

Implementation of TUMUG Support Project (Project to Promote Gender Equality and Female Researchers) (tentative)

The Tohoku University Committee of Gender Equality will implement the following seven programs as the **TUMUG Support Project (Project to Promote Gender Equality and Female Researchers)** to “provide support and create an environment to maintain research time and continue research,” “cultivate female leaders,” and “cultivate the next generation,” as per the Guidelines for Tohoku University's Plan for Promoting Gender Equality, formulated in August 2013.

The departments and persons to be supported, the period for accepting applications, and other details differ by program, so please carefully check the application instructions and apply via the responsible administrative section of the respective department.

Overview and Purpose of the Project

Tohoku University strives to promote gender equality. Nevertheless, as of May 2015 the percentage of female instructors and researchers was 13.1%, and of female professors was 5.3%, both of which were very low relative to Japanese universities overall, and therefore the university seeks to raise these levels. This project seeks to support both the maintenance of research time, and the ability to continue research, even in cases of life events including childbirth, childcare, and providing nursing care. In addition, the project will support skill enhancement to enable female researchers to act as research leaders globally, and not only in Japan.

This project is not intended merely to provide support, but also to support the career enhancement of the researchers who use the structure in the expectation that they will become role models for the next generation.

Important Matters Common to All Programs

- (1) When applying, submit the application documents to the administrative section of the respective department and receive the consent of the head of the respective department (research department head, center director, etc.).
*** Note each respective department's application deadline**
- (2) When applying, fully consult with supervisor and colleagues in the respective research section.
- (3) Obtain the application forms, etc., from the following website.
Committee of Gender Equality Website:
<http://www.bureau.tohoku.ac.jp/danjyo/>
- (4) Prior to submission, confirm that all required information is included (omissions may result in an application being deemed to have insufficient documentation and not being accepted).
- (5) In the event of changes, etc., to any of the listed information after the application is submitted, promptly contact the General Affairs Division via the administrative section of the respective department.

- (6) During the screening process and after being selected, promptly comply with requests to prepare and submit additional information.
- (7) In principle, submitted application documents will not be returned. Also, in addition to screening and processing, personal information included in the application may be used to provide various announcements, etc., related to gender equality only.
- (8) A report is to be submitted after using the program. Submitted reports may be posted on the websites of the Committee of Gender Equality or of the Center for Gender Equality Promotion.
- (9) Applications to the same program at the same department will be shown in the order of the department recommend.

Programs Being Offered

* Please confirm the details in the Japanese version of the application instructions.

1. Research support staff

(1) Overview

To ensure that researchers do not need to discontinue their research because of childbirth, childcare, nursing care, etc. (collectively, “childcare, etc.”), assistance will be provided for the hiring of (part time) research support staff to support both research and childcare, etc. By continuing research with the support of research support staff, selected persons are expected to grow and develop as researchers.

(2) Program details

- Type A: Assistance with personnel expenses needed by the selected person to hire research support staff. (¥1 million maximum; approximately six persons selected)
- Type B: General Affairs Division dispatches clerical support staff at the times and days requested by the selected person. (Small number of persons selected)

(3) Application requirements

Instructors (excluding specially appointed instructors [administrators]) and technicians (excluding facility-related technicians) employed by the university who meet any of the following:

- (i) Persons who take care of a child by themselves before the time of commencement of elementary school;
- (ii) Persons or spouses who plan to give birth within six months from the day the application for assistance is submitted; or
- (iii) Persons providing nursing care for a parent or other family member who has received long-term care requirement certification.

* However, if another person is able to provide care on a daily basis, the person may not apply.

(4) Deadline

February 15, 2016

2. Fee-assistance programs for hiring babysitters and other child care services

(1) Overview

To ensure that researchers with children are able to conduct research and raise children without the need to discontinue their research because of childbirth or childcare, etc., assistance will be provided for the fees involved for the use of babysitters or childcare facilities, etc.

(2) Program details (for the first half of the year*)

Assistance will be provided for babysitter fees, etc., during research, lectures, business trips, etc. (¥50,000 maximum; approximately 20 persons selected)

(3) Application requirements

Instructors, technicians, PDs, and PhD students with children

(4) Deadline

February 15, 2016

* Submission of applications for the second half of the year is scheduled for around September.

3. Research leader support staff

(1) Overview

To support female researchers who have difficulty securing time to conduct research, and to maintain and promote their research and social contribution, the university will dispatch clerical support staff. By continuing their research with the support of research support staff, selected persons are expected to grow and develop as researchers.

(2) Program details

General Affairs Division dispatches clerical support staff at the times and days requested by the selected person.

(3) Application requirements

Female instructors (excluding specially appointed instructors [administrators]) and female technicians (excluding facility-related technicians) employed by the university who hold important positions including membership on national or local government deliberative committees, directors of academic conferences, etc., and who have difficulty securing time to conduct research.

(4) Deadline

February 15, 2016

4. Start-up research costs

(1) Overview

To cultivate female leaders with competence in a wide range of academic fields so that they may become top leaders globally, support for start-up research costs will be provided to newly hired female researchers. By receiving this support, researchers who have just been hired by the university are expected to grow as researchers in ways including being able to acquire external funds in the future.

(2) Program details

Support for research costs: first year – ¥1 million; second year – ¥500,000.

(Approximately five persons selected)

(3) Application requirements

Female instructors (assistant professor or higher, with or without a term applied) newly hired during the period from July 2, 2015, to July 1, 2016.

(4) Deadline

July 11, 2016

5. Research skills grant

(1) Overview

Support will be provided for the costs of participating in academic conferences, etc., that will lead to enhanced research skills to cultivate female leaders with competence in a wide range of academic fields so that they may become top leaders globally. Selected persons are expected to participate proactively in academic conferences, etc., to enhance their skills and grow as researchers in ways including being able to acquire external funds in the future.

(2) Program details

Support will be provided to selected persons to cover a portion of participation and travel expenses, registration fees, paper proofreading costs, etc., for conferences, symposiums, research seminars, etc., held during the period from May 1 to October 31, 2016.

Overseas: ¥300,000 maximum (approximately 5 persons selected)

Within Japan: ¥150,000 maximum (approximately 5 persons selected)

(3) Application requirements

Female instructors (associate professors, lecturers, assistant professors)

* Excluding persons hired with external funds.

(4) Deadline

April 11, 2016

* Submission of applications for the period from November 2016 to March 2017 is scheduled for around October.

6. Science Angels

(1) Overview

The goal of the program is to instill a sense of mission and responsibility in natural science research in female graduate students studying natural science fields and to develop them as future researchers. The program will name female graduate students in natural science as Science Angels, who will conduct activities for elementary, middle, and high school students to cultivate the next generation of researchers.

(2) Program details

The Program provides opportunities to give talks at high schools and offers open campus and science events.

(3) Application requirements

Female graduate students enrolled in natural science-related departments

(4) Deadline

(Deadline for those who have previously participated in the program in 2015) March 22, 2016

(Deadline for new applicants) May 1, 2016

7. Grant for overseas travel expenses

(1) Overview

To cultivate female human resources able to participate on the global stage, support for overseas travel expenses will be provided to female graduate students presenting papers at international academic conferences, etc., held overseas.

(2) Program details

Support for travel expenses for conferences, symposiums, etc., held overseas. (¥150,000 maximum / approximately two persons selected)

(3) Application requirements

Female graduate students

* Details to be announced at a later date.