

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			
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			
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.”