

**Model Program to Support Female Researchers, FY 2010 Special Coordination  
Funds for Promoting Science and Technology  
Osaka Prefecture University “Public University Model for Lively and Active  
Female Researchers”**

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# **FY 2010 Program Report**

March 2011

## **I. Program Summary & Plan for Fiscal Year**

**Model Program to Support Female Researchers, FY 2010 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 an 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 an 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. The program is being implemented as part of the first program under the Basic Policy.

(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

- Advancement of the research level of female researchers in science and awareness change among university personnel, through university-wide reform.
- 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.

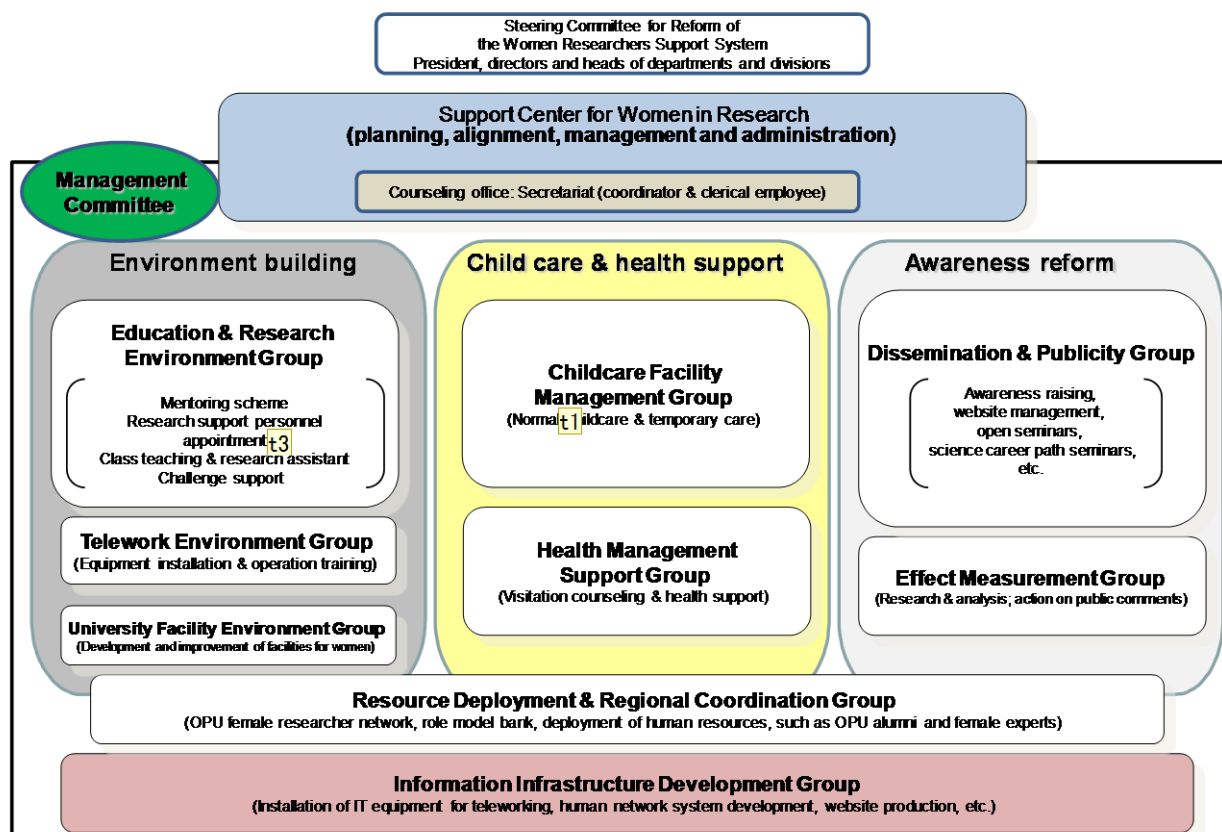
## 6. Executive Organization

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 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

\*: Chair

Taketoshi Okuno*	President
Masakazu Anpo	Executive Director (Academic Affairs & Research), Director of Library and Science Information Center & Director of Research Organization for the 21st Century
Masahiro Terasako	Executive Director (Educational & Student Affairs) & Director of Student Center
Masashi Sugano	Executive Director (University-Industry-Government Cooperation & Social Contribution), Director of Organization for University, Industry and Government Cooperation
Hiroshi Masaki	Executive Director (General Affairs)
Masato Tsujida	Executive Director (Management)
Yoshiharu Tsujikawa	Dean, Graduate School of Engineering
Shunji Kosaki	Dean, Graduate School of Life & Environmental Sciences
Hirokazu Maekawa	Dean, Graduate School of Science
Koji Yamamoto	Dean, Graduate School of Economics
Hiroko Hagiwara	Dean, School of Humanities and Social Sciences
Emiko Takamizawa	Dean, School of Nursing
Masahide Imaki	Dean, School of Comprehensive Rehabilitation
Yoshihisa Yamaguchi	Dean, Faculty of Liberal Arts and Sciences

Members of the Management Committee and Secretariat

Name	Job title & organization	Role in the Plan
Yasuko Tama	Professor, School of Humanities and Social Sciences Director, Support Center for Women in Research	Chair & Executive Officer, Support Center Management Committee
Kumiko Ida	Professor, School of Humanities and Social Sciences Director, Women's Studies Center	Deputy Chair & Awareness Promotion Activities, Support Center Management Committee
Yukie Majima	Professor, Faculty of Liberal Arts and Sciences	Member, Support Center Management Committee & Telework Environment & Information Support
Yuko Hosokoshi	Professor, Graduate School of Science	Member & Science Group Officer, Support Center Management Committee
Takekazu Ishida	Professor, Graduate School of Engineering	Member, Support Center Management Committee, coordination with "Leading University as a Base for Human Resource Development in Nanoscience and Nanotechnology" program
Nobuhiro Sugimura	Professor, Graduate School of Engineering	Member & Science Group Officer, Support Center Management Committee
Kazushige Ogawa	Professor, Graduate School of Life & Environmental Sciences	Member & Science Group Officer, Support Center Management Committee
Miyuki Nakayama	Professor, School of Nursing	Member & Health Care Counseling, Support Center Management Committee
Kiyomi Tateyama	Lecturer, School of Comprehensive Rehabilitation	Awareness Promotion Activities, Support Center Management Committee
Midori Wakabayashi	Assistant Professor, School of Economics	Childcare Center Opening & Management, Support Center Management Committee
Atsushi Matsui (Revision after application)	Assistant chief, Personnel Section, General Affairs	Flexitime Work Scheme, Support Center Management Committee
Sayuri Katsushima (Revision after application)	Chief, general coordination, General Affairs Division	Support for administrative action
Mariko Tatsumi	Coordinator, Support Center for Women in Research	Planning & management of the program in general
Yumiko Anzai	Support Center for Women in Research	General program support
Hiroe Seki	Support Center for Women in Research	Public relations and information
Naoko Ogata	Support Center for Women in Research	Career path development and promotion of wider application



