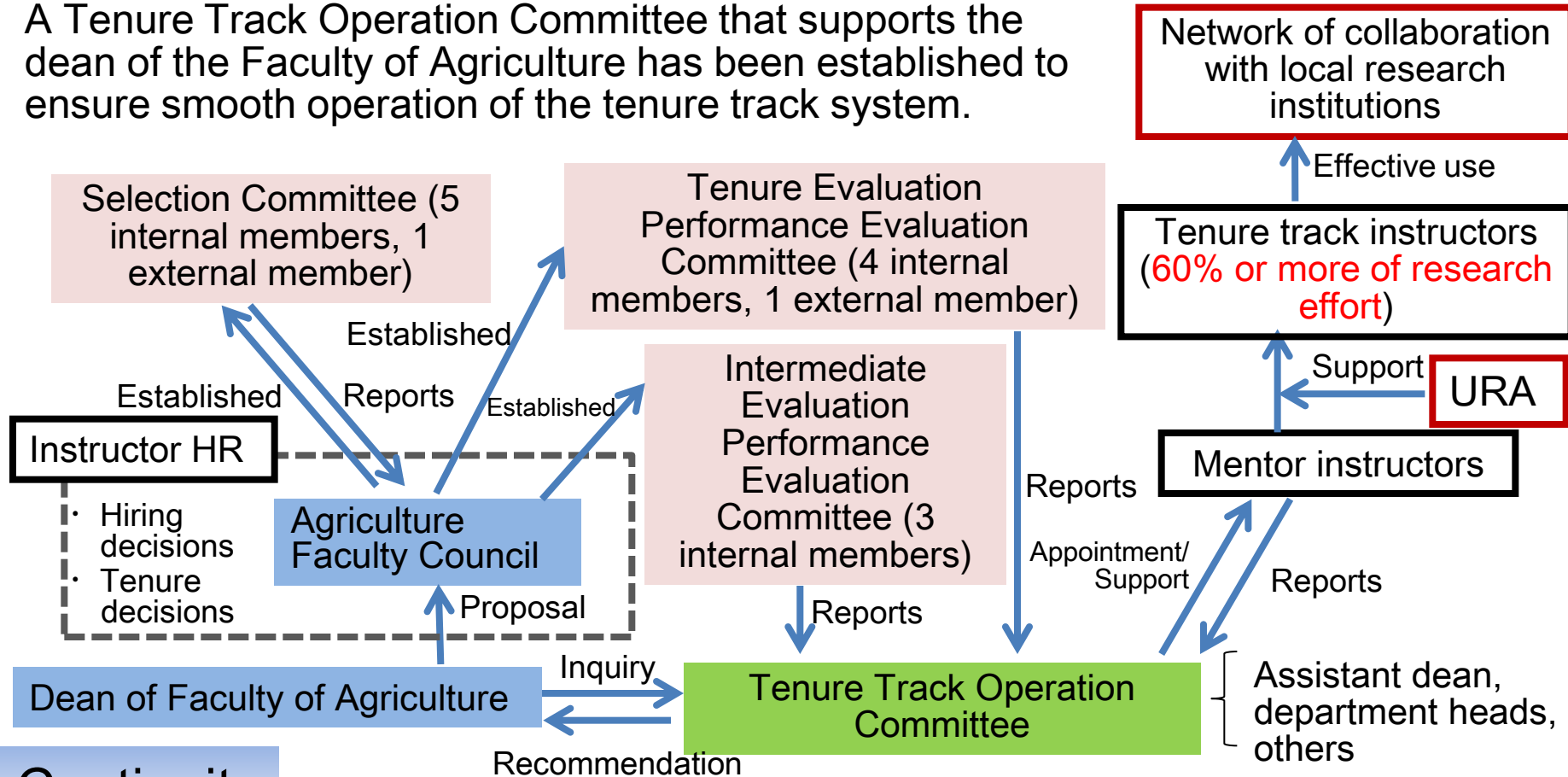


# Tenure Track System in the Faculty of Agriculture

A Tenure Track Operation Committee that supports the dean of the Faculty of Agriculture has been established to ensure smooth operation of the tenure track system.



## Continuity

**Current:** Assistant professors are hired for a period of 5 years (renewable), and may be appointed as instructors (associate professors, others) with no set term of employment based on research results, active and independent research activities within the multi-discipline course system and other factors.

