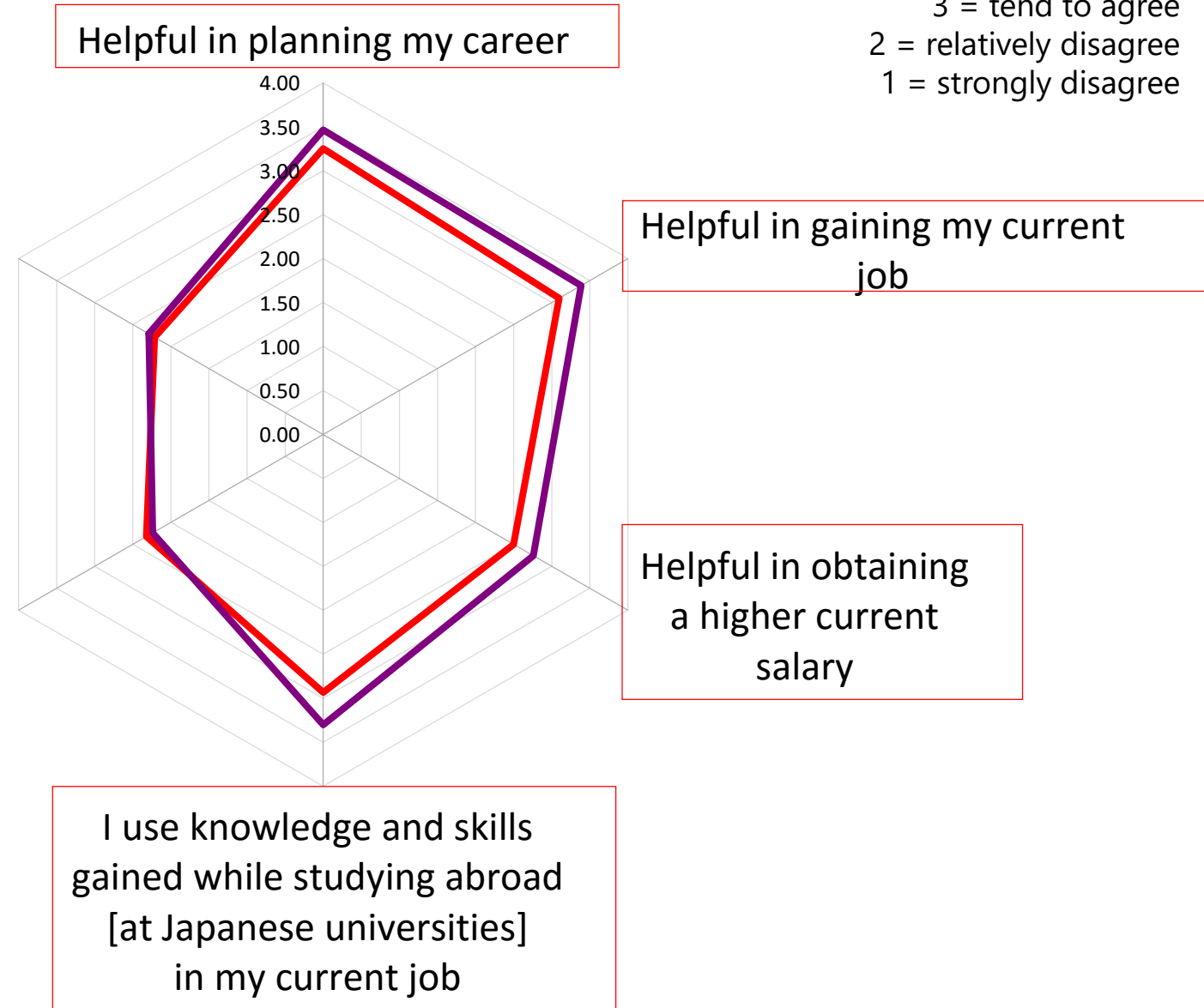
1 = strongly disagree

I gained motivation to work
with an NPO/in social action

I gained motivation to start a
venture
(both for-profit and not-for-
profit)

— UG degree abroad (394) **2.72**

— Masters/PhD abroad (348) **2.91**



Career

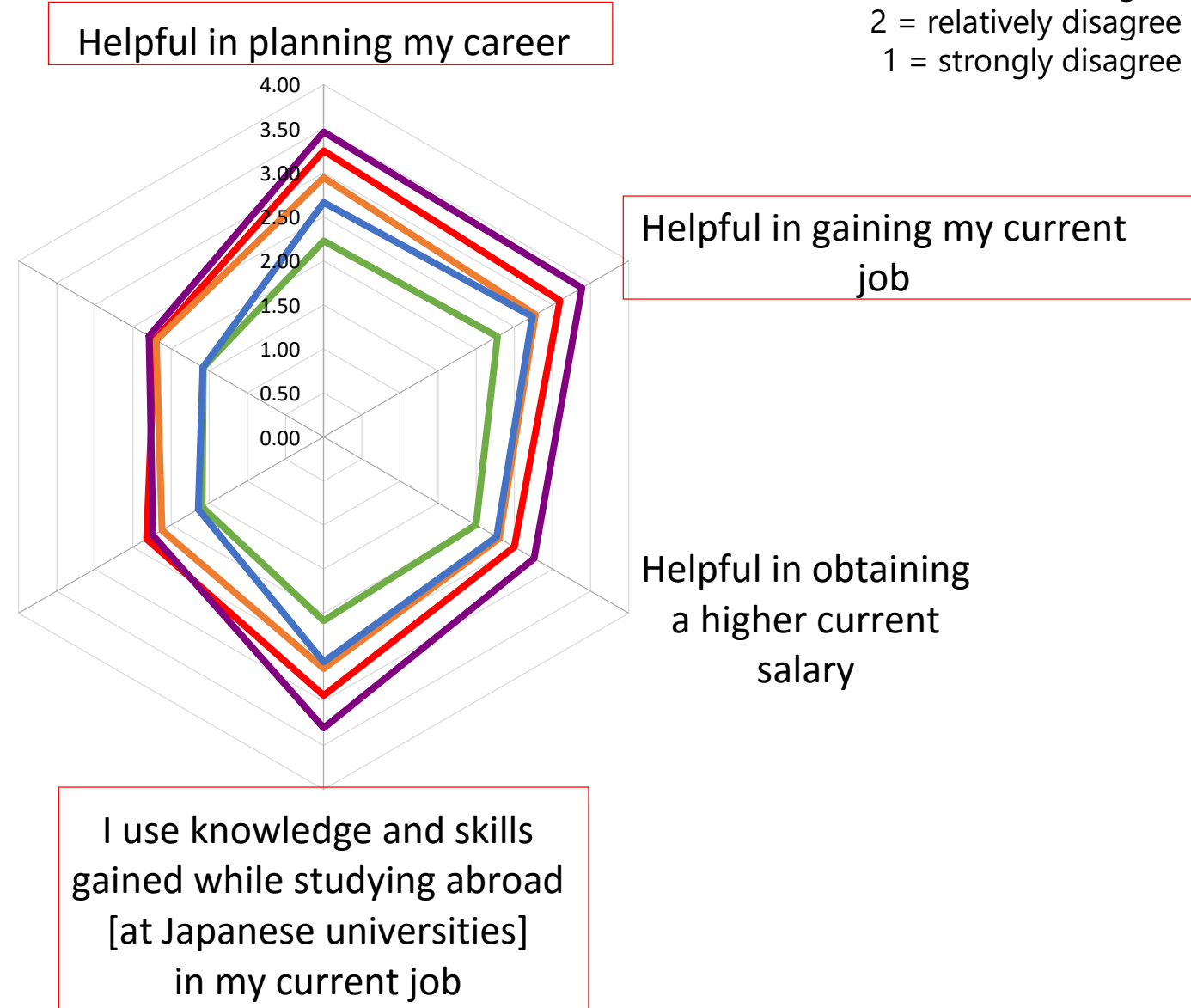
5 segments

weighted averages
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I gained motivation to work with an NPO/in social action

