

Hiroshima University Minimum Standards for Hiring Faculty Members
(1. Arts and Humanities)

- For the index of research achievements, the “number of authored academic books and academic papers” 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	Scholar with a doctoral degree	Scholar with a doctoral degree	Scholar with a doctoral degree
Research Achievement	Score of 70 or more	Score of 40 or more	Score of 30 or more	Score of 20 or more

Table 1-1: Scores Based on Research Achievements

Item	Type	Score	Additional Score
Academic Book	(1) Academic book which was chosen for book review by an international academic journal or any of the journals listed in the Hiroshima University List of Academic Journals in Arts & Humanities and Social Science (HU_AHSS); academic book for which a publication grant was given; or academic book which received an award, such as that from an academic society	Score of 40 / case	In a foreign language: +10
	(2) Other	Score of 30 / case	In a foreign language: +5
Academic Paper	(1) SCI/SSCI/A&HCI/Scopus®/Web of Science® academic paper	Score of 20 / case	
	(2) Paper published in any of the journals listed in the Hiroshima University List of Academic Journals in Arts & Humanities and Social Science (HU_AHSS); or paper published in an international academic journal other than that falling under (1)	Score of 10 / case	

(*1) Co-authorship is limited to cases where the name of the subject scholar is on the cover page, title page, imprint, etc., irrespective of whether the subject matter is an academic book or academic paper.

(*2) A score for co-authorship shall be calculated by reference to the following formula per case, irrespective of whether the subject matter is an academic book or academic paper.

Lead author (not in alphabetical order), corresponding author: Score × No. of items

Other: Score / No. of co-authors

- (*3) With regard to partial contribution in authoring an academic book, the score is 10 per case in the case of (1), or 5 per case in the case of (2).
- (*4) Details concerning the Hiroshima University List of Academic Journals in Arts & Humanities and Social Science (HU_AHSS) are based on the assumption that necessary corrections will be made in the future.

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	$G \geq 3$ or a score of 35 or more	$G \geq 2$ 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

Hiroshima University Minimum Standards for Hiring Faculty Members (Psychology)

- For the index of research achievements, mainly the “number of peer-reviewed academic papers” 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	Scholar with a doctoral degree	Scholar with a doctoral degree	Scholar with a doctoral degree
No. of Peer-Reviewed Academic Papers	7 papers or more	5 papers or more	3 papers or more	1 paper or more

(*) Peer-reviewed academic papers shall include at least one of SCI/SSCI/A&HCI/Scopus papers.

Hiroshima University Minimum Standards for Hiring Faculty Members
(Education / Sports Sciences)

- Different standards are set for each of “Education”, “Curriculum and Instruction Sciences” and “Sports Sciences”.
- Minimum standards shall be only those concerning research abilities. With regard to standards concerning the acceptance of granting tenure, standards in connection with educational activities and administrative duties shall be separately established, in addition to the minimum standards for research abilities established herein.

[Education]

- For the indices of research achievements, the “G-index” and the “number of academic books and academic papers” shall be used.
- The calculation of a G-index score shall refer to Scopus, Web of Science and Google Scholar (irrespective of the written language), and adopt the highest score.
- Either the “G-index” or the “weighted score for academic books/papers” shall be satisfied as a requirement.

○ 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
G-index	$G \geq 3$	$G \geq 3$	$G \geq 3$	/
Weighted Score for Academic Books/Papers	Score of 5 or more	Score of 4 or more	Score of 3 or more	Score of 2 or more

(*) For a Professor, achievements must include at least one paper written in a foreign language (except for Special Needs Education).