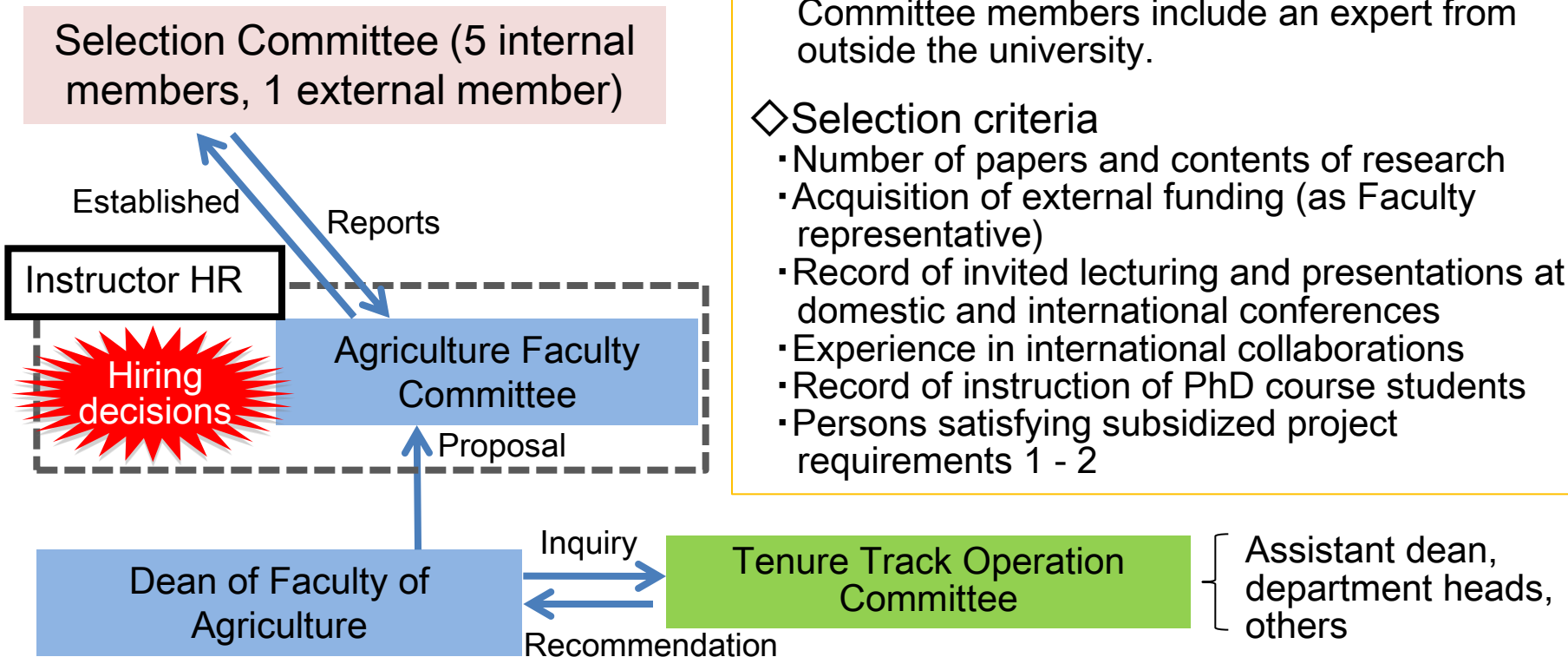
**Future:** Work to reinforce our research capabilities by making active use of the tenure track system based on the current organizational system (multi-discipline course system), and utilizing our experience with the current tenure track system.

# Selection and Employment of Tenure Track Instructors in the Faculty of Agriculture

- Hiring as tenure track associate professors and assistant professors
- 5 year period of employment

## Selection and hiring

- ◇ International recruitment  
Posting on university HP, posting on employment sites
- ◇ Evaluation of performance by peer review  
Committee members include an expert from outside the university.
- ◇ Selection criteria
  - Number of papers and contents of research
  - Acquisition of external funding (as Faculty representative)
  - Record of invited lecturing and presentations at domestic and international conferences
  - Experience in international collaborations
  - Record of instruction of PhD course students
  - Persons satisfying subsidized project requirements 1 - 2



# Policy for Creation and Development of an Independent Research Environment in the Faculty of Agriculture

- **Multi-discipline course system**

Under a system in which each instructor operates his or her own research laboratory, tenure track instructors are also capable of constructing a framework for conducting **independent research activities** as a PI (Principal Investigator).

