

**Model Program to Support Female Researchers,
Funds for the Development of Human Resources in Science and Technology**

**Osaka Prefecture University
“Public University Model for Lively and Active Female Researchers”**

FY 2011 Program Report

March 2012

Support Center for Women in Research of Osaka Prefecture University

I. Program Summary & Plan for Fiscal Year

1. Program Summary

Model Program to Support Female Researchers

FY 2012 Special Coordination Funds for Promoting Science and Technology

Osaka Prefecture University “Public University Model for Lively and Active Female Researchers”

Program schedule: FY 2010 - FY 2012

Chief officer: Taketoshi Okuno (President, Osaka Prefecture University)

[Summary]

With reform of Osaka Prefecture University into a university with stronger science program integrated with humanities program, the Support Center for Women in Research was established under a steering committee headed by the President, in order to organize university-wide support for female researchers in science. To build the environment promoting support, a counseling office, a mentor program and a childcare center have been opened to provide support in scheduling work hours and assigning support personnel. Awareness reform is implemented throughout the university organization through curriculum, lectures, etc. Role model bank has been created for career path development and coordinated with Osaka Prefecture programs to contribute to the local communities and at the same time to boost the number of women choosing to pursue study in the sciences. IT equipment is used in building the information infrastructure. With these steps, the environment and awareness in this area are to be revamped on the university scale to build the scheme for support of female researchers in the sciences and ultimately to make Osaka Prefecture University’s contribution as a public university and to vitalize the programs of the prefectural government.

1. The Current State of the University

a. The Current State and Future Prospects for Women in Research

Osaka Prefecture University (OPU) is a comprehensive institution of higher learning consisting of seven undergraduate and seven graduate schools in the fields of engineering, life and environmental sciences, science, economics, humanities and social sciences, nursing and comprehensive rehabilitation, with doctoral programs for all research courses. Under its basic philosophy of becoming an “advanced research-oriented university -- regional center of trust reaching out into the world,” it is working on reinforcement and upgrade of its education and research organization that emphasizes the practical sciences. The University is oriented toward graduate level studies, with a student body of 6255 in undergraduate programs and 1512 in graduate programs (as of May 1, 2009).

Of the students who graduated or completed baccalaureate, master’s and doctoral programs in FY 2006-2008, women accounted for 38.7% (in baccalaureate courses), 26.1% (in master’s courses) and 27.7% (in doctoral courses), showing levels roughly comparable to those of national universities (averaging 37.4%, 26.6% and 24.6%, respectively from “5th Follow-up Survey on Gender Equality in National Universities”). However, the ratio of women who graduated/completed studies in nursing and humanities/social sciences is high, while the ratio of those

in the three fields of science (engineering, life and environmental sciences and science) is only on the 10% level.

Looking into the percentages of women employed or newly recruited as researchers by the University during the past three years, the figures for both those in employment and for those newly hired are significantly high in the area of nursing care. In contrast, the ratio of women in the area of science research is at 6% (27 persons), and newly hired female researcher numbered only one. In this field, the figures are not only low in number and percentage of women but also are extremely unbalanced in terms of job rank. In particular, the ratio of professors is extremely low, at less than 2% (in FY 2009). Due to these reasons, improvement in the number and also in career development of women in science research has become an important issue to be addressed.

In terms of new recruits which can fluctuate widely by year, the ratio of women hired in FY 2009 reached 40%, numbering 10 among the 25 recruits, vis-a-vis the number of female researchers at approximately 19% (140) for the same year. Also, the ratio of women among assistant professors and teaching assistants for the University as a whole reached more than 26% (40). In addition, the female researchers recruited in the last three years are young, averaging 39 in age. In view of these facts, there is a very strong need to provide support to female researchers in dealing with their work/research and families.

The University is presently taking steps toward drastic reform to achieve its next medium-range objectives. Under its basic policy of “university reform through selection and consolidation,” decision has been made to strengthen its science programs and consolidate humanities and science. In time with the reform, the University plans to organize university-wide awareness-raising reform and work on regional contribution activities in sync with prefectural government programs. Based on these, effort will be directed toward development of a support scheme covering the entire University and aimed especially at women in science research.

b. The State of Progress in Female Researcher Support

(1) “Basic Policy on Promoting Recruitment of Diverse Human Resources at Osaka Prefecture University”

To realize the University’s basic policy of becoming the public university center of knowledge that is trusted by the local communities, it places importance on the three perspectives of “diversity,” “integration” and “internationalism” in realizing its basic philosophy of becoming an “advanced research-oriented university (regional center of trust reaching out into the world).”

Founded on these perspectives, the University has developed the “Basic Policy on Promoting Recruitment of Diverse Human Resources at Osaka Prefecture University” in the conviction that diversity is the fountainhead of energy in education and research in the future.

The Basic Policy focuses in particular on promotion of gender equality. At the same time, it aims at the development of an environment that encourages vitality of a diversity of talent not only of women but also of young and foreign researchers. In the future, action will be taken to revamp the awareness and environment among OPU personnel, to create a counseling support system, etc.

(2) “Leading University as a Base for Human Resource Development in Nanoscience and Nanotechnology” program

OPU has its “Leading University as a Base for Human Resource Development in Nanoscience and

Nanotechnology” program adopted as an “Improvement of Research Environment for Young Researchers” (FY 2008-2012) project supported by Special Coordination Funds for Promoting Science and Technology from the Ministry of Education, Culture, Sports, Science and Technology (MEXT). In employing 13 tenure track faculty members, OPU has stated explicitly in its mission statement to create 20% priority quota for female researchers and has hired four at present, exceeding the quota limit. Additionally, the following support measures are planned and implemented for female researchers hired by OPU.

- 1) Contract extension for childbirth, etc., (allowing extension of contract from normally five years to up to six years)
- 2) Childcare service for researchers with children (mediation in use of nearby childcare facilities, etc.)
- 3) Creation of counseling office for female researchers (accepting a variety of inquiries)
- 4) Mentor program (including female researchers at OPU; mentoring by especially designated professors or other faculty members)
- 5) If the child is under three in age, support corresponding to the child’s age (assignment of support personnel for research activities, formation of team to support women in teaching positions)

(3) Working Group to Support Women in Research

In January 2010, the Working Group to Support Women in Research was formed under the executive director in charge of general affairs. In coordination with the Women’s Studies Center set up under the Graduate School of Humanities and Social Sciences, a survey was conducted on needs regarding creating a childcare facility, etc. in the University. The survey canvassed 2698 faculty members, graduate students and researchers and gathered responses from 1092 (of which 26.2% were faculty members, 40.7% were graduate students and researchers and 135 were female faculty members, graduate students and researchers). The trend of the responses received from faculty members, graduate students and researchers (hereinafter referred to as “researchers”) resembled that of the administrative personnel. The respondents sought greater flexibility in work hours, counseling for support in dealing with both work/research and family responsibilities and job schemes such as work-at-home and hiring of assistance as “support if available” and “support I would like to use if available,” showing that there is strong desire for on-premise childcare and other assistance services.

Because there had been a large number of men who responded to the survey, it inadvertently revealed also that not only women but men also hoped for such assistance. When the data was examined in terms of gender gap, it was found that more female graduate students and researchers clearly wished for mentoring compared to men. In view of the findings, university-wide support for researchers and employees of both genders and assistance to female researchers in science based on this basic framework are believed to aid female researchers in science on the organizational scale and lead to the development of a model for these researchers.

(4) Women’s Studies Center, Graduate School of Humanities and Social Sciences

Women’s Studies Center was established in 1996 at Osaka Women’s University. After its merger with Osaka Prefecture University in 2005, the Center has been appointed a research organization under Osaka Prefecture ordinance on promoting gender equality and the driving force of progress in the area. In addition to taking charge

of gender studies on the undergraduate and graduate levels, the Center organizes lectures, seminars and colloquia for researchers, publishes bulletins, etc. At the same time, it is active in concluding partnerships with universities in other countries, organizing symposia, etc., in order to upgrade awareness both inside OPU and elsewhere and to build a network in Japan and further afield. The Center has also been active in cooperating with Osaka Prefectural Government and business enterprises in promoting diversity in employment and in supporting work-life balance. Furthermore, the Center is planning lectures and seminars on support of OPU female researchers in science in FY 2010, inviting OPU President Taketoshi Okuno and Dr. Kayo Inaba, Director of Kyoto University Center for Women Researchers. As a research organization possessing network extending to universities both in Japan and other countries and to government agencies, business enterprises, etc., the Center is presently working on support of female researchers in science both at OPU and other institutions, chiefly from the aspect of upgrading awareness, along with support of female researchers in balancing work and family responsibilities.

