



Implementation System

Under the strong leadership of the Dean, the **Center for the Empowerment of Women Leaders** has been established. The implementation system of this project also has been organized by including the Associate Dean (in charge of diversity), Institute for Women's Career Advancement and Gender Equality Development which is the nucleus, and major departments and offices of the university. The Center has established the Mukogawa Women's University Science Commons as a base for its activities and will operate this project in close collaboration with faculties and departments, various research institutes, partner universities, and local governments.

Characteristics

The interdisciplinary exchange meetings held with partner universities and companies, including women's universities in the Kansai area, will be developed and expanded into the "Mukogawa Women's University Science Commons." Collaboration will involve bridging between fields with domestic and overseas partner universities. Networks with partner universities in the Kansai area and global joint research at our US campus will be activated to promote this project.

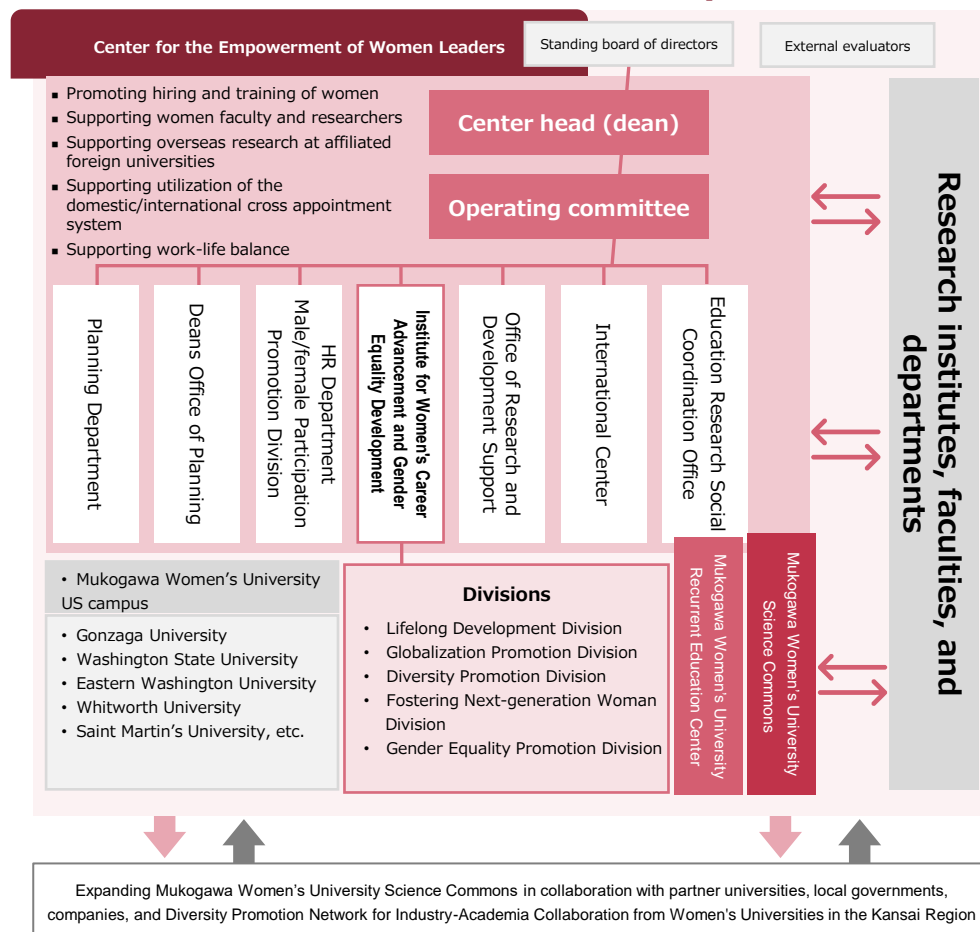
Development of next-generation leaders will be accelerated by providing young and female researchers with opportunities such as Science Commons and domestic and international research exchange programs to accumulate early research results.

Initiatives (Objectives)

Implementing the followings to increase the ratio of women in managerial roles to over 40%

1. Creating an environment to foster the research skills of women researchers to pursue more advanced and diverse research
2. Developing international domains to bridge research through exchange of diverse knowledge and human resources
3. Hiring ambitious women researchers and training women leaders to promote joint research
4. Developing capacity related to university management for woman researchers

Overview of the collaborative system



Support

1. Improving conditions for women researchers and PhD students:

Bold HR reforms

- i. Fellowship system for PhD students
- ii. Better childcare system (daycare) in parenting support
- iii. Stronger support returning to work from life events
- iv. Stronger research assistant system (RA, SA)
- v. Better woman manger support system
- vi. Full-time counselor for woman researchers’ problems
- vii. Substitute instructor system

2. Improved research by international cross appointment system

- i. Cross appointment system
- ii. Global co-research support system, Cross-linked focused co-research support system
- iii. Expanding Mukogawa Women’s University Science Commons