- **Teaching workload**

A reduced class and exercise workload allows instructors to concentrate on improving their **research and instruction abilities** through instruction for undergraduate and graduate school graduation theses and master's theses. (Associate professors can be the primary instructors for these purposes.)

- **Active employment of PhD research students**

This allows **the efficient conduct of research** and **the development of young researchers**.

- **Research facilities**

**Primary facilities available for use** include a plant factory using entirely artificial light, nutrient solution analysis equipment, and systems for measurement of photosynthesis, transpiration, and chlorophyll fluorescence. Shared equipment in university shared laboratories can also be used.

- **Practical research to meet local needs**

Instructors can improve their **practical research abilities** by utilizing the committee which promotes collaboration with the Yamaguchi Prefectural Forestry Guidance Institute, as well as other systems for local collaboration that have been constructed by the Faculty of Agriculture.

# Tenure Evaluations for Tenure Track Instructors in the Faculty of Agriculture

- Appropriate and fair evaluations that are consistent with educational policies

**Intermediate evaluation** (within 36 months after hiring)

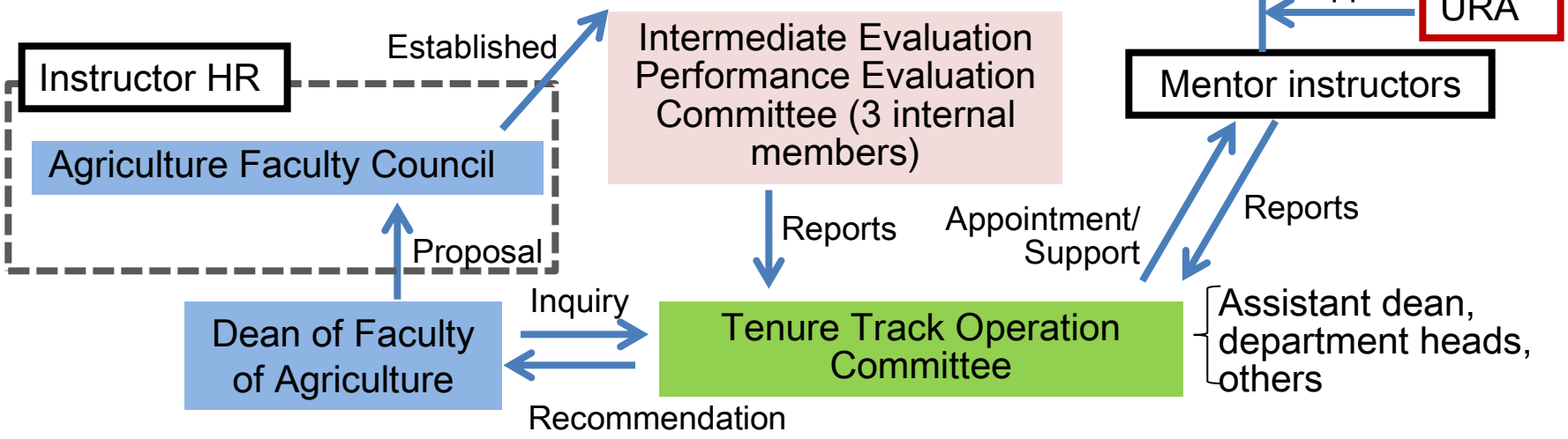
- ◇ Support for a smooth transition to tenure
- ◇ Evaluation perspectives
  - Progress of research
  - Construction of an independent research system
  - Acquisition of competitive funding
  - Joint research both inside and outside of the university
  - Laboratory management and operation
- ◇ Advice from mentors and others based on the evaluation results

Network of collaboration with local research institutions

↑ Effective utilization

Tenure track instructors (60% or more of research effort)

↑ Support URA



# Tenure Evaluations for Tenure Track Instructors in the Faculty of Agriculture

- Appropriate and fair evaluations that are consistent with educational policies

## Tenure evaluation (54 months after hiring or later)

- ◇ Performance evaluation by peer review  
Committee members include an expert from outside the university.
- ◇ Evaluation criteria
  - Research performance (papers, invited lectures, conference presentations, etc.)
  - Acquisition of external funding (as Faculty representative)
  - Conference activities and record of awards
  - Conditions of domestic and international collaborations
  - Educational performance