2. Outline of the Plan

In implementation of the plan, a Steering Committee for Reform of the Female Researchers Support System headed by the university president is expected to take full charge. Under this committee, the Support Center for Women in Research is to be formed for planning, alignment and management of activities in the area. The Center is to have a director of the Center (general management), a coordinator (counseling liaison officer and management assistant), clerical workers and a management committee made up of members selected from various parts of OPU. Action will be focused chiefly on: (1) Improvement of the environment to provide support; (2) university-wide awareness reform; (3) career path development; and (4) development of the support base. In organizing these activities, an assessment committee consisting of outside experts will be formed for evaluation of activities implemented for each single fiscal year. The evaluation findings will be published, and the Center is to implement improvements based on the findings.

3. Concrete Targets at Conclusion of the Plan Period

- a. In the three years up to the end of the plan, the number of female researchers in science will be raised by 30% over the current level
- b. The ratio of female graduate students completing doctoral courses in science is to be raised to 25%
- c. Mentoring scheme is to be created for young female researchers
- d. Counseling office to be created
- e. Appointment of research assistants for female researchers in science facing problems related to childbirth, child care, etc.
- f. Development of a network with women in science and engineering outside OPU
- g. Contribution to the local region through development and use of a “role model bank”

4. Activities after End of the Plan Period

- a. Under the Basic Policy on Promoting Recruitment of Diverse Human Resources at Osaka Prefecture

University, an officer in charge of diverse human resources recruitment will be appointed to strengthen and upgrade the comprehensive support organization.

- b. The support organization is to be improved by utilizing evaluation systems both in OPU and outside, in order to provide further support.

5. Anticipated Ripple Effects

- a. Advancement of the research level of female researchers in science and awareness change among university personnel, through university-wide reform.
- b. Promotion of the role model for female researchers in science by means of contribution to the local community by utilizing the programs under Osaka Prefectural Government.

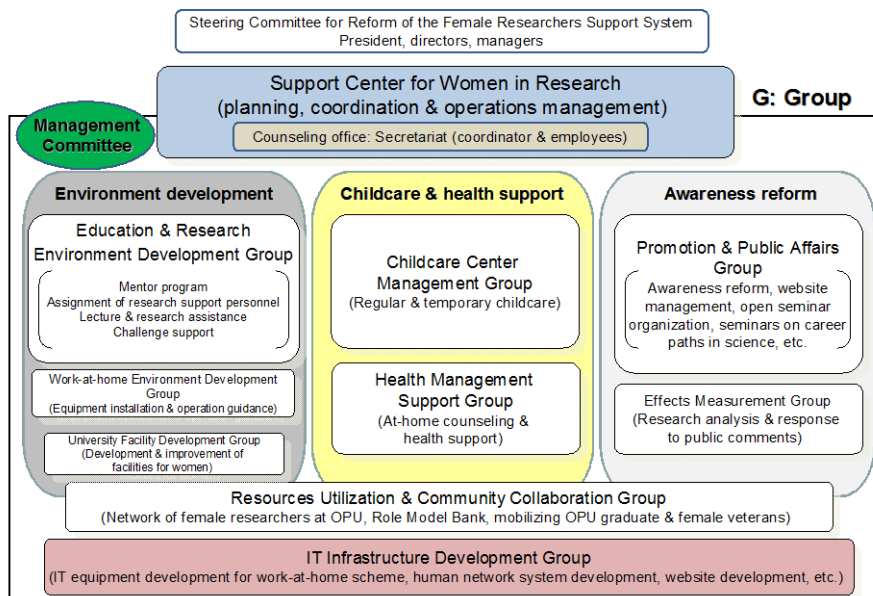
6. Executive Organization

The Steering Committee for Reform of the Female Researchers Support System headed by the university president is expected to take full charge. Under this committee, the Support Center for Women in Research is to be formed for planning, alignment and management of activities in the area. The Center is to have a director of the Center (general management), a secretariat (consisting of the coordinator and clerical workers) and a management committee consisting of members selected from across the organization.

Under the director, the management committee consisting of committee members and the secretariat is to discuss activities and to report the results to the Steering Committee for Reform of the Female Researchers Support System. Each committee member serves as a leader of a group, each group taking charge chiefly of one of the following areas of activity.

Each group is to work in coordination with relevant divisions and departments inside and outside OPU in implementing various measures. At the same time, it is responsible for reporting the results and ex post facto evaluation to the management committee. The coordinator responsible for the Secretariat is to oversee administration of the Center's comprehensive management from the clerical standpoint. Additionally, the coordinator is also offering counseling liaison function, accepting a wide range of inquiries and making arrangements for suitable support. It is also responsible for reporting to the management committee information obtained in the course of such activities, in order to apply findings into improvement of the support system in the future.

An assessment committee consisting of outside experts will be formed for evaluation of Management Committee-approved activities implemented for each single fiscal year. The evaluation findings will be published, and the Center is to implement improvements based on the findings.



Members of the Steering Committee (as of March 2012) *Chair

Name	Job title (organization)
Taketoshi Okuno*	President & Dean
Masakazu Anpo	Executive Director (Academic Affairs & Research), Vice President, Director (Research Organization for University-Community Collaborations), Director of Library and Science Information Center & Director of Research Organization for the 21st Century
Hiroshi Masaki	Executive Director (General Affairs)
Masato Tsujita	Executive Director (Management)
Yoshihiko Imai	Executive Director (Public Affairs)
Hiroyuki Nagasawa	Executive Director (College of Technology)
Yoshiho Ikeda	Dean, School and Graduate School of Engineering
Shunji Kosaki	Dean, School and Graduate School of Life and Environmental Sciences
Hirokazu Maekawa	Dean, School and Graduate School of Sciences
Koji Yamamoto	Dean, School and Graduate School of Economics
Hiroko Hagiwara	Dean, School and Graduate School of Humanities and Social Sciences
Emiko Takamizawa	Dean, School and Graduate School of Nursing
Shinichi Takabatake	Dean, School and Graduate School of Comprehensive Rehabilitation
Tetsuya Takahashi	Director (Organization for Higher Education Development) & Vice President
Masahiro Terasako	Director (Organization for International and Scientific Exchange) & Vice President
Tadayoshi Takeuchi	Director (Student Center) & Vice President
Atsuhiko Yoshida	Dean of Academic Group No. 1

Hideo Hayashi	Dean of Academic Group No. 2
Koichi Takatsuji	Dean of Academic Group No. 3
Shuichi Okuda	Dean of Academic Group No. 4

Members of the Management Committee (as of March 2012)

Name	Job title (organization)	Job functions
Yasuko Tama	Director, Support Center for Women in Research Professor, School of Humanities and Social Sciences	Chair, Management Committee Executive Officer
Kumiko Ida	Professor, School of Humanities and Social Sciences Director, Women's Studies Center	Deputy Chair Officer in charge of Awareness Reform and Betterment Activities
Yukie Majima	Director, Organization for General Education Research	Officer in charge of work-at-home environment development and IT support
Yuko Hosokoshi	Professor, Graduate School of Sciences	Officer in charge of Science Group (Open Campus, etc.)
Hideo Ezoe	Lecturer, Graduate School of Sciences	Officer in charge of Science Group (Graduate Student Team, etc)
Takekazu Ishida	Professor, Graduate School of Engineering "Leading University as a Base for Human Resource Development in Nanoscience and Nanotechnology" PO	Liaison officer for "Leading University as a Base for Human Resource Development in Nanoscience and Nanotechnology" program
Nobuhiro Sugimura	Professor, Graduate School of Engineering	Officer in charge of Science Group (Female Graduate Student Awards, etc.)
Kazuko Morizawa	Associate Professor, Graduate School of Engineering	Officer in charge of Science Group (Graduate School Team, Open Campus, etc.)
Kazushige Ogawa	Professor, Graduate School of Life and Environmental Sciences	Officer in charge of Science Group
Michihiko Kataoka	Professor, Graduate School of Life and Environmental Sciences	Officer in charge of Science Group (Graduate Student Team, etc)

