



岩手大学  
IWATE UNIVERSITY



# Welcome to Iwate University

Iwate University Diversity Recruitment Guide



# Basic Information about Iwate

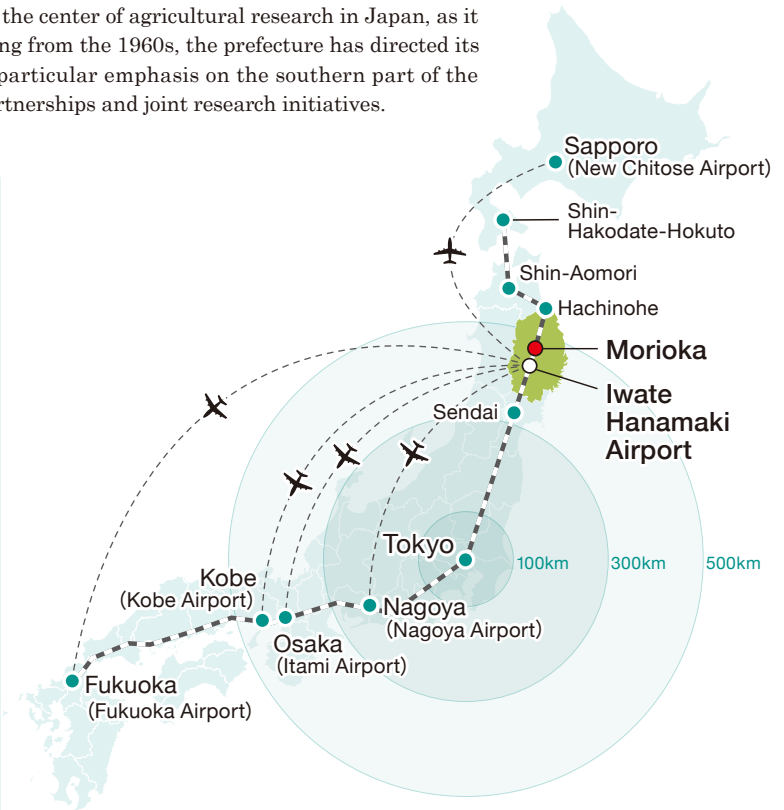
Iwate prefecture is located in the northern Tohoku region of Japan, known for its abundant natural resources. With an area roughly seven times larger than Tokyo, it is the second largest prefecture in the country. It has extensive farmlands and forests, as well as abundant fishing grounds, resulting in the highest level of food production and self-sufficiency in the nation. Since prewar times, it has been the center of agricultural research in Japan, as it plays a crucial role in ensuring the country's food security. Starting from the 1960s, the prefecture has directed its attention towards the development of industrial parks, with a particular emphasis on the southern part of the region. This shift has led to a flourishing of industry-academia partnerships and joint research initiatives.

## About Morioka

Morioka, located inland and approximately in the center of the Kitakami Basin, is the largest city in Iwate. Its central station, Morioka Station, serves as the gateway to the northern Tohoku region, connecting the Tohoku Shinkansen and Akita Shinkansen bullet train lines. Iwate Hanamaki Airport, located in the southern part of the prefecture, is just a 45-minute drive away, providing easy access to the Tokyo metropolitan area and the Kansai region. Morioka is a compact city with a concentration of urban functions, creating a comfortable and convenient living environment. The Ueda district of Morioka, home to Iwate University, offers an excellent environment for parenting. With a child care center available on campus and a low number of children on waiting lists at nearby daycare facilities, the Ueda district provides a secure and comfortable environment for raising children.



Bank of Iwate  
Red Brick Building



### Shinkansen (from Morioka Station)

	Travel time
Sendai	About 40m
Tokyo	About 2h 10m
Nagoya	About 3h 45m

### Airplane (from Iwate Hanamaki Airport)

	Travel time
Sapporo (New Chitose)	About 1h
Osaka (Itami)	About 1h 30m
Fukuoka	About 1h 55m

\*Iwate Hanamaki Airport - Morioka Station : about 45min by highway bus

# Four seasons in Morioka



People come to the Yonai Water Treatment Plant to see approx. 30 yaebeni shidare (weeping cherry trees) in bloom.



The Morioka Fireworks Festival is the largest fireworks display in Morioka, and it takes place on the banks of the Kitakami River.



The stunning autumn foliage around Takamatsu Pond offers a breathtaking view of Mt. Iwate.



