

## History

- April 2008 ● The Leadership Education and Research Center was established at Ochanomizu University, ahead of the rest of the country.
- 2009 ● Support for the University's female researchers with children began.
- 2010 ● The evaluation of working environment using the *Ochadai* Index began. Flexible support for researchers was initiated.
- April 2011 ● The first university-wide organization in Japan, that is, the Headquarters for Promoting Gender Equality was launched.
- 2012 ● The university introduced its unique system of Special Research Fellows (referred to as *Migakazuba* Researchers).
- 2014 ● Continuing Education for Fostering Women's Business Leaders: *Kiin-Juku* was established.
- April 2015 ● With the establishment of the Research Organization for the Promotion of Global Women's Leadership, the center was renamed to Institute for Global Leadership.
- 2021 ● Continuing Education for Fostering Women Leaders: *Kiin-Juku* was restructured.

## Departments

### Leadership Education and Research Department

This department conducts comprehensive international research and surveys on leadership development. Its purpose is to contribute to the development of researchers involved in leadership education.

### Diversity Promotion Department

The objective of this department is to promote diversity and create an environment in which all members engaged in research and education can demonstrate their individual capabilities to the fullest.

## Publications



Activity reports, international symposium reports, and others      Newsletters

## Library Leadership-related Corner

Every year, the latest books on leadership are added to the "Leadership-related" corner in the affiliated library. The collection includes books recommended by faculty members, covering not only domestic publications but also books from overseas.



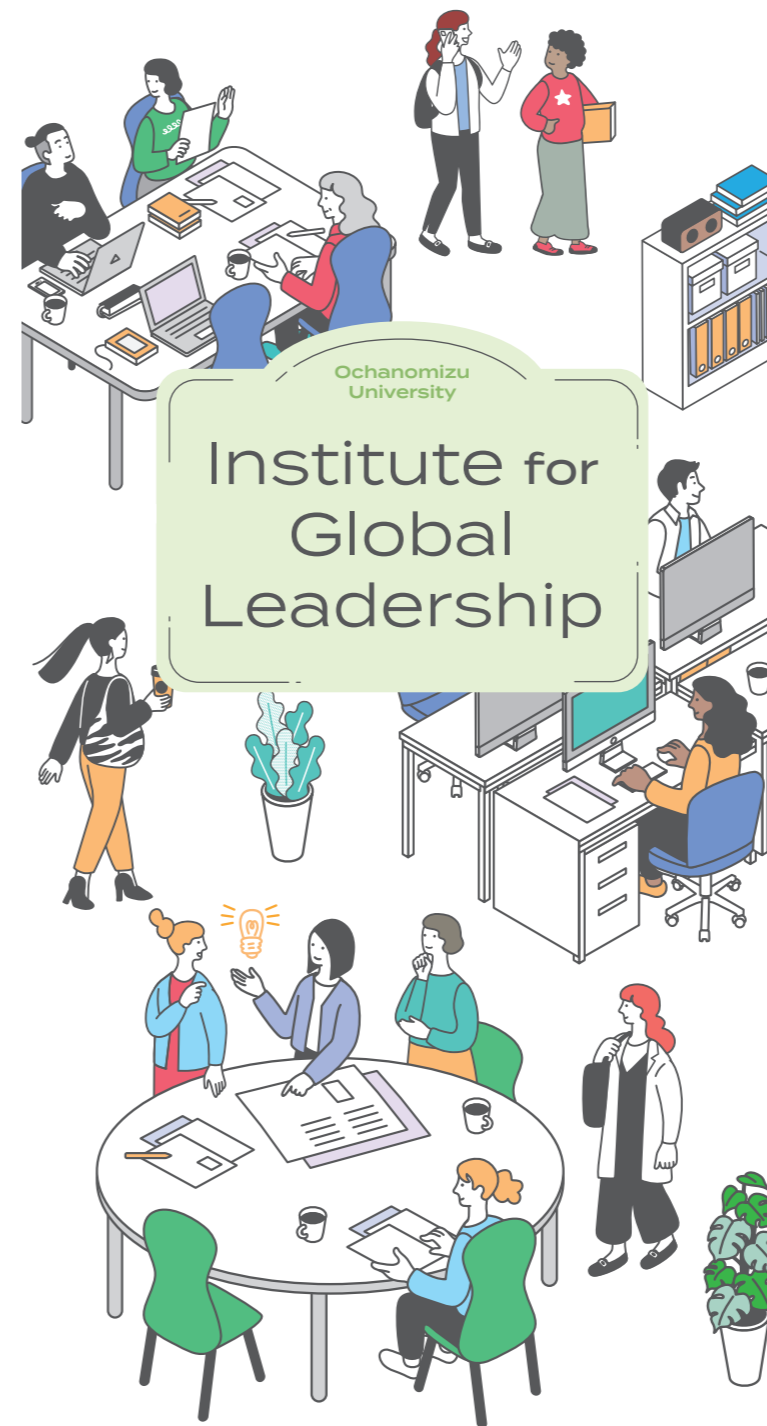
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More details.



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Institute for  
Global  
Leadership

Ochanomizu University

## Our Mission

Building on Ochanomizu University's 150-year tradition since its founding as the Tokyo Women's Higher Normal School, the Institute for Global Leadership's mission is to foster globally-minded female leaders active in a wide range of fields. The Institute develops curricula for leadership development, creates and runs course groups, implements study-abroad programs for students, and holds symposiums and lectures on leadership, together with a variety of other projects.