## FY 2010 Program Plan

1. Development of an environment to support female researchers  
Establishment & meeting of university-wide steering committee, management committee & external assessment committee; establishment and management of Support Center for Women in Research; organization of Support Center opening event; development of “role model bank”; opening of counseling office; telework support; assignment of research assistants; creation of mentoring scheme; rounds by healthcare professionals, website opening and other actions to build the support environment.
2. University-wide awareness reform program  
Open seminars, etc., by role models held to foster greater understanding for female researcher support and cultivation of work-life balance culture.
3. Career path development and promotion of wider application
  - Prominent women in scientific research both in Japan and other countries invited as role models to appear in international seminars and role model invitation seminars. Also, Science Café set up as venue for exchange inside OPU and for career path counseling female students in science programs.
  - Female students in science sent to elementary and junior high schools in Osaka Prefecture as lecturers, in cooperation with Osaka Prefectural Government and Sakai City. Also, Children’s Science Campus, etc., organized and implemented on campus under the leadership of female students in science programs.
4. Development of the support framework  
Development of information support scheme necessary for the program. Specifically, requests received by the counseling office in 1 regarding educational guidance of students, continuation of research and tests, meeting participation, etc., from home via web camera, providing support such as web camera installation (in locations inside OPU), loan of PC with web camera for a certain period of time, security management, and other services
5. Childcare facility opening & management (program exempted from subsidy coverage)  
Childcare facility to be set up at the Nakamozu Campus Health Control Center scheduled to open in 2011
6. Incentive program (program exempted from subsidy coverage)  
Study into incentives, such as academic society participation support of top female science students to participate in international seminars and workshops.

## **II. Plan Report**

## FY 2010 List of Plan Activities

\* Numerical figures in parentheses show the number of frequency.

Date	Plan description
2010	
May 21 (Fri)	Resolution adopted
June 1 (Tue) 16 (Wed) 30 (Wed) 30 (Wed)	Preparations start for opening of the Support Center for Women in Research (hereinafter called "Support Center") Coordinator recruitment for Support Center Science Café (1) held Survey of other universities (Kyoto University)
July 2 (Fri) 6 (Tue) 6 (Tue) 12 (Mon) 23 (Fri) 24 (Sat) 24 (Sat)	Science Café (2) held Steering Committee (1) convened Management Committee (1) convened Start of clerical employee recruitment for Support Center Summary presentation of the plan in lecture (Graduate School of Engineering) "Hayabusa" role model invitation seminar & lecture held Women's Studies continuing lectures
Aug 2 (Mon) 7 (Sat) 7 (Sat) 8 (Sun) 10 (Tue) 10 (Tue) 17 (Tue) 31 (Tue)	Interview survey of female science researchers at OPU (until Sep 9) Preparations start for Support Center website & Role Model Bank system ] Open Campus ] "Female Science Students Section" held Start of research support personnel matching Childcare Facility Preparations Committee (1) convened JST visit to OPU Role Model Bank development (1): Recruitment from Hibunkai (Osaka Women's University alumnae association)
Sep 1 (Wed) 9 (Thu) 15 (Wed) 27 (Mon) 28 (Tue) 29 (Wed)	Start of research support personnel recruitment (assignment to researchers (1)) (until Nov 30)*1. Refer to (6) Childcare Facility Preparations Committee (2) convened Childcare Facility Preparations Committee (3) convened Summary report at Osaka Prefecture Gender Equality Council Information exchange with other universities (Nara Medical University & Wakayama University) Childcare Facility Preparations Committee (4) convened
Oct 1 (Fri) 1 (Fri) 1 (Fri) 1 (Fri) 1 (Fri) 5 (Tue) 6 (Wed) 7 (Thu) 15 (Fri) 18 (Mon) 18 (Mon) 19 (Tue)	Recruitment of research support personnel (assignment to researchers (2)) (until Mar 31, 2011) Start of plan summary presentation in lectures (until 26th: Life & Environmental Sciences, Science & graduate schools in the field of science) Support Center website startup Start of Role Model Bank system Support Center counseling office opened ] Participation in the Joint Symposium for Reform of the Female Researchers Support System Participation in Symposium of Japan Inter-Society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering ] Presentation meeting for childcare facility users Recruitment of research support personnel (researchers (3)) (until Mar 31, 2011) Science Café (3) held

Nov 1 (Mon)	Recruitment of research support personnel (researchers (4) (5)) (until Mar 31, 2011)
2 (Tue)	Women's health counseling office opened
4 (Thu)	Development of Role Model Bank (2); Recruitment from Sharp Corp.
5 (Fri)	Support Center pamphlet published
6 (Sat)	Children's Science Campus held (Shirasagi Festival)
12 (Fri)	Newsletter (1) issued
14 (Sun)	Kickoff symposium held
14 (Sun)	Startup of female researchers discussion group and call for participation
Dec 1 (Wed)	Recruitment of research support personnel (researchers (1)-2) (until Mar 31, 2011)
2 (Thu)	Management Committee (2) convened
3 (Fri)	Female researchers discussion group: Lunch meeting (1)
10 (Fri)	External evaluation committee: Start of member selection
28 (Tue)	Call for applications in Female Graduate Students in Science Awards
2011	
Jan 4 (Tue)	Recruitment of information & publicity personnel & officer in charge of wider application for Support Center
4 (Tue)	Recruitment of research support personnel (researchers (6)-1&2) (until Mar 31, 2011)
7 (Fri)	Survey of other universities (Miyazaki University)
12 (Wed)	Acceptance starts for FY2011 applications for research support personnel assignment
12 (Wed)	Web questionnaire survey (until Jan 31)
20 (Thu)	Start of telework support PC with web camera loans
27 (Thu)	Childcare facility construction starts
Feb 2 (Wed)	Start of screening for Female Graduate Students in Science Awards
4 (Thu)	Appointment of committee members for next year starts
10 (Thu)	External evaluation committee: Document review
23 (Wed)	Open screening for Female Graduate Students in Science Awards
Mar 2 (Wed)	Plan presentation at Science Council of Japan (as selected public university)
4 (Fri)	Management Committee (3) convened
5 (Sat)	Survey of other universities (Tohoku University)
11 (Fri)	Newsletter (2) issued
Undecided	Female researchers discussion group: Lunch meeting (2)
16 (Wed)	Steering Committee (2) convened
19 (Sat)	Open seminar "Work for Women in Science" held

## 1. Development of an environment to support female researchers

### (1) Steering Committee established and convened

Steering Committee headed by the university president was established to promote reform of the female researcher support system on a university-wide scale and convened twice during the current year.

