

Regarding the Hiring of Faculty Members and the Promotion of Assistant Professor to Associate Professor

(Decision made at the Deans and Directors meeting held on November 25, 2015)

(Revised at the Deans and Directors meeting held on February 22, 2017)

1. Hiring of faculty members

- (1) When hiring individuals for regular full-time faculty positions in the School of Computer Science and Engineering (excluding the Center for Cultural Research and Studies and Center for Language Research) through the open recruitment system, acquisition of a doctoral degree is a prerequisite.
- (2) When hiring individuals from the outside the university for the regular full-time positions through the open recruitment system, the positions shall be Associate Professor or higher.
- (3) When hiring individuals who have completed the UoA doctoral program (limited to individuals selected as Japan Society for the Promotion of Science Research Fellows [DC1, DC2]) for full-time faculty positions immediately after completion of said program through the open recruitment system, the positions shall be Assistant Professor.
- (4) Should a prospective employee expected to obtain a doctoral degree have failed to do so, the tentative offer will be cancelled, except for cases where the Deans and Directors Council approves a change of the predetermined employment date.
- (5) Those who are employed in the position of Assistant Professor in accordance with (3) above cannot be promoted to Associate Professor for at least two years.

2. Promotion of Assistant Professor to Associate Professor

- (1) Assistant Professors must apply through the open recruitment system, in principle, to be promoted to Associate Professor.
- (2) When internally promoting an individual (from among the individuals hired as Assistant Professors in accordance with the provision 1 (3) above) who meets the standards mentioned below to Associate Professor on an exceptional basis, the dean or director of the division, etc. with which the individual is affiliated shall recommend his/her promotion to the President as an individual having educational/research achievements equivalent to those of the Associate Professor position.
 - 1) The individual is of superior character, excellent in insight, and has a good service record.
 - 2) The individual has made remarkable contributions to education and university management.
 - 3) The individual has considerable accomplishments in academic research, etc.

- (3) The Chairperson of the Board of Executives shall be able to carry out (2) in the event that an open call for faculty positions is not conducted during the fiscal year in question. The procedures stipulated in the Regulation Concerning Internal Promotion from Associate Professor to Senior Associate Professor at the University of Aizu shall be applied mutatis mutandis.
- (4) The tenure track period of faculty members promoted from Assistant Professor to Associate Professor during said period shall not change. However, the promoted individual shall submit an updated version of their Plan for Expected Achievements and Progress) provided for in Article 7 of the Regulation Concerning the Tenure-track System for Faculty Members of the Public University Corporation, the University of Aizu. Further, while the same article dictates "within six months after...employment" as the deadline for submission, this shall be interpreted as "in a timely manner after being promoted."

3. Abolishment of previous agreements, etc.

- (1) The hiring of faculty members in the manner provided for in 1. and the promotion of Assistant Professors to Associate Professor in the manner provided for in 2. shall apply to individuals hired through calls for full-time faculty members starting on or after November 25, 2015. Further, the previous rules shall apply to individuals hired through calls for full-time faculty members starting before that point. However, the provision 2 (4) above shall apply to individuals who will be promoted on or after April 1, 2016.
- (2) CONDITIONS OF EMPLOYMENT OF FACULTY MEMBERS AGREED UPON BY THE PERSONNEL COMMITTEE (Decision at the Personnel Committee held on January 16, 2001) shall be abolished.
- (3) (Standards) Regarding Internal Promotion from Assistant Professor to Associate Professor within the University of Aizu (Decision made at the Deans and Directors meeting held on January 16, 2009) shall be abolished.