I gained motivation to start a venture
 (both for-profit and not-for-profit)

- UG degree abroad (394) **2.72**
- UG credit-bearing/other study abroad (693) **2.49**
- Masters/PhD abroad (348) **2.91**
- UG degree in Japan (710) **1.96**
- Masters/PhD in Japan (528) **2.24**



Hiring Process

To what extent do you consider that the following aspects of your study abroad [Japanese university] experiences were valued by recruiters?

*Question in square brackets was those for respondents without study abroad experience.

A survey of the hiring of those with study abroad experience and global skills (by total number of employees)

Q: How important is “possessing international experience” in your recruitment process?

unit: percentage (%)

	Overall	Fewer than 300 staff	300 - 999 staff	1000 staff or more
Very important	4.5	4.6	4.7	3.9
Quite important	23.2	23.2	23.5	22.4
Cannot say	28.9	27.3	27.5	35.5
Not very important	18.9	18.6	17.4	22.4
Hardly important at all	24.6	26.3	26.8	15.8
Total	100.0	100.0	100.0	100.0

Q: “Overseas study experience” (irrespective of type/field) needs to be of what length to be valued by your company?

unit: percentage (%)

	Overall	Fewer than 300 staff	300 - 999 staff	1000 staff or more
1 year or longer	37.9	38.5	36.3	39.5
6 months or longer	18.1	16.7	18.5	21.1
3 months or longer	3.6	2.1	4.8	5.3
1 month or longer	3.1	2.6	3.4	3.9
Even study for under 1 month is valued	5.1	5.7	5.5	2.6
Overseas study is not valued	32.1	34.4	31.5	27.6
Total	100.0	100.0	100.0	100.0

Survey period: March 17, 2014 – June 27, 2014

Survey respondents: 423 HR managers at companies in Japan which were clients of DISCO Inc.

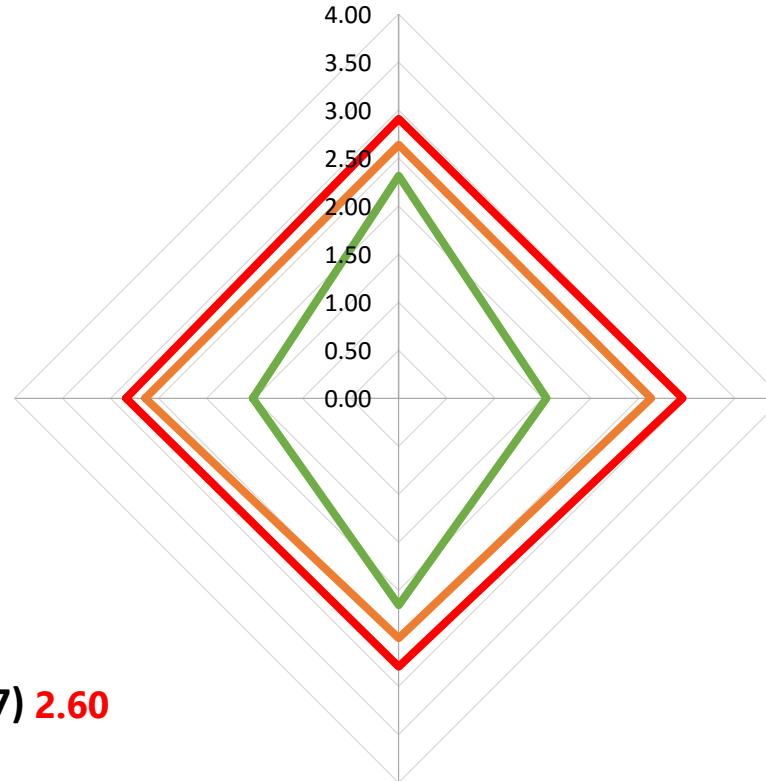
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Summary Report

Hiring Process

UG level (3 segments)

weighted averages
4 = strongly agree
3 = tend to agree
2 = relatively disagree
1 = strongly disagree

My study abroad experience was valued
[My undergraduate or graduate degree was valued per se]



My experience of communicating with foreigners was valued

The language skills I gained through study abroad were valued
[My foreign language competencies were valued]

The specialized knowledge and skills I gained through study abroad were valued

— UG degree abroad (415) **2.87**

— UG credit-bearing/other study abroad (757) **2.60**

— UG degree in Japan (710) **1.88**

Hiring Process

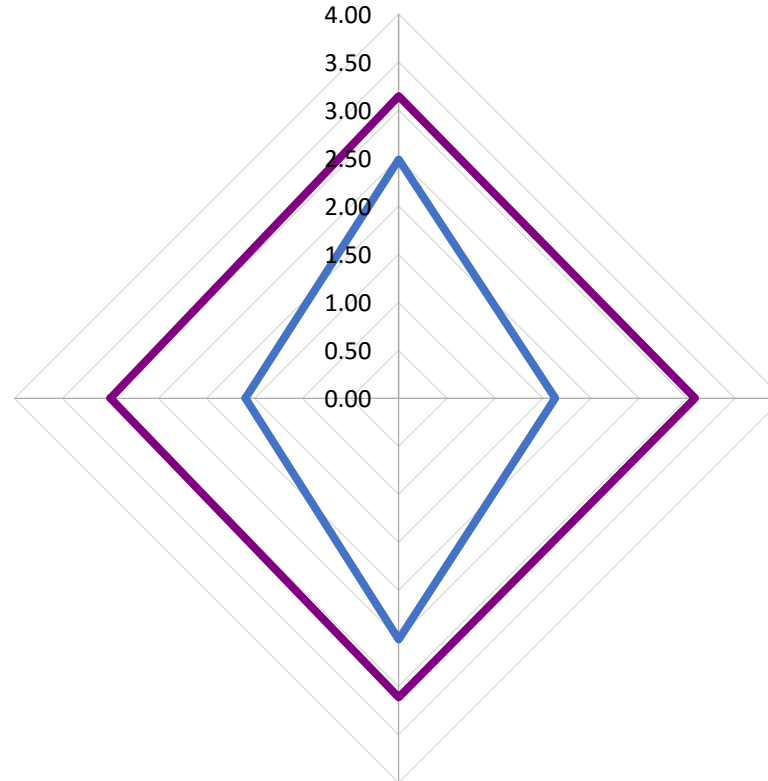
Graduate level (2 segments)

weighted averages
 4 = strongly agree
 3 = tend to agree
 2 = relatively disagree
 1 = strongly disagree