Also, cooperation requests, counseling, reports, etc., related to the program were made as needed through the liaison councils for directors, division heads, etc., and also on individual basis in order to build a coordination and cooperation system covering the entire university.

#### (a) First meeting (July 6, 2010, at Conference Hall, Building A1, Nakamozu Campus)

- Summary of the Osaka Prefecture University Program under the Special Coordination Funds for Promoting Science and Technology
- Appointment of the program officer
- Confirmation of management committee management guidelines
- Appointment of committee members
- Program policy for the current fiscal year

#### (b) 2nd meeting (March 16, 2011, at Conference Hall, Building A1, Nakamozu Campus)

- Program report for the current academic fiscal year
- Female researcher support program for the coming fiscal year and later & program organization
- Program plan for the coming fiscal year

### (2) Management Committee established and convened

Members of the Management Committee for the Support Center were selected from various divisions and departments in the University to facilitate program implementation and convened three times during the current fiscal year.

The various programs had been divided among the members, with each member taking action in each field. Each member was involved also in planning and administration, as well as negotiations, and served as a major force in promoting the program.

#### (a) First meeting (July 6, 2010, at General Affairs, Building A1, Nakamozu Campus)

- Introduction of the members
- Program summary
- Various guidelines
- Program plan and division of roles for the current fiscal year
- Others

#### (b) 2nd meeting (December 2, 2010, at Conference Hall East, Building A1, Nakamozu Campus)

- Program report for the current fiscal year & future schedule
  - Activities generally implemented as planned
- Program plan & organization for the coming fiscal year and later
  - Number of members increased by one each for the large Graduate School of Engineering and Graduate School of Life & Environmental Sciences located at a separate campus, in order to strengthen action.
  - Regional contribution & coordination had been extremely inadequate and has become an issue to be addressed in the coming fiscal year.
  - Review will be conducted on the form and how the mentoring scheme will be implemented.
- External evaluation committee
- Coordination and division of roles between female researcher support and other projects inside OPU

- Incentive for assigning female graduate students to international conferences, etc.
- Others

Alongside university-wide restructuring in the final fiscal year (2012), the committee members, etc., will be reviewed. At the same time, the program is to be integrated into university routine schemes to maintain continuity after program termination.

(c) 3rd meeting (March 4, 2011, at Conference Hall East, Building A1, Nakamozu Campus)

- Program report for the current fiscal year & future schedule
- Program plan & organization for the coming fiscal year and later
- External evaluation committee
- Plan for expanding the base for women in science
- Others

(3) External Evaluation Committee established and convened (Feb 2011)

In order to evaluate the Plan from the third-party perspective, an external evaluation committee was formed with selection and appointment of outside members.

Also, the committee received the report of plan activities during the current fiscal year and conducted evaluation based on submitted documents. General assessment was not done on documentation alone but with the visit by committee chair Professor Inaba to the Management Committee meeting in March, to give a direct assessment.

(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; Ph.D., science
Kazuhiro Azuma	Senior Manager, Social & Industrial Design, Research Division, Japan Research Institute
Tamie Kainou	Director & Deputy President, Ochanomizu Women's University, member of Gender Equality Subcommittee, Science Researcher Committee, Science Council of Japan; M.A. Law
Akiyo Mizoguchi	Director, Sankei Living Shimbun, Inc.

(4) Establishment of the Support Center for Women in Research (June 1, 2010, Nakamozu Campus)

From June 1, preparations started on the establishment of the Support Center for Women in Research, which is to serve as the main promoter of the plan and to engage in planning, alignment and administration of activities in the area. The coordinator for the Support Center was recruited on June 16, followed by clerical employees hired in July 12. Headed by the Support Center director, the Center started operation in earnest.

In response to subsequent growth of work volume with expansion of activities, an employee in charge of information and publicity and another employee in charge of the program for expanding the base of female researchers were hired from January 4, increasing the number to five (see Secretariat member list).

The Support Center is located on the 2nd floor of OPU's Nakamozu Campus headquarters (Building A1), easily accessible to General Affairs Coordination Office, as well as the personnel, general administration and management planning sections, for excellent communication. In late March 2011, it was transferred to the newly built building housing the University child care center (Tsubasa Hoikuen), which is roughly at the center of Nakamozu Campus, making it most readily accessible for coordination with other divisions and departments.

(5) Interview survey of female researchers (July 26 - November 30, 2011, at Nakamozu Campus & Rinku Campus)

Of the 23 female science researchers (faculty members) belonging to the graduate school of engineering, life and environmental sciences and science, as well as the Faculty of Liberal Arts and Humanities and Research Organization for the 21st Century, 18 (78.2%) requested interviews, which were conducted accordingly. The interviewees came from all of these University organizations, with age ranging from the 20s to 50s and job rank from assistant processors to professors. The survey was conducted not only at Nakamozu Campus but also at Rinku Campus. (No relevant divisions or departments at Habikino Campus.)

The interview consisted of an outline presentation of the program, an inquiry into the needs of the researchers themselves and also the needs of female graduate and undergraduate students around them. Of the needs reported, those that are covered by the support program were followed up after the interview with the assignment of research support personnel (see (6) described later) and loan of PCs with web

cameras to be used for telework support (see 4. (1) described later).

(6) Research support personnel assignment

(September 1, 2010 - March 31, 2011, at Nakamozu Campus & Rinku Campus)

During the current fiscal year, eight research assistants were assigned to six female researchers (faculty members).

Initially, personnel assignment anticipated deployment of “special task support personnel A” and “special task support personnel B” for assistance in laboratory tests, etc., and created the quota newly under OPU personnel regulations. However, support personnel for “administrative assistance” and “technical assistance” were also assigned to meet the needs of target researchers.

Research support personnel FY2011 result

Support target	Organization	Period	Support personnel job ranks	Number of workdays	Notes
Researcher (1)	Research Organization for the 21st Century	(1) Sept. 1 - Nov. 30	Special task support personnel B	2 days a week (Tue & Thu)	
		(2) Dec. 1 - Mar. 31	Special task support personnel B	3 days a week	5 days a week starting February
Researcher (2)	Graduate School of Engineering	Oct. 1 - Mar. 31	Technical assistant	5 days a week	
Researcher (3)	Graduate School of Science	Oct. 18 - Mar. 31	Administrative assistant	5 days a week	
Researcher (4)	Graduate School of Science	Nov. 1 -Mar. 31	Special task support personnel B	5 days a week	
Researcher (5)	Graduate School of Life and Environmental Sciences	Nov. 1 -Mar. 31	Special task support personnel B	3 days a week	4 days a week starting January
Researcher (6)	Faculty of Liberal Arts and Humanities	(1) Jan. 1 - Mar. 31	Technical assistant	7 days a month	
		(2) Jan. 1 - Mar. 31	Administrative assistant	1 day a week	

<Job rank of research support personnel>

Basically, personnel were selected according to their academic background and experiences.

