

○□Regulations for Work by Project Academic Staff of National University Corporation Kanazawa University

(Policy No. 32 of April 1, 2006)

Revision

(Purpose)

Article 1 The purpose of these Regulations is to have National University Corporation Kanazawa University (hereinafter referred to as “University”) establish basic matters for work by persons who the University specially employs to vitalize and enhance its research, education and medical care activities.

(Definition)

Article 2 Staff employed under these Regulations shall be deemed as teaching Staff set forth in Article 2, Paragraph 2 of the Work Regulations for Staff of the University and shall be called “Project Academic Staff”.

2 As used in Regulations, a term “tenure track” means a labor contract with a fixed term (hereinafter referred to as “Fixed-term Labor Contract”) which has the right of demanding examination for promotion.

(Kind)

Article 3 Among the Project Academic Staff, persons who are employed by a basic organization for education and research purposes which the University specifies based on the Standards for Establishment of Universities and the Standards for Establishment of Graduate Schools (hereinafter referred to as “Basic Organization”) or by a specific project shall be called “Category I Project Academic Staff”) which consist of the following persons:

(1) Persons who are employed by applying the tenure track system to develop excellent human resources;

(2) Persons whom the President acknowledges specifically necessary to promote a specific projects, etc.

2 Among the Project Academic Staff, persons who have advanced and professional knowledge and experience and are employed by the Basic Organization to increase hospitals' own revenue, to strengthen the management and operation of University Hospital and to level up the medical care shall be called “Category II Project Academic Staff”) which consist of the following persons:

- (1) Persons who are highly evaluated in the medical community as seen in the fact that the person have developed and established a new method of medical treatment or examination and such method is widely applied
 - (2) Persons who are well-versed in specific method of medical treatment or examination and are highly recognized, and many people who desire to receive their medical treatment gather from wide areas;
 - (3) Persons who are highly trusted by medical institutions of the area, and lots of introduced patients are expected to come;
 - (4) Persons who have an established reputation for shrewd diagnosis and medical treatment and are widely supported by patients;
 - (5) Persons who have greatly contributed to the strengthening of the management and operation and are highly evaluated in their efforts of improvement of hospital business.
- 3 Among the Project Academic Staff, persons who are employed by organizations, etc. other than the Basic Organization using external funds as the base fund shall be called "Category III Project Academic Staff") which consist of the following persons:
- (1) Persons who are responsible for the research and education in endowed chairs or endowed research units;
 - (2) Persons who are responsible for the research and education in joint research chairs or joint research units;
 - (3) Persons who receive external funds including subsidy for scientific research fund, etc. and are responsible for the research and education.

(Job title)

Article 4 The job title of Project Academic Staff shall be as follows according to their achievements and content of job:

- (1) Project Academic Professor
- (2) Project Academic Associate Professor
- (3) Project Academic Assistant Professor
- (4) Project Teaching Assistant

(Selection)

Article 5 The selection for the employment of the Project Academic Staff shall be discussed by the Faculty meeting or a comparable committee and decided by the President based on the standard which is discussed by the Education and Research Council and specified by the President.

- 2 The Academic Staff Selection Standard of the University shall apply correspondingly to the selection under the preceding paragraph.

- 3 If the Project Academic Staff (excluding those falling under Article 3, Paragraph 1, Item 1) to whom Schedule 1 applies are employed by the salary set forth in Article 7, the opinion of the Director' meeting shall be heard.

(Type of employment)

Article 6 The Project Academic Staff shall include full-time Staff whose working hours per week is as set forth in Article 46 of the Work Regulations for Staff of the University (hereinafter referred to as "Full-time Project Academic Staff") and part-time Staff whose working hours per week is within the scope not exceeding thirty (30) hours (hereinafter referred to as "Part-time Project Academic Staff").

- 2 The Part-time Project Academic Staff shall work for ten (10) hours per week or longer: provided, however, that if the President deems specifically necessary, their working hours per week may be shorter than ten (10) hours per week based on the approval of the Director' meeting.

