

## Supplementary Explanation of the Call for Researcher Applications for the Kyoto University *Hakubi* Project to Foster and Support Young Researchers

- **Kyoto University *Hakubi* Project to Foster and Support Young Researchers**  
To foster visionary researchers who will play an essential role in the future global academic community, Kyoto University will launch a new project, in addition to augmenting its efforts in various existing initiatives taken by individual faculties/schools. In this new project, titled the *Hakubi* Project to Foster and Support Young Researchers, the university will appoint promising young researchers as program-specific faculty members (associate professor and assistant professor with an annual salary) at the Kyoto University Young Researcher Development Center. The University will support their research activities on themes of their own choice.

- **Kyoto University Young Researcher Development Center**  
To implement the *Hakubi* Project, the university will establish a Kyoto University Young Researcher Development Center, an campus-wide organization to support the development of visionary researchers who will play a leading role in the future global academic community.

At the Kyoto University Young Researcher Development Center, the University will establish a Steering Committee, which will make decisions concerning the Center's personnel affairs, management and planning; a *Hakuraku* Council, which will screen applicants for the *Hakubi* Project; and the administrative section, which will be responsible for personnel, labor management and financial affairs. The Program Manager of the Center will offer guidance and advice to researchers who belong to the Center (*Hakubi* researchers).

- **Target Research Areas**  
Research programs in all every range of basic and applied studies in all academic fields, from the humanities, to social and natural sciences
- **Eligibility**  
Researchers with a doctorate degree (or equivalent research abilities); no age restriction

Recipients of fellowships from the Japan Society for the Promotion of Science (JSPS) may also apply for the *Hakubi* Project, however, in compliance with the JSPS fellowship rules, they will lose their eligibility for the JSPS fellowship upon being hired by the university as program-specific faculty members.

- **Call for Applications**  
Applications are invited from researchers from all over the world. Detailed application procedures will be publicized in Japanese and English on the Kyoto University website, various academic journals and other media.

○ **Number of Researchers To Be Hired**

Up to 20 researchers will be appointed annually. A lesser number will be appointed, however, if few applicants are deemed to meet the university's expectations. Since the *Hakubi* Project is designed to foster excellent researchers who will play leading roles in the future, no cap will be set for individual academic fields.

Screening will be based on fair evaluation. Priority, however, will be given to female researchers and non-Japanese researchers if more than one researcher is judged to have equivalent abilities.

(Applications by Kyoto University Employees)

If employees of Kyoto University are selected, the selected applicants shall resign from the university before being appointed, in compliance with the Rules of Employment for Fixed-Term Program-Specific Faculty Members. Their retirement allowance will be paid out accordingly when they resign from Kyoto University; their services at the Kyoto University Young Researcher Development Center will be based on an annual salary and will not include a retirement allowance. Concerning their pension and health insurance, they may continue their subscription to the Mutual Aid Association of the Ministry of Education, Culture, Sports, Science and Technology (MEXT).

(Applications by Other Researchers)

Selected applicants who are currently employed by organizations other than Kyoto University are required to resign from their former organizations, before being appointed in compliance with the Rules of Employment for Fixed-Term Program-Specific Faculty Members. Concerning their pension and health insurance programs, if they are covered by the MEXT Mutual Aid Association, they may continue their subscription. If they are not, they should subscribe to the MEXT Mutual Aid Association.

○ **Employment Conditions**

Selected applicants will be appointed as program-specific faculty members (associate professor/assistant professor with an annual salary \*) in compliance with the Rules of Employment for Fixed-Term Program-Specific Faculty Members. The amount of their annual salaries will be determined in compliance with the Rules of Employment for Fixed-Term Program-Specific Faculty Members and in accordance with their abilities and experiences (careers, research achievements, etc.).

\* Refer to the attached "Fixed-Term Program-specific Faculty Members."

Hired researchers will be titled "Kyoto University *Hakubi* researchers" as evidence of the University's recognition of them as excellent researchers to pioneer a new path in their respective academic fields.

○ **Duration**

For the researchers who will be appointed on and after April 1, 2010, their contract duration will be at most five (5) years, and on or before March 31, 2015. The duration of the contract for researchers appointed on and before March 31, 2010, will terminate on or before March 31, 2014.

○ **Affiliation**

The selected applicants will be affiliated with the Kyoto University Young Researcher Development Center.

○ **Research Funds**

The university will provide each researcher with an annual research fund of approximately 1 to 4 million yen. The amount will be determined in consideration of individual researchers' career, research achievements, content of their research plans, and potential to become leading researchers in the future global academic community.

