

# REGULATIONS CONCERNING APPOINTMENT OF ADJUNCT FACULTY MEMBERS, ETC. OF SEOUL NATIONAL UNIVERSITY

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Regulations No. 1644, Feb. 19, 2008  
Amended by Regulations No. 1726, May 4, 2009  
Regulations No. 1899, Feb. 12, 2013  
Regulations No. 1925, Nov. 13, 2013  
Regulations No. 1956, May 16, 2014  
Regulations No. 1967, Jul. 14, 2014  
Regulations No. 2001, Aug. 18, 2015

## CHAPTER I GENERAL PROVISIONS

### Article 1 (Purpose)

The purpose of these Regulations is to provide for matters necessary for appointment and personnel management of adjunct faculty members, etc. (hereinafter referred to as "non-tenure-track faculty members") pursuant to the provisions of Article 17 of the Higher Education Act; Article 7 of the Enforcement Decree of the aforesaid Act; and Article 31 of the Articles of Incorporation of the National University Corporation, Seoul National University.  
<Amended by Regulations No. 1726, May 4, 2009; Regulations No. 1899, Feb. 12, 2013>

### Article 2 (Definitions)

The term "non-tenure-track faculty member" in these Regulations means those falling under any of the following: <Amended by Regulations No. 2001, Aug. 18, 2015>

1. The term "adjunct faculty member" means a person appointed on a part-time basis to conduct teaching, joint research, etc. because the details of his/her duties are suitable for teaching and research which he/she will be in charge of at Seoul National University, who works for a Korean or foreign government agency, educational or research institution, public organization, industrial enterprise, etc.: <Amended by Regulations No. 1899, Feb. 12, 2013; Regulations No. 2001, Aug. 18, 2015>
2. The term "invited faculty member" means a person appointed on a full-time or part-time basis to perform educational or research activities, who has attained outstanding academic and research achievements in Korea and abroad or has greatly contributed to the national and community development; <Amended by Regulations No. 1899, Feb. 12, 2013; Regulations No. 2001, Aug. 18, 2015>
3. The term "teaching faculty member" means a person appointed full-time to provide

- lectures, etc. as stipulated in the contract, who is a part-time instructor provided for in Article 7 of the Enforcement Decree of the Higher Education Act; <Amended by Regulations No. 1899, Feb. 12, 2013; Regulations No. 1925, Nov. 13, 2013; Regulations No. 2001, Aug. 18, 2015>
4. The term "research faculty member" means a person appointed full-time to perform research activities, etc. inside and outside Seoul National University; <Amended by Regulations No. 1899, Feb. 12, 2013; Regulations No. 1925, Nov. 13, 2013; Regulations No. 2001, Aug. 18, 2015>
  5. The term "part-time instructor" means a person in charge of education, such as providing lectures on the subjects on an hourly basis, in the operation of a course of study; <Amended by Regulations No. 1899, Feb. 12, 2013>
  6. The term "university-industry cooperation professor" means a person employed full-time to take exclusive charge of affairs concerning industry-academia cooperation, such as lectures and technology transfer; <Newly Inserted by Regulations No. 1925, Nov. 13, 2013>
  7. The term "visiting faculty member" means a person appointed full-time or part-time to perform educational or research activities, who has practical experience in a government agency, educational institution, research institution, public organization, industrial enterprise, etc. and have significant academic achievements; <Newly Inserted by Regulations No. 2001, Aug. 18, 2015>
  8. The term "clinical instructor" means a person appointed part-time to perform educational or research activities, who is an expert in clinical practice. <Newly Inserted by Regulations No. 2001, Aug. 18, 2015>

### **Article 3 (Scope of Application)**

Except as otherwise expressly provided for in other Regulations, these Regulations shall apply to appointing non-tenure-track faculty members.

### **Article 4 (Qualification)**

A non-tenure-track faculty member shall be a person who holds a doctorate: Provided, that the foregoing shall not apply where he/she falls under any of the following, as relevant: <Amended by Regulations No. 2001, Aug. 18, 2015>

1. Adjunct faculty member:

A person who has at least seven years' practical experience, who works for a Korean or foreign government agency, educational or research institution, public organization, industrial enterprise, etc., who has attained outstanding research outcomes in the relevant academic field or is an authority on the relevant academic field;
2. Invited faculty member:
  - (a) A person who worked or works for a government, educational or research institution, public organization, industrial enterprise, etc.;
  - (b) A person who worked or works for an educational or research institution, who is a foreigner or resides in a foreign country;
3. Teaching faculty member: <Amended by Regulations No. 1925, Nov. 13, 2013>

