

Kyushu University Guidelines for the System of Employment of Faculty Members with Accompanying Spouse

Established: July 18, 2017

Last amended: January 31, 2018

(Purpose)

1. These Guidelines provide for the necessary matters concerning the implementation of the system of employment of faculty members with accompanying spouse (hereinafter referred to as the "System") at Kyushu University (hereinafter referred to as the "University").

(Objective)

2. The System aims to recruit truly talented researchers and have them continue to work at the University by employing a married couple of researchers who wish to live together, both at the same time or without delay.

(Definitions)

3. In these Guidelines, the meanings of the terms set forth in the following are as provided respectively in (1) to (3) below:
 - (1) faculty: undergraduate schools, graduate schools, graduate faculties, the Faculty of Arts and Science, research institutes, the International Institute for Carbon-Neutral Energy Research, the Hospital, the University Library, the Research Institute for Information Technology, the Platform of Inter/Transdisciplinary Energy Research, the Academic Research and Industrial Collaboration Management Office of Kyushu University, Centers for Common Education and Research, and Centers for Leading Scientific Research as well as the offices provided in Article 16 of the Regulations of Kyushu University (Kyushu University Regulation No.1 of 2004);
 - (2) faculty member (first hire): among faculty members who are to be employed or are under employment by the University, those who request the employment of their spouse under the System and whose request is accepted by the President;
 - (3) faculty member (second hire): among faculty members who are to be employed or are under employment by the University, those whose spouse is a faculty member (first hire).

(Selection)

- 4-1. The director of a faculty selects a candidate faculty member (first hire) at the faculty council meeting, etc. and recommends the candidate to the President.
- 4-2. Based on the recommendation referred to in 4-1, the President decides whether to employ or recognize the candidate as a faculty member (first hire), following the selection by the Selection Committee and the deliberation by the Board of Trustees.
- 4-3. The director of a faculty who recommends a candidate faculty member (first hire) is to coordinate, when necessary, with the directors of other faculties for the employment of a candidate faculty member (second hire) who is the spouse of the recommended candidate faculty member (first hire).
- 4-4. The director of a faculty who recommends a candidate faculty member (second hire) as a result of the coordination referred to in 4-3 examines the qualifications of the candidate and makes a recommendation to the President jointly with the director of the faculty to which the faculty member (first hire) belongs or is expected to belong.

4-5. Based on the recommendation referred to in 4-4, the President decides whether to employ or recognize the candidate faculty member (second hire), following the selection by the Selection Committee and the deliberation by the Board of Trustees.

4-6. The Selection Committee provided in 4-2 and 4-5 is established under the Board of Trustees.

4-7. The Selection Committee is composed of the following members, and the Executive Vice President for human resources serves as its chairperson; provided, however, that the committee member provided in (5) is excluded from the member of the selection of a faculty member (first hire):

- (1) the Executive Vice President for human resources;
 - (2) an Executive Vice President designated by the President;
 - (3) a person designated by the President from among Senior Vice Presidents and Vice Presidents;
 - (4) the director of the faculty who wishes to have a faculty member (first hire) assigned thereto;
 - (5) the director of the faculty who wishes to have a faculty member (second hire) assigned thereto;
- and
- (6) any other person whom the President considers necessary.

4-8. A faculty member (first hire) and a faculty member (second hire) are selected according to the following standards.

(1) Faculty member (first hire):

A person who meets the Faculty Candidate Recommendation Standards provided in Article 4 of the Kyushu University Rules for Assignment and Selection of Faculty Members (hereinafter referred to as the "Faculty Candidate Recommendation Standards"), and falls under any of the following:

- (i) a person who is highly acclaimed in society for having received a Nobel Prize, Order of Culture, Fields Medal, designation as Person of Cultural Merit, Japan Academy Prize, Duke of Edinburgh Prize, Japan Art Academy Prize, or the like;
- (ii) a person who is highly acclaimed in society for having received a Medal with Purple Ribbon, Japan Prize, Kyoto Prize, or the like;
- (iii) a principal investigator of a research project which is adopted as any of the following, in principle:
 - (a) a large-scale project under Grants-in-Aid Scientific Research (KAKENHI) (Grants-in-Aid for Specially Promoted Research, Grants-in-Aid for Scientific Research on Innovative Areas (including Scientific Research on Priority Areas), Grants-in-Aid for Scientific Research (S), and Grants-in-Aid for Creative Scientific Research as well as Grants-in-Aid for Scientific Research (A) (limited to humanities and social science));
 - (b) a center provided in Appended Table 2 of Article 2 of the Kyushu University Rules for Centers for Specified Large-Scale Education and Research Projects; or
 - (c) a research project that is equivalent to any of those set forth in (a) and (b) (including those conducted abroad); or
- (iv) a person who is recognized by the Selection Committee established under the Board of Trustees to have potential to meet any of the conditions set forth in (i) to (iii) in the future.

(2) Faculty member (second hire):

A person who meets the Faculty Candidate Recommendation Standards.

(Compensation for Faculty Member (First hire) and Faculty Member (Second hire))

5-1. Faculty members (first hire) and faculty members (second hire) are paid compensation as an annual salary in principle.

5-2. For the payment of the annual salary referred to in the preceding paragraph, the National University Corporation Kyushu University Detailed Regulations for Application of the Annual Salary System apply if faculty members (first hire) and faculty members (second hire) are employed as faculty members or fixed-term faculty members, and the National University Corporation Kyushu University Rules for Compensation for Faculty Members (Special Projects), etc. apply if these faculty members are employed as faculty members (special project), faculty members (donated fund laboratory), faculty members (donated fund research department), faculty members (funded research department), faculty members (tenure track), or faculty members (excellent researcher).

(Assistance)

6-1. As an assistance to the faculty that has employed a faculty member (second hire), one half of the amount of personal expenses incurred for the faculty member (or if the faculty member is employed as personnel assigned to the faculty, an amount equivalent to the base points provided with regard to each job in 4(1)B of the Kyushu University Guidelines for Assignment of Faculty Members (implemented since April 1, 2007)) is offered every academic year from the President's discretionary expenses.

6-2. The period of the assistance provided in the preceding paragraph continues until the earliest of the following days:

- (1) the day which marks the fifth year since the employment of the faculty member (second hire);
- (2) the day on which the faculty member (second hire) retires; or
- (3) the day on which the faculty member (second hire) becomes disqualified as a faculty member (second hire).

(Other)

7. Beyond what is provided in these Guidelines, other necessary matters are provided separately by the President.

(Implementation)

8. These Guidelines come into effect as of July 18, 2017.

Supplementary Provisions

These Guidelines come into effect as of February 1, 2018.