

○ **Hiroshima University Regulations for Terms of Office of Teachers**

Regulation No. 83 of April 1, 2004

○ Hiroshima University Regulations for Terms of Office of Teachers

(Purpose)

Article 1 These Regulations prescribe the matters necessary pertaining to the terms of office of teachers at Hiroshima University (hereinafter referred to as the University) for the purpose of promoting the vitalization of personnel affairs concerning teachers at the University, in accordance with the provisions of Article 5 (1) and (2) of the Act on Term of Office of University Teachers, etc. (Act No. 82 of 1997; hereinafter referred to as the Act on University Teachers Term of Office) and Article 21 (2) of the Hiroshima University Policies and Regulations (Regulation No. 1 of April 1, 2004).

(Positions, etc. of Teachers Appointed with Fixed Terms of Office)

Article 2 (1) Teachers are hired, promoted, demoted or reassigned for fixed terms of office (hereinafter referred to as appoint/appointment) in the following cases as specified in the items of Article 4 (1) of the Act on University Teachers Term of Office:

- (i) Where a teacher is assigned to a position at an education and research organ that is particularly required to secure diverse human resources, in light of its advanced, interdisciplinary or comprehensive education and research and the characteristics of fields or methods of education and research conducted at the education and research organ;
- (ii) Where a teacher is assigned to the position of Assistant Professor; or
- (iii) Where a teacher is assigned to a position to engage in education and research for a fixed term set on the basis of a specific plan that the University formulates or participates in.

(2) Positions, etc. of teachers appointed for fixed terms of office in accordance with the provisions of the preceding paragraph shall be as specified in the appended table.

(Personnel Exchange Committee, etc.)

Article 3 (1) Departments, etc. that appoint teachers for fixed terms of office (excluding the National Joint Usage Facilities, the Joint Education and Research Facilities on Campus, and the Joint Usage Facility on Campus (hereinafter referred to as the National Joint Usage Facilities, etc.) shall establish their Personnel Exchange Committees in advance to deliberate the matters listed below:

- (i) Matters concerning positions, terms of office, reappointment, etc.;
- (ii) Matters concerning the method, etc. of performance evaluation;
- (iii) Matters concerning performance evaluation and whether to reappoint at the end of a term of office; and
- (iv) Matters concerning treatment at the expiration of a term of office.

(2) Matters necessary for the organization and other details of Personnel Exchange Committees

shall be determined by their relevant departments, etc.

- (3) In cases where the National Joint Usage Facilities, etc. appoint teachers for fixed terms of office, the Personnel Selection Committee set forth in the Hiroshima University Basic Policy on Teacher Selection (Approved by the President on April 1, 2004) shall deliberate the matters listed in the items of paragraph (1).

(Performance Evaluation)

Article 4 In relation to performance evaluation of teachers appointed for fixed terms of office, the Personnel Exchange Committee of each department, etc. (for the National Joint Usage Facilities, etc., the Personnel Selection Committee) shall evaluate the matters listed below with the positions and other details of such teachers taken into consideration:

- (i) Matters concerning educational activities;
- (ii) Matters concerning research activities;
- (iii) Matters concerning contributions to the University and society; and
- (iv) Other matters deemed necessary.

(Consent)

Article 5 In cases where a teacher is appointed for a fixed term of office, his/her prior consent shall be obtained with a Consent Form (Appended Form).

(Publication of Regulations)

Article 6 When these Regulations are established or revised, such establishment or revision shall be widely disseminated by such means as utilizing the bulletin of the University.

(Miscellaneous Provisions)

Article 7 In addition to the provisions prescribed herein, other matters necessary for the implementation of these Regulations shall be separately established upon discussion by the Education and Research Council.

Supplementary Provisions

1. These Regulations shall come into force on April 1, 2004.
2. Among teachers actually appointed for fixed terms of office, as of the day prior to the day of enforcement of these Regulations (hereinafter referred to as the enforcement day) in accordance with the former Hiroshima University Regulations for Terms of Office of Teachers (Regulation No. 3 of January 18, 2000; hereinafter referred to as the Former Regulations), the terms of office, as of the enforcement day, of those to whom Hiroshima University has succeeded pursuant to Article 4 of the Supplementary Provisions of the National University Corporation Act (Act No. 112 of 2003) (limited to those whose affiliations and positions after the succession are identical to those before the succession and who have been assigned to the Graduate School of Social Sciences from the School of Economics or who have been assigned to the same positions at the Hiroshima University Hospital from those positions at the former Hospital of the School of Medicine and the School of Dentistry) shall be the periods set when

appointed for fixed terms of office pursuant to the Former Regulations, notwithstanding the

Regulations for Terms of Office of Teachers

These Regulations shall come into force on June 1, 2006.