○ Table of Weighted Scores for Academic Books/Papers

Item	Type	Score
Book	Solely authored book (in a foreign language)	4
	Book as the(an) author and editor (in a foreign language)	3
	Technical book as a co-author/partial contributor (in a foreign language)	2
	Solely authored book (in Japanese)	3
	Book as the(an) author and editor (in Japanese)	2
	Technical book as a co-author/partial contributor (in Japanese)	1

[Curriculum and Instruction Sciences]

- For the index of research achievements, mainly the “academic papers (peer-reviewed)” (in the case of faculty members with practical skills in Curriculum and Instruction Sciences, also “artwork/musical performance/competition, etc.”) shall be used.
- With the diversity of relevant areas of research taken into consideration, the following three values are set: R-value (for research-focused faculty members), P-value (for practitioner faculty members), and T-value (for faculty members with practical skills). In relation to the following items, an R-value, a P-value and a T-value shall be calculated in accordance with Table for Evaluation of Research Achievements.
- Research-focused faculty members mean faculty members other than practitioner faculty members and faculty members with practical skills.
- Practitioner faculty members mean those faculty members who have made the necessary achievements in education practice and research and have had necessary educational backgrounds for the accreditation of the courses leading to school teachers’ licenses to teach at kindergartens, elementary schools, junior-high schools or high schools, in addition to publishing academic papers (peer-reviewed) and books.
- Faculty members with practical skills mean those faculty members who have made practical achievements relating to artworks, music, sports, etc., in addition to publishing academic papers (peer-reviewed) and books.

R-value	Books, academic papers (peer-reviewed)
P-value	Books, academic papers (peer-reviewed)
T-value	Books, academic papers (peer-reviewed), artwork/musical performance/competition, etc.

(1) Minimum standard for new hiring

<Research-Focused Faculty Members/Practitioner Faculty Members>

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 or without a doctoral degree	Scholar with or without a doctoral degree
Research Achievement	Research-focused faculty member $R \geq 30$	Research-focused faculty member $R \geq 20$	Research-focused faculty member $R \geq 12$	Research-focused faculty member $R \geq 6$
	Practitioner faculty member $P \geq 24$	Practitioner faculty member $P \geq 18$	Practitioner faculty member $P \geq 12$	Practitioner faculty member $P \geq 6$

<Faculty Members with Practical Skills>

Index	Professor	Assoc. Professor	Lecturer	Asst. Professor
Degree (at the time of position assumption)	Scholar with a doctoral degree or equivalent achievements	Scholar with a doctoral degree or equivalent achievements	Scholar with or without a doctoral degree	Scholar with or without a doctoral degree
Research Achievement	Faculty member with practical skills $T \geq 24$	Faculty member with practical skills $T \geq 18$	Faculty member with practical skills $T \geq 12$	Faculty member with practical skills $T \geq 6$

(*1) "Equivalent achievements" mean "winning prizes or awards in public exhibitions, contests, competitions, etc. at an international/national level."

○ Table for Evaluation of Research Achievements

Item	Type	Allocated Score	Note
Book	Sole/Co-authorship	$10 \times (\text{No. of pages} / \text{all the pages})$ per case	Co-authorship includes serving both as the(an) author and editor for a book.
	Editing	5 / No. of editors per case	Where not involved as an author
	In a language other than his/her mother language	1 per case	Added to the above score(s)
Paper (peer-reviewed)	Sole authorship or the first (corresponding) author (international)	5 per case	The corresponding author means the author responsible for the entirety of the paper concerned. International papers include those papers published in international conference proceedings equivalent to peer-reviewed papers.
	Sole authorship or the first (corresponding) author (domestic)	3 per case	
	Co-authorship (international)	5 / No. of authors per case	
	Co-authorship (domestic)	3 / No. of authors per case	
	Co-authorship	1 per case	

	(domestic), in a language other than the mother language		
	Designated journal	1 per case	Added to the above score(s) Designated journals mean the academic journals listed in Web of Science or those listed in the Hiroshima University List of Academic Journals in Arts & Humanities and Social Science (HU_AHSS).
Artwork / musical performance / competition, etc.	International	5 per case	Including the publication of musical scores, audio/visual recordings, and the replaying/presentation of works
	Domestic	3 per case	

[Sports Sciences]

(1) 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 or without a doctoral degree
No. of Peer-Reviewed Academic Papers	7 papers or more (including at least one paper written in English)	5 papers or more	3 papers or more	1 paper or more

Hiroshima University Minimum Standards for Hiring Faculty Members
(Mathematics/ Informatics)

- Different standards are set for each of “Mathematics” and “Informatics”.
- For the index of research achievements, mainly the “G-index” shall be used.