(Salary, etc.)

Article 7 The salary of the Project Academic Staff shall be in the amount specified in Schedule 1 and Schedule 2.

- 2 Schedule 1 shall apply to the salary of the Category I Project Academic Staff (persons falling under Article 3, Paragraph 1, Item 1).
- 3 Schedule 1 or Schedule 2 shall apply to the salary of the Category I Project Academic Staff (persons falling under Article 3, Paragraph 1, Item 2), Category II Project Academic Staff and Category III Project Academic Staff; provided, however, that the President may specify separately, based on the approval of the Directors' meeting, for persons whom the President deems specifically necessary.
- 4 The salary for the Project Academic Staff who retired from the University at their mandatory retirement age and then are re-employed or persons under similar situation shall be in the amount specified in the re-employment column; provided, however, that the President may specify separately, based on the approval of the Directors' meeting, for persons whom the President judges that he/she has specifically excellent achievement, etc.
- 5 The salary for the part-time Project Academic Staff shall be in the amount (with any fraction equal to or greater than 50 yen being rounded up to next 100 yen and any fraction smaller than 50 yen being cut off) which is obtained by multiplying the working hours per week of the Project Academic Staff in question on the yearly amount of the basic pay in Schedule 1 or the monthly amount of the basic pay in Schedule 2 and then by dividing the amount obtained in such manner by the working hours per week of the full-time Project Academic Staff.
- 6 The change in the salary of the Project Academic Staff shall be handled as follows:

- (1) Persons to whom Schedule 1 applies: The University will not change their salary during the term of employment: provided, that the University may change their salary at the time of renewal of the term of employment.
 - (2) Persons to whom Schedule 2 applies: If the number of years of experience set forth in Schedule 2 of the subject person reaches the next higher grade, the University may increase their salary on and after January 1 of the following year.
- 7 With respect to allowances for Project Academic Staff. to whom Schedule 1 applies (hereinafter referred to as "Project Academic Staff under yearly-pay system"), the University shall pay special work allowance (which shall be limited to night service allowance and entrance examination allowance), overtime work/holiday work allowance, night work allowance, overnight-duty/day-duty allowance, medical treatment waiting allowance and special key point allowance in the manner corresponding to that for full-time Staff.
 - 8 With respect to allowances for Project Academic Staff to whom Schedule 2 applies, the University shall pay managerial post allowance, commutation allowance, special work allowance (which shall be limited to night work allowance and entrance examination allowance), overtime work/holiday work allowance, overnight-duty/day-duty allowance, medical treatment waiting allowance, terminal allowance, diligence allowance and special key point allowance in the manner and amount corresponding to those for full-time Staff; provided, however, that the terminal allowance and diligence allowance for persons to whom the re-employment column applies shall be paid in the manner corresponding to that for Staff set forth in Article 19 of the Work Regulations and that the University shall not pay the terminal allowance and diligence allowance to part-time Project Academic Staff..
 - 9 The University shall pay the initial salary adjustment allowance to full-time Project Academic Staff who have a physician's license and engage in medical treatment in the manner corresponding to that for full-time Staff; provided, however, that no initial salary adjustment allowance shall be paid to Project Academic Staff Project Academic Staff. under yearly-pay system.
 - 10 With respect to the salary for Project Academic Staff. under yearly-pay system, the University shall pay the amount obtained by dividing the basic pay amount (in the case of persons to whom Paragraph 5 applies, the amount pursuant to Paragraph 5) by twelve (12) (with any fraction smaller than one yen being rounded up) every month.
 - 11 The payday of the salary shall be governed by the provisions of Article 34 of the Work Regulations for Staff of the University.