My study abroad experience was valued
 [My undergraduate or graduate degree was valued per se]

My experience of communicating with foreigners was valued

The language skills I gained through study abroad were valued
 [My foreign language competencies were valued]



— Masters/PhD abroad (353) **3.09**

— Masters/PhD in Japan (528) **2.05**

The specialized knowledge and skills I gained through study abroad were valued

Hiring Process

Degree abroad
(2 segments)

weighted averages
4 = strongly agree
3 = tend to agree
2 = relatively disagree
1 = strongly disagree

My study abroad experience
was valued
[My undergraduate or graduate degree
was valued per se]

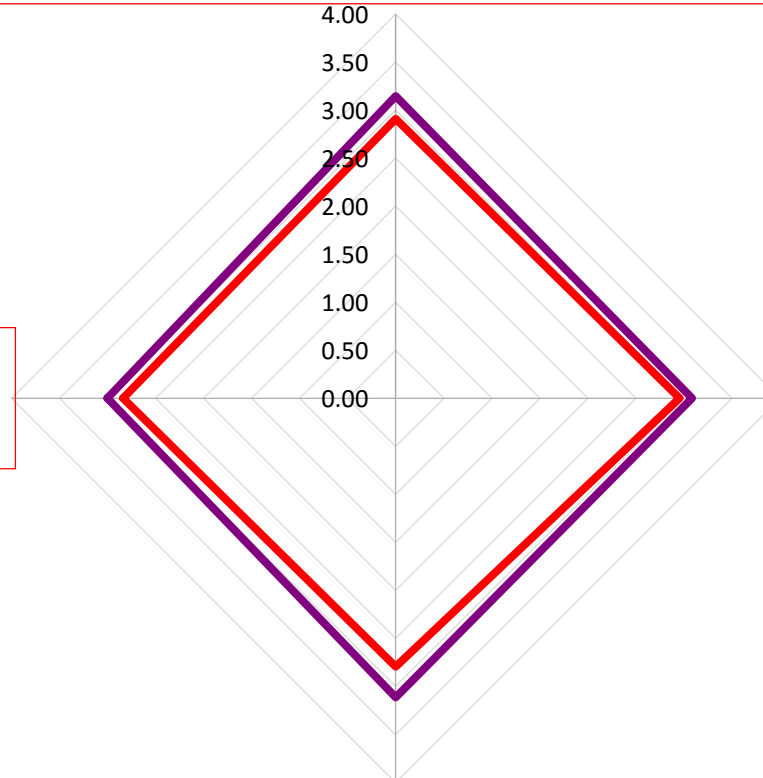
My experience of communicating
with foreigners was valued

The language skills I gained through study
abroad were valued
[My foreign language competencies were
valued]

— UG degree abroad (415) **2.87**

— Masters/PhD abroad (353) **3.09**

The specialized knowledge and skills I
gained through study abroad were valued

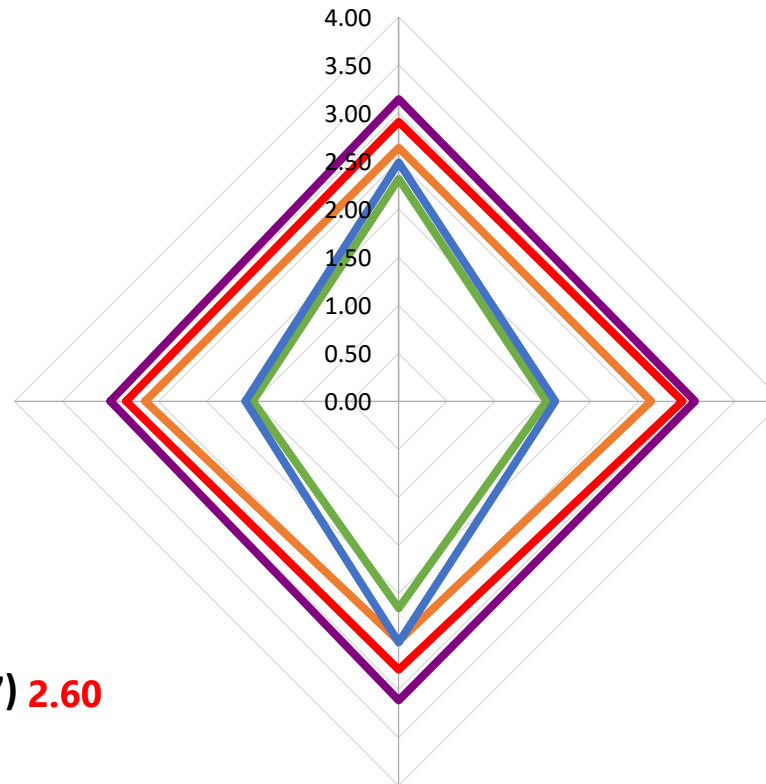


Hiring Process

5 segments

My study abroad experience was valued
[My undergraduate or graduate degree was valued per se]

weighted averages
4 = strongly agree
3 = tend to agree
2 = relatively disagree
1 = strongly disagree



My experience of communicating with foreigners was valued

The language skills I gained through study abroad were valued
[My foreign language competencies were valued]

