

For Development and Sustainability of Female Scientists' Career:

What Hokkaido University has done and been

JSPS Forum on Women in Science
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北海道大学 女性研究者支援室
Support Office for Female Researchers
in Hokkaido University

Various Funds Started in 2006 to Encourage Female Scientists and Engineers

Returning to Lab

**Support for returning to lab after
maternity/childcare leave**

Fellowship and research grant for postdocs
(FY2007 budget: 262 million yen)

JSPS program

Support for Model
Programs

**Model programs to support female
scientists**

Competitive grants made to support universities and research
institutes that are taking initiative
(FY2007 budget: 500 million yen)

Outreach to
Schoolgirls

**Interaction between researchers and
junior/senior high school girls**

Exposure to role models working in science and technology fields

Stimulating
Scientific
Interest

Lectures/seminars by frontline researchers

Opportunities for junior/senior high school girls to become more familiar with
S&T fields

Career Path
Guidance

Projects at community education centers

Seminars held to encourage girls to enter scientific/engineering careers

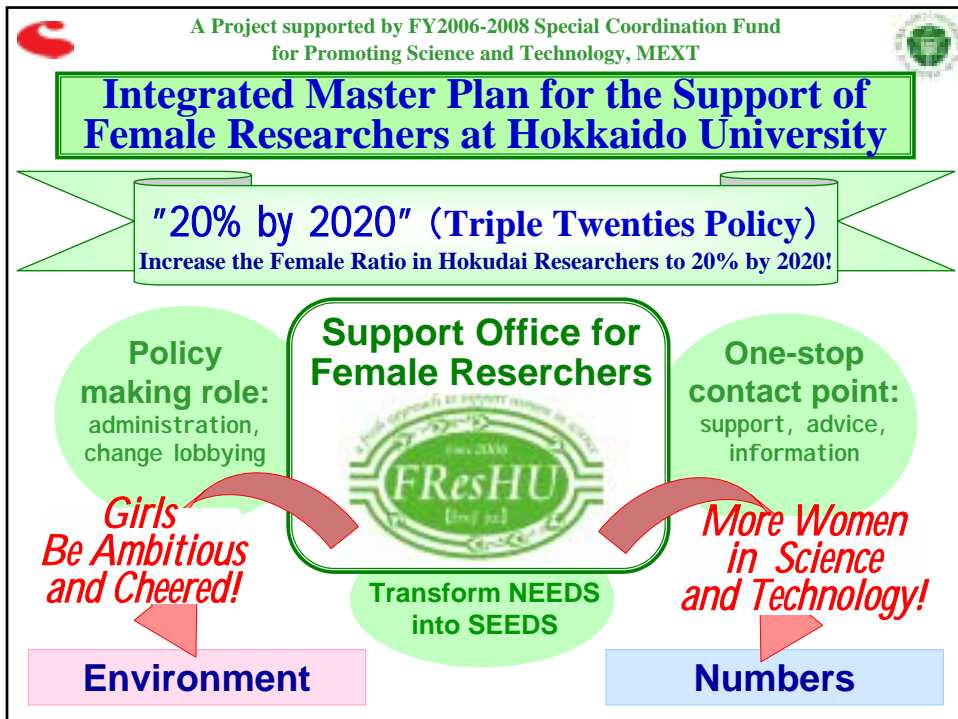
Model Programs to Support Female Scientists

Support for universities and research institutes that

- ♥ proactively hire and promote female scientists
- ♥ construct a framework to enable female scientists to balance research and childcare

Why are policy makers interested in a better reconciliation of work and family life?

- ❖ Fertility concerns
- ❖ Increasing female employment to sustain economic growth and pension systems
- ❖ Gender equity
- ❖ Enhancing diversity among researchers to promote scientific progress