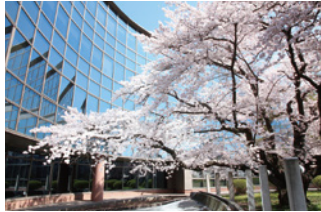
The Morioka Castle Site Park offers a picturesque winter scene, and serves as a place of recreation and relaxation for local residents.



# About Iwate University



Iwate University, with its main campus located in Morioka, is situated about 2 km north of Morioka Station in an urban area. Nevertheless, the campus is surrounded by lush greenery that resembles a natural park. The university comprises four faculties, as well as various educational and research support facilities. It has a rich history and can trace its roots back to three predecessor schools that were established before World War II: the Morioka Normal School, the Morioka Imperial College of Agriculture and Forestry, and the Morioka Higher Technical School. As a local knowledge hub, Iwate University is dedicated to developing human resources with a global perspective, broad educational backgrounds, and profound expertise who can contribute to the establishment of a sustainable and mutually beneficial society.



Iwate University Library



Student Center (Education Bld.)



Historical Museum for Agricultural Education



Hokusui-no-ike Pond

## Basic Information

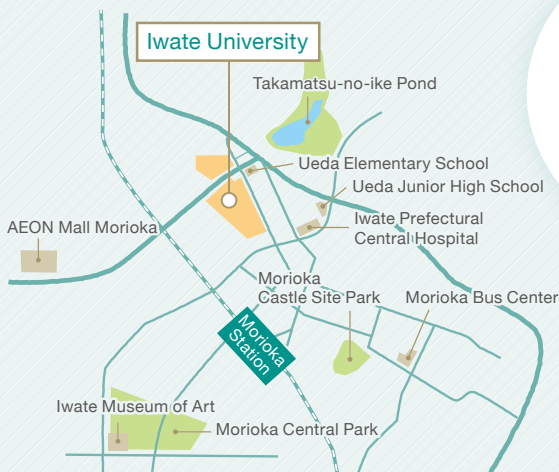
Faculty	Faculty of Humanities and Social Sciences Faculty of Education Faculty of Science and Engineering Faculty of Agriculture
Enrollment (as of May 1, 2022)	4,587 undergraduate students (2,759 male / 1,828 female) 815 graduate students (603 male / 212 female) 371 faculty members (307 male / 64 female) 343 staff members (194 male / 149 female)

Four faculties are gathered at Morioka Campus (the main campus). The Research Center for Die and Mold Technology, Iwate University is located on the main campus as well as in Kitakami, and it operates in collaboration with industry, academia, and government. Notably, it is the first die and mold technology research center established in a Japanese university. Furthermore, Takizawa, which borders Morioka, and Kamaishi located on the coast, offer ample fields for cultivation, experimentation, and research.



Takizawa ←→ Morioka ←→ Kamaishi  
About 30 min. About 2 hrs.

## Living Environment



### Educational environment for children

- Ganchan Sucusuku Child Care Center on the Iwate University Ueda Campus
- Ueda Elementary School  
5-minute walk from the university (160m)
- Ueda Junior High School  
10-minute walk from the university (700m)



### Shopping

Several supermarkets and convenience stores are situated around the university. There are also various markets and farmers stores in the vicinity. Additionally, buses run from the station to large shopping malls.



### Hospitals

- Iwate Prefectural Central Hospital  
8-minute walk from the university (650m)
- And more private hospitals



# Diversity Initiatives

Iwate University made the Declaration for the Promotion of Gender Equality (President's Declaration) in 2009 and has further advanced its efforts to promote diversity by following the Iwate University's Action Plan for Gender Equality since 2013, which lays out specific initiatives to put into practice the action guidelines established in the declaration. To ensure that women and researchers with diverse perspectives can fully utilize their capabilities, we are currently working on various initiatives and activities aimed at creating a better working environment.

## Support for work-life balance

- Counseling services at the Work-Life Balance/Career Consultation Room
- Subsidies for child care expenses, including those incurred during holiday work periods and for children who are sick or recovering from illness
- Recruitment of staff replacing employees taking maternity or child care leave

\*Our campus provides various other systems to support employees, including leaves of absence related to childbirth and parenting!

## LGBTQ + support

Iwate University introduced the Guidelines for LGBT/SOGI in 2021 to promote awareness and support for sexual and gender diversity. Several measures have since been taken including the allowance of self-identified gender aliases and the establishment of a consultation service.



## Iwate Network of women Researchers in Leadership Positions

The network aims to create a supportive community where women in leadership positions can share their concerns and discuss issues specific to their roles, with the goal of improving the working environment for female researchers. Female researchers working within the prefecture are welcome to participate in the network as individuals.