Miyuki Nakayama	Professor, School of Nursing	Officer in charge of health counseling office
Kiyomi Tateyama	Lecturer, School of Comprehensive Rehabilitation	Officer in charge of awareness promotion activities
Midori Wakabayashi	Associate Professor, School of Economics	Officer in charge of childcare center opening and management
Norio Yamamoto	Assistant chief, Personnel Section, General Affairs	Officer in charge of flextime work scheme

Secretariat (as of March 2012)

Chikae Funeno	Chief, general coordination, General Affairs Division	Administrative affairs management
Masahiko Matsuda	Assistant chief, general coordination, General Affairs Division	Administrative affairs management
Sayuri Katsushima	Chief clerk, general coordination, General Affairs Division	Administrative affairs management
Mariko Tatsumi	Coordinator, Support Center for Women in Research	Operation management
Yumiko Anzai	Support Center for Women in Research	Administrative officer
Hiroe Seki	Support Center for Women in Research	Public relations and information
Naomi Oonari	Support Center for Women in Research	Personnel and general affairs
Kimiko Arikawa	Support Center for Women in Research	Officer in charge of career path development and promotion of wider application

2. Results of the First Year and Program Plan for the Current Year

(1) FY 2010 Results

1. Development of an environment to support female researchers

Establishment of the Support Center for Women in Research, assignment of coordinator & opening of counseling office, development of a mentor scheme for female researchers, creation of a network for female researchers, research assistant assignment, work-at-home support, etc., at OPU, construction & preparations for childcare center at OPU, creation of health counseling office and preparations for support and challenges for female researchers in science

2. University-wide awareness reform

Awareness reform at OPU, lectures and various events at and outside OPU, evaluation and reform (creation of an outside evaluation committee)

3. Career path development

Creation of a role model bank, preparations for collaboration with government administrators & business enterprises, open campus and other events and career path support for advancement on the global stage

4. Development of the support framework

Installation of IT equipment for work-at-home support, preparations for development of a human network system and website production

(2) FY 2011 Plan

1) Development of an environment to support female researchers

Management of a counseling office at the Support Center, introduction of a mentor scheme for female researchers, assignment of research assistants, support in work-at-home schemes, opening of OPU childcare center, management of health counseling office and challenge support for female researchers in science

2) University-wide awareness reform

Awareness reform at OPU, lectures and various events at and outside OPU, preparations for collaboration with leading-edge foreign universities and evaluation and reform (creation of an outside evaluation committee)

3) Career path development

Management of a role model bank, preparations for collaboration with government administrators

& business enterprises, open campus and other events and career path support for advancement on the global stage

- 4) Development of support framework
Installation and maintenance of IT equipment for work-at-home support, development of a human network system and information service via website

II. Plan Report

1. Development of an environment for female researchers

(1) Steering Committee convened

Steering Committee headed by the university president convened twice to promote action on a university-wide scale. Because the last committee meeting for the previous year was held in March, the first meeting convened in October.

Due to the change of Special Coordination Funds for Promoting Science and Technology changed into subsidy from the Ministry of Education, Culture, Sports, Science and Technology during the current year, the program has been merged together with “Leading University As a Base for Human Resource Development and Nanoscience and Nanotechnology,” “Advanced Manpower Development Program under Regional and Industrial Initiatives” and “Advanced Education Program for Innovative Leaders Contributing to Industries and Communities” that had been designated for Special Funds support two years earlier than indicated in the project application. The steering committee has also been reorganized as “Steering Committee for Human Resources Development in Science and Technology.” Additionally, 20 new members, including the heads of academic groups, in step with University reorganization.

Also, cooperation requests, counseling, reports, etc., related to the program were made as needed through the liaison councils for directors, division heads, etc., and on individual basis, in addition to committee meetings.

① 1st Meeting Agenda (Oct 11, 2011, Nakamozu Campus)

- ▶ Results for FY 2011 and Schedule for the Current Year
- ▶ Role Model Seminar
- ▶ Organization of the Support Center

② 2nd Meeting Agenda (March 6, 2012, Nakamozu Campus)

- ▶ Results of the Current Year and Future Program Schedule
- ▶ Program plan for the coming fiscal year
- ▶ Continuation after program termination

(2) Management Committee meetings

The Management Committee for the Support Center convened three times in the effort to facilitate program action. Although members of the Management Committee have been selected from all schools and departments, 2 members have been added from the science-related divisions starting the current year, in order to strengthen support to the academic divisions in sciences. In the actual implementation of the program, the committee members served as a major driving force in talks with other academic divisions and in planning and managing the program.

① 1st Meeting Agenda (May 27, 2011, Nakamozu Campus)

- ▶ Introduction of the committee members and organization of the Support Center
- ▶ Meeting dates of the Steering Committee
- ▶ Report of the final findings on the “Questionnaire Survey on Faculty Member and Graduate Student Support”
- ▶ Reports on interviews with female researchers
- ▶ The state of accomplishment of the Mission Statement
- ▶ Budget and program plan for the current year
- ▶ Revision of the “Role Model Bank Management Regulations” and request to recruiters to solicit role model entries

② 2nd Meeting Agenda (Oct 4, 2011, Nakamozu Campus)

- ▶ Report on results of the current year
- ▶ Program plan for the coming fiscal year
- ▶ Organization of the Support Center
- ▶ Continuation after program termination

③ 3rd Meeting Agenda (February 22, 2012, Nakamozu Campus)

- ▶ Results for the current year and future program schedule
- ▶ Program schedule for the coming fiscal year and organization of the Support Center
- ▶ Continuation after program termination

(3) Sciences Group Meeting (April 11, 2011, Nakamozu Campus)

The Sciences Group has been formed by management committee members in sciences, in order to strengthen support for the academic group. The meeting was held in April, followed by planning, etc., conducted in e-mail conferences.

- ▶ Startup of the Sciences Group
- ▶ Award program
- ▶ Seminars & lectures
- ▶ Open Campus

(4) External Evaluation Committee convened (Feb 2012)

In order to obtain third-party evaluation of the program, members of the External Evaluation Committee have been informed of the program report for the current year and were asked to give their evaluations. (See page xx for evaluation details)

(Members of the external evaluation committee) *: Chair (other members listed in Japanese kana order)

Kayo Inaba*	Director, Kyoto University Center for Women Researchers; Professor, Graduate School of Biostudies; Doctor of Science
Kazuhiro Azuma	Senior Manager, Social & Industrial Design, Research Division, Japan Research Institute
Tamie Kainou	Professor Emeritus, Ochanomizu Women's University; Member, Science Council of Japan; Master of Laws
Akiyo Mizoguchi	Director, Sankei Living Shimbun, Inc.

(5) Management of the Support Center for Women in Research (Nakamozu Campus)

In response to the growth in administrative volume with greater program activity, one new employee has been added as personnel in charge of personnel and general affairs starting in June, with the Center operating with a workforce of six, including its director.

(6) Assignment of research assistants (Nakamozu Campus & Rinku Campus)

8 research assistants have been assigned to the 7 female researchers (faculty members) in sciences, who have problems in finding time for research due to pregnancy/childbirth or childcare (youngest child in the sixth grade or younger).

FY 2011 Results on Research Assistants

Supported researchers	Organization	Duration	Assitant job title	Number of days worked
Researcher 1	Research Organization for the 21st Century	Apr 1 – Mar 31	Special assignment assistant B	6 hrs/day x 5 days/week
Researcher 2	Graduate School of Engineering	Jun 15 – Mar 31	Technical support personnel	6 hrs/day x 5 days/week
Researcher 3	Graduate School of Engineering	Oct 1 – Mar 31	Administrative support personnel	7 hrs/day x 1 days/week
Researcher 4	Graduate School of Life and Environmental Sciences	Apr 1 – Mar 31	Special assignment assistant B	4 hrs/day x 4 days/week
Researcher 5	Graduate School of Life and Environmental Sciences	(1) Aug 1 – 31	Special assignment assistant B	6 hrs/day x 5 days/week
		(2) Sep 1 – Jan 31	Special assignment assistant B	8 hrs/day x 17 days
Researcher 6	Graduate School of Sciences	Apr 1 – Mar 31	Administrative support personnel	8 hrs/day x 4 days/week

<Job title of research assistants>

Assistants are being selected in accordance with their academic and career background as a general rule.