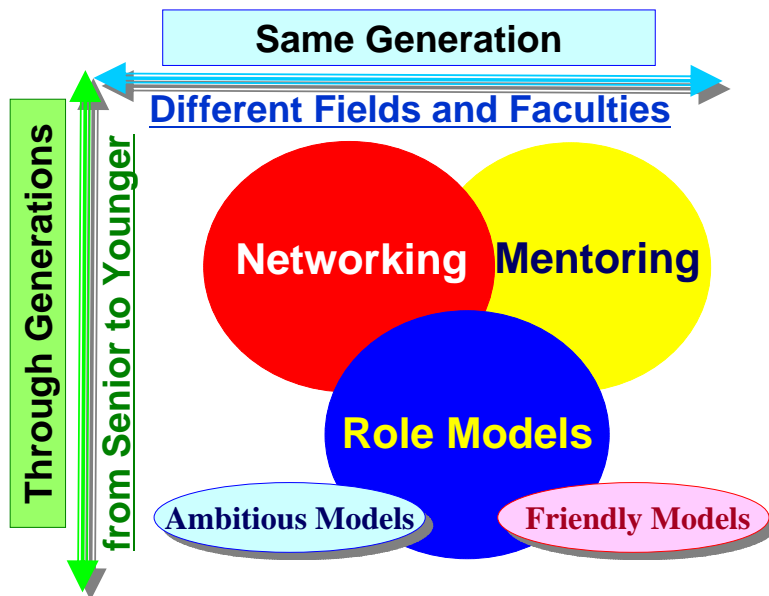
Environment

Support Activities of Women Scientists



- Networking and Mentoring
- Change in Attitude towards Women and their Specific Challenges
- Effective Coordination of Career and Life
- Human Support in case of pregnancy or upbringing of children
- Suitable Child Care and Schooling Facilities
- Coordination with Partner's Career Needs

Prevent Isolation of Female Researchers



Support Career Progression in case of Pregnancy or Upbringing of Children

- Need temporary replacement or supporting staff for research and other lab work
- Need temporary nursing or day care service responding to kid's sickness or emergency

Not only for female researchers themselves
but also for surrounding lab members and collaborators



University/Institution should prepare the environment
where young female researchers can be warmly welcome

Prerequisite Condition for Positive Action

How's the Life with "Scientist" as Mom? Female Scientists from Their Kids' Viewpoint *Summer Camp in Hokkaido, August 4 -6, 2008*



Mother
Scientist



Research
Family Life
Kids



Listen to Kids' Voice for Better Coordination between Work and Life!

10% of male scientists but >70% of female scientists
have a partner who is also a scientist



■ Effective Coordination of Career and Family Life

■ Support Career Progression for Partners
Big concerns for regional universities to secure excellent researchers!!



