

**Regulation Concerning Concurrent Work by Personnel of the Public University Corporation, The University of Aizu**

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**Chapter One**  
General Provisions

**Article One**  
(Objective of this Regulation)

**1.1** The objective of this regulation, when personnel are planning to engage in duties for a company or some other profit-oriented organization (hereinafter referred to as “COMMERCIAL ENTERPRISES”) based on Article 33 of the Office Regulations for Personnel of the Public University Corporation, The University of Aizu, is to determine necessary matters concerning positions within a company or other organization and criteria for permission.

**Chapter Two**  
Concurrent Work in Commercial Enterprises

**Section One**  
Concurrent Work Using Research Results and Concurrent Work as Auditors

**Article Two**

**(Permission to Engage in Concurrent Work)**

**2.1** When personnel in the position of professor, associate professor, lecturer, assistant lecturer, or assistant instructor (hereinafter referred to as "FACULTY MEMBERS") who are in situations corresponding to the following paragraphs work concurrently as executives (excluding auditors), supervisor, etc. or in a position similar to these (hereinafter referred to as "EXECUTIVES, ETC.") at enterprises using research results (hereinafter referred to as "CONCURRENT WORK USING RESEARCH RESULTS"), or when they work concurrently as an auditor (hereinafter referred to as "CONCURRENT WORK AS AUDITORS" for a joint-stock corporation or a private limited company (hereinafter referred to as "JOINT-STOCK CORPORATION, ETC."), they must receive permission from the President.

**2.2** ENTERPRISES USING RESEARCH RESULTS refers to COMMERCIAL ENTERPRISES engaging in business using a FACULTY MEMBER'S research results (hereinafter referred to as "BUSINESS USING RESEARCH RESULTS").

**Article Three**

**(Criteria, Etc. for Concurrent Work Using Research Results)**

**3.1** The President, upon receiving an application from a FACULTY MEMBER for permission to engage in CONCURRENT WORK USING RESEARCH RESULTS and recognizing that the CONCURRENT WORK USING RESEARCH RESULTS associated with the application concerned corresponds to all of the following criteria, can grant permission to engage in the concurrent work.

- (1) The FACULTY MEMBER associated with the application for permission has personally produced the research results to be used in BUSINESS USING RESEARCH RESULTS associated with the application concerned.
- (2) The content of employment duties the FACULTY MEMBER plans to assume as an EXECUTIVE, ETC. is primarily related to BUSINESS USING RESEARCH RESULTS.
- (3) There are no foreseen contractual relationships concerning requisitions, etc., relationships concerning other special interests, or the possibility of such relationships arising between the position the FACULTY MEMBER will assume and the ENTERPRISE USING RESEARCH RESULTS associated with the application for permission. (In the case that the said ENTERPRISE USING RESEARCH RESULTS is a subsidiary provided for in Article 211-2, Paragraph 1 of the Commercial Code, its holding company provided for in the same paragraph shall be included in this provision. Hereinafter, likewise.)
- (4) There has been no period in which the FACULTY MEMBER has held a position with a contractual relationship concerning requisitions or a relationship concerning other special interests with the ENTERPRISE USING THE RESEARCH RESULTS associated with the application concerned within two years prior to the application for permission.

- (5) The content of employment duties the FACULTY MEMBERS plans to assume as an EXECUTIVE, ETC. does not include duties (excluding duties related to BUSINESS USING RESEARCH RESULTS) associated with negotiations related to conclusion or evaluation of contracts, or applications for inspections, etc. with respect to the university where the FACULTY MEMBER concerned is employed.
- (6) The position does not interfere with their engaging in employment duties as a FACULTY MEMBER.
- (7) The position does not interfere with ensuring the fairness and reliability of other official duties as a FACULTY MEMBER.

**3.2** Permission provided for in Paragraph 3.1 shall be granted for a limited period determined in consideration of the term of office of the EXECUTIVE, ETC., etc.

#### **Article Four**

(Criteria, Etc. for Permission for Concurrent Work as Auditors)

**4.1** The President, upon receiving an application from a FACULTY MEMBER for permission to engage in CONCURRENT WORK AS AUDITORS, can grant permission for the concurrent work when recognizing that the CONCURRENT WORK AS AUDITORS associated with the application concerned corresponds to all of the criteria listed below.