(Term of employment)

Article 8 The term of employment for the Project Academic Staff. Shall be five (5) years or shorter, and, with respect to persons whose total contract term of two or more fixed-term labor

contract which were executed on and after January 1, 2013 (hereinafter referred to as "Total Contract Term") is shorter than ten (10) years, the University may renew their employment to the extent that the Total Contract Term by the renewed contract term does not exceed 10 years.

(Conversion of a fixed-term labor contract to a labor contract without a fixed term)

Article 8-2 If the Total Contract Term of a Project Academic Staff, who is employed under these Rules exceeds 10 years, and if the Project Academic Staff applies for the conclusion of a labor contract without a fixed term provided for Article 18 of the Labor Contracts Act (Act No. 128 of 2007) (hereinafter referred to as "Labor Contract without Fixed-term"), a fixed-term labor contract which is executed at present shall be converted to a Labor Contract without Fixed-term on and after the day following the day on which the contract term of the fixed-term labor contract which is executed at present expires.

2 The standard for the computation, etc. of the Total Contract Term under the preceding paragraph shall be governed by the provisions of Article 18 of the Labor Contracts Act.

3 The University shall establish the procedures regarding the application for the conversion of a fixed-term labor contract to a Labor Contract without Fixed-term as set forth in Paragraph 1 separately.

(Age of employment)

Article 9 The Project Academic Staff may be employed by their seventy (70) years of age and shall retire on March 31 which comes first after the date on which they reach such age.

2 The provisions of the preceding paragraph shall apply to the Project Academic Staff who shall have converted from a fixed-term labor contract a Labor Contract without Fixed-term based on the provisions of the preceding Article.

(Social insurance, etc.)

Article 10 With respect to the medical insurance, pension insurance, workers' accident compensation insurance, employment insurance and nursing-care, etc. for the Project Academic Staff, the University shall procure them as the employer in accordance with relevant laws and regulations.

(Retirement allowance)

Article 11 The University shall pay the retirement allowance if the Project Academic Staff retire or otherwise; provided, however, that the University shall not pay the retirement allowance to persons listed in any of the following items:

- (1) Persons who retire due to the expiration of their term of employment within six (6) months or who retire on their own reasons;
- (2) Persons who retire from the University at their mandatory retirement age or who have similar circumstances ;

- (3) Part-time Project Academic Staff
 - (4) Part-time Project Academic Staff under yearly-pay system
 - (5) Persons who fall under Article 24 of the Rules on Retirement Allowance for Staff of the University.
- 2 The retirement allowance shall be in the amount which is obtained by multiplying the percentage corresponding to the reason for retirement as listed in any of the following items at the time of retirement and by further multiplying 83.7/100 on the resultant amount.
 - (1) Retirement on own reason, etc.: 0.3 for one year
 - (2) Retirement by expiration of term of appointment, or retirement by injury or sickness resulting from commuting (which means the commuting as provided for Article 7, Paragraph 2 of the Industrial Accident Compensation Insurance Act (Act No. 50 of 1947) or by death which does not relate to work: 0.5 for one year
 - (3) Retirement by death which relates to work: 1.35 for one year
 - 3 The length of service shall be the period in which a person is employed as a Project Academic Staff, and any other periods shall not be counted into the length of service.
 - 4 The length of service shall be computed in accordance with the provisions of Article 19 of the Rules on Retirement Allowance for Staff of the University. In this case, if the length of service after the computation is shorter than six (6) months, no retirement allowance shall be paid.
 - 5 Any other matters relating to the payment of the retirement allowance for which nothing is set forth in these Rules shall be governed by the Rules on Retirement Allowance for Staff of the University.

(Others)

Article 12 Matters for which nothing is set forth in these Rules shall be governed by the provisions of the Work Regulations for Staff of the University, the Work Regulations for Part-time Staff of the University and the Regulations for Personnel Affairs of Teaching Staff of the University as well as by regulations for work of the University and relevant laws and regulations including the Labor Standards Act.

