

Regulations on Industry-Academia Cooperation Professors

Article 1 (Purpose)

The purpose of these Regulations is to prescribe matters necessary for the qualifications, appointment, and evaluation of Industry-Academia Cooperation Professors (hereinafter referred to as “IAC Faculty”).

Article 2 (Definitions)

1. “IAC Faculty” refers to faculty members with industry experience who primarily engage in education, research, startup and employment support activities through industry-academia cooperation, and who are evaluated based on industry-academia cooperation performance.
2. IAC Faculty shall be classified into full-time and non-full-time faculty, and the ranks of full-time faculty shall follow the Faculty Personnel Regulations.

Article 3 (Application)

Unless otherwise provided in separate regulations, personnel matters concerning IAC Faculty shall be governed by these Regulations.

Article 4 (Qualifications)

1. IAC Faculty shall have at least ten (10) years of experience in relevant fields in private industry, government agencies, or equivalent organizations related to their academic discipline.
2. Detailed criteria for recognizing industry experience shall be as specified in Appendix 1.

Article 5 (Appointment)

1. Recruitment-based IAC Faculty shall be appointed by the Chairperson of the Board of the Woosong Educational Foundation upon recommendation by the President following deliberation by the Faculty Personnel Committee.
2. Designated IAC Faculty refers to those not originally hired for industry-academia cooperation but later designated as such by the President following deliberation by the Faculty Personnel Committee.
3. Matters concerning reappointment and promotion shall follow the Faculty Personnel Regulations.
4. Notwithstanding Paragraph 3, IAC Faculty appointed under government-funded or special support projects shall have contract periods limited to the duration of such projects.

Article 5-2 (Appointment of Non-Tenure-Track Contract IAC Faculty)

1. The initial appointment period of non-tenure-track contract IAC Faculty (hereinafter referred to as “Non-Tenure IAC Faculty”) shall not exceed two (2) years.
2. The total contract period shall not exceed five (5) years; however, exceptions may be made if deemed necessary by the President.

Article 5-3 (Reappointment Conditions for Non-Tenure IAC Faculty)

Non-Tenure IAC Faculty may not be reappointed upon expiration of the contract if their annual performance evaluation meets any of the following conditions:

1. Receiving less than 25 points in two or more of the following three areas: education and student guidance, research performance, and industry-academia cooperation and service;
2. Receiving 0 or fewer points in any one of the above areas;
3. Receiving less than 20 points in competency evaluation.

Article 6 (Duties)

1. IAC Faculty shall devote themselves to industry-academia cooperation activities, including policy

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proposals, planning and operation of external projects, provision of industrial technology information, R&D and technology transfer guidance, student field training supervision, and related educational programs.

2. The required teaching load of IAC Faculty shall be reduced by at least 30% compared to standard faculty teaching loads, while still engaging in student education and guidance within their department or division.

Article 7 (Evaluation)

1. Evaluation of IAC Faculty shall be conducted in accordance with the Faculty Personnel Regulations and the Guidelines for Substitution of Industry-Academia Cooperation Achievements for Research Outputs.
2. Additional evaluations related to duties under Article 6 may be conducted, and results may be used for promotion, reappointment, and salary determination.
3. Performance evaluation of Non-Tenure IAC Faculty shall follow the standards set forth in the Faculty Performance Evaluation Regulations (Appendices 2 and 5).

Article 8 (Dismissal)

1. Dismissal of full-time IAC Faculty shall follow the Faculty Personnel Regulations.
2. Dismissal of non-full-time IAC Faculty shall follow the Regulations on Contract-Based Appointed Faculty and Chair Professors.
3. Notwithstanding Paragraphs 1 and 2, IAC Faculty appointed under government-funded projects shall be automatically terminated upon completion of the project.

Article 9 (Supplementary Provision)

Matters not specified in these Regulations shall be governed mutatis mutandis by the University's Faculty Personnel Regulations.