

## 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 has launched 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 appoints promising young researchers as program-specific faculty members (associate professor/ assistant professor with an annual salary) at the Kyoto University Young Researcher Development Center. The university supports their research activities on themes of their own choice.

### ○ **Kyoto University Young Researcher Development Center**

To implement the *Hakubi* Project, the university has established a Kyoto University Young Researcher Development Center, a 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 has established a Steering Committee, which makes decisions concerning the Center's personnel affairs, management and planning; a *Hakuraku* Council, which screens applicants for the *Hakubi* Project; and the administrative section. 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 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 welcomed from researchers all over the world. Detailed application procedures will be publicized in Japanese and English on the Kyoto University website and other media.

○ **Number of Researchers To Be Hired**

Up to 20 researchers are 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 \*), and the annual salary will be determined in compliance with the Rules of Employment for Fixed-Term Program-Specific Faculty Members and in accordance to ability and experience (careers, research achievements, etc.). Accordingly, the *Hakubi* researchers' salary may be lower than their present salary, depending on how much they currently receive.

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

Selected researchers will be referred to by the title of "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**

Although the period of service will be five years in principle, it may not extend over more than five academic years. For instance, the term for researchers appointed on or before March 31, 2011, will end by March 31, 2015. The term for researchers

appointed on or after April 2, 2011, will end by March 31, 2016.

○ **Affiliation**

*Hakubi* researchers 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 asked to secure their own research space by obtaining permission from the party concerned. The expectation is to specify the research facility in the application forms (see 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 required equipment differ according to academic field. If participating researchers are unable to find research space on their own, the Kyoto University Young Researcher Development Center will assist in finding research space on the university's campuses.

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

○ **Host Researcher/Institution/Faculty**

A host researcher/institution/faculty is expected to provide the *Hakubi* researcher with research space and equipment, and support their research activities. The researcher can use 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 organizes 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.

○ **Educational Activities**

Appointed researchers may teach at Kyoto University if they so desire, as long as this does not interfere with their research activities.

○ **Research Reports and Presentations**

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

○ **Screening Method**

For the primary screening, a committee established under the *Hakuraku* Council will examine application documents.

For the secondary screening, applicants who pass the primary screening will be interviewed in Japanese and/ or English at the *Hakuraku* Council, comprised of various 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.

Next, the Steering Committee of the Kyoto University Young Researcher Development Center (responsible for the management and organization of the Center) will make the final decision as to who is accepted as *Hakubi* researcher. When deemed to be relevant, interviews may be carried out by the President of Kyoto University or other related individuals during the screening process.

Screening will be conducted with the purpose 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**

Results of the primary screening will only be notified to those for the interview.

○ **Documents to Submit**

Applicants should submit by e-mail, 1. a Proposal for the Kyoto University *Hakubi* Project to Foster and Support Young Researchers, 2. a List of Academic Achievements and 3. a Applicant Data for Registration form. Documents should be written in either Japanese or English.

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 member: 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>

Examples of Payments
Associate professor: 550,000 – 650,000 yen
Assistant professor: 400,000 – 500,000 yen

If the monthly wage is 500,000 yen, the annual salary amounts 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

*Hakubi* 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.