- Special assignment assistant A: Person with doctorate degree or equivalent
- Special assignment assistant B: Person with master's degree or equivalent
- Administrative or technical assistance: Person who does not fall into the categories above

(7) Work-at-home support (lending of PC with web camera)

PCs equipped with web camera have been lent to female researchers to which research assistants described in (6) have been assigned, in order to enable such researchers to engage in research at home, provide instructions to their research assistants at the university, provides student guidance, participate in conferences at the university, etc. During the current year, three sets (6 units) have been loaned to 3 researchers.

(8) Counseling office management

1) Support Center counseling

The coordinator of the Support Center provided counseling on support measures, etc., for women to continue pursuing research. Counseling hours were not fixed, offering such service while the Support Center is open. The number of counseling incidents during the current year had been 15, including interviews with female researchers and inquiries related to Tsubasa Childcare Center. Counseling and inquiries regarding admission to Tsubasa Childcare Center numbered more from men than women (4 inquiries from men; 1 from a woman), showing the need for support of men in balancing work and private life.

The issues to be addressed in the future include the need to make improvements to enable more effective use of the counseling office. However, active interview of female researchers by the Support Center is being considered for the coming fiscal year, following the two previous years.

2) Female health counseling

Maternity nurses provided personal health counseling to female faculty members and students at all campuses (monthly; twice at Nakamozu Campus, once at Rinku Campus & once at Habikino Campus). Starting July, "mini-seminars" were held during lunch hours of the counseling days, partly to promote greater awareness of the availability of personal counseling. The mini-seminars are attracting more participants, although small in number, with each event. There have been cases of participants seeking personal counseling after the seminar. The number of mini-seminar participants totaled 79 persons.

The next issue to be addressed is to promote awareness of this service further within OPU and to introduce ideas that encourage participation and use.

3) Mentor counseling

The mentor counseling program has been in operation at OPU since 2008 under the "Leading University as a Base for Human Resource Development and Nanoscience and Nanotechnology," a project under the "Improvement of Research Environment for Young Researchers" of the Ministry of Education, Culture, Sports, Science and Technology (MEXT). For female researchers hired as tenure-track faculty members, there are mentors providing support in the area of research (includes men) and mentors for female researchers

Additionally, the Support Center has conducted studies into development of schemes that are convenient for female researchers at OPU through female researcher discussion groups (see (9) below) and interviews with IRIS following examples at other institutions. However, design of an appropriate scheme could not be finalized under the conditions at OPU. The Center plans to create many opportunities for female researchers and graduate students to meet in the future, through discussion groups, role model seminars, Science Cafe, etc., as well as seminars organized partly to provide mentoring, based on the exchanges on the Female Researcher SNS website (see (10) below) that had been created in the current year.

(9) Female researchers discussion group: Lunch meetings

① 1st meeting (Jul 25, 2011, at Nakamozu Campus; 10 participants)

② 2nd meeting (Nov 22, 2011, at Nakamozu Campus; 8 participants)

Lunch meetings were held under the initiative of female researchers, as part of the drive to build a network of female researchers at OPU. A wide range of women attended, ranging from those in master's programs to professors in both humanities and sciences. The meetings are expected to be organized voluntarily by participants, with each taking turn as meeting coordinator.

(1 0) Startup and administration of female researcher SNS (Feb 2012)

SNS website was set up following a proposal from the female researcher discussion group described in (9), as a cyberspace venue for women in the fields to exchange information. In the design of the website, the discussion group and IRIS were asked to form an SNS preparation working group, in order to hear the opinions of the people to actually use the service. In February through March 2012, it was used by members of the discussion group and IRIS on experimental basis and is scheduled for full-scale startup of the all of OPU with start of the new fiscal term. This service is expected to help build a network of female researchers at separate campuses.

SNS Preparation Working Group (organization as of March 2012)

Name	Job title/organization or year	Notes
Yukie Majima	Professor, Organization for Higher Education Development	Management Committee member, Female Researcher Discussion Group & Support Center for Women in Research
Fumiyo Kiyohara	Associate Professor, Organization for Higher Education Development	Female Researcher Discussion Group
Chihiro Nakagawa	Associate Professor, Graduate School of Engineering	Female Researcher Discussion Group coordinator

Ayaka Tani	2nd year in master's course in life and environmental sciences)	IRIS
Mariko Tatsumi	Coordinator, Support Center for Women in Research	
Hiroe Seki	Support Center for Women in Research	Public relations and information
Kimiko Arikawa	Support Center for Women in Research	Officer in charge of career path development and promotion of wider application (IRIS)

- ① 1st Meeting (Sep 6, 2011, Nakamozu Campus)
- ② 2nd Meeting (Oct 20, 2011, Nakamozu Campus)
- ③ 3rd Meeting (Feb 15, 2012, Nakamozu Campus)

(1 1) Pamphlet & newsletter release

Pamphlet and newsletter were issued to report on the activities under the program, its state of progress and achievements. Copies have been distributed to OPU faculty members and graduate students with the cooperation of the various offices under the Education Development Section, as well as to Osaka Prefecture organizations and the Gender Equality Promotion Center.

- ▶ Pamphlet publication (Jul 29, 2011; 1,500 copies)
- ▶ Newsletter
 - ① Issue No. 3 (Jul 29, 2011; 4,000 copies)
 - ② Issue No. 4 (Oct 19, 2011; 5,000 copies)
 - ③ Issue No. 5 (Mar 9, 2011; 5,000 copies)

(1 2) Management of Support Center for Women in Research website

The website was managed to report on the activities under the program, its state of progress and achievements. In communicating activities to be conducted in the future through the website, attention has been paid to create links to OPU portal site, outside websites, etc., as well as to distribution of fliers, in order to foster greater synergy.

Support Center for Women in Research website URL: <http://www.opu-genki.jp/>

The Management Committee identified the poor quality of links to OPU website, etc., and problems in improving search hits, among others, as issues that require action. Because the Public Affairs Section that manages the OPU website has responded that improvements cannot be made, the Support Center must examine into ideas to upgrade website quality.

(1 3) “Questionnaire Survey on Faculty Member and Graduate Student Support”

(Jan 18-31, 2012; all campuses)

The survey was conducted on faculty members and graduate students in all OPU schools in order to

measure the level of awareness toward the program, in order to build an environment that facilitates women in their effort to deal with work/study and family/private life. Of the 3372 copies distributed, 1108 have been turned in (collection rate of 32.9%). Generally, the recognition level for the program is rising. However, OPU's Basic Policy on Promoting Recruitment of Diverse Human Resources that supports the program and MEXT's Reform of the Female Researchers Support System program remains low in recognition and our issues that require future action.

(1 4) Plus One Program (Program to Promote Recruitment of Female Researchers)

The "Plus One Program" has been introduced in the current year as a measure to promote recruitment of female researchers. Under the program, graduate schools (Engineering, Life and Environmental Sciences and Sciences) who have hired female researchers (faculty members) scheduled to take office between April 1, 2011, to April 1, 2013, will be granted one of the following incentives for each female researcher hired.

- Recruitment of assistant professor (five-year tenure; extendable)
- Subsidy for manpower cost of research assistant or administrative assistant to be recruited during the year of recruitment of a female researcher (up to ¥1 million)

During the current year, manpower cost for two administrative assistants had been subsidized, based on application from the Graduate School of Engineering which hired two female researchers in April 2011.

(1 5) Role Model Bank system development

The Role Model Bank has been upgraded by making use of the Role Model Bank system started up during the previous year, in order to make use of manpower resources, such as seminar speakers, through registration as role model candidates. During the year, persons who had been invited as speakers at role model seminars, etc., as well as female researchers at OPU, have been asked to register.

Furthermore, registration that had been limited to women in the previous year has been revised with change in management regulations, allowing registration of men to make active use of the program supporting management of work and family life to support the career of their spouses. As of March 2012, 27 (including 1 male researcher) have been registered.

As an issue to be addressed in the future, registration of a wider range of role models is being planned, through cooperation with business enterprises and government administrators. Another problem emerged from the exposure of certain role models who had been registered in the Role Model Bank in role model special features. However, such persons could not be utilized effectively for role model seminars, Science Café speakers, etc., due to their busy schedule and other reasons. Efficient use of the Bank must be re-examined in the future.