- Special task support personnel A: person with doctoral degree or equivalent
- Special task support personnel B: person with master’s degree or equivalent
- Administrative or technical assistant: selected from persons on which the two of aforementioned categories do not apply

(7) Coordination with other organizations

1. Research & surveys

(a) Participation in the symposium “Childcare Leave for Men, Too: My Work and Career Design Series 2”

(June 30, 2010, at Kyoto University; attended by: Mariko Tatsumi)

Kyoto University had been chosen for the FY 2006-2008 Model Program to Support Female Researchers and FY 2009-2014 Accelerated Reform of Female researcher Training System projects and is a pioneering organization in the Kansai area in promoting support of female researchers. The symposium featured a panel discussion on actual case studies of married couples, all of which both were young working researchers. Participation enabled understanding of the problems of young couples raising small children. Also, the goodwill exchange that followed the symposium aided in exchange of information with other organizations that were represented at the symposium.

**[Important notes]**

- Young married researchers who take care of small children very often experience one of the partner assigned to a remote job location, due to issues in their respective research career and work, unlike those working for business corporations. In most cases, childcare becomes the



responsibility of one partner (most often women), revealing the serious burden that female researchers must bear.

- In the course of learning from experiences of others, it was found that research support personnel schemes and childcare facilities on university grounds are essential support for female researchers in pursuing their careers.

**[Important points that was applied to OPU program]**

- Swift assignment of research support personnel
- Method of managing programs and method of publicity both inside and outside the university

- (b) Participation in the Joint Symposium for Reform of the Female Researchers Support System (Oct 5 & 6, 2010, at Kyoto University; attended by: Yasuko Tama & Mariko Tatsumi)

At the symposium, organizations that have been selected for “Model Program to Support Female Researchers” and “Accelerated Reform of Female Researcher Training System” assembled. Over a period of two days, there were poster presentations, group discussions, reports on various programs and panel discussions. Participation in these sessions enabled exchange of detailed information on programs underway at other organizations.

**[Important notes]**

- Participation enables access to further details on practice that do not show in reports and on websites.
- In learning programs in practice at other organizations, the participants reaffirmed the importance of “university-wide” promotion and, for this purpose, the importance of message and action by the top directors, especially the president and deans.

**[Important points that was applied to OPU program]**

- Through cultivation of a network in this way, it has become easier to exchange information and study other universities and to apply the findings on plan implementation.
- Participation of the president and directors in lectures, etc., as well as contributions to newsletters, was promoted aggressively to publicize that the OPU program is an university-wide project.

- (c) Participation in Symposium of Japan Inter-Society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering (Oct 7, 2010, at Riken Wako Institute; attended by: Mariko Tatsumi)

The participant attended the poster presentation and lectures, etc., at the symposium organized by the Japan Inter-Society Liaison Association Committee for Promoting Equal Participation of Men and Women in Science and Engineering. Information was exchanged with participating organizations on actual practice, and information on developments in gender equality at science societies was obtained as well.

**[Important notes]**

- There were opportunities to listen to reports by female researchers, who are on the other side of the support scheme, enabling examination of female researcher support from a multilateral perspective, rather than from the side of the support provider.

**[Important points that was applied to OPU program]**

- Through cultivation of a network in this way, it has become easier to exchange information and study other universities and to apply the findings on plan implementation.

- (d) Participation in Miyazaki University Gender Equality Symposium (Jan 7, 2011, at Miyazaki University; attended by: Mariko Tatsumi)

Miyazaki University had been selected for the FY 2008-2010 female researcher support model development program, which is in its final fiscal year. The symposium was organized to conclude program efforts. The head of various departments and divisions (including research and employee administration) took the podium to speak on the ratios of women in various departments, the reason

for them and action to be taken in the future. In the working group workshop that followed, the university president and deans participated for open exchange of views with other participants (chiefly faculty members). Nearly all of the participants wore the “Childcare Badge & Seal” and “Childcare Support Badge & Seal” showing that the university’s effort in raising awareness bore fruit during the three-year period.

After the symposium, the participant was able to exchange information with Miyazaki University’s female researchers support staff, as well as representatives of Kyushu University and Iwate University that had participated. In particular, the network of female researcher support in the Kyushu and Okinawa regions that involved both Miyazaki University and Kyushu University has grown into an important factor in promoting female researcher support programs in each university. Expansion of its network in the Kansai area in the future should be taken into consideration.

**[Important notes]**

- The importance of executing the program as a university-wide effort was reaffirmed.

**[Important points that was applied to OPU program]**

- The “Childcare Badge & Seal” and “Childcare Support Badge & Seal” used at Miyazaki University was to be examined for application at OPU.

- (e) Participation in the 1st Gender Equality Symposium at Kwansei Gakuin University  
(Jan 22, 2011, at Kwansei Gakuin University; attended by: Mariko Tatsumi)

Kwansei Gakuin University became the first private university in the Kansai region to embrace the issue. The symposium was organized as a kickoff event. Lectures and panel discussion were followed by exchange of information, during which the participant was able to speak not only with female researcher support personnel at other universities but also representatives of business enterprises who participated as panelists.

**[Important notes]**

- A large number of students were deployed for guidance and organization at the symposium venue, to make it an opportunity for their participation in the program.

**[Important points that was applied to OPU program]**

- Ideas on development of reference materials and method of distribution

- (f) Participation in Tohoku University Science Angel program report meeting

(March 5, 2011, at Tohoku University; attended by: Mariko Tatsumi & Kana Kuroda, in first year of doctorate course in engineering at OPU)

Tohoku University had been chosen for the FY 2006-2008 Model Program to Support Female Researchers and FY 2009-2014 Accelerated Reform of Female Researcher Training System projects and widely recognized for its effective deployment of female graduate students in natural sciences, known as Science Angels.

OPU participated in the event to prepare for similar effort planned for the next fiscal year at OPU. This time, female graduate student in engineering who is scheduled to be active in the effort participated along with the coordinator. After the meeting, the participants were able to speak with the personnel in charge of Tohoku University’s Science Angels and graduate students who are active as Science Angels. Science Angels is a program aimed at promoting the presence of women in science as role models for children in elementary, junior high and high schools. Not only that, the Science Angels themselves were able to find their own role models among older students and researchers. Because such a network is vital for female graduate students in science courses and pursuing careers in the area, it is hoped that such a program is embraced at OPU.

(g) Visit to Mie University

(March 15, 2011, at Mie University; attended by: Yasuko Tama & Mariko Tatsumi)

Mie University had been selected for the FY 2008-2010 female researcher support model development program.

It is coordinating action with seven universities, vocational colleges and research organizations in the region. The participants were informed of the regional coordination to be organized in a full scale at the University, starting next fiscal year.

