

○ **Hiroshima University Regulations for the Cross Appointment System**

Rule No. 54 of March 24, 2015

Hiroshima University Regulations for the Cross Appointment System

(Principle)

- Article 1 These Rules shall provide for necessary matters in connection with the cross-appointment system implemented at Hiroshima University (hereinafter referred to as the “University”) based on the provisions of Article 12, Paragraph 6 of the Hiroshima University Work Regulations for Employees (Rule No. 78 of April 1, 2004; hereinafter referred to as the “Rules on Employment for Employees”) and of Article 10, Paragraph 7 of the Hiroshima University Work Regulations for Contract Employees (Rule No. 101 of April 1, 2004; hereinafter referred to as the “Rules on Employment for Contracted Staff”).
- 2 Beyond what is provided for in these Rules, matters in connection with the cross-appointment system shall be governed by the Labor Standards Act (Act No. 49 of 1947) and other relevant laws and regulations.

(Purpose)

- Article 2 The purpose of the cross-appointment system of the University is to secure excellent human resources from Japan and other countries to promote education, research and academic-industrial alliances.

(Definition)

- Article 3 In these Rules, the “cross-appointment system” shall mean the mode of employment which falls under any of the following items:
- (1) Professors, associate professors, lecturers or assistant professors to whom the Hiroshima University Rules on Employment for Employees applies or teaching staff (special appointment) set forth in Article 3, Paragraph 1, Item 1 of the Rules on Employment and Hiroshima University Regulations for Appointment, Removal, Salaries, Working Hours, Time-off and Leave of Contracted Teaching and Research-Related Employees (Rule No. 67 of March 28, 2008; hereinafter referred to as the “Rules on Employment and Dismissal, etc. for Contracted Staff in Education and Research Areas of Hiroshima University”) (hereinafter referred to as “Teaching Staff”) are employed by an organization other than the University (hereinafter referred to as “Other Party Organization”) while keeping their status as Teaching Staff of the University and engaging in services of the University and the Other Party Organization.
 - (2) Persons having the status of staff of an Other Party Organization are employed by the University as Teaching Staff Members, Researchers as defined in Article 3, paragraph 1, item 6 of the Rules on Employment and Dismissal, etc. for Contracted Staff in Education and Research Areas of Hiroshima University, or Education and Research Coordination

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Staff Members defined in item 7 of the same paragraph while keeping their status as staff of an Other Party Organization and engaging in services of the Other Party Organization and the University.

(Application of System)

Article 4 A head of a department, etc. who intends to apply the cross-appointment system to Teaching Staff of the University or staff of an Other Party Organization (hereinafter referred to as “Teaching Staff, etc.”) shall obtain the approval of the President in advance.

2 If the President orders the enrollment-retained temporary transfer to Teaching Staff, etc. by the cross-appointment system, the President shall obtain the written consent of the Teaching Staff, etc. member in question.

(Applicable Period)

Article 5 The applicable period of the cross-appointment system shall be a period longer than one month, which shall be decided by consultation between the University and the Other Party Organization.

(Agreement)

Article 6 If the President intends to apply the cross-appointment system to Teaching Staff, etc., the President shall execute an agreement with the head of the Other Party Organization setting forth the following items:

- (1) Title and name of the Teaching Staff, etc. member to which the cross-appointment system applies;
- (2) Applicable period of the cross-appointment system;
- (3) Handling of working hours, salary or other treatments applicable to the Teaching Staff, etc. member to whom the cross-appointment system applies;
- (4) Other matters necessary for the implementation of the cross-appointment system.

2 If the President intends to exchange the agreement under the preceding paragraph, the President shall obtain the written consent of the Teaching Staff, etc. member to whom the President intends to apply the cross-appointment system.

3 If any proposal is made by the University and/or the Other Party Organization to the effect that the proposer wants to change the content of the agreement based on the provisions of Paragraph 1 due to service-related reasons, the content may be changed after consultations between the University and the Other Party Organization, and if the consent of the Teaching Staff, etc. member is obtained.

(Miscellaneous Provisions)

Article 7 If it is impossible, or if the President deems it seriously inappropriate, to apply these Rules due to any special circumstance, the University may handle the cross-appointment

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system by separate procedures.

Supplementary Provisions

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

Supplementary Provisions (Regulation No. 35 of March 27, 2018)

These Regulations shall come into effect from April 1, 2018.