Regulations Concerning the Term of Office of National University Corporation Kanazawa University Teachers

(Policy No. 14, dated April 1, 2004)

Revision

(Purpose)
Article 1. These Regulations set forth necessary matters concerning the term of office of teachers of the National University Corporation Kanazawa University (hereinafter “the University”) in accordance with the provisions of Article 5, paragraph 1 of the Act on Term of Office of University Teachers, etc. (Act No. 82 of 1997) (hereinafter “the Act”).

(Teaching Jobs, etc., for Which Term of Office May be Fixed)
Article 2. Teaching jobs, etc., for which the term of office may be fixed under an employment contract shall be as set forth in the Appendix attached hereto.

2. The term of office of a teacher set forth in the Appendix under the preceding paragraph shall not preclude him/her from leaving his/her employment during his/her term of office (excluding a one-year period starting on the day on which his/her term of office starts) at his/her own initiative.

(Performance Evaluation)
Article 3. A performance evaluation as a prerequisite for reappointment of a teacher shall be carried out in his/her department, etc. with respect to any of the matters set forth below as deemed to be necessary.

(1) Matters relating to educational activities;
(2) Matters relating to research activities;
(3) Matters relating to medical activities;
(4) Matters relating to contributions to the university and society; or
(5) Any other matter deemed to be necessary.

2. For the purpose of carrying out a performance evaluation under the preceding paragraph, a committee on performance evaluation shall be set up at the relevant department, etc. to ensure integrity in evaluation.

(Announcement on Establishment, Amendment, or Abolition Hereof )
Article 4. Establishment, amendment, or abolition of these Regulations shall be announced officially in the University’s public relations magazines, etc., to be made widely known.
Supplementary Provisions

1. These Regulations shall come into effect as of April 1, 2004.

2. The term of office of a teacher who has been employed under Regulations Concerning the Term of Office of the Kanazawa University Teachers (established on December 21, 2001) as of the day before the effective date of these Regulations shall terminate on the last day of his/her term of office as of the day before the effective date of these Regulations, regardless of the Appendix under Article 2.

Supplementary Provisions

1. These Regulations shall come into effect as of April 1, 2005.

2. The term of office of a teacher who has been employed with his/her term of office fixed under Article 2 hereof as of the effective date of these Regulations shall remain unchanged from the rest of his/her prior and existing term of office, regardless of the provisions of the Appendix as revised.

Supplementary Provisions

1. These Regulations shall come into effect as of April 1, 2006.

2. The term of office of a teacher who has been employed with his/her term of office fixed under Article 2 hereof as of the effective date of these Regulations shall remain unchanged from the rest of his/her prior and existing term of office, regardless of the provisions of the Appendix as revised.

Supplementary Provisions

1. These Regulations shall come into effect as of April 1, 2007.

2. The term of office of a teacher whose position in the University has changed from Assistant Professor to Associate Professor under a partial amendment of the School Education Act and who has been employed with his/her term of office fixed under Article 2 hereof as of the effective date of these Regulations shall remain unchanged from the rest of his/her prior and existing term of office, regardless of the provisions of the Appendix as revised.

3. The term of office of a teacher whose position in the University has changed from Assistant to Assistant Professor under a partial amendment of the School Education Act and who has been employed with his/her term of office fixed under Article 2 hereof as of the effective date of these Regulations shall remain unchanged from the rest of his/her prior and existing term of office, regardless of the provisions of the Appendix as revised, only if he/she approves.
1. These Regulations shall come into effect as of April 1, 2008.

2. The term of office of a teacher who has been employed with his/her term of office fixed under Article 2 hereof as of the effective date of these Regulations shall remain unchanged from the rest of his/her prior and existing term of office, regardless of the provisions of the Appendix as revised.

Supplementary Provisions
These Regulations shall come into effect as of April 17, 2009.

Supplementary Provisions
These Regulations shall come into effect as of April 17, 2009.

Supplementary Provisions
These Regulations shall come into effect as of April 1, 2010.

Supplementary Provisions
These Regulations shall come into effect as of October 1, 2010.

Supplementary Provisions
These Regulations shall come into effect as of April 1, 2011.

Supplementary Provisions
These Regulations shall come into effect as of April 1, 2012.

Supplementary Provisions
1. These Regulations shall come into effect as of April 1, 2013.

2. The term of office of a teacher who has been employed with his/her term of office fixed under Article 2 hereof as of the effective date of these Regulations shall remain unchanged from the rest of his/her prior and existing term of office, regardless of the provisions of the Appendix as revised.

3. Notwithstanding the provisions of the preceding paragraph, in the event that the last day of the term of office of an Associate Professor, Lecturer or Assistant Professor, each of Faculty of Health Sciences, Institute of Medical, Pharmaceutical and Health Sciences, who has been employed with his/her term of office fixed under Article 2 as of the effective date of these Regulations (including the last day of the term of office after reappointment for the said teacher who passed the performance evaluation under Paragraph 3 before the effective date and is
planned to be reappointed within AY2013) would fall on March 31, 2018, or a later date, his/her
term of office shall terminate on March 31, 2018.

4. Handling of matters relating to the reappointment of teachers at the Foreign Language Institute
who have been employed with their terms of office fixed under Article 2 hereof as of the
effective date of these Regulations (limited to those designated by the Head of the said
Institute for the purpose of implementing a specified education/research program) shall follow a
precedent as in the past, regardless of the provisions of the Appendix as revised.

Supplementary Provisions
These Regulations shall come into effect as of April 1, 2015.

Supplementary Provisions
These Regulations shall come into effect as of April 1, 2016.