## Teru TAKANOHASHI Award

Since its launch, the Iwate University President's Award for Distinguished Female Graduate Students in Research has recognized exceptional research and other accomplishments of female graduate students. In 2021, the award was renamed as the "Teru Takanohashi Award." Teru Takanohashi (1921-2000) made history by becoming the first female assistant professor at Iwate University.



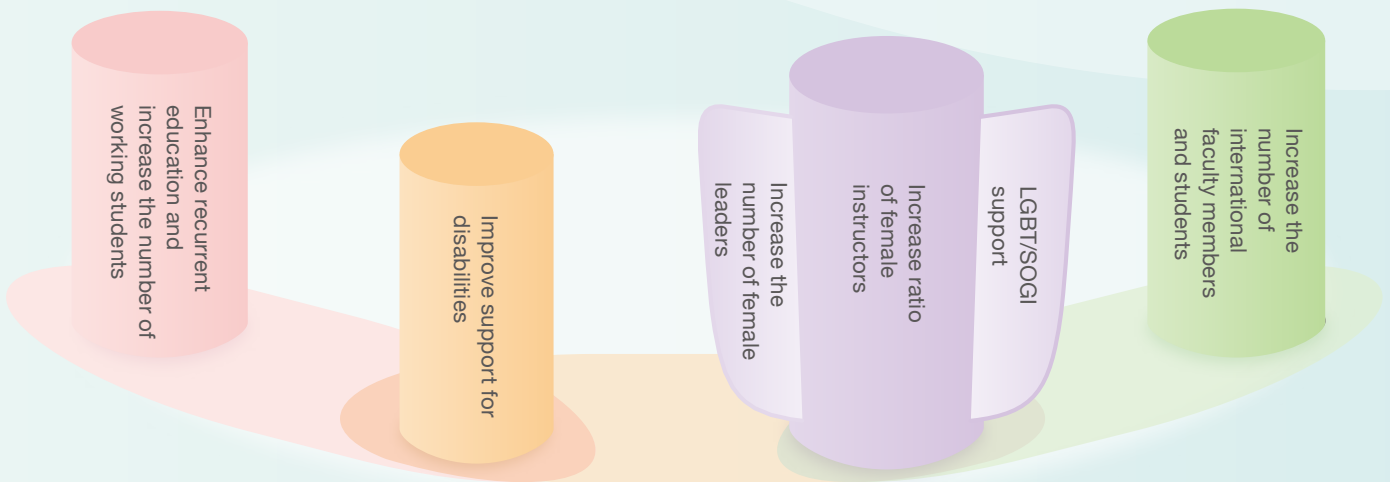
Teru TAKANOHASHI

## On-campus child care center supports children of foreign origin

On-campus child care center offers English-speaking staff to assist faculty and staff of foreign origin. The Center strives to provide meals that cater to various religious beliefs.



## Four key pillars for promoting diversity at Iwate University



**A diverse university**

# Systems for Supporting Researchers

Iwate University has implemented several systems to support researchers in their work. Here are some examples.

## Support for all newly hired female researchers

### Female Faculty Retention Fund

Iwate University offers funding to newly hired female researchers to cover expenses related to the start of their research. This initiative is aimed at facilitating a smooth beginning to their research activities and supporting their long-term presence at the university, ultimately contributing to the achievement of successful research outcomes.

## Support for researchers with child care responsibilities

### Ganchan Sukusuku Child Care Center & Parun Hiroba Childcare Space

Iwate University has an on-campus child care center, known as the Iwate University-Bank of Iwate Child Care Center or the *Ganchan Sukusuku* Child Care Center, located on the Morioka Campus grounds. The *Ganchan Sukusuku* Child Care Center is dedicated to creating a healthy and suitable environment for child care, while also supporting the success of women in the community by providing assistance in balancing work, study, and child-rearing responsibilities. In addition, the on-campus child care space, *Parun Hiroba* has been available since 2010 to all faculty, staff, and students of Iwate University.



Ganchan Sukusuku Child Care Center



Parun Hiroba Childcare Space

## Support for researchers living in separate households

### Dual Residence Allowance

Due to work requirements, many researchers at Iwate University are often required to live separately from their spouses or other family members on a daily basis. Iwate University offers a “dual residence allowance” system to encourage exceptional researchers to remain employed at the institution. This allowance is granted to faculty members, regardless of gender, who have been hired and assigned to Iwate University and who require dual residence due to caregiving or child-rearing responsibilities. Eligible faculty members can apply for this allowance, which is in accordance with the Iwate University Employees Salary Regulations. To provide support during the period of transitioning to a dual residence, the payment for the dual residence allowance is limited to a maximum of three years or 36 months.

