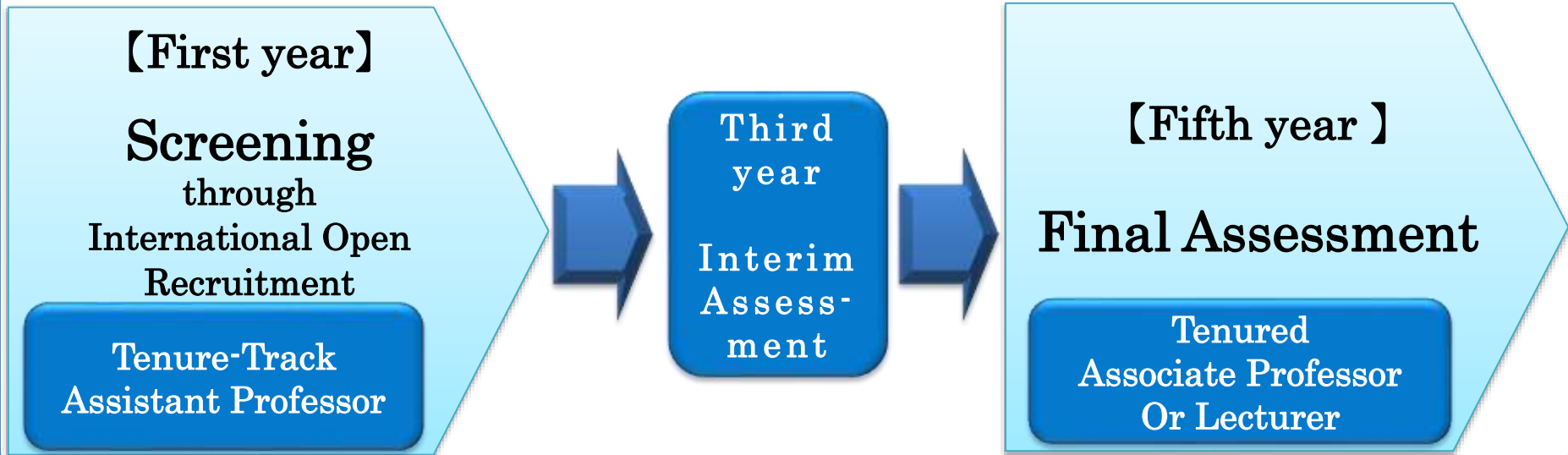


“The OPU Tenure-Track Program” (Outline)

Research Effort	60%
Research Fund	<p style="text-align: center;">Start-up Fund:</p> <p style="text-align: right;">1st year ¥3,000,000/person 2nd year ¥1,000,000/person 3rd year ¥1,000,000/person</p> <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 5px auto;"> <p style="font-size: small;">Increased fundamental research fund will be provided in the first three years.</p> </div> <p style="font-size: small;">In the 4th and 5th years, regular annual fundamental research fund will be assured.</p>
Mentor System	<p style="text-align: center;">The three mentor system will be provided:</p> <p style="text-align: center; font-size: small;">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.</p>



May, 2020