The specialized knowledge and skills I gained through study abroad were valued

— UG degree abroad (415) **2.87**

— UG credit-bearing/other study abroad (757) **2.60**

— Masters/PhD abroad (353) **3.09**

— UG degree in Japan (710) **1.88**

— Masters/PhD in Japan (528) **2.05**

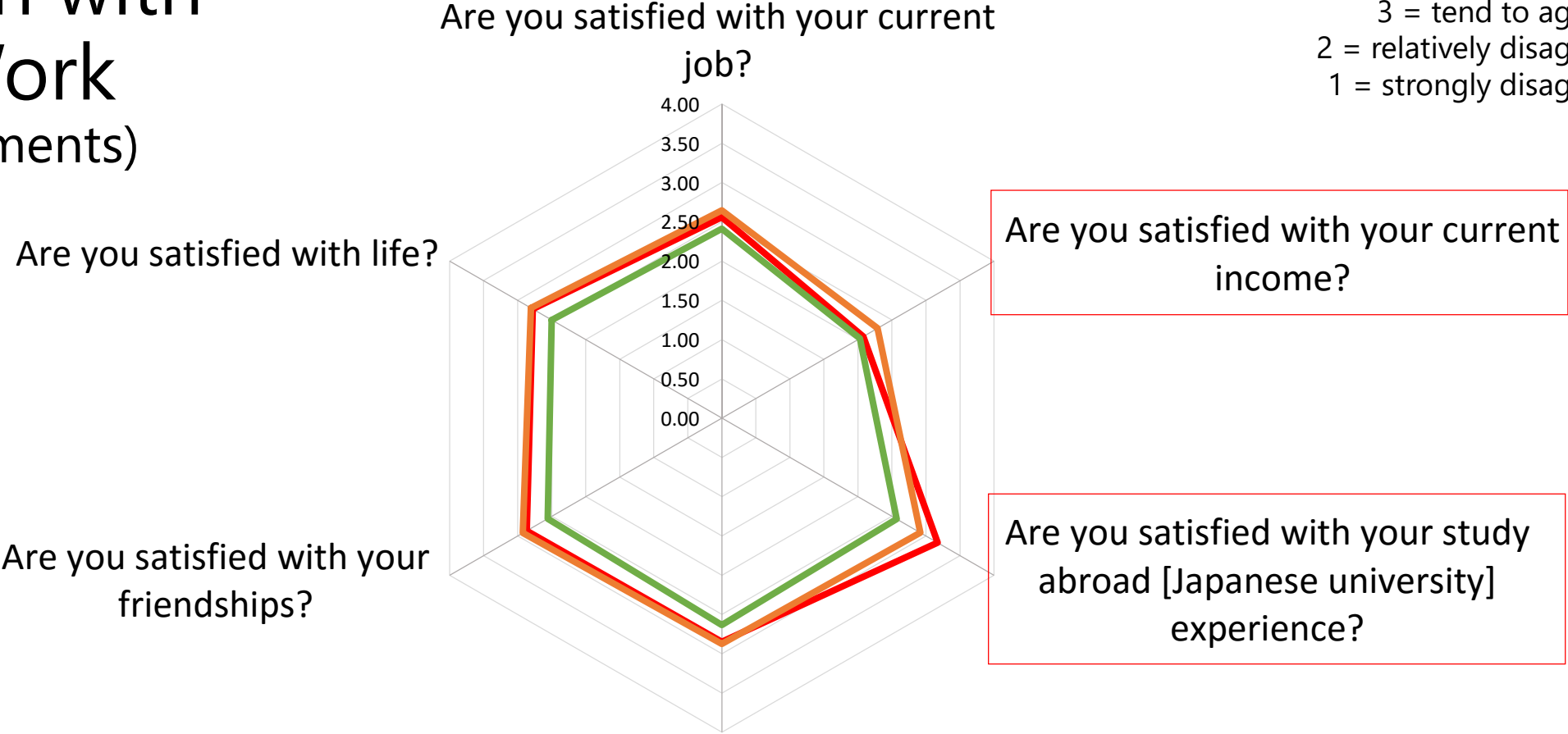
Satisfaction with Life and Work

How satisfied are you with each of the following items?

Satisfaction with Life and Work

UG level (3 segments)

weighted averages
 4 = strongly agree
 3 = tend to agree
 2 = relatively disagree
 1 = strongly disagree

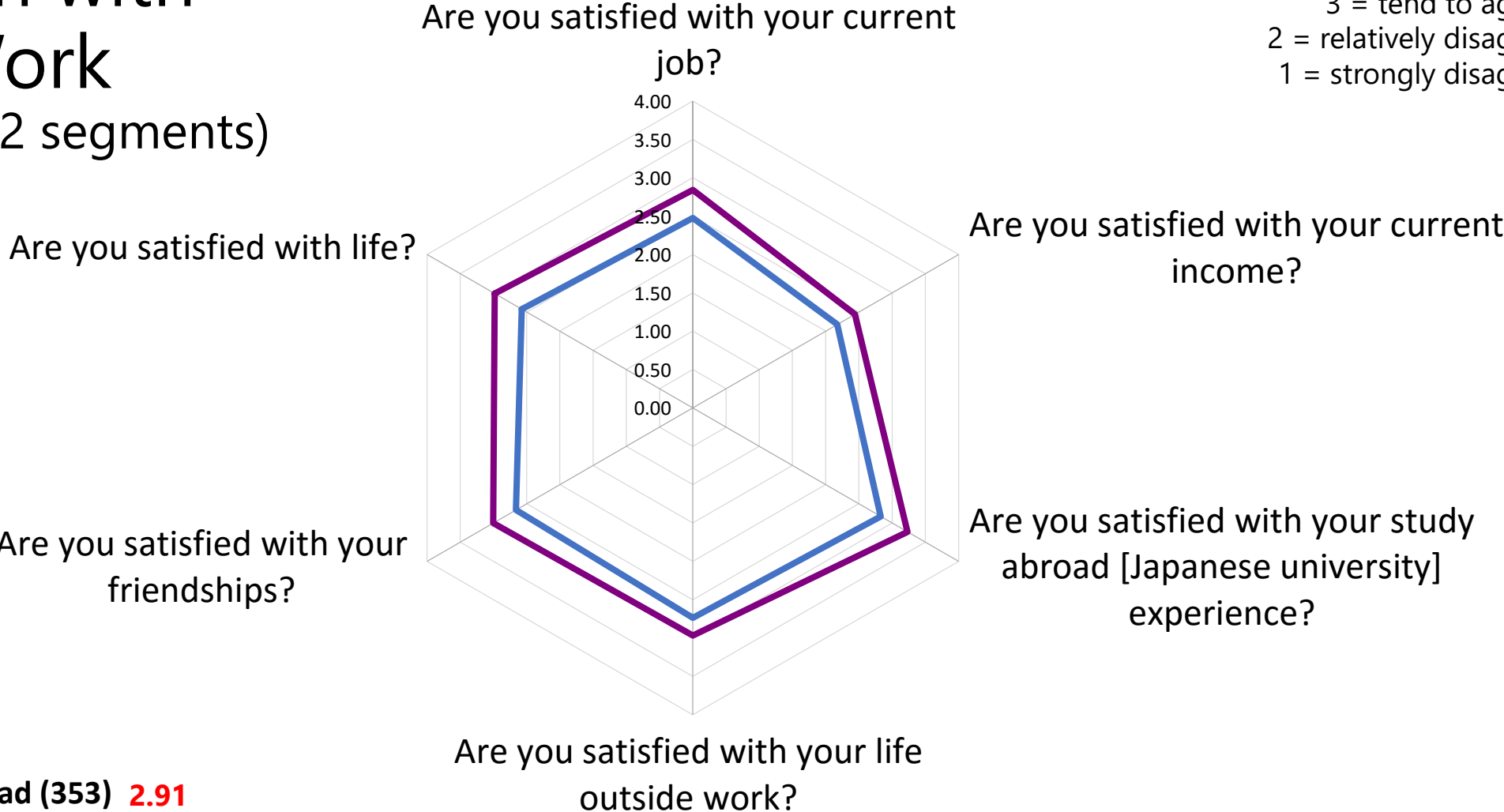


- UG degree abroad (416) **2.72**
- UG credit-bearing/other study abroad (757) **2.74**
- UG degree in Japan (710) **2.45**

Satisfaction with Life and Work

Graduate level (2 segments)

weighted averages
 4 = strongly agree
 3 = tend to agree
 2 = relatively disagree
 1 = strongly disagree



— Masters/PhD abroad (353) **2.91**

— Masters/PhD in Japan (528) **2.58**

Satisfaction with Life and Work

Degree abroad
(2 segments)

weighted averages
4 = strongly agree
3 = tend to agree
2 = relatively disagree
1 = strongly disagree

Are you satisfied with your current job?

