

Guideline for “Research Funding Support for Recruitment/Promotion of Female Faculty Members (Professors or Associate Professors)” Academic Year 2025

Initiative for Realizing Diversity in the Research Environment (Female Leader Development Type)

Subsidy Program for Human Resource Development for Science and Technology

1. Purpose

Nagoya University was selected for the "Initiative for Realizing Diversity in the Research Environment (Female Leader Development Type)," which is a Subsidy Program for Human Resource Development for Science and Technology for Academic Year 2023 established by the Ministry of Education, Culture, Sports, Science and Technology of Japan (MEXT), on September 12, 2023. This project will implement ‘the Retention, Development, and Promotion (RDP) Program’ with the Aim of Maximizing the Participation of Female Researchers to increase the percentage of women in senior positions and enhance the research capabilities of female researchers.

As part of this program, we will provide the Research Funding Support for the Recruitment/Promotion of Female Faculty Members (Professors or Associate Professors) as follows in AY2025.

2. Eligibility

The following female faculty members recommended by their department (excluding designated faculty members, or *tokunin kyōin*) are eligible:

- (1) Newly recruited professors and associate professors in AY2025; and
- (2) Faculty members newly appointed as professors and associate professors through internal promotion in AY2025.

3. Number of Recipients

Approximately 10.

4. Support Details

Research funds of one million yen (¥1,000,000) per year for two years (the amount may change during the support period due to budget constraints though).

- * The grant for the first academic year will be provided as soon as the employment/promotion is confirmed, and in the following years, it will be provided in April each year.
- * In cases where research activities are temporarily interrupted due to childbirth and/or childcare, etc., the program will take into account individual circumstances, pausing and extending the support period.

5. Duration of Support

6. Application Method

(1) Application period

Professor: From the time when her recruitment/promotion is confirmed at the university-wide personnel committee until one month after her appointment

Associate professor: From the time when her recruitment/promotion is confirmed at meetings equivalent to the faculty meetings of each department until one month after her appointment

(2) Required documents

- i) Application form-cum-Letter of recommendation (signed by the head of the department)
- ii) The applicant's resume and list of achievements/publications (documents used at meetings equivalent to the faculty meetings of the department are acceptable)

(3) How to submit your application

The documents will be collected and submitted via email by department staff in charge

(4) Contact

Gender Equality Section, Personnel Affairs & Labor Division, General Affairs Department,
(Email: kyodo-sankaku@t.mail.nagoya-u.ac.jp)

7. Other

Please note that female faculty members who receives support under this project shall have the following responsibilities.

- (1) Preparation and submission of a budget proposal form (to be requested separately);
- (2) Submission of reports on research achievements (number of papers published, number of external funds acquired, etc.) and ledgers; and
- (3) Active participation in training programs and symposiums held by the Center for Gender Diversity

* Please note that as this project is funded by a subsidy from MEXT, the Center for Gender Diversity is required to submit an annual report explaining the expenses. When necessary, we will borrow original copies of receipts together with other documents from the Administrative Office or Accounting Division I or II of the relevant department. Please also note that successful candidates may be requested to explain reasons for the expenses or submit supplementary materials.

Contact: Gender Equality Section, Personnel Affairs & Labor Division, General Affairs Department Email: kyodo-sankaku@t.mail.nagoya-u.ac.jp Ext.: Higashiyama 3939, 5976
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