

High-Incentive Tenure-Track Faculty Position Recruitment
Assessment Guidelines for Tenure Promotion
[Innovation Academy Co-Creation Research Institute / Molecular
Pathopharmacology Field, Graduate School of Medicine and School of Medicine]

September, 2026
Personnel Committee

Assessment Criteria

I. Criteria for Promotion to Tenured Associate Professor

Meeting all of the following criteria is required for eligibility.

- (1) Competitive External Research Funding** During the period from appointment as a High-Incentive Tenure-Track (HITT) faculty member until the tenure assessment (hereinafter, the “HITT period”), the candidate must have secured, as principal investigator, competitive external research funding with total direct costs equivalent to at least twice the amount of the startup funding provided in the first year. The candidate must also have secured at least two competitive external research grants as principal investigator. At least one of these must be a KAKENHI Grant-in-Aid for Scientific Research, a JST PRESTO or FOREST grant, AMED research funding, or other nationwide competitive research funding recognized by the Evaluation Committee as equivalent or higher in level.
- (2) Original Research Publications** During the HITT period, the candidate must have published at least four peer-reviewed original research articles in English. Of these, at least three must be original research articles on which the candidate is first author or corresponding author, including at least two on which the candidate is corresponding author. Reviews, Editorials, Short Communications, Letters, Meeting Abstracts, case reports, and similar publications will, in principle, not be counted as original research articles under these criteria. Co-first authorship or co-corresponding authorship may be counted only when it can be clearly verified that the candidate played a central role in the research concerned.
- (3) Quality of Publications** For peer-reviewed original research articles in English published during the HITT period on which the candidate is first author or corresponding author, the cumulative Impact Factor (IF) must be at least 40. IF values

must be based on the Journal Impact Factor listed in Journal Citation Reports (JCR) and, in principle, the IF corresponding to the year of publication must be used. The cumulative IF for papers on which the candidate is first author or corresponding author will be calculated using the following contribution weights:

- Sole first author: 100%
- Sole corresponding author: 100%
- First author and corresponding author: 100% (no double counting)
- Two co-first authors: 50%; three co-first authors: 33.3%
- Two co-corresponding authors: 50%; three co-corresponding authors: 33.3%
- Where there are four or more co-first authors or co-corresponding authors, the contribution will, in principle, be divided equally by the number of such authors.
- Where the candidate qualifies as both first author and corresponding author on the same paper, only the highest applicable contribution percentage will be used and the paper will not be counted twice.

(4) International Recognition During the HITT period, the candidate must have delivered at least one invited lecture at an international conference or international symposium. In addition, the candidate must have at least one objective research output from international collaborative research with an overseas research institution, such as a publication on which the candidate is corresponding author or first author.

(5) Research Supervision and Mentoring The candidate must demonstrate the ability to independently manage a laboratory and appropriately supervise and mentor early-career researchers, graduate students, and others.

(6) Research Ethics and Compliance The candidate must not have been formally found responsible for research misconduct, misuse of research funds, or any other serious violation of research ethics. The candidate must also have no serious compliance violation that would be considered to substantially undermine their suitability as a university faculty member.

Note: Meeting all of the numerical criteria above does not automatically guarantee promotion to Tenured Associate Professor. Even when all numerical criteria are met, the candidate will undergo a comprehensive evaluation of the academic significance and originality of the research achievements, research independence, international recognition, research supervision and mentoring ability, research organization and management ability,

teaching ability, contributions to co-creation research, and overall suitability as a university faculty member. Promotion to Tenured Associate Professor will be granted only when the candidate is deemed suitable for the rank of Associate Professor.

Note: Even when the tenure assessment is conducted ahead of the standard schedule, the criteria above will not be relaxed or proportionally reduced according to the length of service.

II. Criteria for Promotion to Tenured Professor

In addition to meeting all of the criteria for promotion to Tenured Associate Professor specified in Section I, the candidate must meet all of the following criteria.