Supplementary Provisions (Regulation No. 114 of September 19, 2006)

These Regulations shall come into force on October 1, 2006.

Supplementary Provisions (Regulation No. 19 of March 13, 2007)

1. These Regulations shall come into force on April 1, 2007.
2. In the case where a Research Associate actually appointed, as of the day prior to the day of enforcement of these Regulations (hereinafter referred to as the enforcement day), without the Hiroshima University Regulations for Terms of Office of Teachers before revision by these Regulations (hereinafter referred to as the Former Regulations) applied to such Research Associate, is to be reassigned to the position of Assistant Professor listed in the appended table of the Hiroshima University Regulations for Terms of Office of Teachers after revision by these Regulations (hereinafter referred to as the New Regulations) (limited to cases where such Research Associate continues to belong to the same education and research organ), his/her term of office shall be indefinite.
3. With regard to matters relating to the term of office and reappointment (hereinafter referred to as the term of office, etc.) of a Research Associate who is actually appointed, as of the day prior to the enforcement day, for a fixed term pursuant to the provisions of the Former Regulations and is to be reassigned to the position of Assistant Professor listed in the appended table of the New Regulations on the enforcement day (limited to cases where the education and research organ to which such Research Associate belongs and matters concerning his/her term of office and reappointment are the same), the term of office, etc. for his/her position of Assistant Professor shall take over the term of office, etc. for his/her position of Research Associate set out pursuant to the provisions of the Former Regulations, and therefore the term of office, etc. for his/her pre-reassignment position of Research Associate shall apply to him/her by deeming them as the term of office, etc. for his/her position of Assistant Professor.
4. Research Associates actually appointed, as of the time of enforcement of these Regulations, to the Information Media Center (hereinafter referred to as the Center) for fixed terms of office pursuant to the provisions of the Former Regulations shall remain subject to the provisions then in force.
5. Notwithstanding the provisions of the appended table of the New Regulations, in the case where a Research Associate actually appointed, as of the day prior to the enforcement day, to the Center for a fixed term of office pursuant to the provisions of the Former Regulations is to be reassigned to the position of Assistant Professor at the Center on the enforcement day, his/her term of office, etc. shall be those set for his/her pre-reassignment position of Research Associate.
6. In the case where a person actually employed as an academic employee, as of the day prior to the enforcement day, is to be reassigned to the position of Assistant Professor or Research Associate listed in the appended table of the New Regulations, it is possible to choose not to

apply the New Regulations to him/her.

Supplementary Provisions (Regulation No. 103 of June 19, 2007)

These Regulations shall come into force on July 1, 2007.

Supplementary Provisions (Regulation No. 46 of March 17, 2008)

These Regulations shall come into force on April 1, 2008.

Supplementary Provisions (Regulation No. 144 of April 15, 2008)

1. These Regulations shall come into force on May 1, 2008.
2. Lecturers actually appointed, as of the time of enforcement of these Regulations, to the Area of Mechanical Material Engineering (Basic Engineering (for International Students)) in the Department of Mechanical Systems Engineering, the Graduate School of Engineering, for fixed terms of office in accordance with the provisions of the Hiroshima University Regulations for Terms of Office of Teachers before revision by these Regulations shall remain subject to the provisions then in force.

Supplementary Provisions (Regulation No. 157 of June 17, 2008)

These Regulations shall come into force on July 1, 2008.

Supplementary Provisions (Regulation No. 75 of March 31, 2009)

1. These Regulations shall come into force on April 1, 2009.
2. In the case where a teacher actually appointed, as of the day prior to the day of enforcement of these Regulations (hereinafter referred to as the enforcement day), without the Hiroshima University Regulations for Terms of Office of Teachers before revision by these Regulations applied to such teacher, is to be appointed, on the enforcement day, as a teacher for the Program for Oral Health Sciences, the Graduate School of Biomedical Sciences, it is possible to choose not to apply the Hiroshima University Regulations for Terms of Office of Teachers after revision by these Regulations to him/her.

