

# Host Institution's Commitment

Date October 1,2007

To MEXT

Name of host institution  
Name and title of head of host institution

Kyoto University  
Kazuo Oike, President  
Signature

I confirm that the measures listed below will be taken faithfully if "(project title)" is adopted under the World Premier International Research Center (WPI) Initiative.

## <Provision in host institution's mid-to-long-term plan>

- Describe clearly the host institution's mid-to-long-term strategy plan and how the center is positioned within that strategy.

Kyoto University distinctively places the "World Premier International Research Center Initiative" as its top priority program in the current (2004 to 2009) and the next (2010 to 2015) mid-term plans. As clearly defined in its mission statement, the university has strived for sustainable human societies, which are featured by harmonious coexistence within human and ecological communities on this planet, by bringing forth its outstanding research and education programs generating world-class knowledge. Kyoto University believes that establishing a world top-level academic research center within the university is an indispensable step to further promote this mission and to achieve the ultimate goal for the sustainable human societies. Under the strong leadership of the president, Kyoto University is vigorously committed to promote this program, and to actively take concrete and responsible measures, such as preparation of research systems and provision of resources, for establishing the world premier international research center to lead the world's research activities.

## <Concrete Measures>

- Describe the concrete measures that the host institution will take to satisfy the following requirements.

- (1) How it will support the center's need to secure resources that match or exceed the project grant through such means as competitive grants obtained by researchers participating in the project, in-kind contributions and other forms of assistance by the host institution ( including partial payment of salaries, provision of research space), and/or external donations.

To secure resources for center operation and research activities, the university takes the following measures:

- a) Provision of expenses of infrastructure to support the center's operation  
As a necessary financial measure for the center's operation, the university provides indirect costs related to this program by the associated overheads as well as by the ones associated with competitive grants obtained by the center's researchers. Infrastructure costs including building maintenance and utility fees will be allocated from the university budget. In addition, we will provide, with an appropriate measure, fundamental research grants for young researchers.
- b) Support in obtaining external funds such as competitive grants  
To facilitate the center's researchers obtaining external funds, the university provides the various supports including startup funds. The funds will be used to support young researchers and foreign researchers to pursue research until they obtain their own external funds. The university will also provide researchers with various supports in every aspect of preparing the applications.

c) Support for center management to attract world top-level researchers

1) Provision of personnel expenses

**The university provides five positions and expenses for principal investigator-class personnel** in order to enable Kyoto University's world-leading researchers to conduct academic research at the center while cooperating with their original departments, as well as to minimize the impact of the absences of top-level researchers on their departments' educational and research activities.

For administration, the university provides full-time administrative staff and necessary personnel expenses in order to establish an independent administrative organization. **Five current university staff members will be allocated for major functions such as general affairs, planning, finance, research support and facilities.** University staffers with a good command of English will be preferentially selected. As for the position of vice center director in charge of administration, a director-class personnel from the university will be allocated initially at the time of the center's establishment. This person will soon be replaced by a full-time vice center director, recruited from outside the university, as soon as he/she is appointed.

2) Provision of research space

**Kyoto University provides a high-quality research environment with the total area of about 12,000m<sup>2</sup> by ensuring exclusive facilities with fully equipped infrastructure. Details are described in the following section (5-a).**

As well, the center's head office will be located on the university's main campus to make available the university's diverse facilities, including conference halls for international symposiums and other academic meetings, the university hall, library, and cafeteria.

(2)How it will institute a system under which the center's director is able to make substantive personnel and budget allocation decisions necessary to implementing the center project—a system, which in practice, allows the center director autonomy in making decisions regarding the center's operation.

To ensure autonomy of the center's operation, the university takes the following measures:

a) Flexible management of organization and operation system

An autonomous and independent management system that plays a role equivalent to the faculty will be implemented, to ensure the center's autonomy and the center director's leadership in making decisions regarding the center's overall operation. Decisions on important matters (personnel, budget, etc.) of the center will be made by the center director through discussions with vice center directors, who assist and support the center director, in order to ensure appropriate operation.

At the same time, to enable the university to provide various support and advice promptly, the university president and executive vice-presidents meet the director of the center on a regular basis.

b) Introduction of flexible salary system to allow researchers' easy transfers

(1) The world's leading foreign researchers, Japanese researchers who are highly recognized worldwide, and postdoctoral and other promising young researchers will be assembled at this center. For these researchers, whether from inside or outside the university, Kyoto University will allow applying a new personnel system that can appropriately reflect their achievements. To attract various researchers both from Japan and around the world, the university will accept the center director's request to implement a variety of salary payment systems. The university also introduces a flexible personnel system in which the center director can select a salary system appropriate for each researcher that will assure the maximum flexibility for researchers in transferring to the center.

