

# SUPPORTING FACULTY MEMBERS WHO ARE PARENTS THROUGH RESEARCH ASSISTANT PROGRAMS

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# EFFORTS FOR GENDER EQUALITY AT TOHOKU UNIVERSITY

## History of Inclusion

- First women students in 1913



Ume Tange



Chika Kuroda



Raku Makita

## Recent Efforts

- Tohoku Women's Hurdling Project (TWHP) (2006-2008)
- Tohoku Leading Women's Jump Up Project (TLWJUP) (2009-2013)

# TOHOKU WOMEN'S HURDLING PROJECT (TWHP) (2006-2008):

- Support balancing work (research) and family responsibilities (childcare)
- Develop family-friendly environment (facilities, policies)
- Empower female graduate students



# TOHOKU LEADING WOMEN'S JUMP UP PROJECT (TLWJUP)(2009-2013):

- Increase the number of female professors
- Promote women's research activities
- Support junior faculty  
by mentoring and professional  
development opportunities



# SUPPORTING PARENTS

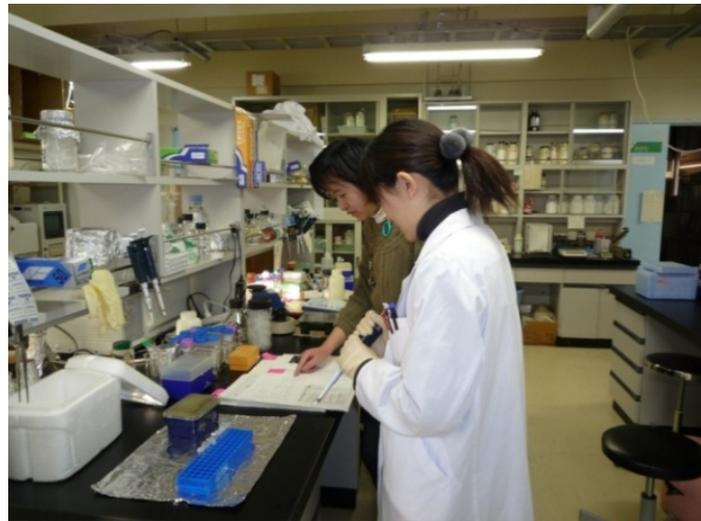
## ◎ Child Care Facilities

- Two nurseries for university employees
- A daycare center for infants and children recovering from illness



## ⦿ Programs

- Research assistant program (RAP)
- Research assistant program (shared type)
- Fee-assistance programs for hiring babysitters and other child care services



# RESEARCH ASSISTANT PROGRAM (RAP)

- ◉ Objective:
  - To support female faculty members (and researchers) to balance work and family by providing personnel costs
- ◉ Expected Benefits:
  - To facilitates research activities
  - To provide opportunities to develop
- ◉ Almost all institutions that received the **Strategic Funds for the Promotion of Science and Technology (SFPST)** have implemented the program.

# RAP AT TOHOKU UNIVERSITY

- ◎ Start in 2006
- ◎ Female faculty members in the natural and health sciences
- ◎ Up to 2,000,000 yen
- ◎ 30 hours per week
- ◎ Special committee within the committee for the promotion of gender equality decides the recipients

- ◉ Priority is given to first-time applicants.
  - Three-year rule
  - Possible reduction of the funds in the second and third year
  
- ◉ Recipients are expected to give back to the university as researchers and employees.

# NUMBERS

	2006	2007	2008	2009	2010	2011	2012	2013	2014
RAP	7	7	8	3	6	5	4	7	8
Fee Assistance	4	7	10	6	16	15	16	20	27
Keyaki N.	27	34	36	33	34	29	26	30	30
Hoshinoko N.					18	25	25	25	25
Daycare center	275	300	389	498	440	419	408	450	?

# CHALLENGES

- ⦿ Program Development
- ⦿ Funding and Budgeting
- ⦿ Etc.