

**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),<br>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<br>$R \geq 30$ | Research-focused faculty member<br>$R \geq 20$ | Research-focused faculty member<br>$R \geq 12$ | Research-focused faculty member<br>$R \geq 6$ |
|   | Practitioner faculty member<br>$P \geq 24$     | Practitioner faculty member<br>$P \geq 18$     | Practitioner faculty member<br>$P \geq 12$     | Practitioner faculty member<br>$P \geq 6$     |

<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<br>$T \geq 24$       | Faculty member with practical skills<br>$T \geq 18$       | Faculty member with practical skills<br>$T \geq 12$ | Faculty member with practical skills<br>$T \geq 6$ |

(\*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)<br>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                           |