2. Information exchange

(a) Nara Medical University & Wakayama University

(Sep 28, 2010, at Tama Laboratory, Nakamozu Campus; participants: Yasuko Tama, Mariko Tatsumi, and Officers Funano, Sato and Katsushima from the General Coordination Office)

Four representatives of Nara Medical University and Wakayama University, where preparations are under way to promote female researcher support under the Model Program to Support Female Researchers, Special Coordination Funds for Promoting Science and Technology, visited OPU for presentation of the state of action at the universities, explanation of the activities and background of the program at OPU and exchange of information.

The opportunity to build future cooperation was created through exchange with universities in nearby prefectures.

In the presentation and Q&A session on OPU program, its importance and future development would be reaffirmed.

(8) Counseling office created

(a) Support Center counseling office created (Oct 1, 2010)

In order to respond to inquiries from women regarding continuing their careers in research, the Support Center counseling office was opened. Here, the coordinator accepts inquiries and offers information on the support program for female researchers, enabling active application of the program. Regarding the acceptance of inquiries, they are accepted regardless of time and date, so long as the Support Center door is open. Also, there is a phone line dedicated exclusively for counseling, as well as Support Center e-mail address, for female researchers to consult at any time and with ease.

The fact that there had been zero inquiries during the fiscal year is believed to be due to an interview survey of female researchers described in (5) conducted to actively gathering needs and to provide support.

(b) Women's health counseling office created (Nov 1, 2010)

Healthcare personnel and midwives conduct inspections in the campus to examine research and other workplaces from the aspect of health. When requested, they accept inquiries regarding health from both female faculty members and students.

The health examinations are conducted at all campuses, at Nakamozu Campus from November 1 and also at Rinku Campus and Hibikino Campus from December 1.

There have been five personal inquiries, all of which were at Nakamozu Campus. This is believed to be due to the fact that announcement of the inspection tour was highlighted excessively in publicity, causing information regarding acceptance of personal inquiries diminished from view. Furthermore, there are many other counseling offices at OPU, making ideas in publicizing personal inquiries and differentiation of this counseling office from others necessary in the future. At the same time, action must be taken through the Steering Committee to appeal to the heads of various divisions and departments to encourage faculty members to seek advice any time, even during work hours.



(9) Kickoff symposium held

(Nov 14, 2010, at Multipurpose Hall, Academic Exchange Building, Nakamozu Campus: 93 participants (18 students, 18 faculty members, 37 university employees & 20 from the general public)

The symposium was held as a kickoff event for the female researcher support program at OPU. It was beneficial as an opportunity to examine into the female researcher support program from a multilateral perspective, learning from administrative authorities, the role model graduate from Osaka Women's University, a female researcher who had continued to work while raising children, etc.

Also, many OPU faculty members attended the symposium. The event presented the opportunity for faculty members who were not directly involved in the past to learn more about OPU's female researcher support program. However, student attendance was small, possibly due to the event taking place on Sunday, and must be re-examined in the future.

By inviting representatives of government organizations and alumnus adds guest speakers, a network of people was created for future coordinated action.

The event took place on a Sunday, when daycare facilities and schools are closed. For this reason, childcare service was provided for the first time under the program. Five children ranging in age from one to first grader were accepted. In the future, careful attention will be paid to provide childcare service actively for such events, depending on the date of the event.

The symposium was followed by a goodwill get-together at the University cafeteria next to the venue, during which exchange took place among the speakers and invited guests, OPU faculty members and students and others involved in female researcher support at other universities.

Information on the symposium was published in the 2nd newsletter issued in March.

<Program>

- Keynote Address: The Current State of Female Researchers and Expectations on Osaka Prefecture University  
Shuichiro Itakura, Knowledge Infrastructure Division,  
Science and Technology Policy Bureau, MEXT
- Role Model Lecture: Expectations in Female Researchers for the Future  
Hideko Kojima, Director, Women's Career Center(?), Ehime University;  
Professor, Faculty of Engineering
- Keynote Lecture: Creating Molecules: Chemistry and I  
Kyoko Nozaki, Professor, School of Engineering, University of Tokyo; Saruhashi Prize winner

<Guest>

Masahiro Fukuda, Prefectural Culture Department, Osaka Prefecture (reading a message from the Governor)  
Toshihiro Haga, Deputy Mayor, Sakai City (reading a message from the Mayor)  
Kazuyuki Imoto, Chairman, Koyukai (Osaka Prefecture University alumni association)  
Aki Hamaguchi, President, Shiratorikai (Osaka Prefecture College of Nursing alumni association)  
Message from Mitsuko Terahashi, President, Hibunkai (Osaka Women's University alumnae association)

<Participation>

Japan Science and Technology Agency (JST)  
Yasuko Yamamura, Program officer  
Noriaki Nagahata, Senior Researcher

(10) Female researchers discussion group: Lunch meeting

(a) December 3, 2010, at Conference Hall East, Building A1, Nakamozu Campus; five participants

The female researchers discussion group was organized by Assistant Prof. Chihiro Nakagawa of the

Graduate School of Engineering, as part of the effort to build a female researcher network in OPU. The meeting this fiscal year drew seven participants from both fields of humanities and science. Also, it was attended not only by faculty members but also doctoral course students.

The lunch meeting organized during lunch break drew five participants. It consisted of self-introductions and exchange of information. Due to the lack of opportunities for female researchers to meet each other if not in the same course, even when they belong to the same department or school, this presented an opportunity for them to know each other beyond their names and to exchange information in the future. Also, the participants varied widely in job title and age, creating a good opportunity for building a network of diverse persons.

The lunch meeting concluded with promise to create similar opportunities for a number of times a year in the future and to build the network.

The Support Center plans to support such voluntary effort by female researchers through publicity, system-building, etc. In particular, the social network service for female researchers and mentoring scheme scheduled to be implemented in the next fiscal year and later, the Center plans to take action with active attention to the opinions of this discussion group.

- (b) March 16, 2011, at Conference Hall East, Building A1, Nakamozu Campus

#### (11) Role Model Bank system development

- (a) Role Model Bank development (Aug 31, 2010, at Hibunkai (Osaka Women's University alumnae association))

In cooperation with the alumnae association of the Osaka Women's University, one of the predecessors of current OPU, prospective role models to participate in the program were recruited via mail. There have been 21 applications. Despite the fact that this method of recruitment is not very cost effective, the action was taken to serve also as publicity to OPU alumnae in the fields of science.

Through this effort, a scheme for cooperation with Hibunkai was developed, linking to the recommendation of prospective research support personnel. Also, an alumnus could be invited to speak as role model at the kickoff symposium on November 14, and the president of the Association offered to give a congratulatory address.

- (b) Startup of Role Model Bank system (Oct 1, 2010)

The Role Model Bank system was created, in which prospective role models were asked to register and later be deployed as speakers at Science Café, seminars, etc., and also as research support personnel, etc. In the future, registration will be encouraged from those belonging to alumni associations, government offices and business enterprises, alongside action to build regional coordination.

