

Regulations on the Research Professor System at the National University Corporation

Kanazawa University

(Regulation No. 2231 of December 26, 2014)

Revised

Article 1 Purpose

The purpose of these Regulations is to provide for required matters concerning the “Kanazawa University Research Professor System” to be introduced, in order to strengthen the overall research abilities of Kanazawa University (hereinafter referred to as “the University”) by securing teaching staff with excellent research abilities and developing an environment in which they can devote themselves to research.

Article 2 Definitions

1. In these Regulations, the term “Kanazawa University Research Professor System” (hereinafter referred to as the “Research Professor System”) shall mean a system under which the University’s full-time Professors, Associate Professors, Assistant Professors (including specially appointed teaching staff but excluding teaching staff at affiliated schools; hereinafter referred to as the “full-time teaching staff”), and teaching staff with particularly outstanding research achievements invited from teaching institutions in Japan and abroad can receive special treatment so that they can be mainly engaged in research activities.

2. In these Regulations, the term “Research Professor(s)” shall mean the full-time teaching staff covered by the Research Professor System and appointed as a “Kanazawa University Research Professor(s)” by the President. However, the President can appoint a Research Hub Type Research Professor set forth in Article 5, Paragraph 1, Item 4 under another separately prescribed name.

3. In these Regulations, the expression “mainly engaged in research activities” shall refer to a situation in which, among the four task categories of “education,” “research,” “social contribution,” and “other” (and among five categories including “medical examination” in addition to the above four categories for those who are engaged in “medical examination”), “research” efforts account for 50% or higher.

Article 3 Measures to Enable Researchers to Be Mainly Engaged in Research Activities

1. The University shall exempt Research Professors from the following tasks so that they can be mainly engaged in research activities.

- (1) Tasks related to the administration and operation of the University
- (2) Tasks related to managerial positions (including a committee member) of the University

2. The duties of Research Professors regarding undergraduate and graduate programs can be reduced at the discretion of the institute to which the relevant Research Professor belongs or the organizations set forth in Articles 9, 10, 12, 13, 14, 15, and 16 of the University Regulations of Kanazawa University (hereafter referred to as “Department(s)”).

3. Notwithstanding the provisions of the preceding paragraph, Research Hub Type Research Professors set forth in Article 5, Paragraph 1, Item 4 may be engaged in operational tasks related to the establishment of research hubs.

#### Article 4 Start-up Research Funds

1. The University shall provide Research Professors with start-up research funds only in the initial year including the application date of the Research Professor System so that they can develop a research environment. However, the amount to be provided may be adjusted if Research Professors receive support equivalent to start-up research funds.

2. The details of the measures for start-up research funds mentioned in the preceding paragraph shall be prescribed separately.

3. Notwithstanding the provisions of Paragraphs 1 and 2 of this Article, matters regarding start-up research funds for Research Hub Type Research Professors set forth in Article 5, Paragraph 1, Item 4 may be prescribed separately.

#### Article 5 Researcher Types

1. Under the Research Professor System, researchers shall be categorized into the following types based on applicable terms and conditions.

- (1) Visiting Researcher Type
- (2) Internal Promotion Type
- (3) Young Researcher Type

#### (4) Research Hub Type

2. The Visiting Researcher Type set forth in Item 1 of the preceding paragraph shall apply to cases in which external researchers with particularly outstanding research achievements are invited as teaching staff mainly engaged in research activities or cases in which researchers are hired by the University and are allocated as full-time teaching staff.

3. The Internal Promotion Type set forth in Paragraph 1, Item 2 of this Article shall apply to cases in which internal full-time teaching staff with outstanding research achievements are allocated as full-time teaching staff mainly engaged in research activities.

4. The Young Researcher Type set forth in Paragraph 1, Item 3 of this Article shall apply to cases in which young internal and external researchers (i.e., persons who are 40 years old or younger as of the end of the academic year in which the relevant person is employed) who are expected to make rapid research progress based on certain research achievements are employed by the University and are allocated as full-time teaching staff mainly engaged in research activities. However, this system shall not apply to the allocation of the University's existing full-time teaching staff.

5. In principle, the "Kanazawa University Tenure Track System" shall be used when employing researchers through the Young Researcher Type Research Professor System.

6. The Research Hub Type set forth in Paragraph 1, Item 4 of this Article shall apply to cases in which internal and external teaching staff with excellent achievements in specific fields are allocated as teaching staff mainly engaged in research activities for the purpose of establishing research hubs in such specific fields.

7. When it is decided that a teaching staff member currently covered by a Research Professor System type set forth in Paragraph 1, Item 1, 2, or 3 of this Article will be covered by the Research Hub Type set forth in Item 4 of the same paragraph, such staff member can be transferred to the Research Hub Type if he/she satisfies the screening criteria set forth in Article 9 and is approved by the President after deliberation by the Subcommittee for the Selection and Evaluation of Research Professors set forth in Article 11.

#### Article 6 Period of Application of the System

1. The standard period of application of the Research Professor System shall be five years for each type set forth in each Item of Paragraph 1 of the preceding article, and such period may be extended to up to ten years.

2. Notwithstanding the provisions of the preceding paragraph, the period of application for Research Hub Type Research Professors set forth in Paragraph 1, Item 4 of the preceding article may be prescribed separately.

