

Program details

Establishing a system that links the career path of female researchers.

Tenure track assistant professor program

We will establish female only positions (equivalent to assistant professor) in the employment category as a career path following Senior Researcher (postdoctoral fellow) and create an environment in which researchers can commit themselves to personal growth as a researcher in tandem with their period as a Senior Researcher.

Future associate professor program

In the case of taking active measures (open recruitment for female only positions) to employ female associate professors in faculties, we will consider offering incentives necessary for effective organizational management and provide support for research environmental improvement.

Future leader program

By providing young female researchers with various opportunities for gaining international experience, conducting international joint research, and skill improvement, we will help them produce research results and further promote them to higher positions.

Global research leadership development program

Female researchers are encouraged to aspire to and work toward higher positions as research leaders by utilizing the "Programs for the Promotion of Extramural Research and Research Leave" after which on their return to Japan they can become heads of international joint units. To improve their development, when female researchers carry out international joint research with overseas research organizations or researchers, either alone or as a project leader, a budget will be prepared that can be used as honoraria for guest lecturers and childcare expenses during the research visit.

Corporate leadership development program

As recurrent education programs that take account of corporate needs, the "Women's leadership development program" and "Career improvement support program for maternity leave program" will be implemented in order to support women's career development and skill improvement.

Contact

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Creating Futures Program

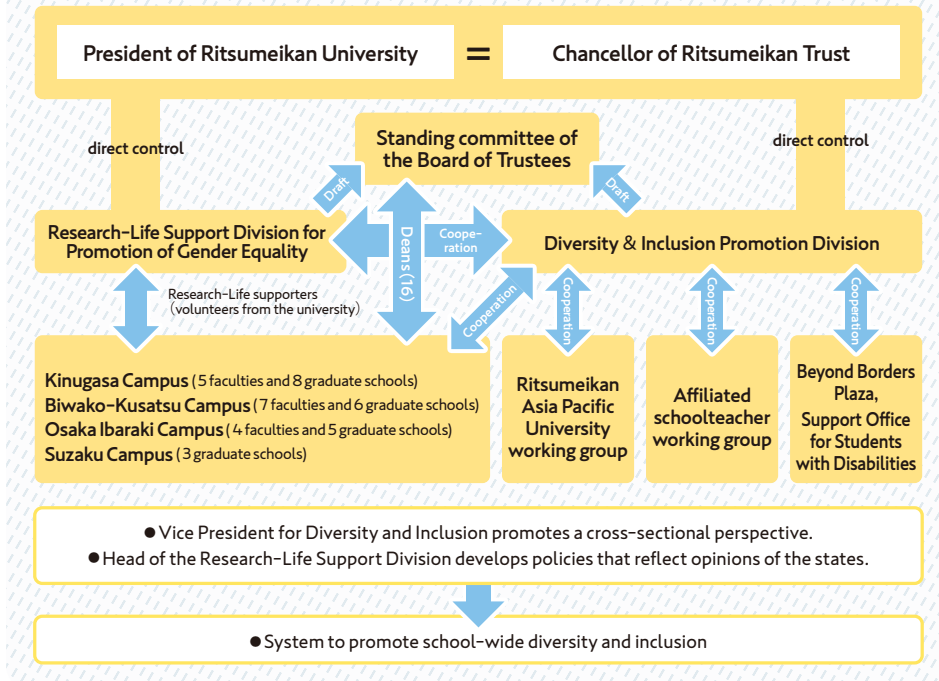
Initiative for Realizing Diversity
in the Research Environment
(Advanced Type)

2020 – 2025

Creating Futures Program

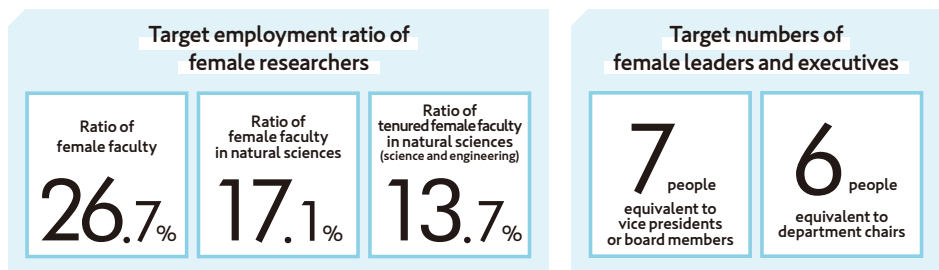
Program structure

The Research-Life Support Division for Promotion of Gender Equality under the direct control of the president will take the initiative in developing and succeeding efforts for providing an inclusive research environment, in close alliance with the Diversity and Inclusion Promotion Division and the administrative office that supports this division.



Strengths

New programs will be established to **support female researchers in their career path** from postdoctoral fellow to tenured professors, and to **develop female research leaders** who can succeed internationally.



Outline of our project

In this project, we will establish **the Creating Futures Program** with a view to providing a range of career support services for female researchers, including, broaden the base of female researchers and more opportunities for appointment, development, and promotion to higher positions.