Supplementary Provisions
These Regulations shall come into effect as of November 1, 2018.

Supplementary Provisions
These Regulations shall come into effect as of November 16, 2018.

Appendix 1 (Relating to Article 2)

<table>
<thead>
<tr>
<th>Education/Research Organizations, etc.</th>
<th>Department, etc.</th>
<th>Job</th>
<th>Term of Office</th>
<th>Matters relating to reappointment</th>
<th>Provisions on legal grounds</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>The Institute of Liberal Arts and Science</strong></td>
<td>Faculty, specialty, clinical department, field, etc.</td>
<td>Professor</td>
<td>Within five (5) years</td>
<td>Reappointment is allowed unless the employment contract has a fixed term of office.</td>
<td>Article 4, paragraph 1, item 1 of the Act</td>
</tr>
<tr>
<td>Faculty of Global Standard (GS) Education (excluding teachers appointed as a result of job transfer within the University with no term of office fixed)</td>
<td>Associate Professor</td>
<td>Within two (2) years</td>
<td>Reappointment is allowed one time.</td>
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</tr>
<tr>
<td>Faculty of Foreign Language Education (limited to those designated by the head of the Faculty under an academic exchange agreement with a foreign school as a party thereto)</td>
<td>Lecturer</td>
<td>Within five (5) years</td>
<td>Reappointment is allowed unless the employment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty of Foreign Language Education (limited to those designated by the head of</td>
<td>Assistant Professor</td>
<td>Within five (5) years</td>
<td>Reappointment is allowed unless the employment</td>
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<tr>
<td>Institute of Human Sciences and Social Sciences</td>
<td>Any Faculty (limited to those designated by the Dean of the Institute under an academic exchange agreement with a foreign school as a party thereto)</td>
<td>Professor Associate Professor Lecturer Assistant Professor</td>
<td>Within two (2) years</td>
<td>Reappointment is allowed one time.</td>
<td>Article 4, paragraph 1, item 1 of the Act</td>
</tr>
<tr>
<td>Institute of Human Sciences and Social Sciences</td>
<td>Any Faculty (limited to those designated by the Dean of the Institute as internationally promoting professional education in human and social sciences)</td>
<td>Lecturer Assistant Professor</td>
<td>Within five (5) years</td>
<td>Reappointment is allowed unless the employment contract has a fixed term of office.</td>
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<tr>
<td>Institute of Science and Engineering</td>
<td>Any Faculty and Research Center affiliated therewith</td>
<td>Assistant Professor</td>
<td>Within five (5) years</td>
<td>Reappointment is allowed unless the term of office is more than five (5) years.</td>
<td>Article 4, paragraph 1, item 1 of the Act</td>
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<tr>
<td>Institute of Medical, Pharmaceutical and Health Sciences</td>
<td>Faculty of Medicine</td>
<td>Assistant Professor</td>
<td>Within five (5) years</td>
<td>Reappointment is allowed.</td>
<td>Article 4, paragraph 1, item 1 of the Act</td>
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<tr>
<td>Institute of Medical, Pharmaceutical and Health Sciences</td>
<td>Faculty of Pharmacy</td>
<td>Assistant Professor</td>
<td>Within five (5) years</td>
<td>Reappointment is allowed in some cases but not in others.</td>
<td></td>
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<tr>
<td>Institute of Medical, Pharmaceutical and Health Sciences</td>
<td>Pharmaceutical English Laboratory, Faculty of Pharmacy</td>
<td>Associate Professor Lecturer</td>
<td>Within five (5) years</td>
<td>No reappointment is allowed.</td>
<td></td>
</tr>
<tr>
<td>Institute of Medical, Pharmaceutical and Health Sciences</td>
<td>Faculty of Health Sciences</td>
<td>Associate Professor</td>
<td>Within five (5) years</td>
<td>Reappointment is allowed unless the employment contract has a fixed term of office.</td>
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<tr>
<td>Location</td>
<td>Position</td>
<td>Tenure</td>
<td>Reappointment</td>
<td>Reference</td>
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<td>Kanazawa University Hospital</td>
<td>Professor</td>
<td>Within five (5) years</td>
<td>Reappointment is allowed</td>
<td>Article 4, paragraph 1, item 1 of the Act</td>
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<td>Associate Professor</td>
<td>Within five (5) years</td>
<td>Reappointment is allowed</td>
<td>Article 4, paragraph 1, item 1 of the Act</td>
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<td>Cancer Research Institute of Kanazawa University</td>
<td>Professor Associate Professor Lecturer Assistant Professor</td>
<td>Within five (5) years</td>
<td>Reappointment is allowed</td>
<td>Article 4, paragraph 1, item 1 of the Act</td>
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<tr>
<td>Information Media Center</td>
<td>Assistant Professor</td>
<td>Within five (5) years</td>
<td>Reappointment is allowed unless the employment contract has a fixed term of office</td>
<td>Article 4, paragraph 1, item 1 of the Act</td>
<td></td>
</tr>
<tr>
<td>Institute of Nature and Environmental Technology</td>
<td>Assistant Professor</td>
<td>Within five (5) years</td>
<td>Reappointment is allowed</td>
<td>Article 4, paragraph 1, item 1 of the Act</td>
<td></td>
</tr>
<tr>
<td>Advanced Science Research Center</td>
<td>Professor Associate Professor Lecturer Assistant Professor</td>
<td>Within five (5) years</td>
<td>No reappointment is allowed</td>
<td>Article 4, paragraph 1, item 1 of the Act</td>
<td></td>
</tr>
</tbody>
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