Supplementary Provisions (Regulation No. 90 of March 31, 2010)

These Regulations shall come into force on April 1, 2010.

Supplementary Provisions (Regulation No. 32 of March 31, 2011)

These Regulations shall come into force on April 1, 2011.

Supplementary Provisions (Regulation No. 41 of March 30, 2012)

1. These Regulations shall come into force on April 1, 2012.
2. Assistant Professors actually appointed, as of the time of enforcement of these Regulations, to the Hiroshima Synchrotron Radiation Center for fixed terms of office in accordance with the provisions of the Hiroshima University Regulations for Terms of Office of Teachers before revision by these Regulations shall remain subject to the provisions then in force.

Supplementary Provisions (Regulation No. 25 of March 26, 2013)

1. These Regulations shall come into force on April 1, 2013.
2. Teachers actually appointed, as of the time of enforcement of these Regulations, for fixed

terms of office in accordance with the provisions of the Hiroshima University Regulations for Terms of Office of Teachers before revision by these Regulations shall remain subject to the provisions then in force.

Supplementary Provisions (Regulation No. 28 of March 26, 2014)

These Regulations shall come into force on April 1, 2014.

Supplementary Provisions (Regulation No. 39 of March 24, 2015)

These Regulations shall come into force on April 1, 2015.

Supplementary Provisions (Regulation No. 45 of March 24, 2016)

These Regulations shall come into force on April 1, 2016.

Supplementary Provisions (Regulation No. 33 of March 27, 2017)

1. These Regulations shall come into force on April 1, 2017.
2. Teachers actually appointed, as of the time of enforcement of these Regulations, to the Department of Chemistry, the Graduate School of Science, or to the Hiroshima University Hospital, for fixed terms of office in accordance with the provisions of the Hiroshima University Regulations for Terms of Office of Teachers before revision by these Regulations shall remain subject to the provisions then in force.

Supplementary Provisions (Regulation No. 74 of March 31, 2017)

These Regulations shall come into force on April 1, 2017.

Appended Table (Relating to Article 2 (2))

Positions, etc. of Teachers Appointed with Fixed Terms of Office in Accordance with the Provisions of Article 2 (1)

Name of Education and Research Organ		Position	Term of Office	Matters Related to Reappointment	Authoritative Provision
Graduate School, etc.	Division, Research Division, etc.				
Graduate School of Letters	All the divisions in the Program for Arts and Humanities	Assistant Professor	3 years	Reappointment possible	not Art. 2 (1) (i)
Graduate School of Education	Professional Development Program for Teachers and School Leaders:	Assistant Professor and Research Associate	3 years	Reappointment possible	not Art. 2 (1) (i)
	Professional Development Division for Teachers and School Leaders				
	All the divisions in the Program in Learning and Curriculum Development	Assistant Professor and Research Associate	3 years	Reappointment possible	not Art. 2 (1) (i)
	All the divisions in the Program in Curriculum and Instruction Sciences	Assistant Professor and Research Associate	3 years	Reappointment possible	not Art. 2 (1) (i)
	Program in Teaching Japanese as a Second Language:	Assistant Professor and Research Associate	3 years	Reappointment possible	not Art. 2 (1) (i)
	Department of Teaching Japanese as a Second Language				
	Program in Educational Studies:	Assistant Professor and Research Associate	3 years	Reappointment possible	not Art. 2 (1) (i)
Division of Educational Studies					
Graduate School of Social Science	Program in Psychology:	Assistant Professor and Research Associate	3 years	Reappointment possible	not Art. 2 (1) (i)
	Division of Psychology				
Graduate School of Social Science	Department of Economics:	Assistant Professor	3 years	May be reappointed, however, only up to twice. When reappointed, the term of office shall be one year.	Art. 2 (1) (i)
	Program of Economic Analysis				
Graduate School of Social Science	Department of Management Studies:	Assistant Professor	3 years	May be reappointed, however, only up to twice. When reappointed, the term of office shall be one year.	Art. 2 (1) (i)
	Organization and Management Course, Accounting and Management Information Course				

