

## [JP] COMON 運用の原則案

### 1. 協働と信頼の基盤

多様な主体が信頼し合い、成果だけでなく協働を評価し、京大独自の知を育む基盤とする。

### 2. 絶対評価と挑戦の重視

序列化や分野間比較をしない。デパートメントごとの戦略と達成を正当に評価する。失敗を恐れない挑戦を促す。

### 3. 深い価値の理解と共有

異分野の知を尊重し、対話でその意義を共有し、多様な知の価値を公正に認める枠組みを整える。

### 4. レジリエンスと循環

若手が積極的に計画づくりに参画する。人材と知の循環により未来を切り拓く持続的環境を築く。

### 5. 大学文化の可視化と発信

多様な研究を可視化し、京大独自の知と文化を発信して、世界の学術を豊かにし、新たな展望を拓く。

### 6. システムの効果の把握と改善

この原則を踏まえ、制度を絶えず改善し、協働と挑戦を支え時代に応じた知の価値の実現に貢献する。

[EN] COMON Operating Principles (Draft)

### **1. Foundation of Collaboration and Trust**

Foster mutual trust among diverse members, valuing collaboration as well as achievement to cultivate Kyoto University's distinctive knowledge base.

### **2. Commitment to Absolute Evaluation and Intellectual Challenge**

Avoid ranking or cross-disciplinary comparison, and evaluate each department based on its own strategies and achievements, encouraging bold and fearless pursuit of new challenges.

### **3. Deep Understanding and Shared Values**

Respect diverse forms of knowledge, share their significance through dialogue, and establish a fair framework to recognize their value.

### **4. Resilience and Circulation**

Encourage early-career researchers to take an active role in planning. Build a sustainable environment that opens the future through the circulation of people and ideas.

### **5. Visibility and Global Presence of University Culture**

Make diverse research visible and share Kyoto University's unique scholarship and culture, enriching global academia and opening new horizons.

### **6. Continuous Review and Renewal of the System**

Continuously refine the system in accordance with these principles, supporting collaboration and challenge, and contributing to the realization of knowledge values that evolve with the times.