- (c) Role Model Bank development (Nov 4, 2010, at Sharp Corp.)

In cooperation with Sharp Corp., prospective role models to participate in this program were recruited by mail. Inquiries into seven OPU graduates in the fields of science resulted in application from one graduate.

- (d) Role Model Bank use

The Role Model Bank developed as mentioned earlier is being utilized actively for solicitation and recruitment of research support personnel, personnel in charge of expanding the base of female researchers for the Support Center, call for contributions to "Role Model Essay" for its newsletters, inquiries for lecturers at open seminars, etc.

Unfortunately, contributions to "Role Model Essay" and participation as lecturers at open seminars

were not possible, with respondents unable to accept invitations due to busy schedule, commitments, etc. However, application on a wide range is scheduled in the coming fiscal year and later, with publication of interviews of persons registered in the Role Model Bank conducted by OPU female graduate students on the Support Center website and newsletters.

(12) Awareness survey on the program

(a) Web survey (Jan 12-31, 2011)

A survey was conducted on OPU faculty members and graduate students. This was aimed at measuring 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. Unfortunately, the number of responses were few (36), which was inadequate for analysis. For this reason, paper-based inquiry was conducted (see (b) below).

(b) Questionnaire survey (Feb 9-22, 2011)

The cooperation of various departments and divisions was solicited in distribution and collection of the questionnaire forms.

Because the survey was conducted at a time when students do not come to the university often, the forms were distributed and gathered chiefly from faculty members and researchers. In the graduate schools of engineering, life and environmental sciences and science, the cooperation of various support offices enabled distribution at each laboratory and to graduate students in the field of science.

Number of copies: 1600 / Number collected: 805 (50.3%)

2. University-wide awareness reform program

(1) Women's Studies lecture series (July 24, 2010, at Academic Information Center, Room 605, Building B3, Nakamozu Campus; 38 participants)

The 4th installment of the women's studies lecture series "Challenge to Cross the Boundary(?)" sponsored by the Women's Studies Center featured the introduction of OPU's female researchers support program and presentation of pioneering cases at Kyoto University and University of Turin.

<Lectures>

- "Osaka Prefecture University's Challenge to Cross the Gender Barrier" by Taketoshi Okuno, OPU President
- "The State of Progress in Female Researcher Support: Activities at Kyoto University" Kayo Inaba, Dir. of Kyoto University Center for Women Researchers
- Panel Discussion  
Kayo Inaba, Dir. of Kyoto University Center for Women Researchers  
Mutsuko Morimoto, Special Researcher(?), JAXA/JSPEC; OPU alumnus  
Taketoshi Okuno, OPU President

<Seminar>

- "Issues in Activities of Female Researchers" -- Kayo Inaba, Dir. of Kyoto University Center for Women Researchers
- "Challenges at the University of Turin in Italy" -- Kumiko Ida, Women's Studies Center director, OPU

(2) Summary presentation of the plan in lectures

(13 times on July 23 & October 1-26, 2010, at Nakamozu Campus & Rinku Campus; total of 491, averaging 30 - 40 participants per lecture)

The first presentation held in July was organized on requests from special lecturer Chie Kojima of the Research Organization for the 21st Century (in charge of courses at the Graduate School of Engineering). Support Center coordinator appeared at lectures, given roughly 10 minutes to speak before the end of class to present the program outline. Because this was the first time the female researcher support program was presented to male students, questions regarding “why only women” had been anticipated. However, the response was good, and the students listened with interest. When childcare facility was mentioned, the response was particularly good for both male and female students.

For this reason, cooperation was solicited from both undergraduate and graduate schools of engineering, life and environmental sciences, and science to speak before start of lecture. Faculty members in charge of 13 classes accepted, and similar presentations were held as part of lectures and guidance.

Thanks to presentation by the lecturer during class time, the students listened with interest. Also, entries were accepted on the name of the OPU childcare facility, and one of the students was selected.

In the future, the presentation is scheduled to become part of OPU routine processes at the various departments and divisions when organizing guidance at the start of the fiscal year.

(3) Website startup (Oct 1, 2010)

A website was set up to introduce the program to viewers. This enabled timely presentation of publicity information and reports regarding the program.

Although business reports could not be published, with issue of program notices taking up much of the time at the start, appointment of a person to take charge of publicity and information starting in January 2011 lead to improvement of website content.

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

(4) Pamphlet publication (Nov 5, 2010)

A pamphlet was published to introduce the program to the public. This has facilitated presentation of the general image of the program.

Also, active use of the pamphlet led to a shortage of copies (1500 copies printed). In February 2011, additional 1000 copies were printed.

(5) Newsletter publication (Nov 12, 2010 & March 2011)

Newsletters were published twice, to present an outline of the program and its current state of progress to the public at large.

The first newsletter published in November focused on presentation of the program summary. For this reason, copies were distributed as part of the awareness-raising effort to all faculty members and to students and researchers in their 4th year or higher at various laboratories of the undergraduate and graduate schools of engineering, life and environmental sciences, and science. In distributing copies, management committee members and support offices at each graduate school cooperated in assessing the number of persons at each laboratory and in distributing copies to laboratories.

Through this effort, network with the support offices of the undergraduate and graduate schools was created and contributed immensely to subsequent publicity activities.

(6) Childcare (Support) Badge/Seal Campaign (March 2011)

A campaign was organized in time with opening of the university childcare facility in April 2011. This is aimed at promoting greater understanding toward child care at the University, as well as to foster greater attention to work/life balance for faculty members, by handing out pin badges or seals (to be attached to faculty member name tags) showing either that the wearer is “presently raising children” or “supporting



childcare.”

In the case of Miyazaki University where this program had been implemented, a network of faculty members wearing “presently raising children” badges and seals developed as a result. Also, with the university president and other top faculty members wearing “supporting childcare” badges and seals, it is reported that understanding toward the female researcher support program improved.

In the future, campaigns such as “closing meetings by 5 PM” will be implemented alongside awareness-raising campaigns, in order to realize work/life balance for faculty members.

(7) Open seminar (March 19, 2011, at Science Hall, Nakamozu Campus)

The seminar was held as part of “3. Career path development and promotion of wider application.” It was organized for female junior high and high school students and their guardians considering studies in science, as well as for female students at OPU’s undergraduate and graduate schools in science. In the drive to expand the scope of women in science, creating an opportunity to listen to women already engaged in work or research in science helps increase the number of female junior high and high school students to choose science and of female students studying science at OPU to consider career paths by listening to those who work in organizations and those who have started up their own businesses.