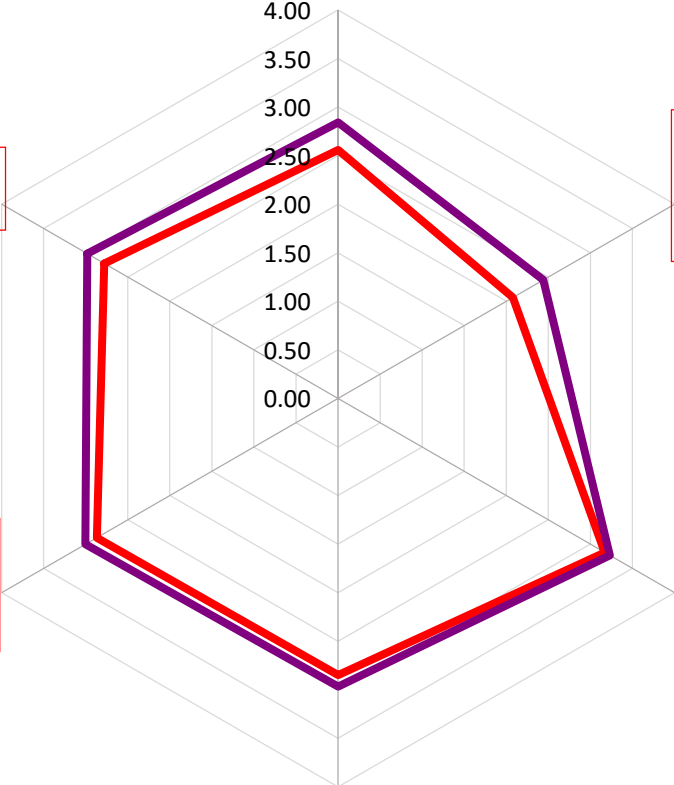
Are you satisfied with life?

Are you satisfied with your current income?

Are you satisfied with your friendships?

Are you satisfied with your study abroad [Japanese university] experience?

Are you satisfied with your life outside work?



— UG degree abroad (416) **2.72**

— Masters/PhD abroad (353) **2.91**

Satisfaction with Life and Work

5 segments

weighted averages
 4 = strongly agree
 3 = tend to agree
 2 = relatively disagree
 1 = strongly disagree

Are you satisfied with life?

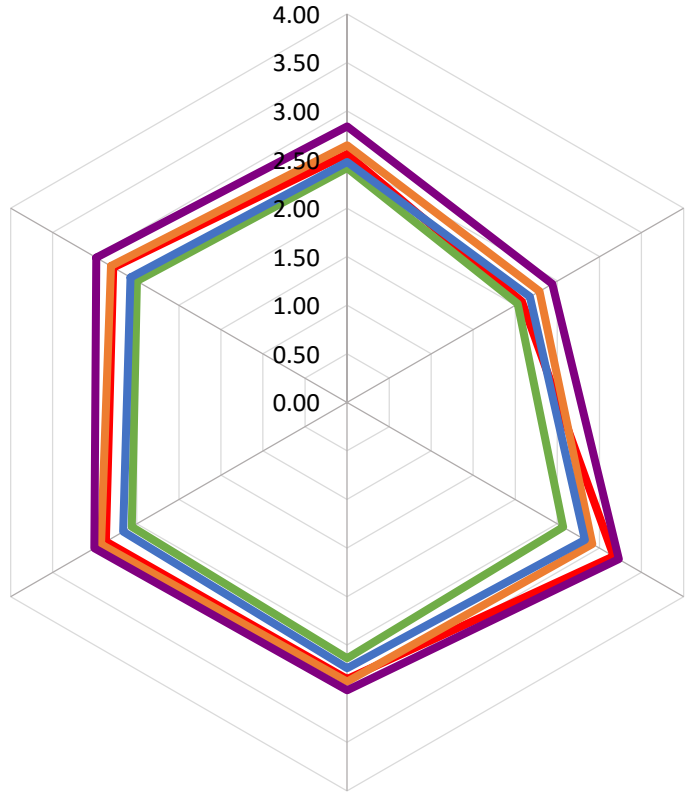
Are you satisfied with your friendships?

Are you satisfied with your current job?

Are you satisfied with your current income?

Are you satisfied with your study abroad [Japanese university] experience?

Are you satisfied with your life outside work?