[Mathematics]

Index: The G-index scores calculated by using Mathematical Reviews® (MR), ResearcherID (Web of Science) and Google Scholar shall be set as M, R and G, respectively, and A as the maximum score among these three scores. Furthermore, X shall be set as the number of academic papers published (including accepted academic papers for publication) as of the time of hiring.

In the case of a position of an Associate Professor, if he/she is to be granted tenure at the time of hiring (i.e., he/she is hired for an indefinite term until retirement from the beginning of his/her employment), he/she is required to satisfy the standard for granting tenure applicable to Associate Professors. However, if the subject scholar is a junior faculty member, the only standard that he/she is required to satisfy shall be $X \geq 10$.

“Junior faculty members” here are defined as those faculty members with 13 years or less of research experience after the acquisition of their degrees. However, the aforementioned number of years of research experience does not include the following periods:

- Where there are any periods of sickness absence recorded in the official record; and
- Any officially taken periods of being away from research due to childbirth or childcare at present or in the past (irrespective of the gender).

Whether there is any of the above excluded periods in the number of years of research experience shall be checked only when it is necessary to do so.

○Minimum standard for new hiring

Index	Professor	Assoc. Professor (not junior)	Lecturer (not junior)	Asst. Professor (not junior)
Degree (at the time of position assumption)	Scholar with a doctoral degree	Scholar with a doctoral degree	Scholar with a doctoral degree	Scholar with or without a doctoral degree
Research Achievement	$A \geq 7$	$A \geq 4$	$A \geq 2$	$A \geq 2$

Index	Assoc. Professor (junior)	Lecturer (junior)	Asst. Professor (junior)
Degree (at the time of position assumption)	Scholar with a doctoral degree	Scholar with a doctoral degree	Scholar with or without a doctoral degree

Research Achievement	$X \geq 5$	$X \geq 3$	$X \geq 2$
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[Informatics]

○ Minimum standard for new hiring(1) Minimum standard for new hiring

The G-index and the number of SCI papers, etc. shall be adopted. The calculation of a G-index score shall refer to Scopus, Web of Science and Google Scholar (irrespective of the written language), and adopt the highest score.

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
G-index	Science-based	General faculty member	$G \geq 7$	$G \geq 5$	$G \geq 3$	
		Operational faculty member	$G \geq 5$	$G \geq 3$	$G \geq 3$	
	Humanities-based	General faculty member	$G \geq 3$	$G \geq 2$	$G \geq 1$	
		Operational faculty member	$G \geq 2$	$G \geq 1$	$G \geq 1$	
No. of SCI Papers, etc.	Entire range					1 paper or more

(*) SCI papers, etc. are academic papers published or accepted for publication in journals or proceedings that are included in Scientific Journal Rankings (SJR) or Journal Impact Factor (JIF), and are limited to those for which the subject scholar is the lead author or corresponding author.

As an internationally applicable standard, the number of academic papers published or accepted for publication in journals or proceedings that are included in Scientific Journal Rankings (SJR) or Journal Impact Factor (JIF) shall be considered independently. However, this is limited to the case where the subject scholar is the lead author or corresponding author of such papers. On the assumption that clearly a good citation count cannot be expected, for example, because a sufficient time has not passed since the

publication of academic papers or the preparation of publication is still underway although academic papers have been accepted for the publication, the minimum standard of the G-index will be deemed to be satisfied even where the G-index score does not actually reach the level required by the standard, if the number of academic papers reaches the level required by the standard and includes that with a high IF, approximately 3.0 or higher.