- 2 Staff to whom any labor agreement which is different from these Rules applies shall not be subject to relevant part of these Rules but shall be subject to the labor agreement.
- 3 The University may have the Project Academic Staff engage in any other lessons or other research guidance, etc. to the extent their original work is not affected.
- 4 In the case a matter for which it is difficult to deal with by these Rules, the President may decide separately from time to time.

Supplementary provisions

- 1 These Rules shall come into force as from April 1, 2006.

- 2 With respect to the monthly amount of the basic pay set forth in Article 7 for persons who were employed as part-time staff of the University as of March 31, 2016 (hereinafter referred to as "Adjustment Day") and continuously become the Project Academic Staff under these Rules (hereinafter referred to as "Continuous Project Academic Staff"), the University may specify the amount listed in the following items:
 - (1) Staff who were full-time staff as of the Adjustment Day: monthly amount of the basic pay set forth in Article 3 of the Regulations for Salary for Part-time Staff which is the base for the unit price which is paid on the Adjustment Day:
 - (2) Staff who were part-time staff as of the Adjustment Day: monthly amount of the basic pay set forth in Article 3 of the Regulations for Salary for Part-time Staff which is the base for the unit price which is paid on the Adjustment Day .
- 3 With respect to the housing allowance for the Continuous Project Academic Staff who received it as of the Adjustment Day, the University may pay in the corresponding manner to the full-time staff of the University.
- 4 The provisions of Article 11, Paragraph 1, Item 2 shall not apply to staff set forth in Paragraph 1, Item 1 who retire from the University.

Supplementary provisions

These Rules shall come into force as from April 1, 2007.

Supplementary provisions

These Rules shall come into force as from April 1, 2008.

Supplementary provisions

- 1 These Rules shall come into force as from April 1, 2009.
- 2 The working time of persons who are actually employed as part-time Project Academic Staff at the time of the enforcement of these Rules shall be the previous working time notwithstanding the provisions of Article 6, Paragraph 2 after the revision.
- 3 The University shall pay the adjusted amount of the basic pay in the corresponding manner to that of full-time staff to the Project Academic Staff who are responsible for the United Graduate School of Child Development consisting of the Graduate School of Osaka University, Osaka University, Kanazawa University, Hamamatsu Medical University, Chiba University and Fukui University.

Supplementary provisions

These Rules shall come into force as from April 1, 2010.

Supplementary provisions

These Rules shall come into force as from December 1, 2010.

Supplementary provisions

These Rules shall come into force as from April 1, 2011.

Supplementary provisions

These Rules shall come into force as from April 1, 2012.

Supplementary provision

(Date of enforcement)

1 These Rules shall come into force as from March 1, 2013.

(Transitional measures)

2 With respect to the application of the provisions of Article 11, Paragraph 2 of the Rules for Work by Project Academic Staff of National University Corporation Kanazawa University after the revision by these Rules, "87/100" in said paragraph shall be "99/100" during the period from March 1, 2013 to March 1, 2014, "95/100" during the period from April 1, 2013 to March 31, 2015 and "91/100" during the period from April 1, 2015 to March 31, 2016.

Supplementary provisions

1 These Rules shall come into force as from April 1, 2013.

2 Notwithstanding the provisions of Articles 8 and 9, the term of employment and the age of employment of persons who are employed on the previous day of the date of enforcement of these Rules shall be as set forth previously.

Supplementary provisions

1 These Rules shall come into force as from March 1, 2015.

2 With respect to the payment of allowances for the period from April 1, 2014 to March 31, 2015, the Regulations for Salary for Staff of National University Corporation Kanazawa University prior to the revision on March 1, 2015 (hereinafter referred to as "Regulations for Salary for Staff") shall apply correspondingly.

Supplementary provisions

1 These Rules shall come into force as from April 1, 2015.

2 With respect to the payment of salary, etc. and retirement allowance for persons who are continuously subject to these Rules from the previous day of the date of enforcement, the

provisions then in force shall remain applicable notwithstanding the provisions of Article 7 and 11.

