

Hiroshima University Minimum Standards for Hiring Faculty Members  
(Social Sciences)

- Different standards are set for each of “Law/Political Science, Sociology” and “Economics/Business Administration.”

[Law/Political Science, Sociology]

- For the index of research achievements, the “number of academic books, academic papers, conference presentations and granted awards” shall be used.

○ Minimum standard for new hiring

| Index                                       | Professor  | Assoc. Professor   | Lecturer   | Asst. Professor  |
|---|--|--|--|--|
| Degree (at the time of position assumption) | Scholar with a doctoral degree or research achievements regarded as equivalent thereto | Scholar with a doctoral degree or research achievements regarded as equivalent thereto | Scholar with a doctoral degree or research achievements regarded as equivalent thereto | Scholar with a doctoral degree or research achievements regarded as equivalent thereto |
| Research Achievement                        | Score of 70 or more  | Score of 30 or more  | Score of 25 or more  | Score of 15 or more  |

○ Scores Based on Research Achievements

| Item  | Type  | Score |
|-------|---|-------|
| Book  | Academic book (sole authorship)   | 50    |
|       | Academic book (co-authorship)   | 20    |
|       | Academics-related book (sole authorship; textbook or book for novices in a field of expertise)                              | 15    |
|       | Academics-related book (co-authorship; textbook or book for novices in a field of expertise)                                | 10    |
|       | Book (sole authorship; publication in a foreign language)   | 60    |
|       | Book (co-authorship; publication in a foreign language)   | 30    |
| Paper | SCI/SSCI/A&HCI/Scopus paper (sole authorship)   | 20    |
|       | Academic paper in a foreign language (sole authorship), other than that falling under the above type                        | 15    |
|       | Paper published in the journal of a national academic society (sole authorship)   | 10    |
|       | Paper published in a distinguished commercial magazine (sole authorship; limited to a magazine listed in the appended list) | 10    |

|                         |   |   |
|-------------------------|---|---|
|                         | Paper published in one of the journals of academic societies, communities and universities, other than that falling under the above-mentioned types (sole authorship) | 6   |
|                         | Co-authored paper among the papers mentioned above  | Score of 40% of the score for the solely authored paper |
| Conference Presentation | Invited talk  | 4   |
|                         | Presentation at an international academic conference  | 4   |
|                         | Presentation at a domestic academic conference  | 2   |
| Received Award          | Receipt of a kind of award (a prize from an academic society, a prize for publication, or an academic honor)  | 20  |

[Economics/Business Administration]

- For the index of research achievements, mainly the “G-index” shall be used (in the case of the tenure review, also “acquired external fund”).
- Web of Science shall be used for the calculation of a G-index score.

○ Minimum standard for new hiring

| Index                                       | Professor                              | Assoc. Professor                       | Lecturer  | Asst. Professor                |
|---|--|--|---|--------------------------------|
| Degree (at the time of position assumption) | Scholar with a doctoral degree         | Scholar with a doctoral degree         | Scholar with a doctoral degree                      | Scholar with a doctoral degree |
| Research Achievement                        | $G \geq 3$<br>or a score of 35 or more | $G \geq 2$<br>or a score of 25 or more | At least one Scopus paper, or a score of 15 or more | Score of 5 or more             |

○ Scores Based on Research Achievements

| Item          | Type   | Score |
|---------------|--|-------|
| Academic Book | Sole authorship                              | 30    |
|               | Partial contribution in authoring            | 5     |
| Paper         | SCI/SSCI/A&HCI paper                         | 30    |
|               | Scopus paper                                 | 20    |
|               | HU_AHSS paper                                | 15    |
|               | Citation in Web of Science                   | 5     |
|               | Paper presented at an international academic | 3     |

|               |                                |    |
|---------------|--------------------------------|----|
|               | conference                     |    |
| Receive Award | Prize for literary work        | 10 |
|               | Academic society's prize, etc. | 10 |

(\*) The calculation of a score for a paper shall refer to the “SCI/SSCI/A&HCI paper,” “Scopus paper,” “HU\_AHSS paper” and “paper presented at an international academic conference” and select the highest score.

○ Scores Based on Acquired External Funds

| Item                                | Score |
|-------------------------------------|-------|
| <i>KAKEN</i> Principal Investigator | 10    |
| Junior Leader                       | 7     |
| <i>KAKEN</i> Co-Investigator        | 2     |
| Any other external fund             | 5     |