

National University Corporation Kyushu University Regulations of Employment of Special Fixed-term Faculty Members

Kyushu University Employment Regulation No. 14 of 2006

Established: March 28, 2007

Last amended: March 31, 2025

(Kyushu University Employment Regulation No. 12 of 2024)

(Purpose)

Article 1 These Regulations shall provide for necessary matters with regard to working conditions, service discipline, and other basic matters relevant to employment of special fixed-term faculty members, beyond what is provided in the National University Corporation Kyushu University General Regulations of Employment (Kyushu University Employment Regulation No. 1 of 2004; hereinafter referred to as the "General Regulations of Employment").

(Definitions)

Article 2 The term "special fixed-term faculty members" as used in these Regulations means faculty members provided in Article 2, paragraph (1), item (i) of the General Regulations of Employment, who are employed for a fixed term to engage in work specially recognized by National University Corporation Kyushu University (hereinafter referred to as the "University").

(Types of Jobs and Duties)

Article 3(1) The types of jobs of special fixed-term faculty members are faculty members (special project) and faculty members (Inamori Frontier Program).

(2) The duties of special fixed-term faculty members are as set forth in the following items respectively according to the types of jobs:

- (i) faculty members (special project): educational and research work for special purposes;
- (ii) faculty members (Inamori Frontier Program): educational and research work based on the Inamori Frontier Program.

(Term of Employment)

Article 4(1) The term of employment of faculty members (special project) is as set forth in the following:

- (i) the maximum term of employment is five years;
- (ii) if a faculty member (special project) is employed for a term of less than five years, the term of employment may be extended to the extent that it does not exceed five years

from the date of employment; provided, however, that if the faculty member falls under Article 15-2, paragraph (1) of the Act on Activation of the Creation of Science and Technology Innovation (Act No. 63 of 2008), the term of employment may be extended to the extent that it does not exceed ten years from the date of employment, notwithstanding the provisions of the preceding item;

(iii) notwithstanding the provisions of the preceding two items, the term of employment may not exceed the period of the work recognized by the University as requiring university-wide initiatives or the educational and research work for special purposes that or faculty members (special project) engage in, and among the faculty members (special project), those assigned to an organization temporarily established with donations or research funds from private entities or other sources shall serve only for the duration of the existence of said organization; and

(2) The term of employment of faculty members (Inamori Frontier Program) is as set forth in the following:

(i) the term of employment is five years (limited to those who meet the requirements provided in Article 14 of the Labor Standards Act (Act No. 49 of 1947));

(ii) the term of employment is three years for those who do not fall under the preceding item; and

(iii) after the expiration of the term of employment referred to in the preceding item, the term of employment may be extended for two years only once.

(3) Notwithstanding the provisions of the preceding two paragraphs, the final day of the term of employment of special fixed-term faculty members may not come after the date of retirement by reason of the mandatory retirement age provided in Article 2 of the National University Corporation Kyushu University Rules for Mandatory Retirement Age of Faculty Members (Kyushu University Employment Regulation No. 12 of 2004).

(Application Mutatis Mutandis of the Regulations of Employment of Fixed-term Faculty Members)

Article 5 With regard to the administrative leave, voluntary termination of employment, dismissal, restriction on dismissal, advance notice of dismissal and disciplinary action of special fixed-term faculty members, the provisions of Articles 4 to 12 of the National University Corporation Kyushu University Regulations of Employment of Fixed-term Faculty Members (Kyushu University Employment Regulation No. 3 of 2004) apply mutatis mutandis. In this case, the term "fixed-term faculty member" shall be deemed to be replaced with "special fixed-term faculty member," and the phrase "fixed-term faculty member set forth in Article 30, paragraph (2), item (ii) (b) of the Compensation Rules" shall be deemed to be replaced with "employee (excluding the employee set forth in Article 2, paragraph (2) of the General Regulations of Employment)."

(Compensation)

Article 6 The compensation of faculty members (special project) and faculty members (Inamori Frontier Program) is provided by the National University Corporation Kyushu University Rules for Compensation of Faculty Members (Special Project), etc. (Kyushu University Employment Regulation No. 7 of 2015).

Supplementary Provisions

These Regulations come into effect as of April 1, 2007.

