

Regulations on the Establishment and Operation of the University Development Plan

Chapter 1 General Provisions

Article 1 (Purpose)

The purpose of these Regulations is to prescribe matters concerning the establishment and operation of the University Development Plan formulated and implemented by Woosong University (hereinafter referred to as the “University”) in order to achieve its educational objectives.

Article 2 (Definition)

The term “University Development Plan” refers to a comprehensive plan, including specialization strategies, that sets forth the vision, goals, strategic initiatives, implementation system, and budget necessary to realize the founding philosophy and achieve the educational objectives of the University.

Chapter 2 Operation

Article 3 (Organization)

- ① (Omitted)
- ② In order to establish and implement the University Development Plan and to evaluate its outcomes and reflect them in the University’s policies, systems, and academic operations, a University Development Committee shall be established, and a University Development Advisory Committee may be established separately.
- ③ The procedures for establishing the University Development Plan shall be comprehensively supervised and managed by the University Development Committee, and the Office of Planning shall support the procedures and activities related to the formulation of the Plan.
- ④ The composition and functions of the University Development Committee and the University Development Advisory Committee shall be determined separately by the President.

Article 4 (Establishment of the Plan)

- ① The University Development Plan shall be established to include the following:
 1. Environmental analysis (external environment and internal conditions);
 2. Collection of opinions from University members;
 3. University vision and goals;
 4. Talent model and educational objectives (core competencies);
 5. Strategic initiatives and implementation projects;
 6. Budget and financial operation plan for achieving the vision and goals;
 7. Other matters necessary for University development.
- ② The Office of Planning shall prepare the draft plan by considering internal and external conditions and collecting opinions from University members. Detailed implementation projects may be developed and proposed by administrative departments and colleges, and the Office of Planning shall compile such proposals and submit the consolidated draft plan to the University Development Committee.
- ③ The draft Development Plan prepared by the Office of Planning shall be finalized through public hearings, deliberation by the University Development Committee, and deliberation and resolution by the Academic Affairs Committee, and shall be confirmed upon approval by the Board of Directors.
- ④ The established Development Plan shall be shared with all members of the University to ensure the

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achievement of the University's mission and educational objectives.

Article 5 (Implementation and Management of the Plan)

- ⑤ The Office of Planning shall take charge of the implementation, management, and performance monitoring of the University Development Plan. Interim evaluation results shall be reported to the University Development Committee, which shall determine whether improvements or supplements are required.
- ⑥ The Office of Planning shall, in consultation with academic departments and administrative units, establish annual performance targets and project plans for the implementation of the Development Plan and submit them for deliberation by the University Development Committee.
- ⑦ Each administrative department and college shall faithfully implement the University Development Plan and annual implementation projects.

Article 6 (Evaluation)

The Higher Education Evaluation Institute shall annually evaluate the performance of the University Development Plan using performance indicators and submit an annual report (self-evaluation report) including the following to the University Development Committee, which shall deliberate on the results and determine necessary improvements:

1. Performance indicators for each strategic initiative of the Development Plan;
2. Annual performance targets of administrative departments and colleges;
3. Satisfaction surveys of University members;
4. Other matters requested by the University Development Committee.

Article 7 (Improvement and Feedback)

- ① Annual reports on the implementation of strategic initiatives (self-evaluation reports) shall be disclosed to University members.
- ② Administrative departments and colleges may propose improvement measures for the following year's implementation projects based on the annual report, and the Office of Planning shall collect such opinions and report them to the University Development Committee.
- ③ The University Development Committee shall deliberate and resolve on improvement or supplementation plans for the following year's implementation projects and reflect them in the University's mid- to long-term Development Plan.

Article 8 (Miscellaneous)

Matters not specified in these Regulations shall be determined separately by the President.