

## Regulations on the Operation of Faculty Industry-Academic Research Sabbatical

**Article 1 (Purpose)** This regulation aims to define matters related to the operation of the industry-academic research sabbatical system, which enables full-time faculty members of Woosong University (hereinafter referred to as “the University”) to devote themselves to industry-academic cooperation research activities domestically and internationally, thereby contributing to the development of education.

**Article 2 (Definition)** The term “industry-academic research sabbatical” for faculty refers to a designated period during which a full-time faculty member who has served the University for a certain period is permitted to reduce teaching and other duties to focus on industry-academic research and business incubation activities.

**Article 3 (Duration of Sabbatical)** ① The duration of the industry-academic research sabbatical shall be one year or one semester.

② If deemed necessary by the President, the sabbatical period may be extended; however, the total duration including the original and extended periods shall not exceed two years.

③ In principle, the sabbatical period shall commence on March 1 or September 1.

**Article 4 (Eligibility)** ① Faculty eligible for the industry-academic research sabbatical (hereinafter referred to as “industry-academic research faculty”) shall be full-time faculty members who have served at the University for at least two years from the date of appointment and have at least five years remaining until retirement.

② Eligible faculty must have a clear and well-defined industry-academic cooperation research plan.

③ Deleted (2012.03.01.)

④ Periods of leave shall be excluded from the calculation of continuous service years, and faculty on leave may not apply for the sabbatical.

⑤ Faculty who have previously been selected for the sabbatical must complete at least three years of service after returning before reapplying. (Revised 2020.10.06.)

⑥ Faculty who do not meet the criteria in Paragraph ① but have served for more than ten years without having taken a sabbatical may apply upon approval by the President. (Newly added 2016.08.29.)

**Article 5 (Application)** Faculty wishing to obtain approval for the industry-academic research sabbatical shall submit the prescribed application form to the Head of the Industry-Academic Cooperation Foundation via their department chair.

**Article 6 (Selection)** ① Industry-academic research faculty shall be selected by the President following deliberation by the Faculty Personnel Committee (hereinafter referred to as “the Committee”).

② Faculty members who are scheduled for research dispatch for six months or longer with financial support from university funds or recognized domestic or international institutions shall be regarded as industry-academic research faculty and given priority in selection.

③ If there are multiple applicants, selection shall consider the following priorities:

1. Those falling under Paragraph ②
2. Those recognized as having made significant contributions to university development
3. Those with outstanding results in faculty performance evaluation
4. Those with fewer prior selections as research faculty
5. Those with longer service periods

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6. Those holding higher academic ranks

**Article 7 (Number of Faculty)** Deleted (2012.03.01.)

**Article 8 (Status and Treatment of Faculty)** ① Industry-academic research faculty shall retain their status as faculty members of the University.

② Matters concerning remuneration shall be determined separately.

③ The sabbatical period shall be included in the years of service used for promotion and salary step advancement.

**Article 9 (Duties of Faculty)** ① Faculty shall return immediately upon completion of the sabbatical period.

② Within one month of return, faculty shall submit a research results report to the President.

**Article 10 (Sanctions)** If faculty dispatched for the sabbatical fail to fulfill their obligations under Article 9 without justifiable reason, the following measures shall be taken:

1. Faculty violating Article 9 Paragraph ① shall be dismissed following due procedures.
2. Faculty violating Article 9 Paragraphs ① or ② shall return a portion of the salary received during the sabbatical period.
- 3.

**Article 11 (Substitution of Lectures)** Courses previously taught by faculty on sabbatical shall, in principle, be assigned to full-time faculty within the department; however, in unavoidable cases, adjunct instructors may be appointed.

**Article 12 (Responsible Department)** Matters concerning the industry-academic research sabbatical shall be overseen by the Industry-Academic Cooperation Foundation.

**Article 13 (Exceptions)** The President may establish additional detailed provisions as necessary beyond this regulation.