- The annual salary system that the university has already introduced (a fixed-term employment contract and an annual salary system based on achievements) will be applied.
- The current salary system will be applied to the researchers while they will be allowed to concurrently remain in the original departments if approved. These systems will

promote; (1) intra-university cooperation among researchers, (2) integration of different academic fields, (3) human resource development through their participation in the university's educational activities, (4) effective usage of university facilities, and (5) flexible transfer of researchers within the university.

- Salaries for foreign researchers will be paid in foreign currency of their home countries, in principle.
- For qualified technical and administrative staffers, a special employment contract will be arranged to extend a regular retirement contract.

(3)The support it will provide to the center director in coordinating with other departments within the host institution when recruiting researchers for the center, while giving reasonable regard to the educational and research activities of those departments.

The university takes the following measures with regard to educational and research activities within the university:

a) Support for researcher transfers to the center

To support researchers on their smooth and flexible intra-university transfer to the center, five (at least) principal investigator-class personnel positions will be provided so that the impacts on current educational and research activities, and administrative works will be minimized.

b) Support in relation to education and research activities

If approved by their original departments, researchers will be allowed to keep their research in part and education concurrently in their original departments. This will facilitate their participation in educational activities and their shared use of research facilities, equipment, and materials. This will, in turn, contribute toward more active research activities.

To support the center's women researchers, the university provides effective assistance for and consultations on their research, child/nursing care, and daily lives.

c) Support for foreign researchers

To support foreign researchers and their families, the university prepares a handbook that explains immigration procedures, housing, the health-care system and other daily life information at the time of call for positions. Direct assistance by a foreign mentor will also be provided for a period of time immediately after their arrival in Japan.

**To support education for their children, a system will be established in cooperation with neighboring Doshisha University to provide them with education services at its international junior/senior high school.**

(4)Its flexibility in applying, revising, or supplementing the host institution's internal systems as needed for the center to effectively implement new management methods (e.g., English-language environment, merit-based pay, top-down decision making) unfettered by conventional modes of operation.

The university will accept necessary system revisions for implementation of new management methods unfettered from conventional modes of operation

The university establishes an autonomous and independent management organization that serves a role equivalent to that performed by the existing faculty. Important issues (personnel, budget, etc.) will be discussed and decided by the center director and vice directors, in order to ensure prompt and appropriate administrative actions. However, the center director makes decisions on the following substantive matters necessary to promote this program.

- Matters related to recruitment of foreign and Japanese researchers, and postdoctoral and other young researchers
- Matters related to progress of research programs and evaluation of researchers' achievements

- Matters related to adoption/modification of the center's research programs
- Matters related to allocation and implementation of a budget for supporting research and operational activities of the center
- Matters related to management of research space in the center

For matters that require revision of the university regulations, the executive vice-president of the university in charge will provide specific consultation, and necessary administrative procedures will be handled by the head office administration in coordination with the center administration.

For administration, the university will provide several administrative personnel and necessary personnel costs while ensuring autonomy in administration. External personnel with a good command of English will also be recruited.

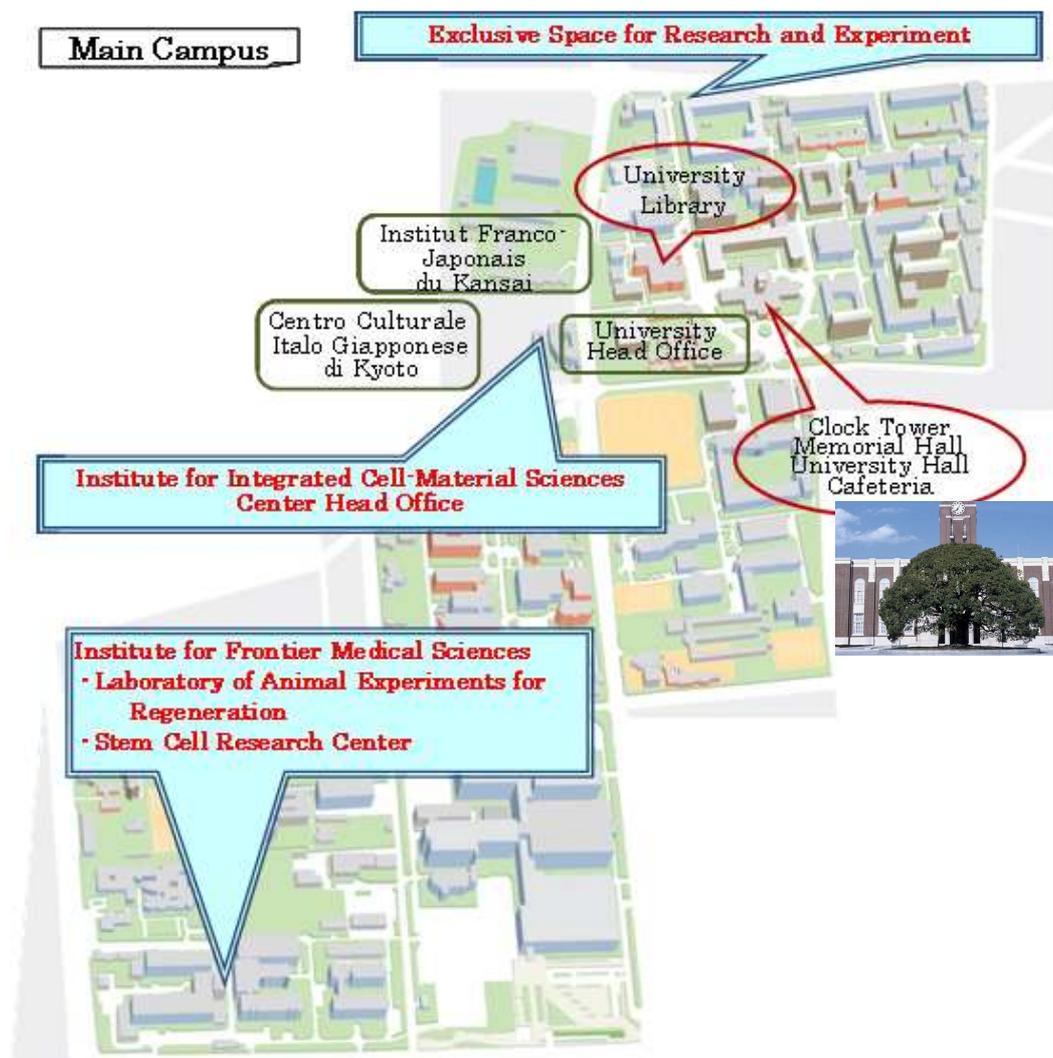
- (5) Its accommodation of the center's infrastructural requirements (for facilities, e.g., laboratory space; equipment; land, etc.).