- (1) Competitive External Research Funding** During the period from appointment as a High-Incentive Tenure-Track (HITT) faculty member until the tenure assessment (hereinafter, the “HITT period”), the candidate must have secured, as principal investigator, competitive external research funding with total direct costs equivalent to at least three times the amount of the startup funding provided in the first year. The candidate must also have secured at least two competitive external research grants as principal investigator. At least one of these must be a KAKENHI Grant-in-Aid for Scientific Research (B) or a higher-level KAKENHI grant, a JST PRESTO or FOREST grant, AMED research funding, or other nationwide competitive research funding recognized by the Evaluation Committee as equivalent or higher in level.
- (2) Original Research Publications** During the HITT period, the candidate must have published at least four peer-reviewed original research articles in English. Of these, at least three must be original research articles on which the candidate is first author or corresponding author, including at least two on which the candidate is corresponding author. Reviews, Editorials, Short Communications, Letters, Meeting Abstracts, case reports, and similar publications will, in principle, not be counted as original research articles under these criteria. Co-first authorship or co-corresponding authorship may be counted only when it can be clearly verified that the candidate played a central role in the research concerned. In addition, as cumulative career achievements at the time of assessment, the candidate must have published at least 40 peer-reviewed original research articles in English in total, including at least 10 original research articles on which the candidate is first author or corresponding author.

(3) Quality of Publications For peer-reviewed original research articles in English published during the HITT period on which the candidate is first author or corresponding author, the cumulative Impact Factor (IF) must be at least 40. In addition, as cumulative career achievements at the time of assessment, the cumulative IF of peer-reviewed original research articles in English on which the candidate is first author or corresponding author must be at least 60, and the total IF of all peer-reviewed original research articles in English must be at least 400. IF values must be based on the Journal Impact Factor listed in Journal Citation Reports (JCR) and, in principle, the IF corresponding to the year of publication must be used. The cumulative IF for papers on which the candidate is first author or corresponding author will be calculated using the following contribution weights:

- Sole first author: 100%
- Sole corresponding author: 100%
- First author and corresponding author: 100% (no double counting)
- Two co-first authors: 50%; three co-first authors: 33.3%
- Two co-corresponding authors: 50%; three co-corresponding authors: 33.3%
- Where there are four or more co-first authors or co-corresponding authors, the contribution will, in principle, be divided equally by the number of such authors.
- Where the candidate qualifies as both first author and corresponding author on the same paper, only the highest applicable contribution percentage will be used and the paper will not be counted twice.
- For calculation of the total IF requirement of at least 400, the full IF of each peer-reviewed original research article in English will be counted regardless of author position.

(4) International Recognition During the HITT period, the candidate must have delivered at least two invited lectures at international conferences or international symposia. In addition, the candidate must have multiple objective research outputs from international collaborative research with overseas research institutions, such as publications on which the candidate is corresponding author or first author.

(5) Research Supervision and Mentoring As an independent principal investigator (PI), the candidate must have supervised graduate students and early-career researchers and published at least three peer-reviewed original research articles in English with a supervised trainee as first author.

(6) Research Ethics and Compliance The candidate must not have been formally found responsible for research misconduct, misuse of research funds, or any other serious violation of research ethics. The candidate must also have no serious compliance violation that would be considered to substantially undermine their suitability as a university faculty member.

Note: Meeting all of the numerical criteria above does not automatically guarantee promotion to Tenured Professor. Even when all numerical criteria are met, the candidate will undergo a comprehensive evaluation of the academic significance and originality of the research achievements, research independence, international recognition, research supervision and mentoring ability, research organization and management ability, teaching ability, contributions to co-creation research, and overall suitability as a university faculty member. Promotion to Tenured Professor will be granted only when the candidate is deemed suitable for the rank of Professor.

Note: Even when the tenure assessment is conducted ahead of the standard schedule, the criteria above will not be relaxed or proportionally reduced according to the length of service.