

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 7	G 6	G 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 2	G 1	G 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 7	G 5	G 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