Numbers

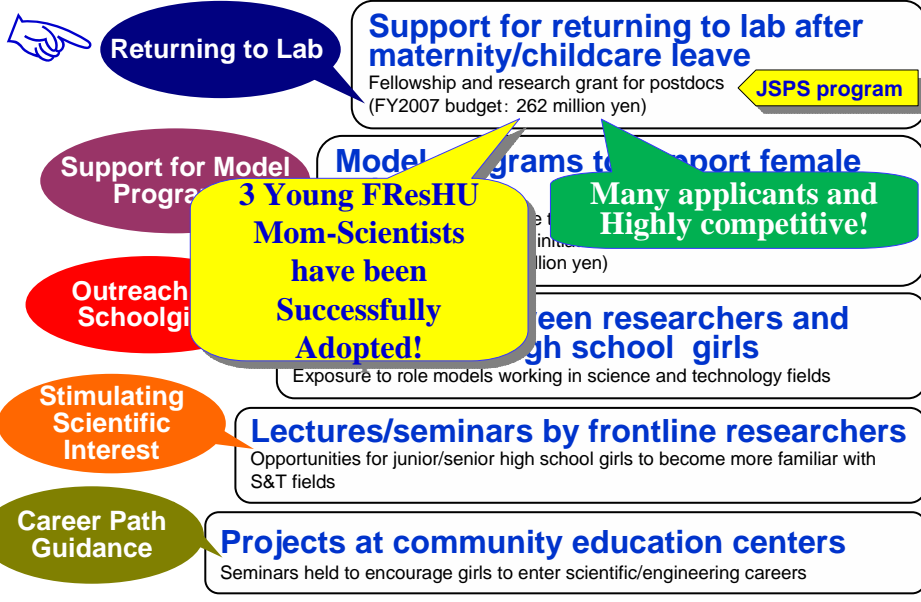
Increase Number of Women



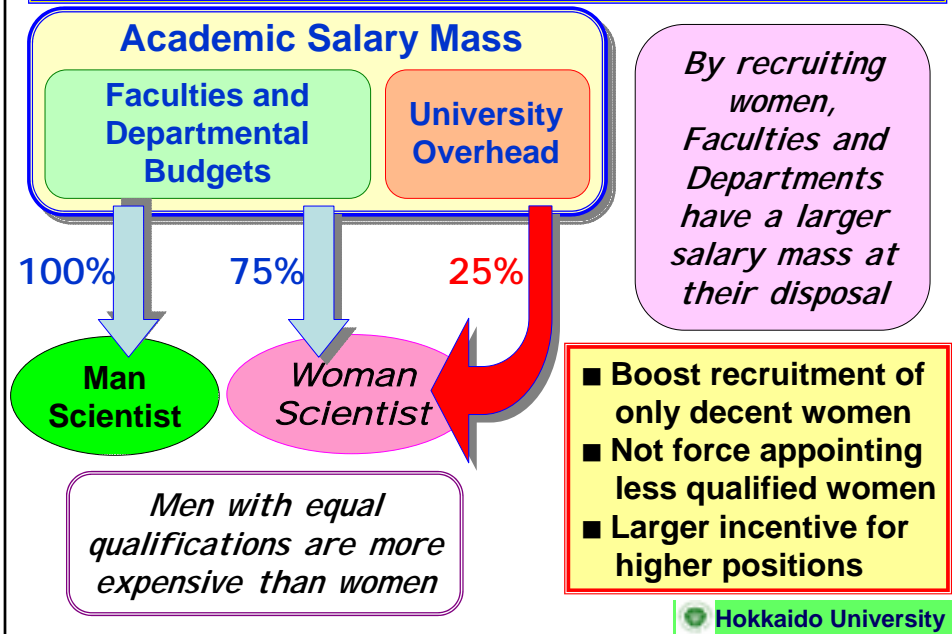
Support Office for Female Researchers
in Hokkaido University

- Unique Positive Action "Hokudai-Scheme": incentives for the employment of female staff)
- Targeted Promotion of Graduate and Doctoral Female Students and Research Staff
- Reaching out and Recruitment Efforts among High School Female Students
- Reintegration of Former Female Scientist in the Academic Workforce

Various Funds Started in 2006 to Encourage Female Scientists and Engineers



Unique Positive Action "Hokudai-Scheme"



Present

(1 January 2009)

Researchers: Total = 2,785

Female = 328 **11.9 %**

Faculty: Total = 2,115

Female = 182 **8.6 %**

Non-Faculty: Total = 670

Female = 152 **22.7 %**

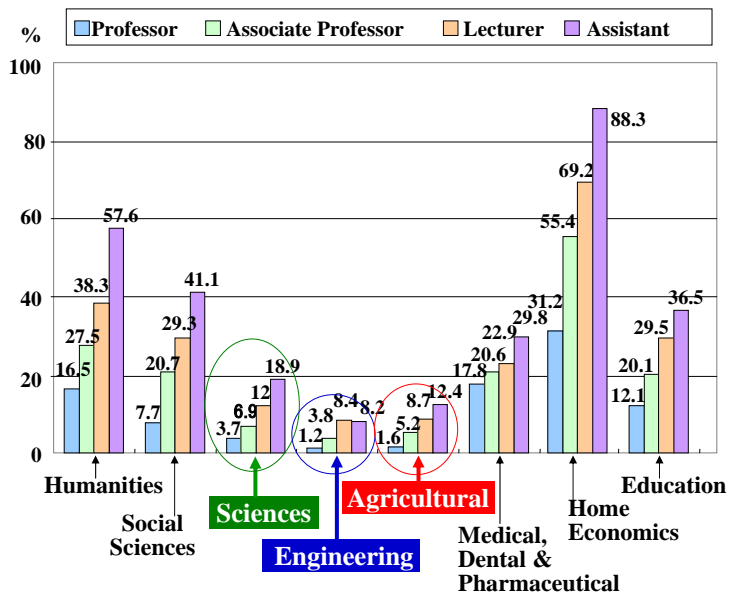


Faculty	2006	2007	2008
Total	2,149	2,150	2,107
Female	151	172	177
Female %	7.0 %	8.0 %	8.4 %

Faculty	2005	2006	2007
F. Hire %	11.4%	20.0%	14.6%



Ratio of Female Researchers in Faculties and Positions (in Japan)



Accelerated Innovation of Fostering System for Female Scientists

A brand-new project by Special Coordination Fund for Promoting Science and Technology (FY2009 -; JPY100,000,000)

Clear Aim: Increase Female Faculty in Science, Technology, and Agricultural Fields