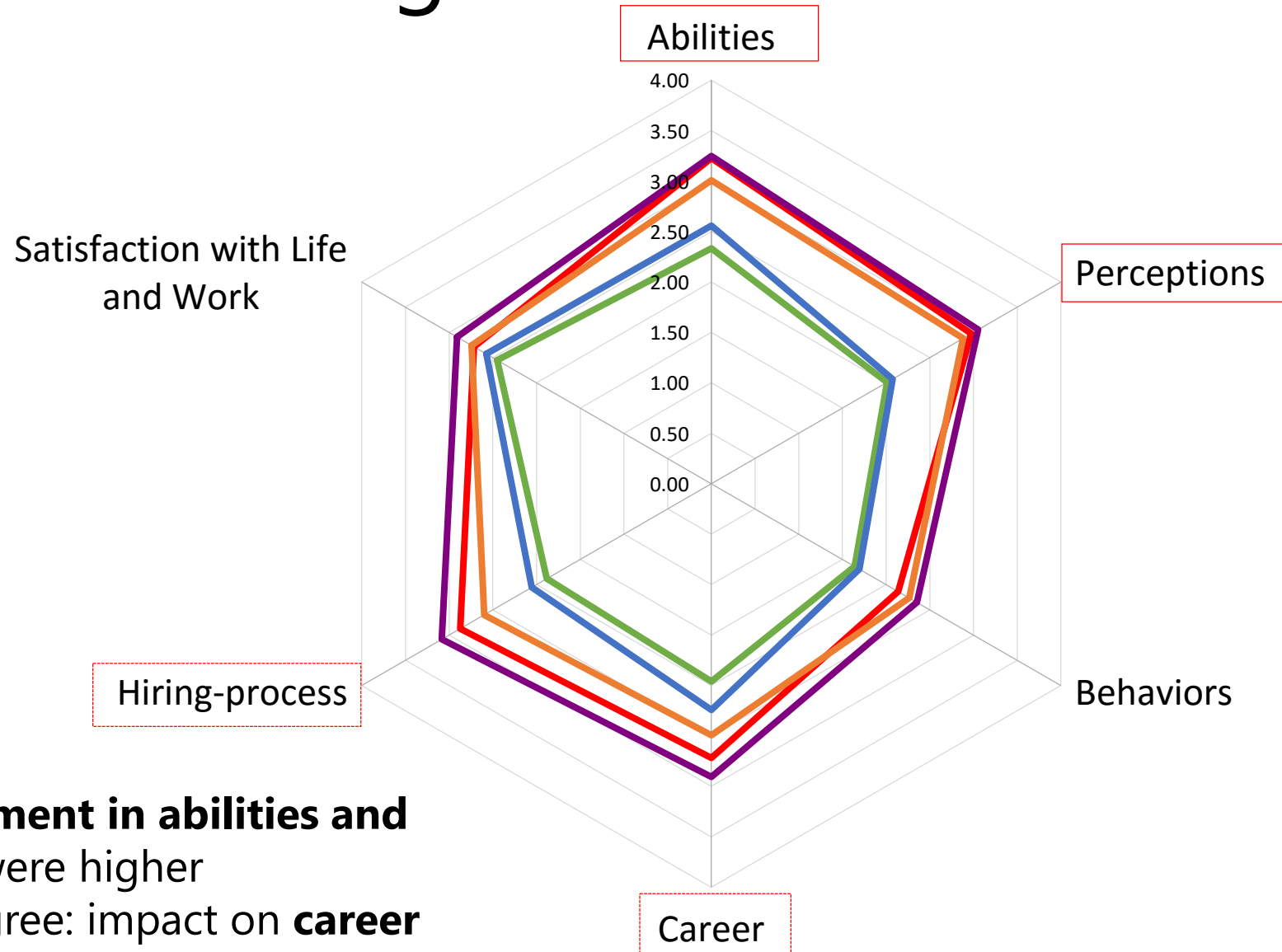


- UG degree abroad (416) **2.72**
- UG credit-bearing/other study abroad (757) **2.74**
- Masters/PhD abroad (353) **2.91**
- UG degree in Japan (710) **2.45**
- Masters/PhD in Japan (528) **2.58**

Discussion

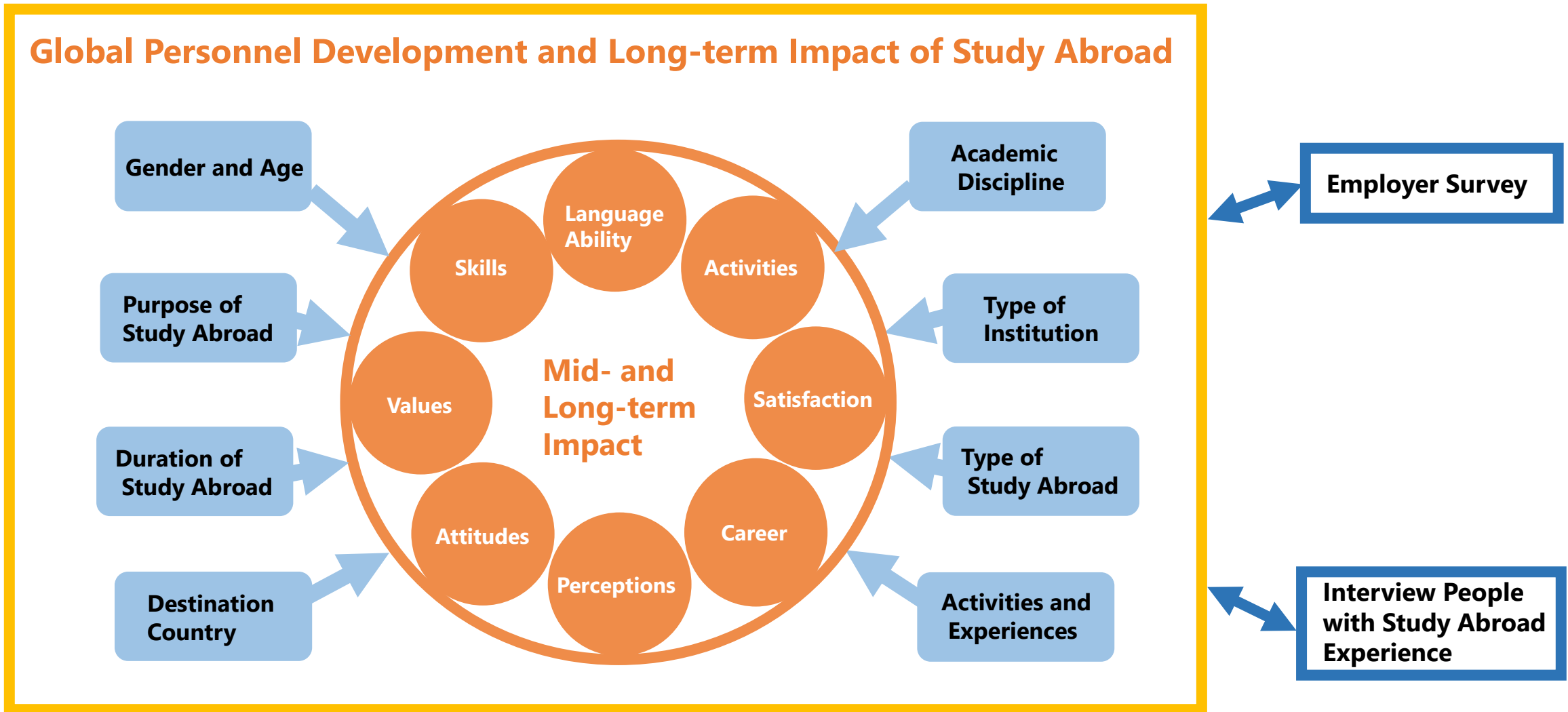
Average of Weighted Averages 6 Categories

- UG degree abroad
- UG credit-bearing/other study abroad
- Masters/PhD abroad
- UG degree in Japan
- Masters/PhD in Japan



- SA participants: impact on **improvement in abilities and changes in perceptions & values** were higher
- SA for a degree, esp. a graduate degree: impact on **career and hiring-process** were higher