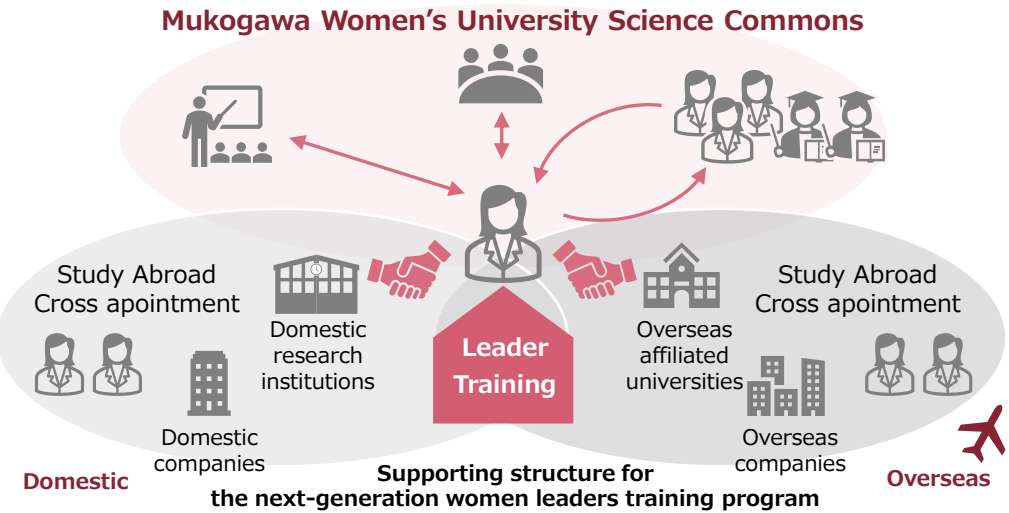
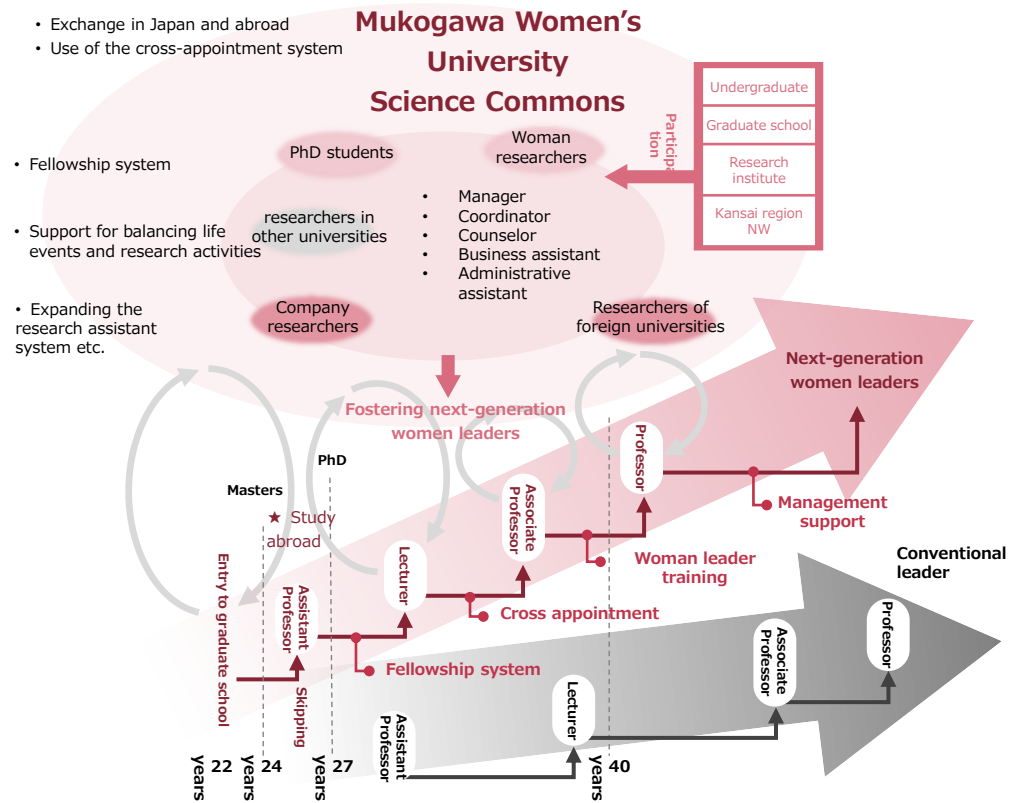
3. Accelerating training of next-generation women leaders

- i. Conducting training programs such as leader shadowing, etc.
- ii. Building young researchers career step-up support system

4. Active promotion of women executives (Deans, Associate Deans, Faculty Deans)

- i. Active promotion of women researchers into executive and high positions through the Dean’s leadership

Comprehensive Career Management Model



Activities

H24-H26	Adopted as Women Researchers’ Activity Support Program
R1 - R6	Adopted as a co-research institution for Initiative for Realizing Diversity in the Research Environment Program (Collaboration Type)
R5	Kurumin Certified (accreditation by the Ministry of Health, Labour and Welfare for childcare support)

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