Regulations for Terms of Office of Teachers

	Center for Research on Regional Economic Systems	Professor	3 years (However, if appointed within the period from Apr. 2, 2016 to Mar. 31, 2019, the term of office shall be up to March 31, 2019.)	May be reappointed only once. When reappointed, the term of office shall be 2 years. In such case, if the last day of the term of office of the person concerned is Apr. 1, 2019 or later, his/her term of office shall be up to March 31, 2019.	Art. 2 (1) (i)
		Assistant Professor	3 years (However, if appointed within the period from Apr. 2, 2016 to Mar. 31, 2019, the term of office shall be up to March 31, 2019.)	May be reappointed, however, only up to twice. When reappointed, the term of office shall be one year. In such case, if the last day of the term of office of the person concerned is Apr. 1, 2019 or later, his/her term of office shall be up to March 31, 2019.	Art. 2 (1) (i)
Graduate School of Science	All the divisions in the Department of Mathematics	Assistant Professor	5 years	May be reappointed only once. When reappointed, the term of office shall be 3 years.	Art. 2 (1) (ii)
	All the divisions in the Department of Physical Science	Assistant Professor	5 years	May be reappointed only once. When reappointed, the term of office shall be 3 years.	Art. 2 (1) (i)
	All the divisions in the Department of Chemistry	Assistant Professor	5 years	May be reappointed only once. When reappointed, the term of office shall be 4 years.	Art. 2 (1) (i)
	All the divisions in the Department of Biological Science	Assistant Professor	5 years	May be reappointed only once. When reappointed, the term of office shall be 3 years.	Art. 2 (1) (i)
	Department of Earth and Planetary Systems Science: Division of Earth and Planetary Systems Science	Assistant Professor	5 years	May be reappointed only once. When reappointed, the term of office shall be 3 years.	Art. 2 (1) (i)
	All the divisions in the Department of Mathematical and Life Sciences	Assistant Professor	5 years	May be reappointed only once. When reappointed, the term of office shall be 3 years.	Art. 2 (1) (i)
	Marine Biological Laboratory	Assistant Professor	5 years	May be reappointed only once. When reappointed, the term of office shall be 3 years.	Article 2 (1) (i)
	Miyajima Natural Botanical Garden	Assistant Professor	5 years	May be reappointed only once. When reappointed, the term of office shall be 3 years.	Article 2 (1) (i)
	Laboratory of Plant Chromosome and Gene Stock	Assistant Professor	5 years	May be reappointed only once. When reappointed, the term of office shall be 3 years.	Article 2 (1) (i)

Regulations for Terms of Office of Teachers

Graduate School of Advanced Sciences of Matter	Department of Quantum Matter: Division of Quantum Matter	Assistant Professor	5 years	May be reappointed only once. When reappointed, the term of office shall be 3 years.	Art. 2 (1)(i)
	Department of Molecular Biotechnology: Division of Molecular Biotechnology	Assistant Professor	5 years	May be reappointed only once. When reappointed, the term of office shall be 3 years.	Art. 2 (1)(i)
	Department of Semiconductor Electronics and Integration Science: Division of Semiconductor Electronics and Integration Science	Assistant Professor	5 years	May be reappointed only once. When reappointed, the term of office shall be 3 years.	Art. 2 (1)(i)
Graduate School of Engineering	All the areas in all the departments	Research Associate	5 years	Reappointment not possible	Art. 2 (1)(i)
Graduate School of Biosphere Science	Department of Bioresource Science: Animal Science Division, Aquatic Biology Division, Food and Resource Economics Division	Assistant Professor	5 years	Reappointment not possible	Art. 2 (1)(i)
	All the divisions in the Department of Biofunctional Science and Technology	Assistant Professor	5 years	Reappointment not possible	Art. 2 (1)(i)
	All the divisions in the Department of Environmental Dynamics and Management	Assistant Professor	5 years	Reappointment not possible	Art. 2 (1)(i)
	Setouchi Field Science Center	Assistant Professor	5 years	Reappointment not possible	Art. 2 (1)(i)
Graduate School for International Development and Cooperation	All the divisions in all the departments	Assistant Professor	4 years	Reappointment not possible	Art. 2 (1)(i)
The Institute of Engineering	All the divisions	Research Associate	5 years	Reappointment not possible	Art. 2 (1)(i)
Hiroshima Synchrotron Radiation Center		Assistant Professor	5 years	Reappointment not possible	Art. 2 (1)(i)
Research Institute for Higher Education		Lecturer and Assistant Professor	5 years	Reappointment not possible	Art. 2 (1)(i)
Natural Science Center for Basic Research and Development	All the Research Support Divisions	Assistant Professor	5 years	Reappointment not possible	Art. 2 (1)(i)
Amphibian Research Center		Assistant Professor	5 years	Reappointment not possible	Art. 2 (1)(i)
Financial and General Affairs Office	Editorial Office for the 75-Year History of Hiroshima University	Associate Professor	5 years	May be reappointed only once.	Art. 2 (1)(iii)