Further Study



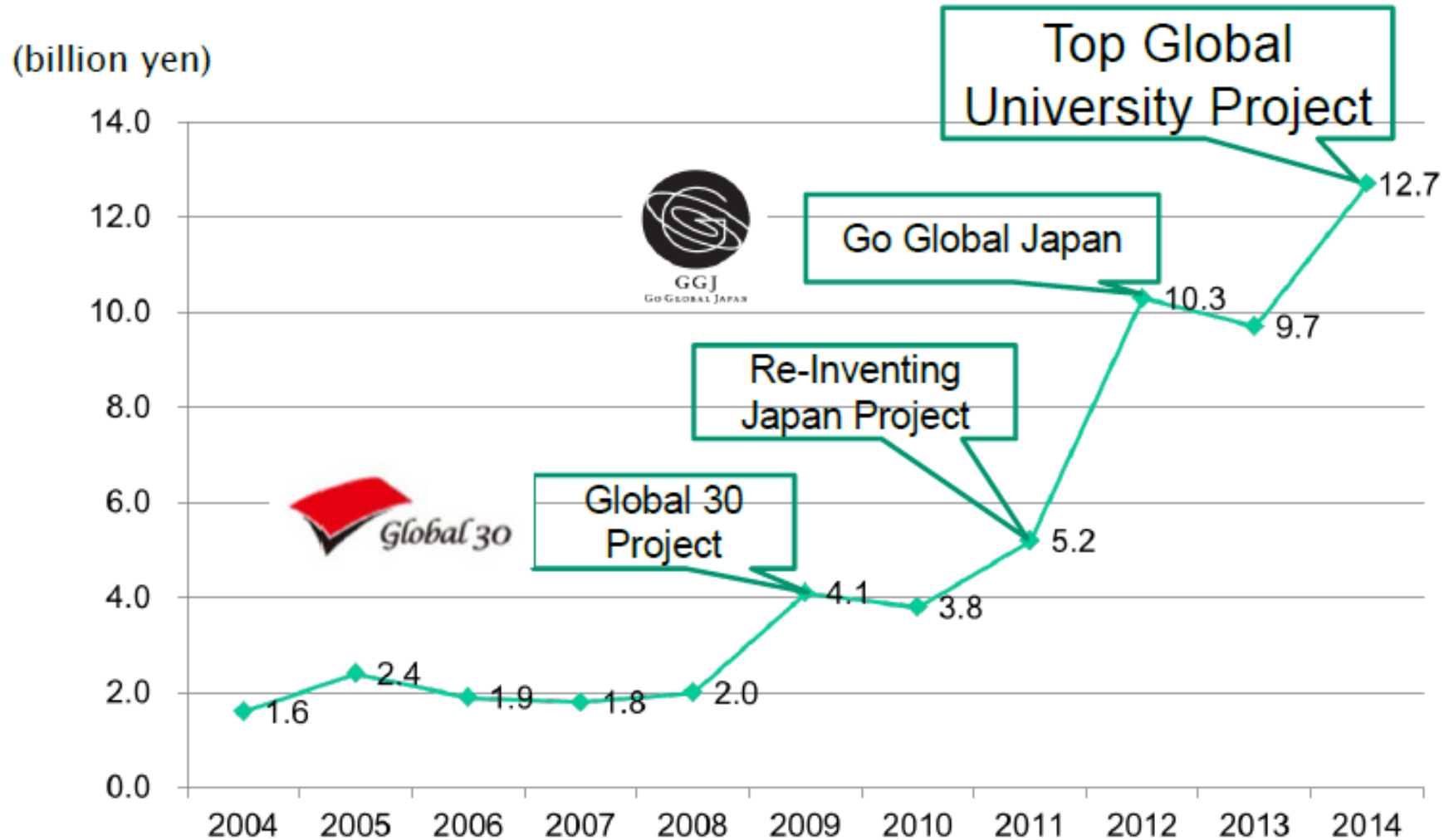
Website

<http://recsie.or.jp/project/gj5000/>

Download the summary of the survey results: <http://recsie.or.jp/gj5000en>

Policy Development

Support for Internationalization of Japanese Universities



Vigorous Promotion of “Outbound” Mobility

- Double # of Japanese study abroad students to 120,000 by 2020:
Japan Revitalization Strategy (2013)
- **Go Global Japan:** Project for Promotion of Global Human Resource Development (from 2012, for 5 years)
 - Increase # of Japanese study-abroad students
 - Improve students' foreign language proficiency, esp. English
 - Enhance credit transfer system
 - Increase double degree programs
 - **Type A: comprehensive, university-wide projects** ⇒ 11 univs., 36,500 outbound students in total (est.)
 - **Type B: specific, department (faculty)-level projects** ⇒ 31 univs' faculties (schools), 22,000 outbound students in total (est.)
 - **Total: 58,500 outbound students in 5 years (est.)**

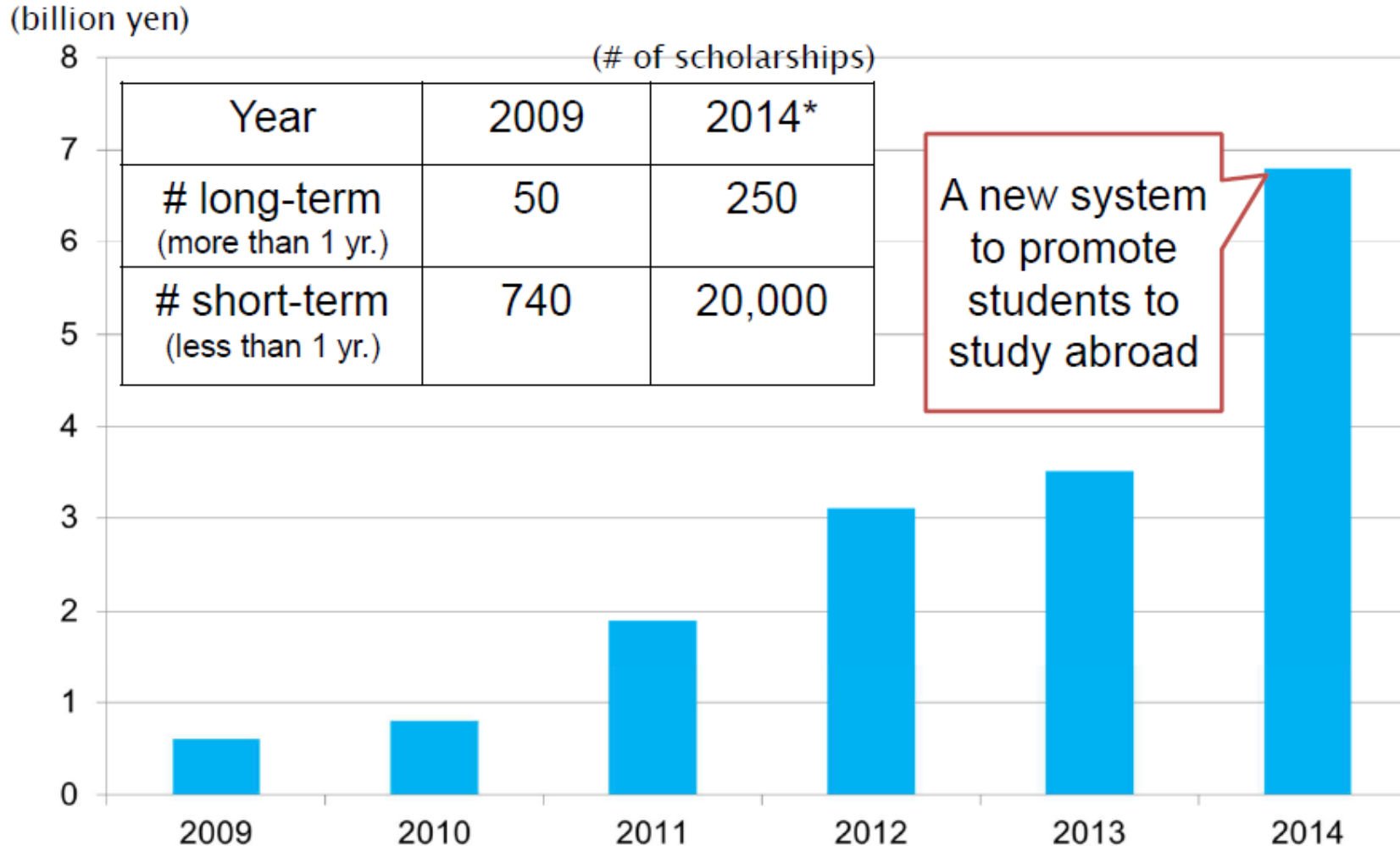
Increasing Study Abroad (outbound) Scholarships

