

## AY2023 Center for Inclusive Leadership (CIL) Inclusive Leadership Research Award Guidelines

The purpose of this grant is to support and promote research on inclusive leadership and inclusion, and to share the findings with society by publishing the research results in internationally acclaimed journals.

CIL welcomes any research projects that are related to inclusive leadership and inclusion in a variety of fields, including management, marketing, economics, finance, sustainability, politics, tourism, media, linguistics, and education.

### What is inclusive leadership?

It combines the "view that organizations are consisted of individuals with different personalities, abilities, and values" and the "process by which individuals from various backgrounds feel a sense of belonging and participation in a group, organization, or community, and contribute in their own ways through the above view". Inclusive leaders are individuals who can create an inclusive environment, make diversity a reflection of vitality, and solve business and social problems.

### What is Center for Inclusive Leadership?

CIL was selected to receive funding support from the AY2018 Private University Research Branding Program under the Ministry of Education, Culture, Sports, Science and Technology (MEXT) and established as an affiliated research center of the RCAPS in 2019. By widely promoting research and practices related to inclusive leadership and inclusion, and sharing the findings with society, APU aims to improve the reputation of APU's research and enhance APU's reputation as a leading university in this field.

Please click here for more information: <https://en.apu.ac.jp/cil/>

1.Application Eligibility	<p>Applicants must meet the following conditions.</p> <ol style="list-style-type: none"> <li>(1) Full-time faculty members at APU (Tenured faculty members, fixed-term faculty members, specially-employed faculty members and continuously-employed faculty members, tenured senior lecturers and lecturers)</li> <li>(2) The full paper should be published in a journal that is listed in the University of Queensland (UQ) ranking, Australian Business Deans Council Journal ranking (ABDC) or Association of Business Schools ranking (ABS) or Scopus</li> </ol> <p>Journal Quality List: 69th Edition  <a href="https://harzing.com/download/jql69_subject.pdf">https://harzing.com/download/jql69_subject.pdf</a></p> <p>*Only journal articles are considered. Research note, Book review, Computer software package and so on are not eligible. The lists cover a wide range of business and non-business disciplines, including tourism, political science, communication, sociology, and psychology.</p> <p>*In case there is a discrepancy in the ranking of journals, the highest ranking in any of the three lists will be considered. For example, in case the paper is published in a journal ranked 2 in UQ but A* in ABDC, the ranking in ABDC will be considered.</p> <ol style="list-style-type: none"> <li>(3) There should be clear evidence that the paper is related to inclusive leadership and inclusion (e.g., the title or the keyword list includes one of these keywords: inclusive leadership, inclusivity, inclusive culture, inclusive organizations, or inclusion that is explicitly discussed in the paper).</li> <li>(4) The paper must be published or accepted for publication in AY2023.</li> <li>(5) Applicants must be authors.</li> </ol>
---------------------------	--

