

# Regulations on Contract-Based Appointed Faculty and Chair Professors

## Article 1 (Purpose)

The purpose of these Regulations is to prescribe matters concerning the personnel administration of contract-based appointed faculty and chair professors (hereinafter collectively referred to as “Faculty”) at Woosong University (hereinafter referred to as the “University”).

## Article 2 (Definitions)

The terms used in these Regulations shall be defined as follows:

1. “Appointed Faculty” refers to domestic or foreign individuals who are not full-time faculty members of the University and who fall under the categories of invited professors or special appointment professors pursuant to Article 7(3) of the Enforcement Decree of the Higher Education Act and Article 2(4) of the University’s Faculty Personnel Regulations.
2. “Chair Professor” refers to an expert in research, education, industry-academic cooperation, or international exchange who can contribute to the development of the University.

## Article 3 (Qualifications)

Faculty under these Regulations shall, in principle, meet the qualification standards for university professors and shall be foreign nationals, specialists in particular fields, or individuals with experience in education, research, or related industries.

## Article 4 (Duties)

- ① Faculty shall perform the following duties:
  1. Lecturing or supervising laboratory/practical training at the University;
  2. Conducting joint research with full-time faculty of the University;
  3. Providing career guidance to students and supporting educational and research activities;
  4. Supporting academic administration of the University.
- ② Appointed Faculty shall, in principle, be responsible for teaching or practical instruction of up to 9 hours per week over 3 to 4 days; however, this may be extended up to 12 hours if deemed necessary by the President.
- ③ The required weekly teaching hours for Chair Professors may be determined separately.

## Article 5 (Appointment Procedures)

1. Faculty shall be appointed by the President following deliberation by the Faculty Personnel Committee.
2. Appointed Faculty shall, in principle, be recruited through open recruitment; however, candidates may be recommended by the head of the relevant department.
3. Chair Professors shall be recommended by academic officers such as deans or directors.
4. Applicants shall submit the required documents for faculty appointment.

## Article 6 (Contract Period)

1. The contract period for Faculty shall not exceed one year.
2. The total contract period shall not exceed five years; however, if performance is outstanding and deemed necessary by the President, the contract may be extended up to two additional times.
3. Upon expiration of the contract period, the Faculty member shall be automatically retired.
4. The contract period for Appointed Faculty shall not exceed the age of 65 (retirement effective at the end of the semester in which the age is reached), and for Chair Professors shall not exceed the age of

[ 4-4(3)-3a-wsuk ]

70. However, exceptions may be made with approval of the President if the individual's academic or professional achievements are deemed exceptional.

**Article 7 (Appointment Contract)**

Appointment contracts shall be executed in writing and shall include the following:

1. Personal information of the Faculty member;
2. Affiliation, position, and annual salary;
3. Contract period;
4. Status and duties during the contract period;
5. Retirement upon expiration of the contract;
6. Jurisdiction of the competent court.

However, different provisions may apply in the case of foreign nationals.

**Article 8 (Title)**

Faculty under these Regulations shall not be classified by rank and shall be collectively designated as "Appointed Professor" or "Chair Professor."

**Article 9 (Compensation)**

1. Compensation shall be based on an annual salary system and shall be paid in equal monthly installments.
2. The type, scope, amount, and method of payment shall be determined separately by the President.
3. Additional actual expenses may be reimbursed if necessary.

**Article 10 (Performance Evaluation)**

Matters concerning the performance evaluation of Appointed Faculty shall be determined separately by the President.

**Article 11 (Dismissal)**

The President may dismiss a Faculty member, regardless of the contract period, following deliberation by the Faculty Personnel Committee, in any of the following cases:

1. Failure to faithfully perform duties under Article 4;
2. Conduct unbecoming of a faculty member;
3. Unsatisfactory results in performance evaluation under Article 10;
4. Teaching evaluation results below 4.0 in any semester;
5. Other cases where the head of the relevant department deems the individual unqualified.

**Article 12 (Supplementary Provision)**

Matters concerning personnel administration not specified in these Regulations shall be determined by the President in accordance with relevant laws, the Articles of Incorporation of the Foundation, and other University regulations