

## Personal Statement / Testimony

July 25, 2019

My name is . . . . . (shortly called Salam ). I attended Doshisha business school in Sept. 2011 as a MEXT scholarship student. In those days, all first-year students were assigned academic advisors, and Prof. Kondo was assigned as my advisor.

\* I studied Business System Dynamics course with Prof. Yamaguchi who is globally recognized in this field. I find the subject very interesting, and received A+, the excellent grade. I developed a deeper interest in it and applied to be the Teaching Assistant (TA) for his class in the next fall semester. I started to develop my research plan to specialize in this field and I got great support from the professor. For instance, he suggested extra reading on SD and gave me access to SD software (Vensim) , connecting me with SD association and conference. I discussed with the professor about my research plan for my graduation project/thesis in BSD. He accepted to supervise my work.

\* Towards the end of the first-year, we were supposed to write out our research areas and select the supervisors. But we were told that the Doshisha Business School will select supervisors to the students based on their research area so that we only need to submit our research interests but not supervisor's name. So I didn't mind, because I know only one professor is specialized in my area of SD.

\* In those days, we, the students, expected that all professors recognize this student is interested in x topic and he/she wants to work with supervisor z, because we are a small community, and talking each other frequently. Accordingly, it was known that Salam would want to work in BSD with Prof. Yamaguchi.

\* I was told informally by the program dean Prof. Kondo (my academic advisor as well) that Prof Yamaguchi is not going to supervise students next year and I should think of other research area. As mentioned above, many students were assigned academic advisors to assist them during the 2 years of MBA program. Advisors are different from supervisors of the graduation research.

\* I did not want to work with Prof. Kondo for several reason; (a) her research area is not aligned with mine, (b) the experience of the previous cohort indicated that she doesn't give enough guidance to the students and many students were complaining of her supervision style, (c) there are some indicators of discriminative behaviour toward students coming from different backgrounds and countries and gender. Example of these indicators of discriminative behaviour; she does not give recommendation letters based on merits (the good hard working student does not get recommendation letter, but the student who was not attending the classes and doing his part-time job receives her recommendation letter). Another example is a big tolerance for a student from specific background coming to classes late frequently, but zero tolerance for another student who comes late for the second time only. As other examples, she likes selecting student to join conferences

not based on clear criteria, but based on her own personal preferences, etc. At a conference in Thailand related to Green Economy, she selected students who are not interested at all in green business practices and excluded the students who were focusing on green business practices. In that time, Doshisha had a stream in the MBA called Green MBA.

\* I remember very well that those days were very stressful time for me. Before coming to Doshisha I was working in UAE and I left my good-salary job to study the MBA in Japan and I wanted to study something that I really wanted. I was a very good student scoring A/A+ in 24 credits and B+ in 8 credits. I didn't want just to do any topic with a supervisor who won't enrich my work. And, I was afraid that Prof. Kondo will not be the best supervisor for me and for my future academic career.

\* What made it more difficult and stressful for me, is that it was happening in my second year when Prof. Yamaguchi sued the School for Academic discrimination against him. Since I was known among the students and professors that I am close to Prof. Yamaguchi because I had A+ in his class (BSD) and I worked as his TA and was planning to do my research under his supervision, I was warned by my close friends from both MBS students and teachers also to be careful from the rage of Prof. Kondo (as she is the dean of the school and Prof Yamaguchi is suing the school).

It was very very stressful, because I don't want to lose my MEXT scholarship (she is my academic advisor who report to MEXT coordinator) and she is the dean of the school and have the power and I didn't finish my degree yet.

I was in a big trouble.

She called me one day to her office and wanted to check what I would say if I were called by court to testify. And I was terrified when she wanted me to sign some paper (I don't remember now what it was about). I had very difficult time and didn't know what to do. From one side, in case of testimony I won't say except the truth, this is my value. But on the other side, Prof Kondo can influence my career. She will be my supervisor - whether I like it or not - and she is the dean of the school and she can terminate my MEXT scholarship as she reports to MEXT coordinator.

I consulted with one close professor to me (I can't disclose his name due to privacy and respect for his wish to be anonymous ). He told me to focus on finishing my master degree. If Prof. Kondo asked me to write anything or sign anything I have the right to decline it, she is not supposed to use her power to make me sign anything, and if I were to sign we all understand that is the power misuse, so don't worry, he said. And he told me, if I want I could make a case against Doshisha for academic harassment if she insists that you sign. But I couldn't see myself in a position to do so due to the fact that I wanted to focus on my studies and finish my degree.

\* I followed this professor's advice and registered my graduation research in the area Prof. Kondo was assigned as my supervisor. I didn't object and finished my master.

Since I had very limited guidance from Prof. Kondo, I was asking guidance on my research from other professors informally.

\* I applied for Ph.D. program at the Technology and Innovation Management (TIM) in Doshisha, hoping that I can conduct my research in system dynamics under Prof. Yamaguchi at the doctoral level because he was affiliated with TIM program as well. Unfortunately he was forced to leave Doshisha.

No other professor is capable of supervising my work if I choose my research area of SD at TIM program. So I had to select another topic eventually and work with other available professors at the TIM program.

The situation stated above has influenced me psychologically and till now it has an impact on my academic career. Accordingly, I conclude this statement with a sincere plea that Doshisha shall never cause pains and harassments such as I have received to the future foreign students with honorary MEXT scholarship.

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