## "The OPU Tenure-Track Program" (Outline)

Research Effort	60%
Research Fund	Start-up Fund: 1st year $$\pm 3,000,000/person$$ 2nd year $$\pm 1,000,000/person$$ Increased fundamental research fund will be provided in the first three years. In the $4^{th}$ and $5^{th}$ years, regular annual fundamental research fund will be assured.
Mentor System	The three mentor system will be provided:  The first mentor supports for research activities.  The second mentor supports for providing independent research environment.  The third mentor supports for obtaining external research funds.

## [First year]

## Screening

through
International Open
Recruitment

Tenure-Track Assistant Professor



[Fifth year]

Final Assessment

Tenured Associate Professor

August, 2019 Personnel Committee, Osaka Prefecture University