In addition to a Leadership Education and Research Department, the Institute also features a Diversity Promotion Department. The Diversity Promotion Department, the first such department established in Japan, is the hands-on organization of the Headquarters for Promoting Gender Equality, a university-wide organization for the promotion of gender equality. With an emphasis on fostering female leaders in academia, we are promoting initiatives to support female researchers and are working to create an environment that enables diverse, gender-neutral work styles in order to achieve a society that respects diversity. On the basis of this track record of supporting female researchers and improving employment environments, we have developed and published an evaluation index for the improvement of the employment environment at educational and research institutions, the *Ochadai* Index. To support the continued research activities of outstanding female researchers and their smooth return to work following breaks in their research, the University has introduced and is playing a central role in its own research fellow system (called the *Migakazuba* Fellowship).

The Institute is fostering female leaders in cooperation with education and research institutions and industry both in Japan and overseas, promoting and accelerating women's activities internationally and in society, and contributing to our university's mission as a national women's university of achieving a gender-equal society.

## Development and Practice of the Global Women's Leadership Cultivation Program

### Education for Women's Leadership Development

Our program offers a comprehensive curriculum that integrates inspiring role model lectures by female leaders, immersive leadership training at a prestigious women's college in Italy, and dynamic courses conducted in collaboration with leading companies.



#### Classes for Undergraduate/Graduate Student

##### Examples of implementation

- Introductory Seminar: the History and Mission of Ochanomizu University
- Diversity Management
- Practicum for Global Leadership
- Women's Leadership in Academia
- Advanced Course on Career Development
- International Seminar for Leadership



### Continuing Education for Fostering Women Leaders: Kiin-Juku

We provide continuing education targeting not only women keen to hold leadership positions in companies and other organizations but also those aspiring to demonstrate their leadership skills in various fields and positions.

### Ocha Summer Program for Global Leaders

This is an intensive summer program with a focus on global leadership. Every year, we actively welcome domestic and international students from over 20 countries affiliated with partner schools to learn alongside Ochanomizu University students.



## International and Interdisciplinary Research on Global Women's Leadership

### International Symposium and Seminar

We organize symposiums and seminars on leadership by inviting renowned researchers focusing on women's leadership, which is receiving significant attention.



### Workshops

The institute organizes workshops, where participating students have the opportunity to present their insights on leadership, incorporating their own analysis, occasionally to international researchers in English. These presentations allow them to demonstrate what they have learned in class.

### Presidential Lecture Series

We foster leaders with advanced expertise and a global mindset by organizing lectures and events on the theme of leadership, featuring speakers who are presidents of top universities overseas, including partner universities, and even alumni who serve as presidents at other universities.



### Inviting Specially Appointed Professors

We actively promote leadership research and education by considering international trends and inviting distinguished international researchers with outstanding accomplishments in leadership studies and related fields. Through their lectures and research, we aim to advance leadership studies and education that incorporate global perspectives.



### Building an International Network

We actively promote international collaborative research and establish partnerships with international research and educational institutions in various regions.

### Research Exchange Meetings

We aim to establish collaborations with global educational institutions specializing in leadership education and research.

### Collaboration and Cooperation Among Industry, Academia, and Government

We collaborate and cooperate with various organizations, including the JERA Corporation, Fukui Prefecture, Tokyo Metropolitan Government, All Nippon Diversity Network, and Cartier Japan, among others.

### Dissemination of Academic Achievements

In addition to publishing papers and presenting them at academic conferences, we disseminate the insights gained from our research through speaking engagements at lectures, seminars, workshops, and other events.

## Support for Female Researchers and Improvement of Working Environment

### Academic Women's Leadership Development

As a research and educational institution, we place significant emphasis on fostering female leaders within academia and providing support to female researchers through various approaches.

### Empower Female Researchers for Global Success

#### Support for Early-career Researchers (Overseas Research and International Conference Presentations)

We provide financial support for the travel expenses of graduate students in doctoral programs, postdoctoral researchers, and other scholars who engage in overseas research and are present at international conferences.

#### Research Continuation Incentive with Special Research Fellow System, Migakazuba Fellowship

We support female researchers who have obtained degrees to pursue their research careers while maintaining work-life balance.

### Support for Female Researchers

#### Working Environment Survey

We conduct working environment surveys by setting annual themes, such as workplace satisfaction and awareness of various support systems. Our goal is to create a working environment in which both women and men can demonstrate their capabilities to the fullest.

#### Ochadai Index

Ochadai Index is an employment environment evaluation index developed by Ochanomizu University. We conduct employment environment evaluations using the Ochadai Index, which is based on indicators of efforts to maintain work-life balance involving research and educational institutions nationwide.

#### Support for the University's Female Researchers with Children

We provide support to full-time female faculty members (researchers) affiliated with our university while raising their children, including the allocation of research assistants.

#### Flexible Support for Researchers

From the perspective of gender equality, flexible support is provided to university researchers who are pregnant, have given birth (after maternity/paternity leave), or are involved in elderly care.

#### Ochanomizu University Talent Bank

This unique personnel database is available to our university's faculty and staff who can seek research assistants and other available positions.