- (1) The FACULTY MEMBER associated with the application for permission has the knowledge required to engage in employment duties as an auditor at the JOINT-STOCK CORPORATION, ETC. associated with the application concerned because of its relevance to their employment duties as a FACULTY MEMBER.
- (2) There are no foreseen contractual relationships concerning requisitions, etc., relationships concerning other special interests, or the possibility of such relationships arising between the position the FACULTY MEMBER will assume and the ENTERPRISE USING RESEARCH RESULTS associated with the application for permission. (In the case that the said ENTERPRISE USING RESEARCH RESULTS is a subsidiary provided for in Article 211-2, Paragraph 1 of the Commercial Code, its holding company provided for in the same paragraph shall be included in this provision. Hereinafter, likewise.)
- (3) There has been no period in which the FACULTY MEMBER has held a position with a contractual relationship concerning requisitions or a relationship concerning other special interests with the JOINT-STOCK CORPORATION, ETC. associated with the application concerned within two years prior to the application for permission.
- (4) The position does not interfere with their engaging in employment duties as a FACULTY MEMBER.
- (5) The position does not interfere with ensuring the fairness and reliability of other official duties as a FACULTY MEMBER.

**4.2** Permission provided for in Paragraph 4.1 shall be granted for a limited period

determined in consideration of the term of office of the auditor.

## **Article Five**

### **(Reports)**

**5.1 FACULTY MEMBERS** engaging in **CONCURRENT WORK USING RESEARCH RESULTS** must report matters listed in the following items concerning the status of concurrent work to the President.

- (1) Their name, affiliation and job title.
- (2) The name of the **ENTERPRISE USING RESEARCH RESULTS**.
- (3) The content of their employment duties as an **EXECUTIVE, ETC.** of the **ENTERPRISE USING RESEARCH RESULTS**.
- (4) The days and times he/she engaged in employment duties as an **EXECUTIVE, ETC.** of the **ENTERPRISE USING RESEARCH RESULTS**.
- (5) The types and value of remuneration, money, goods or other financial gains (excluding reimbursements for actual expenditures) received from the **ENTERPRISE USING RESEARCH RESULTS**, and reasons for their acceptance.

**5.2 FACULTY MEMBERS** engaging in **CONCURRENT WORK AS AUDITORS** must report matters listed in the following items concerning their status of concurrent work to the Chairperson.

- (1) Their name, affiliation and job title.
- (2) The name of the **JOINT-STOCK CORPORATION, ETC.**
- (3) The content of their employment duties as an auditor of the **JOINT-STOCK CORPORATION, ETC.**
- (4) The days and times he/she engaged in employment duties as an auditor of the **JOINT-STOCK CORPORATION, ETC.**
- (5) The types and value of remuneration, money, goods or other financial gains (excluding reimbursements for actual expenditures) received from the **JOINT-STOCK CORPORATION, ETC.**, and reasons for their acceptance.

**5.3** Reports provided for in Paragraphs 5.1 and 5.2 shall be made on an annual basis.

## **Section Two**

**Concurrent Work at Commercial Enterprises (Excluding Concurrent Work Using Research Results and Concurrent Work as Auditors)**

## **Article Six**

### **(Criteria for Permission)**

**6.1 FACULTY MEMBERS**, when becoming an **EXECUTIVE, ETC.** of a **COMMERCIAL ENTERPRISE** (excluding **CONCURRENT WORK USING RESEARCH**

RESULTS and CONCURRENT WORK AS AUDITORS), when they operate their own COMMERCIAL ENTERPRISE or receive remuneration (excluding gratuities and reimbursements for actual expenditures) for performing all duties and all administrative work for the COMMERCIAL ENTERPRISE (hereinafter referred to as "CONCURRENT WORK IN A COMMERCIAL ENTERPRISE"), must obtain permission from the President to engage in the concurrent work.

