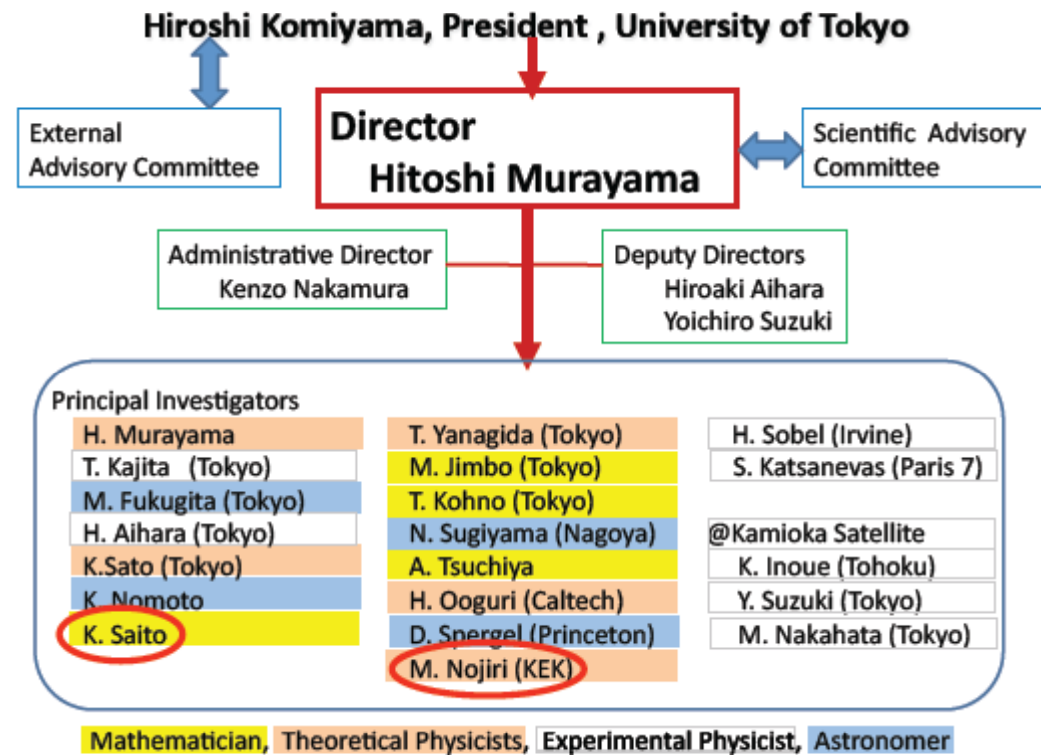


FY2007 IPMU Progress Report

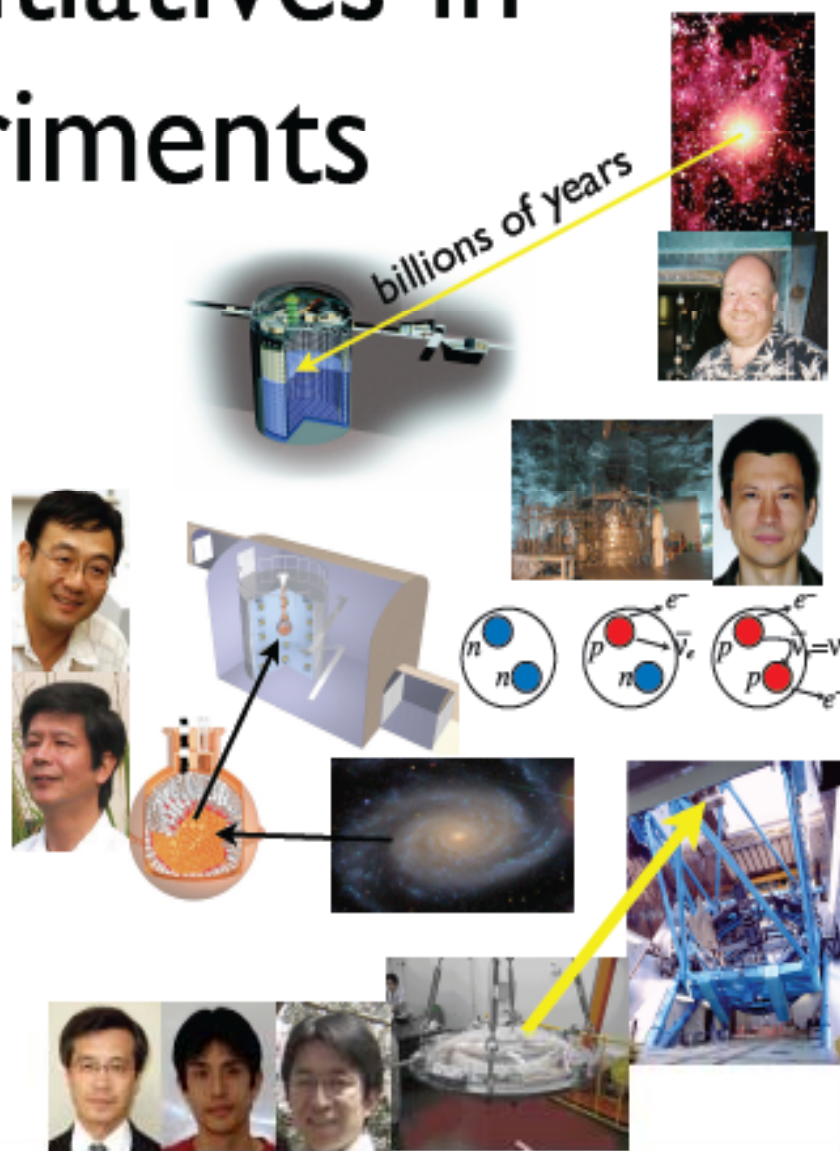
- Launched on 10/1/2007
- Director arrived on 1/1/2008
- Administrative director appointed on 10/16/2007
- Two new principal investigators added:
 - Kyoji Saito (Mathematics)
 - Mihoko Nojiri (Theoretical Physics)
- 20 principal investigators
 - 3 foreign researchers
 - 1 female researcher
- External Advisory Committee
 - Formed with 8 well-respected scientists
 - First meeting held on 3/13/2008

IPMU Organization (as of Apr. 1, 2008)

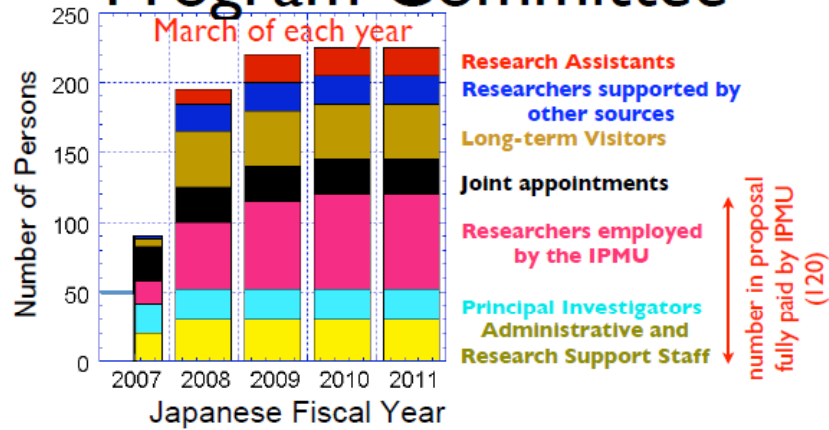


IPMU initiatives in experiments

- **Vagins:** let SuperK detect neutrinos from long past supernovae
- **Kozlov:** use KamLAND to see if $\nu = \bar{\nu}$?
- **Suzuki/Nakahata:** XMASS to detect dark matter
- **Aihara/Takada/Yoshida:** leadership in designing new camera at Subaru and data analysis to study dark energy



Plan Approved by Program Committee



In addition, >100 collaborators who frequently visit IPMU for shorter periods

New Faculty

- Faculty appointments so far
- Assist Profs: Takahashi, Maeda, Toda
- Assoc Profs: Takada (Tohoku), Mukohyama (Tokyo), Yoshida (Nagoya), Takayanagi (Kyoto), Prof: Sugimoto (Nagoya), Vagins (UCI)
- Truly excellent list, young & dynamic
- Many of them come here giving up tenure!
- clear vision, exciting scientific objectives