- (16) Exchange/collaboration with other organizations #Those without explicit identification of organization are members of the Support Center for Women in Research
- 1) Presentation of case studies outside OPU
 - ① NWEC Workshop Preparation Group (Aug 22, 2011; Shizuoka University; participated by Yasuko Tama & Mariko Tatsumi)
 - ② NWEC Forum: Forum promoting exchange on research and practice in gender equality (organized jointly with Yamagata University, Shizuoka University and Nagasaki University; Oct 22, 2011, National Women's Education Center (NWEC); participated by Yasuko Tama & Mariko Tatsumi)
 - ③ Poster presentation at the Forum of Japan Inter-Society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering; participated by Yasuko Tama & Mariko Tatsumi)
 - ④ Poster presentation & group discussion at the Joint Open Symposium for the Support Program for Research Activities by Female Researchers (Nov 1-2, 2011; Tsukuba University; participated by Chikae Funeno (General Coordination, General Affairs Division), Yasuko Tama & Mariko Tatsumi)
 - ⑤ Poster and oral presentations at Chugoku-Shikoku Gender Equality Symposium (Nov 11, 2011, Okayama Convention Center; participated by Mariko Tatsumi & Yumiko Anzai)
 - ⑥ Oral presentation at the Training Course to Promote Gender Equality among University Personnel (Dec nine, 2011; National Women's Education Center (NWEC); participated by Mariko Tatsumi)
 - ⑦ Poster presentation at Shikoku Women Researcher Forum (Jan 27, 2012, Ehime University; participated by Mariko Tatsumi & Hiroe Seki)
 - ⑧ IRIS Activity Report at Science Angels Activity Report Meeting, Tohoku University (Mar 3, 2012, Tohoku University; participated by Kimiko Arikawa & Hiroe Seki)
 - ⑨ Oral presentation at Osaka University Gender Equality Seminar (Mar 6, 2012, Osaka University; participated by Yasuko Tama)
 - 2) Exchanges with other universities & research institutes
 - ① Interview survey on mentoring at the 8th Colloquium to Promote Better Careers for Female Graduates, Sophia University (May 19, 2011, Sophia University; participated by Mariko Tatsumi)
 - ② Participation in Kwansei Gakuin University Women Researcher Support Forum (Jun 22, 2011, Kwansei Gakuin University; participated by Yumiko Anzai)
 - ③ Counseling on application in the program for supporting research activities by female researchers to Nara Medical University (Jun 2011; participated by Yasuko Tama)
 - ④ Information exchange with Shiga University of Medical Science (Aug 16, 2011, OPU; participated by Yasuko Tama & Mariko Tatsumi)

- ⑤ Information exchange with Tokyo Metropolitan University (Sep 9, 2011, OPU; participated by Taketoshi Okuno (President), Koichi Nakano & Ikuo Sugano (general affairs & personnel, General Affairs Division), Chikae Funeno, Masahiko Matsuda & Sayuri Katsushima (general coordination, General Affairs Division) & Mariko Tatsumi)
 - ⑥ Interview survey on the Organization for Diversity Management, Okayama University (Nov 11, 2011, Okayama Convention Center; participated by Mariko Tatsumi & Yumiko Anzai)
 - ⑦ Tour of exhibits on science communication at Science Agora and participation in "Fostering Advancement for Women in Science" hosted jointly by Tohoku University and Nihon L'Oréal K.K. (Nov 29, 2011, National Museum of Emerging Science and Innovation, National Institute of Advanced Industrial Science and Technology & Tokyo Metropolitan Industrial Technology Research Institute at Odaiba, Tokyo; participated by Mariko Tatsumi)
 - ⑧ Participation in Kobe University International Symposium -- Women in Science and Education: Sustainable Society Led by Female Researchers (Dec 19, 2011, Kobe University; participated by Yumiko Anzai)
 - ⑨ Information exchange with Iwate University (Jan 18, 2012, OPU; participated by Yasuko Tama & Mariko Tatsumi)
 - ⑩ Information exchange with Tokyo Science University (Jan 20, 2012, OPU; participated by Ikuo Sugano (general affairs & personnel, General Affairs Division), Sayuri Katsushima (general coordination, General Affairs Division), Yasuko Tama & Mariko Tatsumi)
 - ⑪ Interview survey on female researcher support programs (childcare service, etc.) at Kagawa University (Jan 26, 2012, Kagawa University; participated by Mariko Tatsumi)
 - ⑫ Participation in Tohoku University Symposium 2011 (Feb 18, 2012, Tohoku University; participated by Mariko Tatsumi)
 - ⑬ Participation in Iwate University Gender Equality Promotion Symposium (Feb 20, 2012, Iwate University; participated by Mariko Tatsumi)
 - ⑭ Interview survey on the diversity promotion office at Tokyo Metropolitan University (Feb 21, 2012, Tokyo Metropolitan University; participated by Mariko Tatsumi)
 - ⑮ Interview survey on continuing support programs after termination of the program period at Shizuoka University (Feb 29, 2012, Shizuoka University; participated by Chikae Funeno (general coordination, General Affairs Division) & Yasuko Tama)
 - ⑯ Counseling on application in the program for supporting research activities by female researchers to Wakayama University (Jun 2011, OPU; participated by Hiroshi Masaki (Executive Director) & Chikae Funeno (general coordination, General Affairs Division))
- 3) Other exchanges & partnership events
- ① Acceptance of tour group from Aichi University of Education Affiliated Okazaki Junior High School (May 23, 2011, OPU; participated by Yasuko Tama & Mariko Tatsumi)
 - ② Article in Hibunkai (Osaka Women's University alumnae association) (Jun 1, 2011, issue;

participated by Yasuko Tama)

- ③ Coverage by Mother Net (Oct 2011, OPU; participated by Yasuko Tama & Mariko Tatsumi)
- ④ Cooperation in "Date DV Lecture Meeting" organized jointly with OPU School of Humanities and Social Sciences, Sakai City (Nov 13, 2011, OPU)
- ⑤ Presentation of the program at the Tondabayashi City Gender Equality Seminar (Feb 24, 2012, Tondabayashi City Chuo Civic Center; participated by Mariko Tatsumi)

2. University-wide awareness reform programs

(1) Open seminars & exhibitions

1) Tsubasa Childcare Center opening ceremony and preview

(Apr 3, 2011, at Nakamozu Campus; 44 participants)

The events were held as part of the university wide event Sakura Festival, to commemorate the opening of the OPU childcare facility, Tsubasa Childcare Center. Through publicity of this event, opening of the facility was promoted throughout the University organization and made possible coordination with Sakai City, with the participation of the mayor of the city.

<Opening ceremony>

· Opening speeches: Osami Takeyama (Mayor, Sakai City) & Taketoshi Okuno (OPU President)

· Tape cutting ceremony

Osami Takeyama (Mayor, Sakai City)

Taketoshi Okuno (OPU President)

Yasuko Tama (Director, Support Center for Women in Research)

Tadanori Hatta (President, Cosmos, service contractor for Tsubasa Childcare Center)

<Preview>

Target: OPU faculty members & students

2) Childcare center opening commemorative lecture: Work and childcare for both men and women -- tips on balancing work and private life (Apr 3, 2011, Nakamozu Campus, 30 participants)

A lecture meeting was held on the same day as in 1) on support measures necessary to achieve work/private life balance. The events drew the participation of OPU president, directors and faculty members and became a prime opportunity for university wide examination of the issue of balancing work and private life for OPU members in the future. Also, the mayor of Sakai City was invited as guest, enabling closer coordination with the city.

<Lectures>

Rieko Ueda, President, Mothernet K.K.

Kiichiro Nakamura, business management & manpower consultant (graduated from OPU School of Engineering)

<Guest>

Osami Takeyama, Mayor of Sakai City

3) Library exhibition: Jobs for Women in Science — 103 books to look into my future —] (Dec 12, 2011 -- Feb 15, 2012, Nakamozu Campus)

Proposed by OPU's academic information section, books and other materials on work for women in science and the role models, etc., were exhibited, utilizing the "package loan service" provided

by the Women Education Information Center of the National Women's Education Center (NWECC). The exhibition period was set to be around the time of the role model seminar held on January 24, as an event related to the seminar.

<Organized by>

Academic Information Center Library (academic information section)

<Organized jointly with>

Support Center for Women in Research

(2) Campaigns inside OPU (for faculty members on all campuses)

1) Childcare (Support) Badge/Seal Campaign (August 2011)

Two types of pin badges and seals that announce the wearer is "raising children" or "supporting childcare" were distributed to faculty members to promote greater understanding toward child care at the University and greater attention to work/life balance for faculty members.