**6.2** The President, upon receiving an application for permission for CONCURRENT WORK IN A COMMERCIAL ENTERPRISE from a FACULTY MEMBER, can grant permission for the concurrent work except in cases where the concurrent work associated with the application concerned corresponds to any of the following items.

- (1) Cases in which CONCURRENT WORK IN A COMMERCIAL ENTERPRISE associated with the application concerned risks interference with devotion to employment duties.
- (2) Cases in which CONCURRENT WORK IN A COMMERCIAL ENTERPRISE associated with the application concerned risks interference with the fair execution of the FACULTY MEMBER's employment duties when relationships concerning special interests arise in relation to the position of the FACULTY MEMBER in the COMMERCIAL ENTERPRISE.
- (3) Cases in which CONCURRENT WORK IN A COMMERCIAL ENTERPRISE associated with the application concerned risks lowering the credibility of employment duties or degrading the status of FACULTY MEMBERS as a whole.
- (4) Cases in which CONCURRENT WORK IN A COMMERCIAL ENTERPRISE associated with the application concerned risks interference with the execution of employment duties as a FACULTY MEMBER.

## **Article Seven**

### **(Faculty Members' Engagement Limitations)**

**7.1** FACULTY MEMBERS, with the exception of cases in which they have obtained permission on the basis of this regulation, in principle, shall not engage in situations corresponding to any of the following items.

- (1) Cases of concurrent work as EXECUTIVES, ETC. IN COMMERCIAL ENTERPRISES.
- (2) Cases of operating one's own COMMERCIAL ENTERPRISE.
- (3) Cases of participating in a COMMERCIAL ENTERPRISE. However, FACULTY MEMBERS may engage in participation in COMMERCIAL ENTERPRISES in situations corresponding to the following cases.
  - a. Cases which involve a strong public element and in which the contents of the concurrent work are not directly related to the business of the COMMERCIAL ENTERPRISE.
  - b. Cases of engagement as a part-time instructor for cultural courses or in a COMMERCIAL ENTERPRISE-affiliated educational establishment,

training institution, or training meeting which are regarded as providing opportunities for employee education in social studies.

- c. Cases of engagement in research and development (refer to fundamental research, applied research and development research; including the development of technology, hereinafter likewise) in a COMMERCIAL ENTERPRISE or cases of engagement in provision of technical advice for research and development.
  - d. Cases which involve a strong public benefit and in which there is an obligation under law (including ordinances) to receive advice from someone with academic expertise and experience.
- (4) Cases of assuming a position which interferes with or risks interference with regular working hours.
- (5) Cases in which concurrent work risks interfering with the execution of employment responsibilities.

### **Chapter Three**

#### **Concurrent Work other than that at Commercial Enterprises**

### **Section One**

#### **Concurrent Work in Other Organizations**

### **Article Eight**

#### **(Concurrent Work in Other Organizations)**

**8.1** FACULTY MEMBERS planning to engage concurrently in part-time positions on councils, etc. established in national and local public entities or independent administrative institutions, etc., part-time positions corresponding to this, or part-time positions established in response to needs within the institution concerned (hereinafter referred to as “CONCURRENT WORK AT OTHER ORGANIZATIONS”), must obtain permission from the President for the concurrent work.

**8.2** The President, upon receiving an application for permission to engage in CONCURRENT WORK AT OTHER ORGANIZATIONS from a FACULTY MEMBER and recognizing it as corresponding to all of the criteria listed in the following items, can grant permission for the concurrent work.

- (1) A close relationship is recognized between the employment duties of the FACULTY MEMBER and the position at the organization related to the application concerned he/she plans to engage in concurrently.
- (2) Engaging concurrently in the position at the organization related to the application concerned can be expected to improve effective management of the

CORPORATION and to contribute, etc. to the region.

- (3) Concurrent work in the position at the organization related to the application concerned will not interfere with the FACULTY MEMBER performing his/her employment duties.

## **Section Two**

### **Concurrent Work related to Education**

#### **Article Nine**

##### **(Concurrent Work related to Education)**

**9.1** FACULTY MEMBERS, under circumstances which do not interfere with their employment duties, can obtain permission from the President and engage in the following activities and administrative work.