<Lectures>

- Yoshiko Higashiyama, President, Estrolabo
- Fumika Matsuyama, Manager, Kansai System Section, Field Services, Mitsubishi Electric Information Network Corp.
- Kana Kuroda, first-year doctoral student (worked after completing a master’s degree and returned to study to become a researcher)

(8) Transparent folder pamphlet distribution (March 2011)

A transparent folder pamphlet featuring the program was published as permanent reference of the program. This has been used at OPU events and distributed to OPU personnel, including faculty members and graduate and undergraduate students, as well as to participants in the open seminar described in (7).

3. Career path development and promotion of wider application

(1) Science Café held

- (a) 1st meeting: June 30, 2010, at Room 230, Building A13, Nakamozu Campus; 17 participants

Lecturer: Dr. Lydie Valade, deputy director, Complex Chemistry Research(?), CNRS, France

Interview and discussion (in English) were held. This event was publicized via mailing list, etc., for female graduate students in science. The event was moderated by a female graduate student in science. Because the lecturer had been staying as a member of OPU’s advisory board, participants had the opportunity to learn about the lecturer’s research in person and found this meeting productive because they had been able to learn about her private life as well. Also, it became a great opportunity to build recognition of the female researcher support program at OPU among the female researchers and graduate and undergraduate students.

Also, sense of participation in the event was improved with each participant wearing a name seal when giving self introductions. It took place in a relaxing atmosphere, while drinking tea. However, there had been instances in which students not particularly competent in English was not able to understand what was going on.

- (b) 2nd meeting: July 2, 2010, at Room 323, Building A13, Nakamozu Campus; five participants

Lecturer: Mariko Aso, Assistant Professor, Department of Chemo-Pharmaceutical Sciences, Faculty

of Pharmaceutical Sciences, Kyushu University

Interview and discussion were held. This event was publicized via mailing list, etc., for female graduate and undergraduate students in science.

Because the participants were able to listen to female researchers in a small group setting, it became a good opportunity for researchers and students who are busy in their research projects to look into how they are to live as researchers, include the aspect of private life. Also, it became a great opportunity to build recognition of the female researcher support program at OPU.

- (c) 3rd Cafe de Vita 2: Oct 19, 2010, at Rinku Campus; 11 participants

Lecturer: Yasuko Rikihisa, Prof., College of Veterinary Medicine, Ohio State University

The lecturer spoke very frankly about her path in research, studying in a foreign country, postdoc studies, American universities, etc., followed by exchange of information. The participants were able to introduce themselves and speak of what to do in the future. It was a very fruitful meeting, leading to the session exceeding the time limit.

Rinku Campus had already started its effort to present female role models to students under the CAFÉ·DE·VITA program organized by a faculty member in the Graduate School of Life and Environmental Sciences. For this reason this meeting was hosted jointly with the Support Center.

- (2) Lecture: Mozu & Hayabusa: Deep Space Exploration from My Perspective

(Jul 24, 2010, at Nakamozu Campus; 140 participants)

Lecturer: Mutsuko Morimoto, Special Researcher(?), JAXA/JSPEC; OPU alumnus in Graduate School of Engineering

The lecturer spoke of her thoughts on her involvement in the deep space explorer Hayabusa and its successor as a scientist, as well as handling research while being mother to two children. She also expressed her thoughts as message to younger women aspiring to pursue science. Also, it became a great opportunity to build recognition of the female researcher support program at OPU among the high school students, OPU students, and the public at large. With a large number of people drawn to the event because of the outstanding news value of the name “Hayabusa,” the program was able to present a role model for female researchers. This also drew media coverage by two newspapers and publication of articles on a later date.

Ms. Morimoto participated as panelist also in the Women’s Studies lecture series held in the afternoon of the same day on the theme of female researcher support. She had also contributed her “Role Model Essay” for the newsletter issued in November.

- (3) Plan for expanding the base for women in science

- (a) Open Campus: Move on, Women in Science: Speaking with Older Students

(Aug 7-8, 2010, at Small Hall(?), Academic Exchange Building, Nakamozu Campus; 130 participants)

The event was organized as a small-group discussion meeting for female high school students and others preparing for university entrance as showing interest in science. 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. For publicity, the Open Campus event was publicized in advance on the OPU website. Also, leaflets were distributed along with other reference materials at the University presentations held in the morning of the same day at the schools of engineering and science. At the same time, students spoke to promote interest in science.

Because the group was made up only of women and discussion took place while drinking tea, the participants appeared relaxed and was able to ask many questions and in great detail. Some of the high school students came to Open Campus exclusively for this “Women in Science” event.

In addition, the female students who answered the questions appeared to have enjoyed it and felt motivated, seen female students aspiring to pursue the same path of science, especially because they are studying in an environment consisting mostly of men.

However, there had been a surprisingly large number of high school students and others working on university admission, that the venue was too small to accept all of the participants. High school students who wanted to hear from various schools were not able to move smoothly. In some groups, the number became too large for answering questions. In the coming fiscal year, a larger venue must be secured for the event. There were also a large number of parents and guardians in attendance. A graduate student in a group where the number of high school students was small made an ad hoc presentation of her own experiences, earning good response from the parents who had been anxious of having their daughters pursue science. In the next event, it is necessary to have graduate students present from the start to deal with the parents and guardians.

On a later date, OPU students received e-mails from high school students, who said they were “motivated to study for university admission and will work hard to enter Osaka Prefecture University.”

- (b) Children’s Science Campus at Shirasagi-sai: Nov 6, 2010, at Building B3, Nakamozu Campus; 54 participants)

Following a speech and video presentation by Prof. Sugiura of OPU graduate school of engineering, female graduate and undergraduate students in engineering guided children in the assembly of “solar grasshoppers” from a science kit using solar battery, teaching them the joy of manufacturing. Although the number of advanced applications was small, the project that had been organized as part of the University festival Shirasagi-sai, children and parents visiting the University were encouraged to attend, drawing a large number of participants.

- (c) Booth participation in the Christmas event (Dec 23, 2010, at Multipurpose Hall, Academic Exchange Building, Nakamozu Campus; 50 participants)

The Support Center participated in the Christmas event organized by OPU’s Volunteer Center, in a booth titled “Fun Science Experiments.” On call from the Volunteer Center, elementary school students in the nearby communities attended.

The booth featured female graduate and undergraduate students in engineering teaching children the joy of science by using science experiment kits (making slime and cubic kaleidoscopes). Slime making was particularly popular, creating a long queue of children waiting their turns.

#### 4. Development of the support framework

- (1) PCs with web cameras loaned out to researchers (from Jan 20, 2011)

PCs with web cameras were loaned out to female researchers (faculty members) when working from home, to enable them to provide guidance to students, instructions on research experiments, participation in meetings, etc., from home. This fiscal year, four PCs have been loaned out to two applicants.

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

- (1) Committee for preparing childcare facility on OPU premises

A preparation committee was set up for construction and management of a childcare facility at the University.

The committee engages in recruitment and selection of management service providers for the childcare center, opening up meetings for prospective users, recruitment and screening of prospective users, solicitation of entries and selection of the winner in a childcare facility name contest.