#### Accommodation of infrastructure requirements

- a) Provision of research space necessary to conduct the world top level research

It is important to establish a "globally acknowledged" center attracting top-class researchers to conduct world leading research. To this end, **Kyoto University provides a high-quality research environment with the total area of about 12,000m<sup>2</sup> by ensuring exclusive facilities with fully equipped infrastructure.**

As well, the center's head office will be located on the university's main campus to make available the university's diverse facilities, including conference halls for international symposiums and other academic meetings, the university hall, library, and cafeteria.



○ Center's main office space

In addition to the head office functions, core facilities for the center's representative functions including research meetings, literature/academic database and information dissemination will be provided. To demonstrate autonomy of the center, a main office will be established and provided as an exclusive facility on the university main campus.

○ Research project space

As the main space for the center's research activities, the university provides exclusive research facilities for researchers to concentrate on their own research activities. The university also takes special efforts to provide and maintain a state-of-the-art research environment for the individual research, flexibly responding to requirements from each project over its duration.

○ Space for shared research equipment

To enable integrated management and operation of shared research equipment, exclusive space with technical staffers will be set up next to the research project space.

○ Researchers' communication space that facilitates the exchanges among researchers from different fields

In order to develop new interdisciplinary research fields through a fusion of various studies, the university provides researchers in different academic fields and from various countries with space and opportunities to enhance communications.

○ Accommodation (housing) facilities for researchers

Accommodation facilities will be taken care of for researchers coming from domestic and foreign areas.

b) Establishment of basic facilities and equipment

As a part of the process establishing the necessary research environment, the university sets up basic facilities and equipment that accompany the buildings and that need intensive initial investment along with the center's head office and basic infrastructure.

(6) Other types of assistance it will provide to give maximum support to the center in achieving its concepts and objectives and becoming a world premier international research center in both name and deed.

Other measures:

As one of the leaders of the world's academic community, Kyoto University firmly determines to take a responsibility in establishing a genuine "world top-level research center" that will serve as one of "the world's leading knowledge centers". The center is expected to function as a top-level research organization since Kyoto University already has outstanding capabilities; 1) to create research environment that attracts world top level researchers, 2) to facilitate intra-university cooperation among world's leading researchers from different fields, 3) to integrate diverse academic fields to promote an interdisciplinary approach, and 4) to contribute to the present and future societies by generating unprecedented knowledge and research findings. Kyoto University is confident that with these essential capabilities, successful performances of the center will be promised.

Kyoto University has been characterized, since its foundation in 1897, by an "academic atmosphere of freedom"; one that values originality and independence rather than the mere accumulation of knowledge. Located in the historic city of Kyoto, the university has developed research on diverse fields with profound originality in this unique "academic atmosphere of freedom".

Based on this historical background, it is defined in its mission statement (declared in 2001) that the ultimate goal of the university is to contribute to future sustainable human societies, featured by harmonious coexistence within human and ecological communities on this planet. This goal can be achieved by bringing forth the outstanding research and education programs in conformance with high ethical standards, and by generating world-class knowledge. We strongly believe that the best research in the world is created in the environment where the academic freedom and autonomy in research are highly valued, in this regards, Kyoto University is one of the best places to establish the world premier international research center to lead the world's research.