○ **Research Facilities**

Applicants are strongly encouraged to find their own research space and to obtain permission to use the space provided by the party concerned. They are also expected to specify their research facilities in their application forms (attached "Proposal for Kyoto University *Hakubi* Project to Foster and Support Young Researchers"). Inability to find research space, however, will not affect applicants' evaluation, since research methods and necessary equipment differ according to academic field. If participating researchers are unable to find research space by themselves, the Kyoto University Young Researcher Development Center will help them to find research space on the university's campuses.

The center will also prepare a room for common use by researchers participating in this project, with desks and equipment designated for individual researchers. By preparing a common room, the center hopes that researchers of diverse academic fields will exchange views and information, thereby promoting friendships.

○ **Host Researcher/Institution/Faculty**

A host researcher/institution/faculty will provide participating researchers with research space and equipment, and support their research activities. Appointed researchers can use part of their research funds to pay for expenses incurred, provided that the payment complies with the rules separately specified by Kyoto University.

Should any accident occur, the Kyoto University Young Researcher Development Center and the host researcher/institution/faculty will cooperate in taking appropriate measures.

○ **Obligations of Appointed Researchers**

Appointed researchers shall be fully aware of their professional obligations and fulfill their responsibilities with sincerity and integrity. In addition, they are obliged to participate in various events held by the Kyoto University Young Researcher Development Center, such as attend academic lectures. The Kyoto University Young Researcher Development Center will organize such events with the aim of fostering visionary researchers with broad perspectives and a wealth of knowledge so that they can play leading roles in the future global academic community.

○ **Research Reports and Presentations**

Appointed researchers can teach at Kyoto University if so desired, as long as this is deemed not to interfere with their research activities.

○ **Evaluation of Research Results**

The *Hakubi* researchers shall provide annual written reports on their research activities. Presentation meetings will also be held annually. When researchers present their research results at academic meetings, they shall make it known that their research is supported by the *Hakubi* Project of Kyoto University.

○ **Screening Method**

As the primary screening, a committee of specialists will be established under the screening organization (called the *Hakuraku* Council) of the Kyoto University Young Researcher Development Center, and will examine application documents.

As the secondary screening, applicants who pass the primary screening will receive interviews in either Japanese or English at the *Hakuraku* Council, comprised of various to leaders in their respective fields in and outside Kyoto University. In addition to applicants' academic achievements, the council members will evaluate applicants' potential to become leading figures in the future global academic community.

Successful applicants will be finalized by the Steering Committee (responsible for the highest-level decision making).

Screening will be conducted from the viewpoint of fostering and securing visionary researchers who will play leading roles in the future global academic community. Accordingly, in addition to their careers and proposed research plans, applicants will be evaluated in terms of their potential to become leading figures in the future academic community.

○ **Results of Screening**

Applicants will be informed of the final screening results.

○ **Documents to Submit**

Applicants should submit (1) 1 copy of the resume and 1 copy of a list of academic achievements, and (2) the attached “Proposal for Kyoto University *Hakubi* Project to Foster and Support Young Researchers”. Documents should be written in either Japanese or English. As evidence of academic achievements, applicants may submit dissertations or other major papers (up to 3 articles), if desired.

The submitted documents will not be returned.

Personal information contained in the application documents will be used solely for the purpose of screening applicants, and never for any other purpose.

## Fixed-Term Program-specific Faculty Members

### 【Fixed-Term Program-specific Faculty Members】

**Definition of a fixed-term faculty members:** Individuals appointed as program-specific professor, associate professor, lecturer or assistant professor for specific programs or projects authorized by the president of the University

#### 1. Salary

##### (1) Basic Salary

Monthly wages (minimum 400,000 yen)

<Reference>

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| Examples of Actual Payments |
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|--------------------------------------------|
| Associate professor: 550,000 – 650,000 yen |
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|--------------------------------------------|
| Assistant professor: 400,000 – 500,000 yen |
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If the monthly wage is 500,000 yen, the annual salary amount to 6 million yen (500,000 × 12).

##### (2) Allowance

No allowances (commuter, housing, family-support, term-end or extraordinary service allowances) will be provided separately, since they are included in the basic salary.

#### 2. Retirement Allowance

No retirement allowance will be provided separately, since it is included in the basic salary.

#### 3. Health Insurance and Pension

Appointed researchers are expected to join the Mutual Aid Association of the Ministry of Education, Culture, Sports, Science and Technology (MEXT), which provides health insurance and pensions.