Supplementary Provisions (Kyushu University Employment Regulation No. 4 of 2007)

These Regulations come into effect as of April 1, 2008.

Supplementary Provisions (Kyushu University Employment Regulation No. 8 of 2008)

(Effective Date)

Article 1 These Regulations come into effect as of April 1, 2009.

(Application Mutatis Mutandis of Provisions concerning Annual Lump-Sum Payment to Faculty Members (Special Projects))

Article 2 With regard to faculty members (special project) who have been in office since March 31, 2009, and are subject to the Basic Salary Schedule for Educational Services provided in Article 9, paragraph (1), item (iii) of the National University Corporation Kyushu University Rules for Compensation of Employees (Kyushu University Employment Regulation No. 14 of 2004), the provisions of Article 5 of the National University Corporation Kyushu University Regulations of Employment of Special Fixed-term Faculty Members (Kyushu University Employment Regulation No. 14 of 2006) as amended by these Regulations apply mutatis mutandis, and an annual lump-sum payment is paid to them. In this case, the phrase "faculty members (university wide management)" shall be deemed to be replaced with "special fixed-term faculty members" and the phrase "special fixed-term faculty members (limited to a faculty member (university wide management))" shall be deemed to be replaced with "special fixed-term faculty members."

Supplementary Provisions (Kyushu University Employment Regulation No. 6 of 2010)

1. These Regulations come into effect as of October 1, 2010.

2. The National University Corporation Kyushu University Regulations of Employment of Special Fixed-term Faculty Members as amended apply to persons employed by the University on or after October 1, 2010.

Supplementary Provisions (Kyushu University Employment Regulation No. 25 of 2010)
These Regulations come into effect as of April 1, 2011.

Supplementary Provisions (Kyushu University Employment Regulation No. 14 of 2011)
These Regulations come into effect as of November 1, 2011.

Supplementary Provisions (Kyushu University Employment Regulation No. 15 of 2012)

1. These Regulations come into effect as of April 1, 2013.
2. With regard to the term of employment of faculty members (university wide management) and faculty members (special project) who have been in employment since March 31, 2013, or before that date, prior regulations continue to govern, notwithstanding the provisions of Article 4, paragraph (1) of the National University Corporation Kyushu University Regulations of Employment of Special Fixed-term Faculty Members as amended.
3. With regard to the term of employment of faculty members (donated fund laboratory), faculty members (donated research department), and faculty members (funded research department), who have been in employment since March 31, 2013, or before that date, prior regulations continue to govern, notwithstanding the provisions of Article 4, paragraph (2) of the National University Corporation Kyushu University Regulations of Employment of Special Fixed-term Faculty Members as amended; provided, however, that the final day of the term of employment may not come after March 31, 2018.

Supplementary Provisions (Kyushu University Employment Regulation No. 8 of 2013)
These Regulations come into effect as of April 1, 2014.

Supplementary Provisions (Kyushu University Employment Regulation No. 4 of 2015)

1. These Regulations come into effect as of December 1, 2015.
2. With regard to faculty members (special project), faculty members (donated fund laboratory) and faculty members (donated research department), and faculty members (tenure track) (hereinafter referred to as "faculty members (special project), etc."), who have been in office since November 30, 2015, and are currently subject to the National University Corporation Kyushu University Regulations of Employment of Special Fixed-term Faculty Members (Kyushu University Employment Regulation No. 14 of 2006), prior regulations continue to govern while they continue to be in office as faculty members (special project), etc.

Supplementary Provisions (Kyushu University Employment Regulation No. 6 of 2016)
These Regulations come into effect as of August 1, 2016.

Supplementary Provisions (Kyushu University Employment Regulation No. 22 of 2019)
These Regulations come into effect as of December 14, 2019.

Supplementary Provisions (Kyushu University Employment Regulation No. 17 of 2021)
These Regulations come into effect as of April 1, 2022.

Supplementary Provisions (Kyushu University Employment Regulation No. 16 of 2023)
These Regulations come into effect as of October 1, 2023.

Supplementary Provisions (Kyushu University Employment Regulation No. 2 of 2024)
These Regulations come into effect as of July 1, 2024.

Supplementary Provisions (Kyushu University Employment Regulation No. 12 of 2024)
These Regulations come into effect as of April 1, 2025.