

**High-Incentive Tenure-Track Faculty Position Recruitment**  
**Assessment Guidelines for Tenure Promotion**  
**[School of Engineering / Graduate School of Engineering**  
**Innovation Academy Co-Creation Research Institute]**

September 9, 2025  
Personnel Committee

Assessment Criteria

(1) The candidate shall publish approximately 10 or more peer-reviewed academic papers in which she/he is listed as the first author in her/his five-year period of research activities as a High-Incentive Tenure-Track Assistant Professor or Lecturer. Academic papers in which she/he serves as the corresponding author may be counted as first-author papers.

(2) During the five-year research period following appointment as a High-Incentive Tenure-Track Assistant Professor or Lecturer, candidates shall obtain competitive external research funds at least 1.5 times the startup funding provided in the first year. (※1)

(3) The candidate shall exhibit sufficient commitment to education and her/his activities in the local community, and shall cultivate scientific ethics as a High-Incentive Tenure-Track Assistant Professor or Lecturer.

(4) The candidate shall take training organized by the corporation in her/his five-year Tenure-Track period.

(5) The candidate shall be assessed as qualified tenured Associate Professor by presentation evaluation and question and answer session for tenure assessment conducted by the Department.

(※1) The Graduate School of Engineering requires the candidate to obtain at least 7 million yen in competitive external research funding, so the startup funding amount for the first year will be at least 4.7 million yen.