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
No. of Academic Papers (Special Requirement)	Science-based	General faculty member	7 or more	5 or more	3 or more	2 or more
		Operational faculty member	5 or more	3 or more	3 or more	2 or more
	Humanities-based	General faculty member	3 or more	2 or more	1 or more	1 or more
		Operational faculty member	2 or more	1 or more	1 or more	1 or more

○ Supplemental information

- With regard to the distinction between “Science-based” and “Humanities-based” in this field associated with the standards concerned, when earned degrees are Ph.D.’s (Informatics), Ph.D.’s (Engineering), Ph.D.’s (Science), other degrees that are equivalent to these despite having somewhat different titles, or, as an exception, those degrees associated with the disciplines of medicine, dentistry, pharmacology or agriculture, such degrees are categorized as “Science-based.” All other earned degrees are categorized as “Humanities-based.”
- Faculty members assigned to the Information Media Center shall be deemed as those to whom the standards concerned are applicable and who are categorized as “Operational faculty member.” Others shall be categorized as “General faculty member.”

Hiroshima University Minimum Standards for Hiring Faculty Members
(Physics/Earth and Planetary Science)

- Although different standards are set for each of “Experimental Physics,” “Theoretical Physics” and “Earth and Planetary Science,” these standards will be integrated in the future.
- For the indices of research achievements, the “G-index” and the “number of SCI papers” shall be used.
- Web of Science shall be used for the calculation of a G-index score.

○Minimum standard for new hiring

<Experimental Physics>

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
G-index	$G \geq 30$	$G \geq 20$	$G \geq 10$	
No. of SCI Papers				2 or more SCI papers

<Theoretical Physics>

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
G-index	$G \geq 20$	$G \geq 10$	$G \geq 5$	
No. of SCI Papers				2 or more SCI papers

<Earth and Planetary Science>

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
G-index	$G \geq 20$	$G \geq 10$	$G \geq 5$	
No. of SCI Papers				2 or more SCI papers

Hiroshima University Minimum Standards for Hiring Faculty Members
(Chemistry/Chemical Engineering)

- Different standards are set for each of “Chemistry/Chemical Engineering” and “Highly Specialized Technicians”
 - *"Highly Specialized Technicians” means professors with high level of expertise hired from private corporations and so on.
- For the indices of research achievements, mainly the “G-index” and the “number of SCI papers (F/C)” shall be used.
- Web of Science shall be used for the calculation of a G-index score.

* The number of SCI papers (F/C): the number of academic papers presented for which the subject scholar is the corresponding author (C) or first author (F). However, presented academic papers to which the subject scholar is recognized as an author having made contributions equivalent to those of the F/C shall also be counted in.

[Chemistry/Chemical Engineering]

(1) 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
G-index	$G \geq 20$	$G \geq 10$	$G \geq 3$	
No. of SCI Papers (F/C)	25 or more	15 or more	5 or more	1 or more
No. of Acquired External Funds	5 or more (However, this number must include at least 3 cases of Grants-in-Aid for Scientific Research (KAKENHI) and/or competitive funds from public agencies which the scholar acquired as the principal	2 or more (However, this number must include at least 2 cases of Grants-in-Aid for Scientific Research (KAKENHI) and/or competitive funds from public agencies which the scholar acquired as the principal	1 or more (However, this number must include at least one case of a Grant-in-Aid for Scientific Research (KAKENHI) or a competitive fund from a public agency which the scholar acquired as the principal investigator)	

	investigator)	investigator)		
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(2) Minimum standard for granting tenure

o All achievements, including those before the tenure-track period (as of the tenure review)