- Long-term (degree-seeking, graduate program)
 - 2.5M. yen (US\$20,800)/year and 148,000 yen (US\$1,233)/month (max.)
 - 270 recipients in 2015 (50 in 2009)
- Short-term (from 8 days up to 1 year, inter-university collaboration)
 - 100,000 yen (US\$833) per month (max.)
 - 22,000 recipients in 2015 (740 in 2009)
- Short-term **Inbound**: 7,000 recipients, 80,000 yen (US\$666)/month in 2015

Increasing Study Abroad (outbound) Scholarships

- **Young Ambassador Program-*Tobitate*: Leap for Tomorrow-**
 - Public-private scholarship initiative for study abroad
 - Private sector's contribution: Aim to collect 20B. yen (US\$166M.)
 - Goal is to support 10,000 study abroad students including high school students by 2020
 - Double # of high school study abroad students to 60,000 by 2020
 - # of awarded scholarships: 323 (2014), 660 (2015)

MEXT's Scholarship Budgets for Japanese Study Abroad Students



MEXT's Subsidy Programs for Internationalization of HEIs

(FY2014 Budget)

New in 2014

1) Top Global University Project

Enhancing International Competitiveness
of Japanese Universities
¥7.7 billion for 30 HEIs

2) Go Global Japan

Internationalizing
University Environment
for Study Abroad
¥2.2 billion
for 42 HEIs



Promotion of Student Exchanges

Outbound
¥8.6 billion

Inbound
¥26.9 billion

3) Re-Inventing Japan Project

Internationalization of Educational & Collaborative Programs

CAMPUS Asia

Trilateral partnership
with China and Korea
¥828 million for 16 projects

ICI-ECP

AIMS
Student Exchange
under G to G Collaboration
¥286 million for 13 projects

U.S.A. and EU

Collaborative Programs
¥584 million for 12 projects

New in 2014

Russia, India etc.

Collaborative Programs
¥350 million for 6 projects

ASEAN

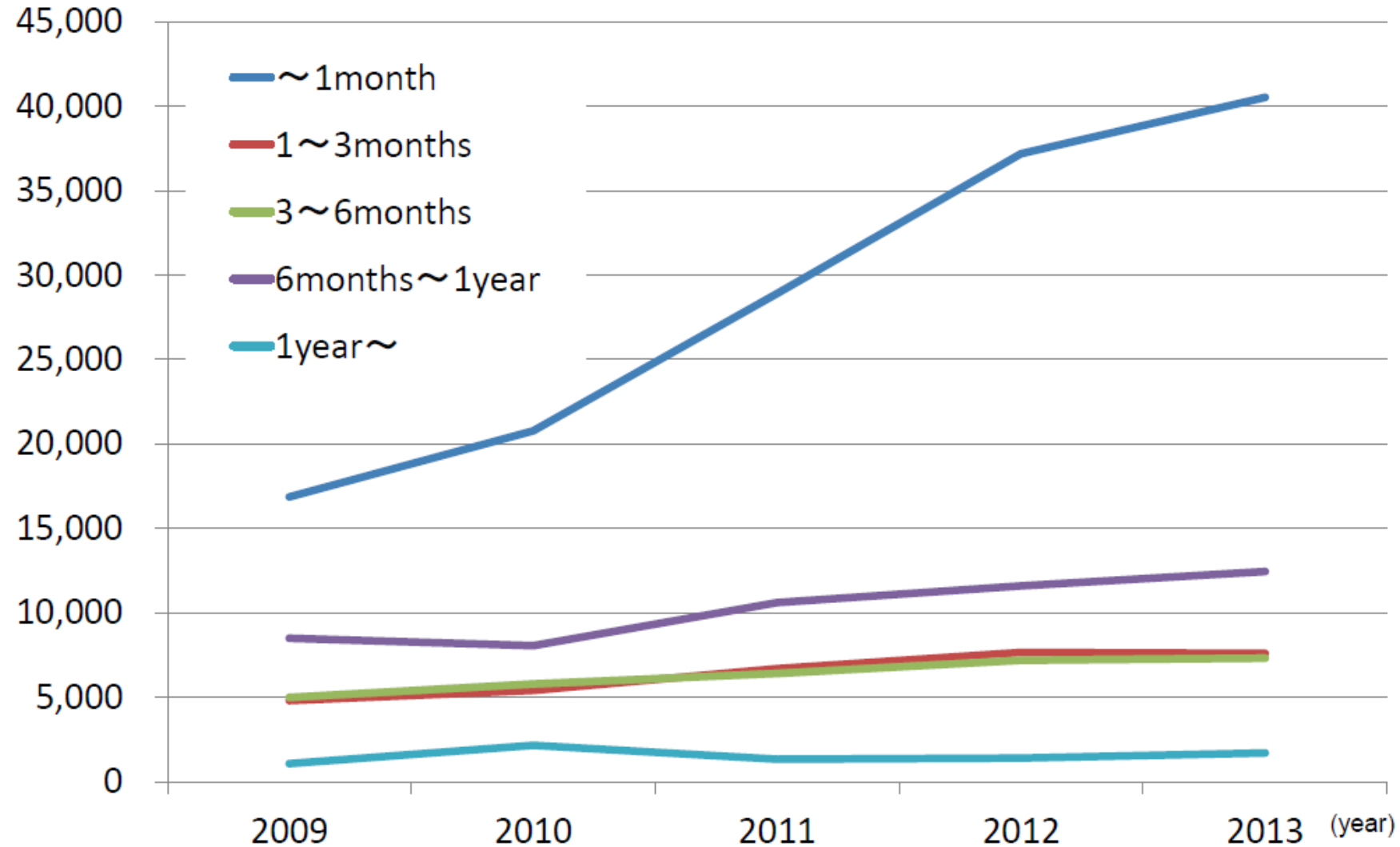
Collaborative Programs
¥700 million for 17 projects

Global 30 Project

13 HEIs
2009-2013

Duration of Study Abroad (Japanese students)

(Number of Students)



Source: Japan Student Services Organization (JASSO)

Implications

- Economic-driven policy change: for Japanese graduates to work for Japanese companies that will do business around the world and become more successful
- Competitive funding programs have driven domestic competition among Japanese univs. However, it's not certain that they have increased Japan's int'l competitiveness of H.Ed as a whole.
- Gap between a university's ideal and students' reality (capacity) regarding study abroad programs: English proficiency is still a major problem...
 - What a university wants to do for funding programs
 - What students can do (learn)

Challenges and Opportunities

- How can we make students go for the heights of success after their first, short-term study experiences? (return/efficiency of investment)
 - a. Expand the range of study abroad participants with the government scholarships
 - b. Lead aspired students to go for a top..., but how?
- How can universities foster a globally minded workforce through funded study abroad programs and scholarships?

Challenges and Opportunities

- **Historically underfunded H.Ed. system** as a whole **v. Sudden gov't's generous funds** to support outbound mobility: Is this a sustainable policy?
 - Looming fiscal crisis (Japan's public debt reaching 250% of GDP) and rapidly aging society (many other priorities such as social welfare services).
- **Too much relying on gov't funds:** Tend to lose the sight of HEI's mission of internationalization and its strategy ⇒ How can we create a self-sustainable model to support int'l student mobility?



Thank you for your attention!

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