

## **Excerpt from Kyoto Women's University Regulations for the Screening of Faculty Qualifications**

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Article 6 A faculty member of the University must satisfy the following conditions:

- (1) Be a person of good character and superior discernment who fully understands the founding principles of the University and who will faithfully endeavor to live up to those principles;
- (2) Be an individual who is enthusiastic about teaching, research, and administration and who is physically and mentally capable of executing those duties.

Article 7 To be eligible for employment as a Professor, an individual shall be able to satisfy at least one of the following criteria, have at least five (5) years of teaching experience at a university (including junior college; the same shall apply hereinafter), in principle, and be deemed to possess the requisite educational capabilities for teaching at university level:

- (1) Holds a doctoral degree (including any equivalent degree gained in a foreign country) and has a record of research achievements;
- (2) Has a record of research achievements deemed to be equivalent to those mentioned in the preceding item;
- (3) Holds a professional degree (including any equivalent degree gained in a foreign country) and has a record of practical achievements in the specialist field relating to such professional degree;
- (4) Has experience as a university professor, associate professor or full-time assistant professor (including equivalent experience as a faculty member in any foreign country);
- (5) For arts and physical education, is an individual deemed to excel in special skills;
- (6) Is deemed to have particularly outstanding knowledge and experience in his/her specialist field.

Article 8 To be eligible for employment as an Associate Professor, an individual shall be able to satisfy at least one of the following criteria, have at least three (3) years of teaching experience at a university, and shall be deemed to possess the requisite educational capabilities for teaching at university level:

- (1) Satisfies any of the criteria stipulated in the preceding article;
- (2) Has experience as a full-time assistant professor or assistant instructor, or as an equivalent staff member (including equivalent experience as a staff member in any foreign country), at a university;
- (3) Holds a master's degree or a professional degree (including any equivalent degree gained in a foreign country);
- (4) Currently works or has previously worked in a research institute, laboratory, or research agency and has a record of research achievements;
- (5) Is deemed to have outstanding knowledge and experience in his/her specialist field.

Article 9 To be eligible for employment as an Assistant Instructor, an individual shall be able to satisfy at least one of the following criteria and shall be deemed to possess the requisite educational capabilities for teaching at university level.

- (1) Is eligible to become a Professor or Associate Professor as stipulated in Article 7 or the preceding Article;
- (2) Holds a master's degree or a professional degree (including any equivalent degrees gained in a foreign country);
- (3) For arts and physical education, is deemed to excel in special skills;
- (4) Is deemed to have significant practical skills and experience in relation to class subjects.

Article 10 To be eligible for employment as an Assistant Instructor, an individual shall satisfy at least one of the following criteria and shall be deemed to possess the requisite educational capabilities for teaching at university level:

- (1) Satisfies any of the criteria stipulated in Article 7, Article 8, or the preceding Article;

- (2) Holds a master's degree (bachelor's degree for any individual who has completed a medical, dental, or pharmaceutical program designed to cultivate practical clinical capabilities, or a veterinary medicine program) or a professional degree (including any equivalent degree gained in a foreign country);
- (3) Is deemed to possess knowledge and have experience in his/her specialist field.