

Guidelines to TUMUG & Next Generation Support Programs

Tohoku University announced its “Diversity, Equity, and Inclusion (DEI) Promotion Declaration” – working towards diversity and equity in education, research and an inclusive work environment in April 2022, and enforced gender equality and DEI promotion. As a part of the DEI initiative program, we support work-life balance, coordinate policies and environments, develop female leaders and young researchers, and increase a ratio of female faculty in the current academic positions and in the senior positions.

Please review the application guidelines for each program carefully because each program has different eligibility and requirements. You need to submit your application form through your department. Thank you for your interest and attention. We are looking forward to hearing from you.

Program Outline/ Objectives

Tohoku University has been promoting gender equality, but as of May 2023, the percentage of female academic staff stayed at 16.7%^{*1} and the one of women in professorial positions was 8.0%^{*1}. Both ratios were very low compared with other academic institutions in Japan. Recognizing the need to increase these numbers, we determine to help female faculty/staff members for balancing their work and family life (childbirth, child/other family member care) to continue their research/work. In addition, we want to support them to become research leaders nationally and internationally.

The aim of this project is not merely to provide support, but to encourage researchers who use the program to move up and become role models for their peers and the next generation, and to participate actively in the programs for promoting gender equality and empowering women in research.

(*1 Except the employees who use the Cross-appointment System)

General Program Rules

1. To apply for the Research Support Staff Program or the Tohoku University Science Ambassadors Program, submit your application to the administrative office of your department, and they will forward it to DEI Center, Tohoku University.*2 To apply for Childcare Assistance Program for hiring babysitters and other childcare services, Start-up Research Fund, Next Step Research Grant, or the Zonta Club of Sendai I International Conference Scholarship, fill out a relevant Google form and directly submit it to DEI Center along with all required documents (in PDF format) *3.
***2Check with your department about a deadline for each program.**
***3The Google Form will be posted on the Center for Gender Equality Promotion's web page as soon as the call for applications opens. *2**
2. Before applying, discuss the matter carefully with a member of the academic staff in your research facility. Participants in the programs are generally expected to formulate and implement a plan for how they will use the support.
3. Application forms can be downloaded from the center's website.
https://dei.tohoku.ac.jp/support_program/
4. Before submitting your application, check it carefully to ensure that there are no omissions or errors. and all supporting documents are attached (especially receipts). Please note that applications may be rejected as incomplete if there are omissions or errors.
5. Any changes in the application after submission must be reported as follows. For Research Support Staff Program or Tohoku University Science Ambassadors Program, notify to the administrative office of your department, and for Childcare Assistance Program, Start-up Research Fund, or Next Step Research Grant, notify to DEI Center.
6. If you are requested to submit other documents during the screening process or after selection, please submit them asap.
7. Submitted application documents will not be returned. Your personal information (without identifying who you are) may be used for the center's PR activities.
8. You are required to submit a report (using a requested form) after using the program. Your report may be posted on the website of the DEI committee and the DEI Center.
9. If there are multiple submissions from the same department, a recommendation ranking should be submitted.
10. Awardees are encouraged to cooperate with the following types of requests regarding DEI (may be taken into consideration in the selection process):
Participation in symposiums and seminars, poster presentations, responding to questionnaires, writing articles/comments for public-relations materials, and similar requests.

AY2024 Program Outline

	Item	Program name	Summary of program (see each application guide for details)	Persons eligible to apply	Deadline (Be sure to check departmental deadline)
1-1	Work-life balance support	Research Support Staff	Grant to cover cost of hiring research support staff (technical/clerical assistants, RA/AA) (Max. 2 million yen/year; actual amount based on review of application and degree of necessity)	Male/female academic, and technical staff who are expectant mothers, caring for children, or providing family care, (include PD/RPD/CPD)	Submitted via each department's General Affairs Section February 26, 2024
1-2	Nurturing female leaders	Research Support Staff		Female academic and technical staff who will serve on a national government council or hold other key position(include PD/RPD/CPD)	
2	Work-life balance support	Childcare Assistance Program	Fee assistance for hiring babysitters or other child caregivers while engaged in research, lecturing or traveling	Male/female academic and administrative staff and doctoral students who are caring for children(include PD/RPD/CPD)	Submitted directly by applicants. 1st period: July 26, 2024 2nd period: October 25, 2024 3rd period: January 24, 2025 4th period: April 1, 2025
3	Nurturing female leaders	Start-up Research Fund	Research grant of up to 1 million yen in the first year	Newly appointed female academic staff (assistant professor and above)	Submitted directly by applicants. July 5, 2024
4	Nurturing female leaders	Next Step Research Grant	Grant to support new research projects without other external funding, and research expenses* necessary for gathering data and publishing research results (max. 500,000 yen/year, 150,000 yen/year) *Expenses directly required for conducting research and publishing research results, such as travel costs, meeting registration fees, equipment/supply costs, honoraria, English proofreading fees, etc.	Female academic staff (associate professor, senior assistant professor, assistant professor, research associate) (include PD/RPD/CPD)	Submitted directly by applicants 1st period: May 10, 2024 2nd period: early September 2024
5	Nurturing next generation	Tohoku University Science Ambassadors	Planning and implementation of seminars for high schools, etc., open campus days and science events	Female grad students (including those self-identifying as female)	Submitted via each department's General Affairs Section 1st period: March 1,2024 2nd period: April 26, 2024
6	Nurturing next generation	Zonta Club of Sendai I financial assistance for overseas academic presentations by Tohoku University female grad students	Funds to help offset the cost of attending overseas conferences, symposiums, etc. where the applicant will give a presentation (The amount of the scholarship will be notified when the application is open.)	Female grad students	1st term: around at the end of April 2nd term: around at the end of October
7	Nurturing next generation	TU-UW Academic Open Space. (AOS) DEI Exchange Program	Enforcing DEI in education and research	Graduate Students who are doing research related to DEI.(Only for humanities/social science majors)	Will be notified when it's determined.