This fiscal year, the committee met as shown in the following schedule. Screening of prospective users in

the 2nd round recruitment was done by e-mail.

First meeting: August 10, 2010

2nd meeting : September 9, 2010

3rd meeting : September 19, 2010

4th meeting : September 29, 2010

5th meeting : November 8, 2010

<Recruitment of child care facility management service provider and selection schedule>

Aug 12, 2010 : Announcement of the recruitment guidelines

Aug 16-20 : Acceptance of questions

Aug 25 : Response to questions

Sep 3 : Deadline for application submission

Sep 9 : Documentations screening

Sep 15 : Presentations

Sep 15 & 21 : Field inspection of applicants who participated in the presentations

Sep 29 : Final screening & selection

<State of applications for childcare facility use>

Normal child care applications:

Six in a first-round recruitment; five approved

Secondary recruitment: two applications; one scheduled to be approved  
(applications still being received)

Number of children scheduled to enter: six (includes applicants for other authorized childcare centers in nearby communities)

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\* Applications that have been rejected: one in first-round recruitment; one in the 2nd round recruitment is the same as in the first round. The rejection is based on the fact that one of the guardians is unemployed and does not satisfy the facility used regulations.

- (2) Childcare facility presentation meeting (October 15 & 18 2010, at Multipurpose Hall, Academic Exchange Building, Nakamozu Campus)  
Simultaneous broadcast at Habikino and Rinku campuses; 12 participants  
The presentation featured the days and hours, fees, etc., regarding the childcare center to open in April 2011. The childcare service provider Cosmos participated to give an explanation of how children will spend their time at the facility.
  
- (3) OPU childcare facility “Tsubasa Nursery” survey on temporary childcare needs (Jan 20 - Feb 4, 2011)  
If the capacity of 10 children is not met at the childcare facility, temporary childcare (on one-day basis) is being planned within the capacity limit. Although 2nd round recruitment had been organized for normal full childcare, there had been a large number of inquiries regarding temporary childcare. For this reason, a survey was conducted prior to advance registration of prospective users. In the survey, there were six cases of perspective temporary use.
  
- (4) Open call for entries on the name of the childcare facility  
The name of the childcare facility was solicited from members and students of OPU. After screening by the preparation committee, the facility was named “Tsubasa Nursery.” The student who proposed the name was given a commemorative gift.

<Schedule for the contest for the name of the childcare facility>

Oct 15 - 29, 2010: Announcement by e-mail to faculty members, OPU website and posters

Nov 8 : Screening and decision by Childcare Facility Preparations Committee  
Announcement of the name on OPU website

Nov 30 : Commemorative gift to the student who proposed the name  
Presentation of prizes published on OPU website

## 6. Incentive program (program exempted from subsidy coverage)

### (1) Screening for Female Graduate Students in Science Awards

The objective is development of young female researchers able to work on the international level, by encouraging participation in international academic conferences, etc.

This fiscal year, applicants were recruited and screened from female graduate students (including those in their 5th and 6th years of veterinary medicine in the School of Life and Environmental Sciences) for presentation at international conferences, etc., by August of next year. The final screening was held as an open session, with the top and outstanding students selected. The top and outstanding students will be provided with coverage of travel expenses, etc., to international academic conferences, etc., held next fiscal year.

Recruitment period: Dec 28, 2010 - Jan 21, 2011

First-round screening : Documentations screening

Final screening : Presentation in English in an open screening session

(Feb 23, 2011, at Room 117, Building B3, Nakamozu

Campus)

Subsidy value : Up to ¥150,000 for winner (one)

Subsidy value : Up to ¥50,000 for outstanding students (up to five)

(Applications)

Three from Graduate School of Engineering; one from Graduate School of Life & Environmental Sciences

(Screening results)

Winner : Kana Kuroda (1st year in doctorate course in engineering)

Outstanding recognition : Miki Ueno (1st year in doctorate course in engineering)

Outstanding recognition : Noriko Kawamoto (1st year in doctorate course in life and environmental sciences)

Outstanding recognition : Yui Matsumoto (1st year in master's course in engineering)

## 7. Regional cooperation & coordination

### (1) Osaka Prefecture Gender Equality Council (Sep 27, 2010, at Osaka Prefecture Auditorium; 15 participants)

A presentation on the program was given to the members of the Gender Equality Council, etc., at its 26th meeting. The presentation concluded with the addition of "promotion of gender equality in all fields" as a priority area in Osaka Prefecture's Gender Equality Basic Plan and to enter development of female manpower in science and engineering as part of the plan. Because this basic plan is to be promoted by an "all-Osaka" drive joining the government, business enterprises, various organizations, universities, etc., OPU was able to gain action on its program as part of the scheme of cooperation and coordination. Because some of the members represent businesses in Osaka, OPU was able to gain approval of concrete implementation of the program as "regional cooperation."

Therefore, the recommendations of the Osaka Prefecture Gender Equality Council to be submitted in January 2011 were to include choice of science by female students and other aspects of OPU's support program. Secondly, Osaka-based business representatives of the Council assisted in recommending OPU alumni in science as role models.

(2) Kickoff symposium (mentioned earlier)

In holding the symposium, cooperation of the sections for gender equality, NPO and university affairs at Osaka Prefecture's Prefectural Culture Department was received, with the message from the Governor read by the head of the Prefectural Culture Department. From Sakai City where OPU's Nakamozu Campus is located, the message from the Mayor was read by the deputy mayor, as part of cooperation by the city's section on promoting gender equality. This is expected to lead to a wide range of cooperation in the future. Furthermore, Support Center director and coordinator held a presentation to the three alumni associations of OPU, asking for attendance or message in support of the program. This is expected to lead to a wide range of cooperation in the future.

8. Others

(1) Media coverage by the Science News

(March 4, 2011, at Osaka Prefecture University)

Support Center Director Tama was interviewed on the program, with OPU selected as one of the universities with the "Model Program to Support Female Researchers" project. The article is scheduled to be featured in April.

### III. Guidelines, Summaries, Regulations, etc.

1. Summary of the Osaka Prefecture University Program under the Special Coordination Funds for Promoting Science and Technology
2. Profile of the Support Center for Women in Research of Osaka Prefecture University
3. Management Guidelines for the Osaka Prefecture University “Public University Model for Lively and Active Female Researchers” program
4. Management regulations for the Counseling Office, Support Center for Women in Research
5. Management regulations for Osaka Prefecture University “Public University Role Model for Lively and Active Female Researchers”
6. Management regulations for the Women’s Health Counseling Office, Support Center for Women in Research
7. Guidelines for incentives and awards to female graduate students in science under the Osaka Prefecture University “Public University Model for Lively and Active Female Researchers” program
8. Management guidelines for the External Evaluation Committee, Osaka Prefecture University “Public University Model for Lively and Active Female Researchers”