

Guide to the TUMUG Support Project (Project to Promote Gender Equality and Female Researchers)

The Tohoku University Committee of Gender Equality currently runs six programs under the TUMUG Support Project (Project to Promote Gender Equality and Female Researchers) in order to: (1) achieve the objectives of providing work-life balance support/improving conditions, nurturing female leaders and nurturing the next generation, which are included in the Guidelines for Gender Equality at Tohoku University adopted in August 2013; and (2) increase the proportion of females in academic positions and in senior positions by strengthening the research capabilities of female researchers.

Eligibility for support, application periods, and other requirements differ by program, so please carefully go over the application guidelines carefully before submitting an application through your departmental office. We look forward to receiving your application.

Project Outline, Objectives

Tohoku University has been promoting gender equality, but as of May 2020, the proportion of female academic staff stood at 16.9% and the proportion of women in professorial positions at a mere 8.0%, both very low compared with other academic institutions in Japan. Recognizing the need to increase these percentages, this project supports efforts to help women balance research time with life events, such as childbirth, childcare and family care, so that they can continue with their research. Another aim is to help them play a more active role as research leaders both at home and abroad.

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

Instructions regarding programs

1. To apply, first obtain the approval of your department's head (dean of graduate school, center director, etc.), then submit your application through the relevant departmental office.
Make sure to confirm the deadline for applications in your department.
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 following site.
Tohoku University Center for Gender Equality Promotion (TUMUG)
<http://tumug.tohoku.ac.jp/>
4. Before submitting your application, check it carefully to ensure that there are no omissions and that all supporting documents are attached (especially receipts). Please note that applications may be rejected as incomplete if there are omissions.
5. Any changes to items in the application occurring after submission must be promptly communicated to TUMUG via the relevant administrative office of your department.
6. If you are requested to submit other data during the screening process or after selection, do so without delay.
7. Submitted application documents will, as a rule, not be returned. In addition to screening and related procedures, personal information contained in applications may be used to advise you about programs related to gender equality.
8. You are required to submit a report (using the prescribed form) after using the program. Your submitted report and related information may be posted, in a non-personally identifiable form, on the website of the Committee for Gender Equality/Center for Gender Equality Promotion.
9. If there are multiple submissions for the program from the same department, the department will apply a recommendation ranking.
10. The awardee shall, as far as possible, cooperate with the following types of requests regarding the promotion of gender equality by the Committee for Gender Equality and the Center for Gender Equality Promotion (may be taken into consideration in the selection process): Participation in symposiums and seminars, poster presentations, responding to questionnaires, submission of public-relations material.

AY2021 Program Outline

| | Item | Program name | Summary of program (see each application guide for details) | Persons eligible to apply | Administration bureau deadline (Be sure to check departmental deadline) |
|---|---------------------------|---|--|---|---|
| 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 | March 5, 2021 |
| | Nurturing female leaders | | | Female academic and technical staff who will serve on a national government council or hold other key position | |
| 2 | Work-life balance support | Fee-assistance programs for hiring babysitters and other childcare services | Fee assistance for hiring babysitters or other child caregivers while engaged in research, lecturing or traveling | Male/female academic staff, technical staff, research fellows and doctoral students who are caring for children | 1st period: July 30, 2021 2nd period: October 29, 2021 3rd period: January 28, 2022 4th period: March 11, 2022 |
| 3 | Nurturing female leaders | Start-up research costs | Research grant of up to 1 million yen in the first year | Newly appointed female academic staff (assistant professor and above) | July 9, 2021 |
| 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. 300,000 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) | 1st period: May 21, 2021 2nd period: early September 2021 |
| 5 | Nurturing next generation | Tohoku University Science Angels | Planning and implementation of seminars for high schools, etc., open campus days and science events | Female grad students enrolled in natural science departments | 1st period: March 5, 2021 2nd period: April 30, 2021 |
| 6 | Nurturing next generation | Zonta Club of Sendai I financial assistance for overseas travel by Tohoku University female grad students | Funds to help offset the cost of travel to attend overseas conferences, symposiums and the like (max. 150,000 yen) | Female grad students | June 2021 |