Supplementary provisions

- 1 These Rules shall come into force as from March 1, 2016.
- 2 With respect to the payment of allowances during the period from April 1, 2015 to March 31, 2016, the Regulations for Salary for Staff prior to the revision on March 1, 2016 shall apply correspondingly.

Supplementary provisions

These Rules shall come into force as from April 1, 2016.

Supplementary provisions

These Rules shall come into force as from August 9, 2016.

Supplementary provisions

- 1 These Rules shall come into force as from March 1, 2017.
- 2 With respect to the payment of allowances during the period from April 1, 2016 to March 31, 2017, the Regulations for Salary for Staff prior to the revision on March 1, 2017 shall apply correspondingly.

Supplementary provisions

These Rules shall come into force as from January 1, 2018 and apply as from October 6, 2017.

Supplementary provisions

- 1 These Rules shall come into force as from March 1, 2018.
- 2 With respect to the payment of allowances during the period from April 1, 2017 to March 31, 2018, the Regulations for Salary for Staff, said Regulations prior to the revision on March 1, 2018 shall apply correspondingly except for the provisions of Article 38 of the o Regulations for Salary for Staff.

Supplementary provisions

- 1 These Rules shall come into force as from November 1, 2018.
- 2 For persons who are continuously employed from the previous day of the date of enforcement of these Rules, the provisions then in force shall remain applicable except for the provisions for revision of Article 8.

Schedule 1 (relating to Article 7)

Job category	Class	Pay grade	Yearly amount of basic pay
Assistant professor	2	1	4,200,000yen
		2	4,800,000yen
		3	5,400,000yen
		4	6,000,000yen
		5	6,600,000yen
		6	7,200,000yen
		Re-employment	4,200,000yen
Associate professor	4	1	6,000,000yen
		2	6,600,000yen
		3	7,200,000yen
		4	7,800,000yen
		5	8,400,000yen
		6	9,000,000yen
		7	9,600,000yen
		Re-employment	6,000,000yen
Professor	5	1	7,800,000yen
		2	8,400,000yen
		3	9,000,000yen
		4	9,600,000yen
		5	10,200,000yen
		6	10,800,000yen
		7	11,400,000yen
		8	12,000,000yen
		9	12,600,000yen
		Re-employment	7,800,000yen

Note 1 The pay grade for respective job categories shall be decided by taking into account the content of their job, their capabilities, etc. generally.

Note 2 Persons who retired from the University at their mandatory retirement age or who have similar circumstances shall be specified as "Re-employment".

Schedule2

Job category	Class	Pay grade	Yearly amount of basic pay	Number of years of experience (after the graduation from University with 4 years)
Assistant professor Teaching assistant	2	1	200,000yen	Shorter than 5 years
		2	250,000yen	Longer than 5 years
		3	300,000yen	Longer than 10 years (longer than 7 years for persons who have obtained doctor's degree)
		4	350,000yen	Longer than 15 years
		5	400,000yen	Longer than 20 years
		Re-employment	290,000yen	Persons who retired from the University at their mandatory retirement age or who have similar circumstances
Associate professor or	4	1	300,000yen	Shorter than 9 years
		2	350,000yen	Longer than 9 years
		3	400,000yen	Longer than 14 years
		4	450,000yen	Longer than 19 years
		5	500,000yen	Longer than 24 years
		Re-employment	340,000yen	Persons who retired from the University at their mandatory retirement age or who have similar circumstances
Professor	5	1	400,000yen	Shorter than 16 years
		2	450,000yen	Longer than 16 years
		3	500,000yen	Longer than 21 years
		4	550,000yen	Longer than 26 years
		5	600,000yen	Longer than 31 years
		Re-employment	420,000yen	Persons who retired from the University at their mandatory retirement age or who have similar circumstances

Note The conversion of the number of years of experience shall be computed in a manner corresponding to that in the Regulations for Salary for Staff.