<p>2. Grant Amount</p>	<p><b>【Amount per application】</b></p> <p>Grant Amount depending on the evaluations are as follows: For example, in case the journal is evaluated Rank 1 in UQ and A in ABDC, the grant amount is 500,000 yen.</p> <p>a. 500,000 yen for a publication in journals ranked 1 in UQ; A* in ABDC, or 4* in ABS</p> <p>b. 150,000 yen for a publication in journals ranked 2 in UQ, A in ABDC, or 4 in ABS</p> <p>c. 100,000 yen for a publication in journals ranked 3 in UQ, B in ABDC, or 3 in ABS or listed in Scopus</p> <table border="1" data-bbox="363 459 1449 739"> <thead> <tr> <th>The University of Queensland (UQ) ranking</th> <th>or</th> <th>Australian Business Deans Council Journal ranking (ABDC)</th> <th>or</th> <th>Association of Business Schools ranking (ABS)</th> <th>or</th> <th>Listed in Scopus</th> <th>Grant Amount</th> </tr> </thead> <tbody> <tr> <td>Rank 1</td> <td></td> <td>A*</td> <td></td> <td>4*</td> <td></td> <td></td> <td>500,000 yen</td> </tr> <tr> <td>Rank 2</td> <td></td> <td>A</td> <td></td> <td>4</td> <td></td> <td></td> <td>150,000 yen</td> </tr> <tr> <td>Rank 3</td> <td></td> <td>B</td> <td></td> <td>3</td> <td></td> <td>Listed</td> <td>100,000 yen</td> </tr> </tbody> </table> <p>* The prize is awarded per paper not per author.  * Each faculty is eligible to receive up to three prizes with a maximum of 1,000,000 yen each year.  *The grant may finish early depending on the number of the acceptance.</p>	The University of Queensland (UQ) ranking	or	Australian Business Deans Council Journal ranking (ABDC)	or	Association of Business Schools ranking (ABS)	or	Listed in Scopus	Grant Amount	Rank 1		A*		4*			500,000 yen	Rank 2		A		4			150,000 yen	Rank 3		B		3		Listed	100,000 yen
The University of Queensland (UQ) ranking	or	Australian Business Deans Council Journal ranking (ABDC)	or	Association of Business Schools ranking (ABS)	or	Listed in Scopus	Grant Amount																										
Rank 1		A*		4*			500,000 yen																										
Rank 2		A		4			150,000 yen																										
Rank 3		B		3		Listed	100,000 yen																										
<p>3. Grant Period</p>	<p>Notification date of acceptance ~ March 31, 2024</p> <p>* The funds not used within the grant period must be returned to the whole CIL budget.  * Please note that even if the author is selected for this grant again in the next fiscal year, the grant period for the current year's funds will remain the same as above (no extension).</p>																																
<p>4. Grant Payment</p>	<p>&lt; Eligible Expense &gt;</p> <ul style="list-style-type: none"> <li>The recipient may use grants from the date when the research representative is notified of the application result.</li> <li>The recipient may use this grant to prepare for their new research project* or/and dissemination of published research results such as honoraria, translating or editing fee, travel, consumables, books, and other expenses necessary for preparation for the next research* or dissemination of published research results.</li> <li>They must strictly follow “APU Research Funds Usage Guidebook”. There will be a usage orientation after subsidies are awarded.</li> </ul> <p>*The grant can only be used for new research projects that are related to inclusive leadership and inclusion. Recipients will be asked to submit a one-page proposal explaining the topic of their new research project and how it is related to inclusive leadership and inclusion prior to the use of the grant.</p>																																
<p>5. Screening and Notification</p>	<ul style="list-style-type: none"> <li>All applications will be screened by the CIL Steering Committee.</li> <li>CIL will notify applicants of screening results by email.</li> </ul>																																
<p>6. Application Instructions</p>	<p>(1) Application deadline</p> <p>February 29, 2024</p> <p>*Applications are accepted on a rolling basis.  *The grant may finish early depending on the number of the acceptance.</p> <p>(2) How to apply</p> <p>Submit the following (1) and (2) to the CIL secretariat (centers@apu.ac.jp) by email.</p> <p>(1) Application form  (2) Evidence (excerpt (offprint)journal copy, or acceptance letter, etc.)</p> <p>*You can download the application form from the CIL webpage below:</p>																																

	<a href="https://en.apu.ac.jp/cil/news/article/?story_id=75">https://en.apu.ac.jp/cil/news/article/?story_id=75</a>
7.Requirements for Accepted Applications	<p>(1) CIL will publicize the title and the name of the recipient and the name of the published journal on the CIL webpage.</p> <p>(2) Please note that you may be requested to present your research and participate in CIL events such as CIL Special Sessions at the AP Conference.</p> <p>(3) Publications resulting from this award grant must include an acknowledgement of CIL grant support and one of these keywords: inclusive leadership, inclusivity, inclusive culture, or inclusive organizations or inclusion. The keyword used should be explicitly discussed in the paper.</p> <p>(4) The recipient must submit all publications produced with the grant to the secretariat (Research Office).</p> <p>(5) At least one of the author's affiliations on the published paper must be APU.</p> <p>(6) The payer in the receipts must be the award recipient to qualify for reimbursements.</p> <p>*If the recipient fails to meet the above requirements, the grant may be stopped and the recipient may be demanded to return the grant funds. In this case, CIL may also suspend the recipient's eligibility for subsequent CIL programs.</p>
8.Application Documents and Personal Information	<p>(1) We will only use application documents and other submitted materials for the procedures related to this program.</p> <p>(2) Please note that we will not return submitted materials.</p> <p>(3) We will not use personal information obtained from application documents for any purpose other than application selection.</p>

**【Inquiries】** CIL secretariat (Research Office)  
e-mail : centers@apu.ac.jp