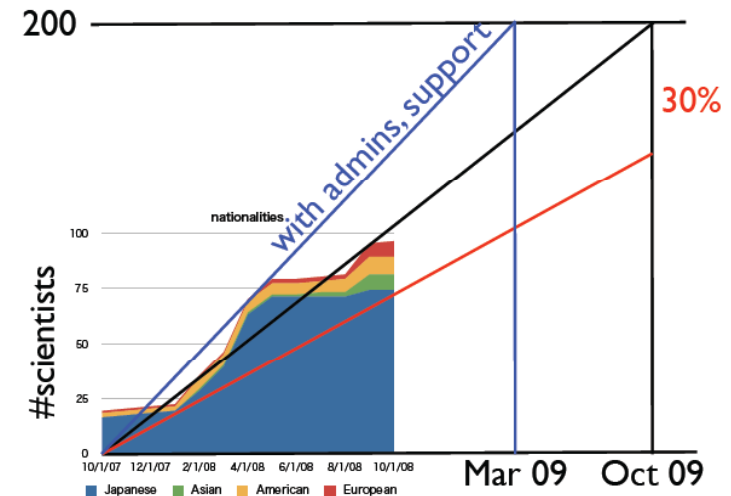
World-wide search

- 562 applicants, 414 non-Japanese
- Secured 18 postdocs, 13 non-Japanese

On Track

		Proposed	Achieved	Proposed
Number of staffs	Oct 07	Mar 08	Mar 08	Ultimate
Researchers	20	68	65	195
Japanese	15	54	49	126
Non-Japanese	5	14	16	69
Support & admin	3	20	17	30
Total	23	88	82	225

Towards 30%, >200



Points specified as needing improvement	Effort to improve them and results
<p>1. It should be confirmed that Dr. Murayama will return to the University of Tokyo in January 2008 and will work for the project as its full-time director, as stated in the hearing process.</p>	<p>1. Professor Murayama has returned to the University of Tokyo in January 2008 and has been working since as its full-time director</p>
<p>2. Expansion of the participation of female researchers is needed. Also, inclusion of Asian scientists should be more actively pursued.</p>	<p>2. Mihoko Nojiri (KEK) is a new female PI. Also five Asian postdocs were secured. A workshop for Asian mathematicians and mathematical physicists was convened.</p>
<p>3. More clearly established collaboration (promises) from major experimental partners – LHC, Subaru, neutrino group, should be planned.</p>	<p>3. A satellite is being built on the Kamioka site to facilitate close collaboration with ICRR, Tokyo and RCNS, Tohoku. Hired new faculty members active in neutrino & Subaru. Added a new PI on LHC theory.</p>
<p>4. Co-locating the mathematicians and theoretical physicist is necessary for the success envisioned for the project – it should be planned. In addition, to such co-location, explicit plans for breaking down intellectual barriers to be put in place.</p>	<p>4. Two mathematics PI and all new mathematics hires are now in Kashiwa. It is a big progress since the original proposal.</p>

Outline of Support and Special Exemption Measures to IPMU by the University (IPMU as a special district)

Organization that ensures top-down management of the Director

- (1) IPMU is directly attached to the Office of the President.
- (2) Important issues of IPMU are at the large discretion of the Director (employment of faculty members, decision on projects, etc.)

Enhanced Support to Foreign Researchers

- (1) Kashiwa International Office (various supports).
- (2) VISA Consulting Service
- (3) Exemption of some rules on existing guest houses for IPMU researchers.
- (4) Construction of Kashiwa International Guest House (ready in Apr. 2010)
- (5) Use of English as official language.
- (6*) Nursery school in Kashiwa campus

Financial Support

- (1) Construction of Institute research buildings. (ready In Sep., 2009; 20M US\$)
- (2) Support to the departments whose faculty members become IPMU PI's (300K US\$/year)
- (3*) Pre-fab. Buildings (2.4M US\$)

Flexible Employment/Salary System

- (1) Merit-based salary for project faculty members recruited from overseas and from outside of U. Tokyo.
- (2) Flexibility with the term of contract (usually 3 years, but up to 5 years + renewal)
- (3) Extension of retirement age (usually 65/60 years old for faculty/supporting staff)
- (4) Increased bonus at the discretion of the Director to faculty members with outstanding achievements.
- (5) Recruitment of support staff by U. Tokyo Internal competition.