Although the campaign is held as a occasion arises, the pin badges and seals were distributed to interested faculty members through distribution of fliers on the campaign together with the August newsletter, due to the fact that there had been a large number of new hirings and reassignment of faculty members during the year.

2) "Meetings to End at Five" Campaign (starting February 2012)

Organized jointly with the General affairs and personnel section, this was implemented to boost awareness toward work/life balance among faculty members by urging improvement in hours when meetings are held. Posters were produced and distributed to various divisions and sections and were posted in meeting rooms, bulletin boards, etc.

(3) Program profile presentation during lectures (April 27, 2011, Nakamozu Campus)

As part of "Invitation to Gender Equality Theory" for which the Women's Studies Center is in charge, the coordinator of the Support Center was dispatched for the lecture. "Invitation To Gender Equality Theory" is a lecture open to all OPU members and is conducted in an omnibus format. 150 attended. In the next fiscal year, the Support Center is scheduled to take responsibility for one course.

(4) Discussions with heads of graduate schools and support office (Jun 7 & 8, 2011, participated by Yasuko Tama & Mariko Tatsumi)

Discussion meetings were held with the three heads of graduate schools in science in order to foster greater cooperation with the organizations. In the meetings with the schools of engineering and sciences, the support office director in charge of administrative affairs for these schools attended as well.

In addition to promoting understanding of the program, the discussions focused on practical support measures for each graduate school. This succeeded in fostering progress of the program at each graduate school. At the same time, the graduate school of sciences, as well as the school of sciences, implemented

concrete action in cooperation with the Center, including organization jointly of the role model seminar in December.

3. Career path development and promotion of wider application

(1) Role Model Seminar

- ① Element technologies in face recognition and application in nursing and medicine
Jun 2, 2011, at Nakamozu Campus; 33 participants
Speaker: Yuzuko Utsumi, Assistant Professor, OPU Graduate School of Engineering
Organized jointly with OPU's Research Institute for Advanced Nursing Technology, Research Organization for the 21st Century
- ② The working mother situation in Malaysia
Nov 16, 2011, at Nakamozu Campus; 23 participants
Speaker: Dr. Sevia Mahdaliza Idrus, Associate Professor, University Teknologi Malaysia
Organized jointly with Organization for International and Scientific Exchange; participated by Professor Yutaka Katsuyama, Graduate School of Engineering
- ③ Scheduling Methodology and Application on Nurse Work Schedule
Nov 17, 2011, at Nakamozu Campus; 29 participants
Speaker: Kazuko Morisawa, Associate Professor, Graduate School of Engineering
Organized jointly with OPU's Research Institute for Advanced Nursing Technology, Research Organization for the 21st Century
- ④ Outer Space Mineralogy: Toward Exploration of New Areas
Dec 5, 2011, at Nakamozu Campus; 58 participants
Speaker: Hiroko Nagahara, Professor, the University of Tokyo; Saruhashi Prize recipient
Organized jointly with OPU School and Graduate School of Sciences
- ⑤ Afraid of Radiation? Dialogue of Female Scientists Linking Physics with Living Creatures
Jan 24, 2012, at Nakamozu Campus; 95 participants
Speaker: Masako Bando, PhD science, president of Scientific Education Exchange JEIN
Kazuko Uno, PhD Science, Director of Interferon & Biological Defense Laboratory, Basic Research Division, Louis Pasteur Center for Medical Research
Organized jointly with Radiation Research Center, Research Organization for University-Community Collaborations (coordinated with "Introduction To Gender Theory," OPU School of Humanities and Social Sciences
- ⑥ Infinity of a Child's Curiosity: Listen to Childcare Discussions by Researchers of Mothers
Mar 10, 2012, Izumi City Gender Equality Center; 16 participants
Speaker: Keiko Nakatani, Associate Professor, Osaka Prefecture University College of

Technology

Organized jointly with Izumi City Gender Equality Center

(2) Science Café held

① Café de Vida 3

Jun 24, 2011, at Rinku Campus; 15 participants

Speaker: Seiko Iwamoto, Director of technical guidance, Planning and Coordination Division,
National Veterinary Assay Laboratory, Ministry of Agriculture, Forest Tree and Fisheries

Yasuko Hanafusa, Senior Researcher in bacteria and parasites, National Institute of
Animal Health, National Agriculture and Food Research Organization

Cooperation from Associate Professor Tomoko Tajima, OPU Graduate School of Life and
Environmental Sciences

② Café de Vida 4

Jun 24, 2011, at Rinku Campus; 10 participants

Speaker: Naoko Hiyama, Tertiary Livestock Clinic, Hiroshima Prefecture Agricultural
Cooperatives Federation

Ayami Koda, technical expert, Tajima Basic Livestock Clinic, Hyogo Prefecture
Agricultural Cooperatives Federation

Taeko Oya, Ishii Veterinary Hospital

Cooperation from Associate Professor Tomoko Tajima, OPU Graduate School of Life and
Environmental Sciences

③ Dec 5, 2011, at Nakamozu Campus; 5 participants

Speaker: Linda Reichl, Professor, University of Texas at Austin

Xiaoqin Elaine Li, Associate Professor, University Of Texas at Austin

Organized jointly with Professor Yuko Hosokoshi, Graduate School of Sciences

(3) Publication of role model collection

The publication featured chiefly the female researchers at OPU.

① Issue No. 1 (Jan 24, 2012)

② Issue No. 2 (Mar 26, 2012)

(4) Study into career path development through coordination with local communities

1) Exchange with Sakaishinjigyo Inc. (S-CUBE)

Nov 17, 2011, at S-CUBE

Participated by Yasuko Tama & Mariko Tatsumi

Opinions were exchanged with the incubation manager of S-CUBE, a public/private joint venture

supporting business startups and with officers of Sakai City government.

2) Exchange with Osaka Doyukai (friendship association of small businesses in Osaka Prefecture)

Nov 21, 2011, Office Yasuyo Hase

Participated by Yasuko Tama & Mariko Tatsumi

Exchange was conducted with female business entrepreneurs belonging to the Women's Chapter of Osaka Doyukai.

(5) Plan for expanding the base for women in science

1) Recruitment of members of female science graduate student team

Members were solicited for the female science graduate school team, in order to encourage voluntary participation of female graduate students in the program, as well as to build a network among such students.

① 1st invitation for participation

Solicitation of membership from the graduate schools of engineering, life and environmental sciences and sciences garnered application from 17 persons, all of whom had been assigned to the team after a round of screening. At the assignment ceremony, the assignment certificate was handed to the new members from President Okuno.

Also, the team members decided to name the team IRIS, after some discussion. The members also proposed and decided on the team logo.

Recruitment period : May 11-31, 2011

<Orientation meeting> May 17, Rinku Campus

May 18 & 24, Nakamozu Campus

Screening: June 9, 2011

Term of assignment: Jul 1, 2011 - Mar 31, 2012

Assignment ceremony: July 16, 2011, Nakamozu Campus

② 2nd invitation for participation

Recruitment period : March 22-April 25, 2012

Screening: Early May 2012

Assignment ceremony: Early/late May 2012

Term of assignment: Jun 1, 2012 - Mar 31, 2013

2) Children's Science Campus

① "Fun Science Experiments"

Apr 3, 2011, Nakamozu Campus (Sakura Festival); 69 participants

<Description>

- ▶ Fun with the mysteries of vibration
- ▶ Fun with mysterious powders
- ▶ Fun with parabola antennae
- ▶ Fun with yo-yo

<Graduate student staff>

Kana Kuroda & Asuka Takai (Graduate School of Engineering), Sachika Nishimura & Haruka Ikeda (Graduate School of Life and Environmental Sciences) & Manayo Kurata (Graduate School of Sciences)

② Children's Science Campus (Osaka City Gender Equality Center East Building (Creo Osaka East)

Aug 6, 2011, Creo Osaka East Summer Festival at Osaka City Gender Equality Center East Building; 32 (16 pairs) participated

<Description>

- ▶ Let's make candles
- ▶ Cartesian diver, easy to make with PET bottles

<Student staff>

IRIS: Yuka Higashigaki (Graduate School of Sciences)

Assistants: Yuki Oka (Graduate School of Engineering) & Takashi Araki (School of Engineering)