Faculty Recruitment Targeted Only for Women

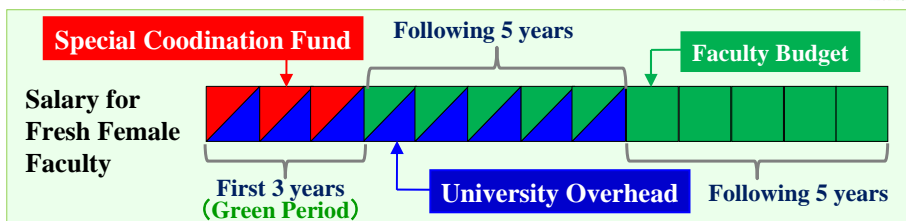
- ♥ Salary Support: JPY3,000,000 for 3 years
- ♥ Research Expense Support: JPY1,000,000-1,500,000 + 500,000
- ♥ Mentors Support: More than one Mentors (Support also goes to mentors)

F3 Project: A Powerful Affirmative Action in STA



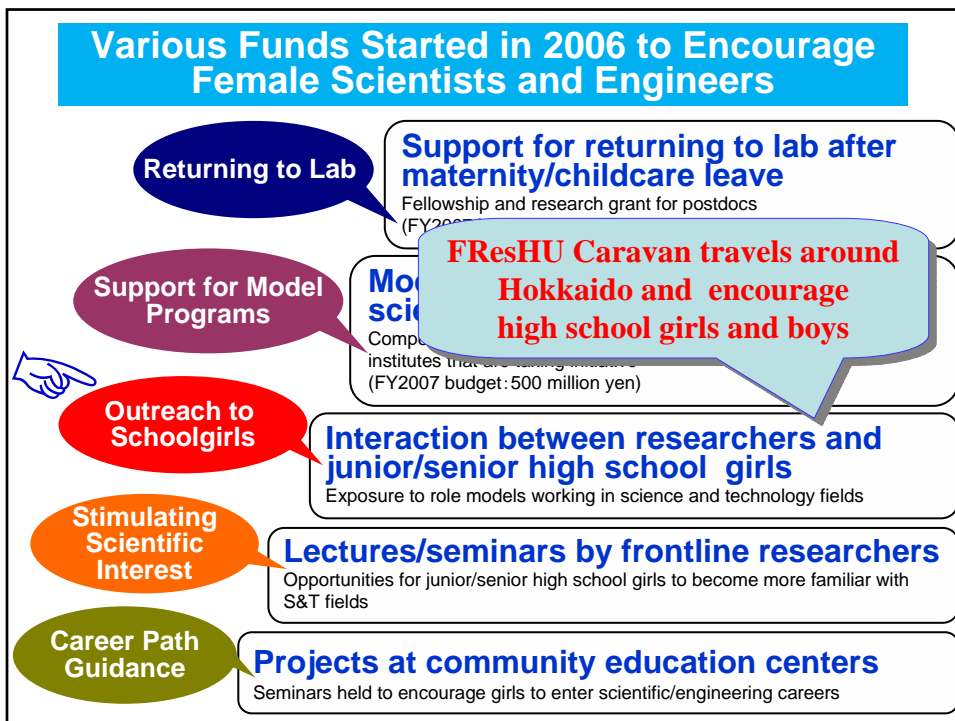
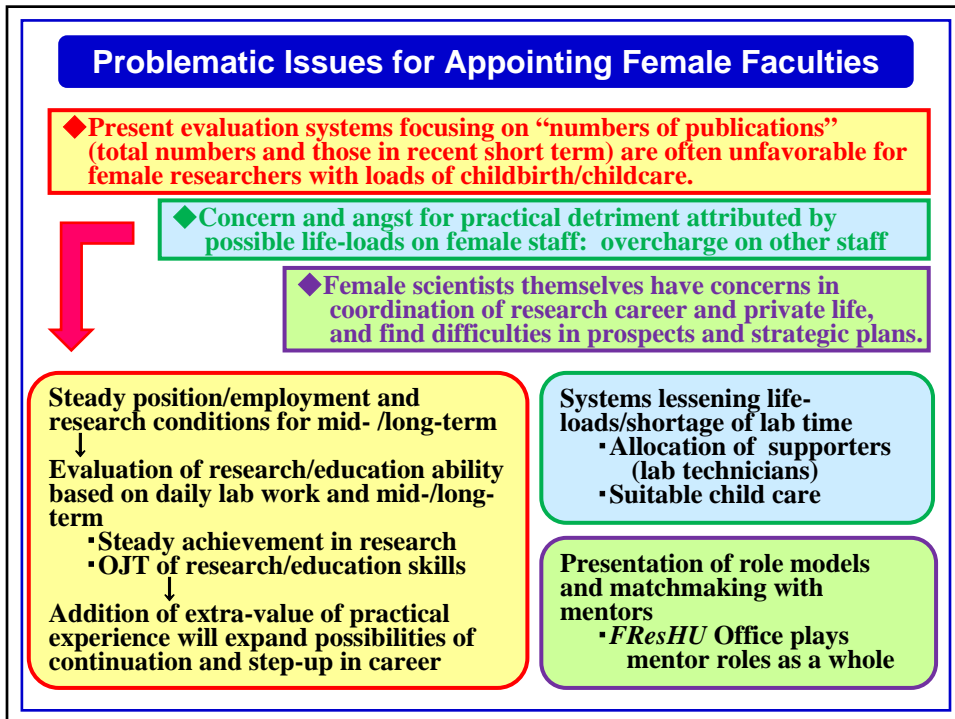
F3: Fresh Female Faculty; STA 3 Fields; 3rd Generation