## We support male researchers with child care responsibilities as well.

### Research Supporters/Assistants

To assist researchers with caregiving responsibilities for children or family members, Iwate University has established a support system that assigns a research assistant or supporter to aid in carrying out research and ensuring sufficient research time. The program is available to eligible faculty regardless of gender, and as such, male researchers also make use of this support system.

## Female researcher support programs at Iwate University

Iwate University has demonstrated a strong commitment to promoting equality and diversity since the issuance of the Iwate University Declaration for the Promotion of Gender Equality in 2009. Building upon the principles outlined in the declaration, Iwate University has implemented four projects to support female researchers.

2010-2012

“Supporting Female Researchers in Iwate, Initiating an Era of Symbiosis” (evaluation: S), a model development project for supporting female researchers.

2013-2015

“Support for Female Researchers Contributing to the Reconstruction of Iwate” (evaluation: S), a project for supporting female researchers’ research activities (hub type)

2016-2021

“Directing the Future of Northern Tohoku by Realizing Diversity” (interim evaluation: S), an initiative for realizing diversity in the research environment (leading type)

2022-2027

“I.W.A.T.E. 1 in 3 Plan for Doubling the Number of Female Researchers in Leadership Positions”, an initiative for realizing diversity in the research environment (female leader development type)

\*These programs are subsidized by the MEXT funds for the development of human resources in science and technology.



# Female Researchers' Views on Iwate University

We asked female researchers at Iwate University questions regarding their opinions on the best aspects of Iwate University, as well as their local food recommendations in a survey.

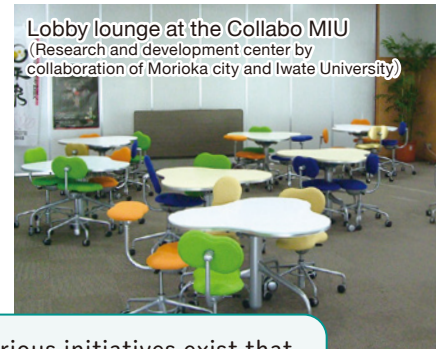
## Q. What do you like about Iwate University?



The campus is large and green, with plenty of areas to walk around.



Ms. A  
Faculty of Education



Various initiatives exist that have the potential to foster regional collaboration and support local communities.



Ms. Y  
Faculty of Agriculture

Everyone is kind.



Ms. E  
Faculty of Science and Engineering

Generous support for female researchers.



Ms. K  
Faculty of Humanities and Social Sciences



The library, the Super-Computing and Information Sciences Center, and external funding support systems are excellent.



Ms. A  
Faculty of Education

Close to a shinkansen station.



Ms. K  
Faculty of Humanities and Social Sciences

Some students may appear reserved at first glance, but they are very passionate. They exhibit diligent work ethics and remain committed to achieving their goals.



Ms. F  
Faculty of Education



## Q. What is your favorite food in the area?

Iwate University collaborates in research efforts aimed at enhancing the breeding and cultivation techniques utilized for local agricultural and marine products. There is a high level of activity in terms of product development undertaken by student-led companies.



Maesawa beef, Shizukuishi beef and other beef brands



Fresh seafood from the Sanriku coast



Craft beer



A wide variety of Iwate apples



# Interviews with Female Researchers



**Sawako Matsuki**  
Lecturer  
Faculty of Agriculture

## Q. What was the reason behind choosing Iwate University as the base for your research?

I'm originally from Tokyo and spent my master's, doctoral, and post-doctoral years in Hokkaido studying birch trees, which are prevalent in boreal forests. Despite having no previous ties to Iwate, I applied for a posi-

tion at Iwate University because I wanted to continue researching the abundant birch trees found in nature-rich fields, even on Honshu.

## Q. What is it like to raise children in Iwate?

I am currently raising my two daughters, aged 6 and 4, together with my husband who works in Morioka. Despite having no family or relatives nearby as both my husband and I are originally from Tokyo, we are thoroughly enjoying raising our children in Iwate. I took a maternity and childcare leave that lasted for approximately three years, during which I was involved in various child support programs organized by the local government and community activities. Through these activities, I was able to establish connections with people I would not have otherwise met solely through work-related activities. The connections that I made during that period continue to this day, even after my return to work. Morioka and the surrounding areas offer plenty of places where small children can play in a safe and relaxed environment without crowds, and the local people are friendly and accommodating, making me extremely satisfied with the child-rearing environment in Iwate.