③ Children's Science Campus (Nakamoju Children's Group)

Aug 17, 2011, at Nakamoju Campus; 52 participants

<Description>

- ▶ Let's look into things with handmade microscopes

<IRIS staff>

Yuki Komori & Yui Matsumoto (Graduate School of Engineering), Haruka Ikeda & Tomo Nakamura (Graduate School of Life and Environmental Sciences) & Yuki Ozaki & Ayaka Take (Graduate School of Sciences)

④ Children's Science Campus (Takaishi City Takaishi Elementary School)

Oct 29, 2011, Takaishi Elementary School; 30 participants

<Description>

- ▶ Make PET bottle rockets fly

<Student staff>

IRIS: Yuki Komori & Yui Matsumoto (Graduate School of Engineering) & Norimi Iwata & Mami Matano (Graduate School of Sciences)

Assistants: Tomohiro Nakahama(Graduate School of Engineering) & Takashi Araki
(School of Engineering)

⑤ Children's Science Campus (Saka-ience, Sakai City Board Of Education)

Feb 5, 2012, Sakai City Center of Education and Culture (Sophia Sakai); 689 participants

<Description>

▶ Talk to a computer! ~Pictgent~

<Student staff>

IRIS: Miki Ueno (Graduate School of Engineering)

Assistants: Yuki Komori, Yui Matsumoto, Kiyoto Fukuda, Taketoshi Hirota (Graduate School of Engineering)

⑥ Children's Science Campus (Izumi City Gender Equality Center)

Mar 17, 2012, Izumi City Gender Equality Center; 38 participants (18 groups)

<Description>

▶ Fun with experiments: Extracting DNA -

<Student staff>

IRIS: Kana Kuroda (Graduate School of Engineering), Haruka Ikeda (Graduate School of Life and Environmental Sciences) & Ayaka Take (Graduate School of Sciences)

Assistant: Miho Nishimura (Graduate School of Life and Environmental Sciences)

⑦ Spring Vacation Science Workshop Fun for Parents and Kids (Neyagawa City Gender Equality Center (Furatto Neyagawa))

Mar 27, 2012, Neyagawa City Gender Equality Center; 41 participants

<Description>

▶ Let's make a fog chamber and examine radiation

<IRIS staff>

Ayumi Iwasa (Graduate School of Engineering) & Ayaka Tani (Graduate School of Life and Environmental Sciences)

3) Open Campus: Women in Science Booth

Aug 6-7, 2011, OPU; 153 participants

Organized as a small discussion group for female high school students and prospective university students interested in sciences, female graduate and undergraduate students at OPU spoke on their research projects and life at the University and also responded to questions from the younger students.

As a new addition for the current year, a program for the guardians of such students was held

simultaneously. In this part, women researchers who are members of the program management committee communicated on the state of female students in the sciences at the University, providing encouragement and feeling of security to guardians who are concerned of sending their daughters to study in science departments where most students are men.

Also, advance publicity of the event was organized in cooperation with OPU Admission Office.

<Student staff>

IRIS: Ayumi Iwasa, Norimi Iwata, Kana Kuroda, Yuki Komori, Asuka Takai & Yui Matsumoto (Graduate School of Engineering), Haruka Ikeda, Miyu Tanaka, Tomo Nakamura & Sachika Nishimura (Graduate School of Life and Environmental Sciences) and Saori Kamaike, Yuki Ozaki & Mami Matano (Graduate School of Sciences)

Discussion group staff: Shoko Doi (Graduate School of Sciences) & Shiori Toga (School of Sciences)

Assistants: Tomohiro Nakahama(Graduate School of Engineering), Tsukasa Sato, Keita Okamura, Tomohiro Yamanaka & Hana Yamada (School of Engineering), Ayako Oono (School of Life and Environmental Sciences), Daisuke Ohta (School of Economics) & Kentaro Nakatani (School of Humanities and Social Sciences)

4) Research presentations & exchanges

- ① Exchange with Notre Dame Seishin Gakuen Seishin High School (hereinafter called Seishin High School)

Exchanges have been conducted in various ways with the private girls' school in Okayama Prefecture known to be a super science high school.

- ① Management & Guidance Committee

Associate Professor Tomoko Tajima (Graduate School of Life and Environmental Sciences), Assistant Professor Chihiro Nakagawa (Graduate School of Engineering) and Yasuko Tama (Director, Support Center for Women in Research, & Professor of School of Humanities and Social Sciences) of OPU have become members of the Management and Guidance Committee to offer advice in committee activities and to engage in research in areas such as English-language debates.

- ② Exchange meeting: Aug 10, 2011, Nakamozu Campus; 40 participants

Seishin High School students in the first and second years of Life Science Course 1 visited OPU for exchanges with female researchers, management committee members and IRIS members, in cooperation with OPU's admission office, Research Organization for the 21st Century (Plant Factory Research Center) & the Graduate School of Life and Environmental Sciences.

<Program>

12:00 - 12:40 Lunch meeting

12:40 - 13:10 Presentation on admission to OPU

13:30 - 14:10 Tour of Plant Factory Research Center

14:30 - 16:30 Exchange with IRIS

- Observation & experiment (for second-year students): Animal infections and plant viruses
Observation of animal infection samples & cultivation of asparagus shoot aspicies
- Workshop (for first-year students): Become a reporter for a future newspaper
After hearing the research presentations by IRIS, the students are to publish a bulletin board newspaper, based on what they imagine how such a research project will develop 20 years later.

<Moderators>

Faculty members: Yuko Higashi (Professor, School of Humanities and Social Sciences), Michihiko Kataoka (committee member & Professor, Graduate School of Life and Environmental Sciences), Tomoko Tajima (Associate Professor, Graduate School of Life and Environmental Sciences), Chihiro Nakagawa (Associate Professor, Graduate School of Engineering) & Yasuko Tama (Director, Support Center for Women in the Research; Professor, School of Humanities and Social Sciences)

IRIS: Kana Kuroda & Miki Ueno (Graduate School of Engineering) & Miyu Tanaka & Sachika Takayoshi Nishimura (Graduate School of Life and Environmental Sciences)

Support Center for Women in Research

③ Research exchanges (August 2011)

In response to a request for expert advice on plant experiments conducted by second-year students in life science course at Seishin High School, OPU researchers provided counseling to students through the Management Committee.

<Participants>

Masayuki Oda (Professor, Graduate School of Life and Environmental Sciences), Michihiko Kataoka (committee member & Professor, Graduate School of Life and Environmental Sciences) & Support Center for Women in Research

④ Participation in scientific research presentation and exchange of "Get Together, Women in Science"

Oct 29, 2011, Fukuyama University Social Coordination & Research Promotion Center

2 IRIS members participated in the Seishin High School's research presentation and exchange meeting

as role models and gave research presentations.

<Participants>

Miyu Tanaka (IRIS; Graduate School of Life and Environmental Sciences)

Oral presentation: Analysis of Pathological Development in myelin-abnormal mutant VF rats

Ayaka Tani (IRIS; Graduate School of Life and Environmental Sciences)

Oral presentation: Restoration of Kyoto's autumn climate based on description of fall foliage in historical documents

② Research poster presentation (Jan 24, 2012, Nakamozu Campus)

IRIS research poster presentation was held simultaneously with the role model seminar for exchange with seminar speakers and participants (OPU faculty members, general public, etc.)

<Speakers (IRIS)>

Kana Kuroda & Miki Ueno (Graduate School of Engineering), Ayaka Tani (Graduate School of Life and Environmental Sciences) and Yuka Togaki (Graduate School of Sciences)

③ "Women Pioneers" DVD viewing & reading: Guest speaker

March 2, 2012, Osaka Prefecture Gender Equality & Civic Collaboration

In the viewing of a DVD production of "Women in Research -- Past and Present" hosted by Osaka Prefectural Government, featuring interviews with women pioneers born in the Meiji and Taisho periods, including female science researcher Kimiko Atake, IRIS was invited to represent women in science today to report on their activities and their own personal lives in research and as university students.

<Speakers (IRIS)>

Kana Kuroda (Graduate School of Engineering)

5) IRIS workshop

A workshop was held for exchange among members and improvement of their skills.

