

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

○ 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)