## Q. What hobbies do you enjoy and how?

Singing is a hobby that I enjoy, although I had to pause my lessons since I started raising my children. Since coming to Iwate Prefecture, I began taking jazz vocal lessons and have had the pleasure of performing live with friends. This area offers numerous opportunities for musical activities, including live concerts and performances spanning a wide variety of genres. I also enjoy hiking in the mountains and visiting hot springs. There are many lesser-known destinations that can be reached by car within half a day. Since the birth of our children and moving into our own house, we have taken up growing vegetables in our garden and have enjoyed living with a wood-burning stove. Despite being close to the city, we can appreciate the changes of the seasons through nature. In our residential area, we have the pleasure of observing a diverse range of birds, such as warblers, cuckoos, woodpeckers, and we even see serows from time to time.

## Q. How is the research environment at Iwate University?

The university has a research support and industry-academic collaboration center that provides liquid nitrogen and liquid helium, and a comprehensive selection of various analyzers, making it feasible to conduct a wide range of research activities on campus. The presence of an advanced prototype processing center is invaluable to us as researchers, as it not only offers access to machine tools but also enables us to request the production of necessary tools and jigs for experiments. Amidst the financial challenges faced by regional universities, the decision of our university not to reduce basic research expenses sets it apart from other universities.

## Q. What about for participating in domestic and international conferences, as well as work trips?

The university is conveniently located, just a 20-minute walk from Morioka Station, which provides easy access to other destinations via shinkansen, with Sendai Station only 40 minutes away and Tokyo Station 2 hours and 10

minutes away. I am currently engaged in collaborative research with the National Institute for Materials Science (NIMS) and frequently take day trips to Tsukuba with my students. By taking the shinkansen at around 7:00 a.m., we can reach our destination before 10:00 a.m. and return home the same day even after meetings and experiments are completed. I use airplanes for long-distance travel. Although the nearest airport is Hanamaki Airport, it is also easy to access Sendai Airport, which provides us with more flexibility in choosing airports based on our destination and time constraints. When traveling abroad for work, I fly out of Sendai Airport and connect to my destination via Narita. Living in Morioka does not pose any challenges for attending academic conferences or work trips.

## Q. What are your thoughts on Iwate University's efforts to promote diversity?

Promoting diversity requires sustained effort and dedication. We are constantly trying to create an inclusive environment where all students, faculty, staff, and local residents can feel comfortable expressing themselves and pursuing their interests in a relaxed and spontaneous manner. I feel that the university as a



**Atsuko Nakayama**  
Professor  
Faculty of Science and Engineering

whole has taken a more proactive approach towards creating a diverse environment, thanks to the efforts of the Office for Equality and Diversity and its various initiatives. We would like to continue working towards an environment where diversity is celebrated and valued.



## How to Spend the Winter in Iwate?



Do you have the impression that living through the winters in Tohoku is challenging due to the harsh snow and cold weather? While the winters in Iwate are undoubtedly cold, each room is well designed to provide warmth and comfort. Morioka experiences relatively less snowfall, and the heavy snowfalls that do occur several times a year are efficiently managed and prepared for.



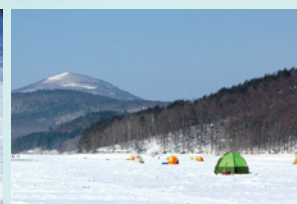
### Preparations for snow

Switching to winter tires is an easy process that can be done at most gas stations. The local municipality is responsible for snow removal on days with heavy snowfall. Due to these efforts, bus services are rarely disrupted.



### Fun experiences only in winter

There are multiple ski resorts located throughout the prefecture, providing ample opportunities for winter sports. For a unique winter experience, you may also consider ice fishing at Lake Gandoko, known as one of the coldest places in Morioka. Another enjoyable option is to visit a hot spring hotel, where one can indulge in open-air baths with scenic views of the snow-covered surroundings.



Iwate University actively seeks to recruit a diverse pool of researchers, including women, young researchers, and non-Japanese individuals. If you are interested, please feel free to contact us.



Iwate Univ.  
Faculty Recruitment

## INFORMATION

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and Diversity  
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Twitter: @IwateU\_Equality



Official website



Twitter

Iwate University  
<https://www.iwate-u.ac.jp>



Iwate  
Prefectural  
Government  
<https://www.pref.iwate.jp>



City of Morioka  
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