Fields



- ◆ **First 3 years: No charge for hiring Faculty (Green Period)**
 $\frac{1}{2}$ from Special Coordination Fund
 $\frac{1}{2}$ from University Overhead
- ◆ **Following 5 years: Faculty should bear $\frac{1}{2}$ of the salary**
 $\frac{1}{2}$ from University Overhead
- ◆ **After 8 years: Faculty is fully responsible for the salary**

Big Bargain on Female Faculty Cost in STA fields, 5 Faculty Posts/year for 5 years!



FResHU Caravan students Cheer up Girls and Boys towards Science Course through Various Experiments



FResHU International Symposium
"Sustainable Should Be Female Scientists' Career"
 Emphasis on the enhancement for female scientists to continue their academic career with a long-term view of their cultural, intellectual, life events, skills, knowledge, abilities, and engagement in activities, will be discussed from the viewpoint of gender equality at the FResHU.

✿ **Date:** July 10 - 12, 2008 ✿ **Registrations required**
✿ **Place:** Hokkaido University ✿ **Charge-free**

Programme

- ✦ **Keynote Speeches & Panel Discussions** ✦
- Positive/Affirmative Action - Acceptable or Unacceptable?
- Research Skill Training - Choon-ko & Choon-Usi
- Work-Life Balance - Dual Career & Site of Academic Career
- Encourage Next-Generations in Science
- ✦ **Fieldtrips** ✦
- Fieldtrips of the Leading Programs of Female Researchers in Japan

Speakers to be invited

- ✦ **Special Lecture** ✦
- Kuniko Inaguchi** (JPN)
- Professor, Institute of Environmental and Chemical Process Engineering, Hokkaido University of Education
- ✦ **Speakers** ✦

Alice Higgan Associate Professor, Department of Chemistry, University of North Carolina at Chapel Hill	Maya Widmer Lecturer, Department of Chemistry, University of Basel
Hioko Ohnishi (JPN) Professor, Faculty of Science, Hokkaido University	Mario Ogawa (JPN) Professor, Faculty of Science, Hokkaido University
Dominique Schmitt-Feyrie Associate Professor, University of Caen Normandy	Thierry Soldati Professor, University of Basel
Marilou Serrano Lecturer, Department of Chemistry, University of North Carolina at Chapel Hill	Philipp Gebhardt Professor, Department of Chemistry, University of Basel

- ✦ **Invited Speakers** ✦
- Kanta Ogawa** (JPN) **Maki Tsuji** **Sanae Adiga** (JPN)



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 For registration, visit: <http://www.hokkaido-u.ac.jp/iauhokkaido/>



US-Japan Round-table Discussion on Equal Participation in Science and Engineering

February 16 -18, 2009
Hokkaido University
Sapporo



- ◆ Overview of US and Japanese gender equality activities: what worked, what did not work
- ◆ Career advances / Career path / "Positive action"
- ◆ Work-life balance /Dual career / Support for continued research during down time for family reasons
- ◆ Leadership training for women researchers / Mentoring

Either Male or Female should Face to his/her own Career
Objectively as well as Subjectively

WANTS

SEEDS

NEEDS

Set PRIORITIES individually
for what to treasure, not negotiable, including family

Self-Support
for Young
Scientists

**WORK-LIFE
BALANCE**

Encourage
Through
Mentoring

- ◆ Work out between Life and Research
With **Professional Awareness**
- ◆ **Be Prepared Positively**
for the Career-Style and Life-Style
chosen by himself/herself

Girls & Boys Be Ambitious!

No **Quality**
Without **Equality**

*Girls & Boys
Be Cheered & Happy!!*



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