- (1) Positions, on the staffs of national, public or private schools, special studies schools, or other types of schools, in charge of education or engaged in education administration (excluding those ma However, cases in which FACULTY MEMBERS act as instructors in preparatory schools established or opened for the purpose of preparing students for universities or other school entrance examinations, or in classes, private schools, lectures etc. similar thereto shall be excluded.
- (2) Positions, on the staffs of national, public or private libraries, museums, community centers, youth home or other social educational establishments, in charge of education or engaged in education administration.
- (3) Positions, as members of councils, etc. established by local public entities, directing matters related to education.
- (4) Positions, as teaching consultants, social studies supervisors, or other members of staff of a board of education, engaged mainly in education administration.
- (5) Positions, on the staffs of school corporations or social education related organizations, mainly in charge of education or engaged in education administration.
- (6) Positions, on the staffs of organizations affiliated with national or local public entities or establishments, mainly in charge of education or engaged in education administration.

#### **Article Ten**

##### **(Engagement Limitations)**

**10.1** FACULTY MEMBERS, with the exception of cases in which they have received permission on the basis of this regulation, in principle, shall not engage in matters corresponding to any of the following items.

(1) Positions in local public entities or other organizations involving serious employment responsibilities and corresponding to the following.

- a. Cases of concurrent membership on boards of education
- b. Cases of concurrent participation as officers (chairperson of the board, director or auditor) of school corporations or as principals of schools established by school corporations; as founders of special studies schools or other types of schools, or kindergartens; as officers (chairperson of the board, director or auditor) of any organization establishing such schools; or as a principal of any such established schools.
- c. Cases of concurrent employment as officers etc. (president, chairperson of the board, director, auditor, advisor, council member, etc.) of nonprofit foundations or other organizations without independent legal status.

However, notwithstanding items (1) "a" through (1) "c" above, employment in the following cases is possible.

Cases which are recognized as beneficial to the scholastic research of an academic society, etc. and which are closely related to the research field of the respective FACULTY MEMBER.

Cases which involve either legal entities whose activities are limited to within the CORPORATION or others similar thereto.

Cases of legal entities whose objectives are to promote collaboration and cooperation between industry and universities.

- (2) Cases of acting as instructors in preparatory schools established or opened for the purpose of preparing students for university or other school entrance examinations, or in classes, private schools, lectures, etc. similar thereto.
- (3) Cases of assuming full-time employment in national or local public organizations or other organizations.
- (4) Cases in which concurrent employment risks interfering with the execution of employment responsibilities.

## **Chapter Four**

### **Periods of Concurrent Work**

#### **Article Eleven**

##### **(Periods of Concurrent Work Which can be Permitted)**

**11.1** The period of permission for concurrent work shall be up to one year. However, when the position to be assumed has a term of office provided for by law, permission can be granted for a maximum of four years. The period of concurrent work may be renewed upon obtaining permission.



**Chapter Five**  
Matters Concerning Working Hours

**Article Twelve**  
(Handling of Working Hours)

**12.1** Time spent engaged in concurrent work, in principle, shall be outside of working hours.

**12.2** Notwithstanding the provisions of Paragraph 12.1, when recognized as necessary by the President, FACULTY MEMBERS may take a leave of absence in accordance with matters provided for separately, and engage in concurrent employment.

**Chapter Six**  
Revocation of Permission

**Article Thirteen**  
(Revocation of Permission)

**13.1** The President, after granting permission on the basis of this regulation, can revoke that permission when recognizing it to be in violation of the respective criteria for permission due to a change in relevant activities, or other reasons.

**Chapter Seven**  
Miscellaneous Provisions

**Article Fourteen**  
(Miscellaneous Provisions)

**14.1** Other than provided for by this regulation, necessary matters concerning concurrent work by FACULTY MEMBERS shall be determined by the President.

**Additional Provisions**  
(Date of Enforcement)

1. This regulation shall be enforced as of April 1, 2006.

(Interim Measures)

2. Concurrent work, for which permission has already been obtained on the day prior

to the day of enforcement of this regulation, shall be regarded as having received permission in accordance with this regulation.

**Additional Provisions**

**This regulation shall be enforced as of April 1, 2007.**