#### Article 7 Application of the Annual Salary System

In principle, Research Professors shall be covered by the annual salary system prescribed in the Regulations on Remunerations, etc. for Teaching Staff Covered by the Annual Salary System of the National University Corporation Kanazawa University.

#### Article 8 Dual Employment or Subsidiary Business

In principle, those who are covered by the Internal Promotion Type, the Young Researcher Type, and the Research Hub Type of the Research Professor System are not allowed to work under dual employment or engage in subsidiary business. However, this shall not apply to dual employment or subsidiary business that is related to their research and that the President deems specifically necessary.

#### Article 9 Screening Criteria (items to be examined)

Whether or not the Research Professor System is applicable shall be determined after the following items have been examined.

- (1) Degree (In principle, applicants must have a doctoral degree.)
- (2) Research achievements (papers, bulletin papers, published books, patents, academic conference presentations)
- (3) Records on acquisition of research funds (Kakenhi [Grants-in-Aid for Scientific Research], other competitive funds, commissioned research, joint research, donations, etc.)
- (4) Research plan, objectives for achievements, and research funds expected to be acquired during the period as a Research Professor

2. Regarding the Research Hub Type Research Professors set forth in Article 5, Paragraph 1, Item 4, screening criteria (i.e., items to be examined) other than those set forth in the items of the preceding paragraph may be added as necessary, as prescribed separately.

## Article 10 Application

1 The head of a Department who would like a Research Professor to be allocated thereto (or who seeks changes in a period of application of the Research Professor System) shall apply for such allocation (or changes) to the President by the designated date as prescribed separately after making a forecast regarding the establishment of the research environment in the Department, including information on responses to the effects of the fact that the relevant person would be mainly engaged in research activities and securement of research space.

2. The head of a Department who wishes to cancel the application of the Research Professor System for a person who has been allocated as a Research Professor shall apply for such cancellation to the President by the designated date as prescribed separately.

3. The head of a Department who would like a person who holds a concurrent post in another Department to be allocated as a Research Professor thereto or wishes to cancel the application of the Research Professor System for such a person may apply for such allocation/cancellation after making necessary adjustments with the Department to which the relevant person belongs.

## Article 11 Decisions on Allocation/Cancellation

The President shall make decisions on the allocation of Research Professors and the cancellation of the application of the Research Professor System after deliberation by the Subcommittee for the Selection and Evaluation of Research Professors (hereafter referred to as the “Subcommittee”) established under the Human Resources Strategy Committee for Teaching Staff of the National University Corporation Kanazawa University based on application as set forth in the preceding article.

## Article 12 Determination of Research Professors

1. Regarding the Internal Promotion Type and the Research Hub Type, whether or not the Research Professor System can be applied (as well as whether or not periods thereof can be extended) shall be deliberated upon together with deliberations upon the allocation of Research Professors set forth in the preceding article and determined by the President after deliberations at a Subcommittee meeting. Regarding the Visiting Researcher Type and the Young Researcher Type, the said matter shall be deliberated upon together with deliberations upon the selection of candidates for Research Professors to be hired and

determined by the President after deliberations at the Teaching Staff Human Resources Meeting.

2. The members of the Teaching Staff Human Resources Meeting may ask for the opinions of the Subcommittee when it is deemed necessary for deliberations on the application of the Visiting Researcher Type and the Young Researcher Type Research Professor Systems.

3. The President shall consider the appointment of young full-time teaching staff when making decisions on the application of the Internal Promotion Type Research Professor System.

#### Article 13 Reports on Performance, etc.

A Research Professor shall report on research outcomes, etc. by submitting a “Progress Report ” (Separate Form 1) and a “Research Plans for the future ” (Separate Form 2) to the head of the Department to which he/she belongs within a month after completing the research of each academic year. However, if the head of the Department that applied for the allocation of the Research Professor and the head of the Department to which he/she belongs differ, the Research Professor shall submit the reports to the former.

2. The head of the Department to which the Research Professor belongs shall submit a “Report on Research Outcomes” and a “Future Research Plan” accompanied by the “Evaluation Report on Research Performance” (Separate Form 3) to the President.

3. A “Report on Research Achievements” and a “Future Research Plan” set forth in Paragraph 1 of this Article may be replaced by a “Performance Evaluation Statement” prescribed in the Regulations on Remunerations etc. for Teaching Staff Covered by the Annual Salary System of the National University Corporation Kanazawa University.

#### Article 14 Performance Evaluation

The evaluation of the performance of Research Professors shall be conducted by the President after examination by the Subcommittee.

#### Article 15 Subcommittee Examinations

The Subcommittee shall conduct examinations on the performance of Research Professors based on the “Report on Research Outcomes” and the “Future Research Plan”

set forth in Article 13, Paragraph 1 and the “Evaluation Report on Research Performance” set forth in the Article 13, Paragraph 2.

#### Article 16 Miscellaneous Provisions

Required matters concerning Research Professors other than those provided for in these Regulations shall be specified separately by the President.

#### Supplementary Provisions

These Regulations shall become effective on January 1, 2015.

#### Supplementary Provisions

1. These Regulations shall become effective on December 15, 2017 and shall be enforced from October 6, 2017.

2. Notwithstanding of the provisions of the preceding paragraph, revised provisions related to the cancellation set forth in Articles 10 and 11 shall not apply to those who are Research Professors as of the effective date.