① Sep 15 & 22, 2011 -- Planning & action workshop

Nakamozu Campus; 14 participants

② Dec 12, 2011 -- workshop & exchange meeting

Nakamozu Campus; 9 participants

③ Jan 26, 2012 -- Introduction to assertion training

Held as part of "Sakai Gender Equality Week" supported by Sakai City

Sun Square Sakai; 19 participants (including participants from the general public)

6) IRIS Café (from December 2011, Nakamozu Campus)

Exchange meetings have been organized regularly, roughly twice a month, based on a proposal from team members. Members are to take turns in playing host and are expected to take voluntary action. Because the members are split between Nakamozu Campus and Rinku Campus, PC with a web camera has been used for exchange between the two campus sites. On January 21, 2012, members at Nakamozu Campus visited the Rinku Campus in a "Rinku Tour," for visits to laboratories, research presentations, lunch meetings, etc., to foster ties.

7) IRIS Activity Report

(Mar 5, 2012, Nakamozu Campus; 15 participants)

Activities for the current year

<Program>

16:00 - 16:50 -- IRIS activity report

16:50 - 17:10 -- Free discussion

17:10 - 17:25 -- Overview

Michihiko Kataoka (committee member, Professor, Graduate School of Life in Environmental Sciences)

Yuko Hosokoshi (committee member, Professor, Graduate School of Sciences; Kansai Science School for Female Junior High and High School Students committee member)

Maki Onda (Associate Professor, Graduate School of Sciences; Kansai Science School for Female Junior High and High School Students committee member)

Hideo Ezoe (committee member, lecturer, Graduate School of Sciences)

17:25 - 17:30 -- Greetings By Support Center Director

(6) Skill Improvement Seminar for Young Researchers

(Mar 13, 2012, Nakamozu Campus; 30 participants)

Seminar on writing English-language papers was held as a measure to support young female researchers. Due to the shortfall in seminar capacity caused by publicity at IRIS and Female Researcher Discussion Group, focused on female researchers and graduate students in order to encourage participation, participation was called on the universitywide basis, including men.

4. Development of support framework

Action has been implemented as planned, with the loan of PCs equipped with Web cameras as IT equipment for work-at-home support, development of human connection network with female researcher discussion group, IRIS, social networking, etc., and information service via the Support Center for Women in Research website (see 1 - 3 above).

5. Regional cooperation & coordination

(1) Coordination with Osaka Prefecture

- ① July 14, 2011: Participation in Osaka Prefecture platform
Contact: Gender equality & civic collaboration section
- ② November 21, 2011: Exchange with Osaka Doyukai (prefectural small business friendship association)
Contact: Gender equality & civic collaboration section
- ③ March 2, 2012: Women Pioneers DVD viewing & reading -- guest speaker
Contact: Gender Equality & Civic Collaboration Section; Osaka Gender Equality Foundation.

(2) Coordination with Sakai City

- ① June 16, 2011: Visit to Sakai City gender equality promotion section
- ② November 13, 2011: Cooperation in dating DV lecture meeting
Contact: Gender equality promotion section
- ③ November 17, 2011: Exchange with Sakaishinjigyo Inc. (S-CUBE)
Contact: Gender equality promotion section; Manufacturing support section, Commercial & Industrial Labor Department
- ④ January 26, 2012: "Introduction to assertion training" held during Sakai Gender Equality Week
Contact: Gender equality promotion section
- ⑤ February 5, 2012: Children's Science Campus held at Sakai-ence
Contact: Board of Education

(3) Community collaboration by IRIS

Children's Science Campus was held in collaboration with local communities.

- ① August 6, 2011, Osaka City Gender Equality Center East Building (Creo Osaka East)
- ② August 17, 2011, Nakamozu children's group
- ③ October 29, 2011, Takaishi City Takaishi Elementary School
- ④ Mar 17, 2012, Izumi City Gender Equality Center
- ⑤ Mar 27, 2012, Neyagawa City Gender Equality Center

6. Childcare facility opening & management (program exempted from subsidy coverage)

Tsubasa Childcare Center, a childcare facility inside OPU, was opened on April 1, 2011. With the opening of this facility, administration of the childcare center moved from General Coordination, General Affairs Division to General Affairs & Personnel. Also, facility operation was contracted to Cosmos. The facility capacity is for 10 children. The number of users as of March 1, 2012 is 5 for regular childcare service and 11 registered for temporary childcare service.

(1) Management Committee established and convened

With the opening of the on-premise childcare facility, the Preparations Committee for Childcare Facility Opening Inside Osaka Prefecture University was dismissed and replaced by the Childcare Facility Management Committee. The new committee is responsible for review into issues in management of the childcare facility, screening and selection of prospective users, etc.

<Management Committee meetings>

First meeting : June 13, 2011

Second meeting : September 28, 2011

Third meeting : February 8, 2012

(2) Tsubasa Childcare Center opening ceremony and preview

Apr 3, 2011, Nakamozu Campus (Sakura Festival); 44 participants

<Opening ceremony>

· Greetings: President Okuno, OPU; Mayor Takeyama, Sakai City

· Tape cutting ceremony

President Okuno, OPU

Yasuko Tama Director, Support Center for Women in Research

Mayor Takeyama, Sakai City

Tadanori Hatta (President, Cosmos, service contractor for Tsubasa Childcare Center)

<Preview>

The preview tour was held for OPU faculty members and students.

*Organized with the cooperation of Cosmos, service contractor for Tsubasa Childcare Center

7. Incentive program (program exempted from subsidy coverage)

(1)Female Graduate Students in Science Awards ceremony

The objective of the awards is development of young female researchers able to work on the international level, by encouraging participation in international academic conferences, etc. Screening was conducted by a screening committee consisting of the university president, directors in charge of education research and committee members. The final screening round was made open to the public. On the same day, OPU's young female researchers serving as role models gave presentations and advice on presentations by applicants, as well as their personal experiences at international conferences.

<Applicants>

Students in the fifth or sixth year of study in Graduate School of Engineering, Graduate School of Life and Environmental Sciences, Graduate School of Sciences or Veterinary Medicine Course of the school of life and environmental sciences during the designated period of support.

<Screening>

First-round document screening

: By screening committee members and readers (requested to faculty members in research areas close to the applicant in question)

Final screening

: Presentation in English in an open screening session -- screening committee members

<Awards>

The winner will be presented with an award certificate, along with subsidy of expenses as additional prize.

Top prize

Subsidy of ¥150,000 to be used for travel and participation in an international conference

(If the total sum required for travel and participation is less than ¥150,000, subsidy will be the actual amount.)

Outstanding recognition prize

Subsidy of ¥50,000 to be used for travel and participation in an international conference

(If the total sum required for travel and participation is less than ¥50,000, subsidy will be the actual amount.)

① Second Award

Term of subsidy: September 1, 2011 - Mar 31, 2012

Participation period: May 11 - June 7, 2011

Awardees: 1 top prize winner & 3 outstanding recognition winners

Applicants: 9 (6 from Graduate School of Engineering; 3 from Graduate School of Life & Environmental Sciences)

Screening period: First round: June 7 - July 4, 2011 (narrowed down to four persons)

Final screening: July 16, 2011

Screening results: Top prize winner

Raja Zahirah binti Raja Mohd. Radzi

(3rd year in doctorate course in engineering)

Outstanding recognition

Miki Ueno (2nd year in master's course in engineering)

Hazuki Otsuka (2nd year in master's course in engineering)

Yuki Shiramaru (4th year in doctorate course in life and environmental sciences)

Reviewer: Chihiro Nakagawa, Associate Professor, Graduate School of Engineering

② Third Award

Term of subsidy: April 1, 2012 - Mar 31, 2013

Recruitment period: October 12 - November 11, 2011

Awardees: 1 top prize winner & 5 outstanding recognition winners

Applicants: 5 (3 from Graduate School of Engineering; 2 from Graduate School of Life and Environmental Sciences)

Recruitment period: First round -- November 14 - December 2, 2011

Final screening: January 18, 2012

Screening results: Top prize winner

Keiko Sakamoto

(2nd year, doctorate course in life and environmental sciences)

Outstanding recognition

Yuki Komori (1st year in master's course in engineering)

Rina Kume (1st year in master's course in engineering)

Tomoe Yamamoto (1st year in master's course in engineering)

Kaorri Itagaki (1st year in master's course in life and environmental sciences)

Reviewer: Etsuko Kusukawa (Associate Professor, Graduate School of Engineering)

Shizue Yoshihara (Associate Professor, Graduate School of Sciences)