Index	Professor (from Assoc. Professor)	Assoc. Professor (from Assoc. Professor / Lecturer)	Assoc. Professor (from Asst. Professor)	Lecturer (from Lecturer)	Lecturer (from Asst. Professor)
Period	7 years	7 years	5 years	7 years	5 years
G-index	$G \geq 25$	$G \geq 15$	$G \geq 4$	$G \geq 6$	$G \geq 3$
No. of SCI Papers (F/C)	30 or more	20 or more	10 or more	10 or more	4 or more
No. of Acquired External Funds	6 or more (However, this number must include at least 4 cases of Grants-in-Aid for Scientific Research (<i>KAKENHI</i>) and/or competitive funds from public agencies which the scholar acquired as the principal investigator)	3 or more (However, this number must include at least 2 cases of Grants-in-Aid for Scientific Research (<i>KAKENHI</i>) and/or competitive funds from public agencies which the scholar acquired as the principal investigator)	2 or more (However, this number must include at least one case of a Grant-in-Aid for Scientific Research (<i>KAKENHI</i>) or a competitive fund from a public agency which the scholar acquired as the principal investigator)	2 or more (However, this number must include at least 2 cases of Grants-in-Aid for Scientific Research (<i>KAKENHI</i>) and/or competitive funds from public agencies which the scholar acquired as the principal investigator)	1 or more (However, this number must include at least one case of a Grant-in-Aid for Scientific Research (<i>KAKENHI</i>) or a competitive fund from a public agency which the scholar acquired as the principal investigator, or the total acquired competitive fund (principal investigator) is at least 2

					million yen)
Experience in Advising Doctoral Students	Yes				

- All achievements during the tenure-track period (as of the tenure review)
- Not set

[Highly Specialized Technicians]

(1) Minimum standard for new hiring

Index	Professor	Assoc. Professor
Degree (at the time of position assumption)	Scholar with a doctoral degree	Scholar with a doctoral degree
No. of Patent Applications	40 or more	20 or more
No. of Patent Right Acquisitions	10 or more	5 or more
No. of SCI Papers (F/C)	10 or more	5 or more

(2) Minimum standard for granting tenure

- All achievements, including those before the tenure-track period (as of the tenure review)
- Not set

- All achievements during the tenure-track period (as of the tenure review)

Index	Professor (from Assoc. Professor)	Assoc. Professor (from Assoc. Professor)
Period	7 years	7 years
No. of SCI Papers (F/C)	10 or more	4 or more
No. of Acquired External Funds	3 or more (However, this number must include at least 2 cases of Grants-in-Aid for Scientific Research (KAKENHI) and/or competitive funds from public agencies which the scholar acquired as the principal investigator)	1 or more (However, this number must include at least one case of a Grant-in-Aid for Scientific Research (KAKENHI) or a competitive fund from a public agency which the scholar acquired as the principal investigator)

Hiroshima University Minimum Standards for Hiring Faculty Members (Engineering)

- Different standards are set for each of “Engineering” and “Highly Specialized Technicians”
 *”Highly Specialized Technicians” means professors with high level of expertise hired from private corporations and so on.
- The hiring of faculty members for Architectural Project in the Department of Architecture shall be separately defined as a case of “specified specialist faculty members.”

○Minimum standard for new hiring

Both the requirement concerning the number of academic papers (G-index, or the number of SCI papers or academic papers) and the requirement concerning external funds shall be satisfied at the same time.

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
G-index (*1)	$G \geq 7$	$G \geq 5$	$G \geq 3$	
No. of SCI Papers				1 or more
No. of Academic Papers (*2)	20 or more	10 or more	3 or more	2 or more
External Funds (PI)	4 or more (However, this number must include at least one case of a Grant-in-Aid for Scientific Research (KAKENHI) or a competitive fund from a public agency which the scholar acquired as the principal investigator)	2 or more (However, this number must include at least one case of a Grant-in-Aid for Scientific Research (KAKENHI) or a competitive fund from a public agency which the scholar acquired as the principal investigator)	1 or more (However, this number must include at least one case of a Grant-in-Aid for Scientific Research (KAKENHI) or a competitive fund from a public agency which the scholar acquired as the principal investigator)	

(*1) Web of Science shall be used.

(*2) Only peer-reviewed original papers in English or Japanese shall be counted in, and whether the subject

scholar was the F/C of such papers does not matter.

[Highly Specialized Technicians]

Minimum standard for new hiring

All the requirements in the table shall be met.