Regulations for Terms of Office of Teachers

Appended Form (Relating to Article 5)

Consent Form

Date (Year/Month/Day):

To the President of Hiroshima University:

(Name)

Seal

In assuming the position of XXXX at the Academy of Hiroshima University (YYYY), I hereby agree to be appointed for the following term of office in accordance with the provisions of Article 5 (1) and Article 4 (1) (ZZ) of the Act on Term of Office of University Teachers, etc. (Act No. 82 of 1997) and Article 2 of the Hiroshima University Regulations for Terms of Office of Teachers.

Details

Term of Office: from (year/month/day) to

Matters Related to Reappointment:

(Note) Replace XXXX with the applicable job title, YYYY with the name of the relevant education and research organ, and ZZ with the applicable item number.

With regard to matters related to reappointment, state the applicable matters specified in the appended table.

○ Reference Publication

Pursuant to the Regulations to Partially Revise the Hiroshima University Regulations for Terms of Office of Teachers (Regulation No. 25 of March 26, 2013), teachers actually appointed, as of the time of enforcement of these Regulations, for fixed terms of office in accordance with the provisions of the Hiroshima University Regulations for Terms of Office of Teachers before revision by these Regulations shall remain subject to the provisions then in force. For that reason, the departments, etc. in the appended table to which changes have been made are described below as a reference.

Appended Table (Relating to Article 2 (2)) (Excerpted Version)

Positions, etc. of Teachers Appointed with Fixed Terms of Office in Accordance with the Provisions of Article 2 (1)

Name of Education and Research Organ		Position	Term of Office	Matters Related to Reappointment	Authoritative Provision
Graduate School, etc.	Division, Research Division, etc.				
Graduate School of Social Science	Center for Research on Regional Economic Systems	Professor	3 years (However, if appointed within the period from Apr. 2, 2016 to Mar. 31, 2019, the term of office shall be up to March 31, 2019.)	May be reappointed. In such case, if the last day of the term of office of the person concerned is Apr. 1, 2019 or later, his/her term of office shall be up to March 31, 2019.	Art. 2 (1)(i)
Graduate School of Science	All the divisions in the Department of Mathematics	Assistant Professor	<u>6 years</u>	May be reappointed only once. When reappointed, the term of office shall be 4 years.	Art. 2 (1)(ii)
	Department of Physical Science: Division of Astrophysics and Particle Physics, Division of Materials Science	Assistant Professor	<u>7 years</u>	May be reappointed only once. When reappointed, the term of office shall be 5 years.	Art. 2 (1)(i)
	All the divisions in the Department of Chemistry	Assistant Professor	<u>7 years</u>	May be reappointed only once. When reappointed, the term of office shall be 5 years.	Art. 2 (1)(i)
	Department of Biological Science: Division of Animal Science, Division of Plant Biology	Assistant Professor	<u>7 years</u>	May be reappointed only once. When reappointed, the term of office shall be 5 years.	Art. 2 (1)(i)
	Department of Earth and Planetary Systems Science: Division of Earth and Planetary Systems Science	Assistant Professor	5 years	May be reappointed only once.	Art. 2 (1)(i)