Index	Professor	Assoc. Professor
Degree (at the time of position assumption)	Scholar with a doctoral degree	Scholar with a doctoral degree
No. of Patent Applications	20 or more	10 or more
No. of Patent Right Acquisitions	5 or more	2 or more
No. of Peer-Reviewed Papers (*)	4 or more	2 or more

(*) Whether the subject scholar was the F/C of such papers does not matter.

Hiroshima University Minimum Standards for Hiring Faculty Members
(Agriculture/ Biology)

- Different standards shall be set for each of “Agriculture/Biotechnology”, “Agricultural Economics” and “Biology”
- For the indices of research achievements, mainly the “G-index” and the “number of SCI papers” shall be used.

[Agriculture/Biotechnology]

International standards shall be ensured by using data from Web of Science. Since the G-index is not suitable to be used as part of the standard for hiring Assistant Professors, the number of SCI papers shall be included in the standard applicable to such hiring.

○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
G-index	$G \geq 7$	$G \geq 6$	$G \geq 5$	/
No. of SCI Papers	15 or more	10 or more	7 or more	1 or more

[Agricultural Economics]

○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
G-index	$G \geq 2$	$G \geq 1$	$G \geq 1$	/
No. of Academic Papers/Books	15 or more	10 or more	7 or more	1 or more

○Research achievements in relation to the standard for new hiring and standard for granting tenure

Index: The G-index (refer to Google Scholar; except for the hiring of new Assistant Professors), the number of “SCI/SSCI/A&HCI papers,” the number of “academic papers published in the journals listed in the Hiroshima University List of Academic Journals in Arts & Humanities and Social Science (HU_AHSS),” the number of “Scopus papers,” the number of “peer-reviewed papers (the official journals, etc. of national academic societies or wider-scale academic societies registered as academic associations)” with reference to reports of the Science Council of Japan (in relation to research achievements in the field of agricultural economics), and the number of “academic books” shall be included as indices. In relation to academic

books, with reference to reports of the Science Council of Japan, books shall be treated as equivalent to academic papers if they can be objectively evaluated; for example, their book reviews are published in academic journals, etc., or they receive prizes from academic societies or are included in compilations prepared by domestic or international academic institutions. A book (solely authored and edited) is valued, according to its contents, as equivalent to 5 to 10 academic papers published in the journals of academic societies. Since the G-index is not suitable to be used as part of the standard for hiring Assistant Professors, the number of academic papers/books shall be the standard applicable to such hiring.

[Biology]

○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
G-index	$G \geq 7$	$G \geq 5$	$G \geq 4$	
No. of SCI Papers (as the lead author or corresponding author, or a role equivalent thereto)	8 or more	5 or more	4 or more	1 or more
Internationality (e.g., no. of cases of giving invited talks at international conferences, hosting international conferences, giving presentations at international academic conferences, acquiring overseas competitive funds, engaging in international collaborative research, etc.)	3 cases or more	2 cases or more	2 cases or more	1 case or more

Hiroshima University Minimum Standards for Hiring Faculty Members

<Life Science>

- For research achievements, the “G-index” and the “number of SCI papers” shall be used; the G-index shall be mainly used, and the number of SCI papers shall be used to a limited extent. The details of such limited use shall be as specified below.
- For dental hygienists and dental technicians who are Assistant Professors in Oral Health Sciences, the minimum standard shall be to hold a master’s degree, and the number of SCI papers will not be considered.
- Web of Science shall be used for the calculation of a G-index score.

(1) 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 (*1)
G-index	$G \geq 7$	$G \geq 5$	$G \geq 3$	$G \geq 3$ or No. of SCI papers (*2)

(*1) Whether a doctoral degree is held is not applicable to Assistant Professors for Clinical Disciplines (Hospital).

(*2) With regard to Assistant Professors (newly hired), one of the G-index or the number of SCI papers shall be the index to be used, considering possible cases where the period between the publication of academic papers and the time of making a relevant application is short. The minimum unit of SCI papers shall be one title.