Regulations for Terms of Office of Teachers

	All the divisions in the Department of Mathematical and Life Sciences	Assistant Professor	5 years	<u>May be reappointed only once.</u>	Art. 2 (1) (i)
	<u>Marine Biological Laboratory</u>	Assistant Professor	<u>4 years</u>	<u>May be reappointed only once. When reappointed, the term of office shall be 6 years.</u>	Art. 2 (1) (i)
Graduate School of Advanced Sciences of Matter	Department of Quantum Matter: Division of Quantum Matter	Assistant Professor	<u>7 years</u>	<u>May be reappointed only once. When reappointed, the term of office shall be 5 years.</u>	Art. 2 (1) (i)
	Department of Molecular Biotechnology: Division of Molecular Biotechnology	Assistant Professor	<u>7 years</u>	<u>May be reappointed only once. When reappointed, the term of office shall be 5 years.</u>	Art. 2 (1) (i)
	Department of Semiconductor Electronics and Integration Science: Division of Semiconductor Electronics and Integration Science	Assistant Professor	<u>7 years</u>	<u>May be reappointed only once. When reappointed, the term of office shall be 5 years.</u>	Art. 2 (1) (i)
Graduate School of Biosphere Science	Department of Bioresource Science: Animal Science Division, Aquatic Biology Division, Food and Resource Economics Division	Assistant Professor	5 years	<u>May be reappointed only once.</u>	Art. 2 (1) (i)
	All the divisions in the Department of Biofunctional Science and Technology	Assistant Professor	5 years	<u>May be reappointed only once.</u>	Art. 2 (1) (i)
	All the divisions in the Department of Environmental Dynamics and Management	Assistant Professor	5 years	<u>May be reappointed only once.</u>	Art. 2 (1) (i)
	Setouchi Field Science Center	Assistant Professor	5 years	<u>May be reappointed only once.</u>	Art. 2 (1) (i)
Institute of Biomedical & Health Sciences	<u>All the divisions</u>	Professor	<u>10 years</u>	<u>May be reappointed. However, when reappointed, the term of office shall be 5 years.</u>	Art. 2 (1) (i)
	<u>All the divisions</u>	Associate Professor	<u>7 years</u>	<u>May be reappointed. However, when reappointed, the term of office shall be 5 years.</u>	Art. 2 (1) (i)
	<u>All the divisions (excluding all the divisions (in the charge of Medical Education and the Frontier Dental Science Project))</u>	Lecturer	<u>7 years</u>	<u>May be reappointed. However, when reappointed, the term of office shall be 5 years.</u>	Art. 2 (1) (i)
	<u>All the divisions (in the charge of Medical Education)</u>	Lecturer	<u>2 years</u>	<u>May be reappointed only once.</u>	Art. 2 (1) (i)
	<u>All the divisions (in the charge of the Frontier Dental Science Project)</u>	Lecturer	<u>3 years</u>	<u>Reappointment not possible</u>	Art. 2 (1) (iii)

Regulations for Terms of Office of Teachers

	<u>All the divisions (excluding all the divisions in the charge of the Frontier Medical Science Project and the Frontier Pharmaceutical Science Project))</u>	<u>Assistant Professor and Research Associate</u>	<u>5 years</u>	<u>May be reappointed.</u>	<u>Art. 2 (1) (i)</u>
	<u>All the divisions (in the charge of the Frontier Medical Science Project)</u>	<u>Assistant Professor</u>	<u>5 years</u>	<u>Reappointment not possible</u>	<u>Art. 2 (1) (iii)</u>
	<u>All the divisions (in the charge of the Frontier Pharmaceutical Project)</u>	<u>Assistant Professor and Research Associate</u>	<u>1 year</u>	<u>May be reappointed only twice.</u>	<u>Art. 2 (1) (iii)</u>
The Institute of Engineering	<u>All the divisions</u>	<u>Assistant Professor</u>	<u>5 years</u>	<u>May be reappointed.</u>	<u>Art. 2 (1) (i)</u>
<u>Research Institute for Radiation Biology and Medicine</u>	<u>All the research divisions, and research centers, and the Division of Radiation Information Registry</u>	<u>Professor</u>	<u>10 years</u>	<u>May be reappointed.</u>	

Regulations for Terms of Office of Teachers

Natural Science Center for Basic Research and Development	All the Research Support Divisions	Assistant Professor	<u>6 years</u>	<u>May be reappointed.</u>	Art. 2 (1) (i)
Center for <u>Collaborative</u> <u>Research</u> & <u>Community</u> <u>Cooperation</u>	Education & Venture <u>Business</u> Creation Division	Professor	<u>5 years</u>	<u>May be reappointed.</u>	Art. 2 (1) (i)

(Up to 1280)