- A person who has at least four years' experience in teaching and research, in cases of a foreigner, etc. to give lectures in a specialized subject, who holds a degree at least equivalent to a master's degree; *<Amended by Regulations No. 2001, Aug. 18, 2015>*
4. Research faculty member: *<Amended by Regulations No. 1925, Nov. 13, 2013>*
- A person who has at least five years' experience in teaching or research, in cases of a foreigner, etc. to conduct research in a specialized field, who holds a degree at least equivalent to a master's degree;
5. Part-time instructor:
- (a) A person who has at least three years' experience in teaching and research, who holds a degree at least equivalent to a bachelor's degree;
- (b) Where it is difficult to appoint a person who has at least ten years' experience in teaching and research as an authority in the particular field or who has experience in teaching and research due to the characteristics of the subject he/she is in charge of; *<Amended by Regulations No. 1899, Feb. 12, 2013>*
6. University-industry cooperation professor:
- A person who has at least ten years' experience working for a private industrial enterprise, government agency or institution equivalent to a government agency (a public institution or public organization) in relation to the field of his/her specialty; *<Newly Inserted by Regulations No. 1925, Nov. 13, 2013>*
7. Visiting faculty member:
- A person who has at least five years' practical experience in a government agency, educational institution, research institution, public organization, industrial enterprise, etc., and has significant academic achievements; *<Newly Inserted by Regulations No. 2001, Aug. 18, 2015>*
8. Clinical instructor:
- A person who holds a license (a doctor, dentist, nurse, veterinarian, pharmacist, attorney-at-law, etc.) as an expert in the clinical field and has at least five years' practical experience. *<Newly Inserted by Regulations No. 2001, Aug. 18, 2015>*

**Article 5 (Required Documents)**

Where the head of an institution to which he/she belongs recommends to appoint a non-tenure-track faculty member, he/she shall submit the following documents: Provided, that in cases of a part-time instructor, he/she shall submit documents under subparagraphs 1, 4, 6, 7 and 8:

1. A letter of recommendation for appointment;
2. A plan for relevant teaching and research;
3. A written consent given by the head of an institution to which he/she belongs and the person himself/herself (limited to the relevant person);
4. His/her academic diploma and career certificate (or in lieu thereof, a written confirmation issued by the head of an institution that makes the recommendation);
5. Minutes of the personnel committee (the steering committee for personnel management) of the relevant institution;

6. His/her personnel card and curriculum vitae (including research outcomes, etc.)
7. A copy of a visa (limited to a foreigner) meeting criteria for stay issued pursuant to the Immigration Act after obtaining approval from the President; *<Amended by Regulations No. 1899, Feb. 12, 2013>*
8. Other documents necessary for appointment. *<Amended by Regulations No. 1899, Feb. 12, 2013>*

**Article 6 (Service, Mandatory Retirement, etc.)**

- (1) The President may prescribe a different contract to appoint a non-tenure-track faculty member based upon persons eligible for appointment. *<Amended by Regulations No. 1899, Feb. 12, 2013>*
- (2) A non-tenure-track faculty member shall mandatorily retire where the period of his/her appointment expires.
- (3) The head of an institution to which a full-time non-tenure-track faculty member belongs shall specially prescribe his/her working hours, vacations (annual leave, sick leave, official leave and special leave) and other matters concerning his/her service. *<Newly Inserted by Regulations No. 2001, Aug. 18, 2015>*
- (4) In principle, no full-time non-tenure-track faculty member shall provide lectures at another university: Provided, that in exceptional circumstances, he/she may provide lectures at another university after obtaining prior approval from the head of an institution to which he/she belongs. *<Newly Inserted by Regulations No. 2001, Aug. 18, 2015>*

**Article 7 (Dismissal and Disciplinary Action)**

Where a faculty member falls under any of the following, the President may dismiss him/her or take disciplinary action against him/her as recommended by the head of an institution to which he/she belongs:

1. Where he/she violates an employment contract or fails to perform the employment contract conscientiously;
2. Where he/she is subject to disciplinary action against faculty members of Seoul National University; *<Amended by Regulations No. 1899, Feb. 12, 2013>*
3. Where he/she shows poor teaching and research outcomes;
4. Where he/she degrades the reputation of Seoul National University;
5. Where illness or other reasons limit his/her ability to perform his/her duties. *<Amended by Regulations No. 1899, Feb. 12, 2013>*

**Article 8 (Provision of Identity Card and Convenience)**

- (1) The President shall issue an identity card to non-tenure-track faculty members.
- (2) The President may provide non-tenure-track faculty members with facilities necessary for them to conduct teaching, research and perform related duties.

**Article 9 (Application Mutatis Mutandis)**

The Regulations Governing Personnel Management of Faculty Members of Seoul National University shall apply mutatis mutandis to matters not specified in these Regulations. *<Amended by Regulations No. 1899, Feb. 12, 2013>*

## CHAPTER II ADJUNCT FACULTY MEMBERS

### Article 10 (Institution to Which Adjunct Faculty Member Belongs and Classification)

- (1) An adjunct faculty member shall be assigned to a college or graduate school and to a department or faculty: Provided, That where necessary, he/she may belong to an affiliated institution.
- (2) Adjunct faculty members shall be classified as an adjunct professor, adjunct associate professor or adjunct assistant professor; and Article 14 of the Regulations Governing Personnel Management of Faculty Members of Seoul National University shall apply mutatis mutandis to minimum career requirements for the title of each office.

*[This Article Wholly Amended by Regulations No. 2001, Aug. 18, 2015]*

### Article 11 (Appointment)

- (1) The President shall appoint an adjunct faculty member as recommended by the dean of a college or graduate school or the head of an affiliated institution. *<Amended by Regulations No. 1899, Feb. 12, 2013>*
- (2) The period of appointing an adjunct faculty member shall be two years, and where necessary, the President may reappoint the adjunct faculty member. *<Amended by Regulations No. 1899, Feb. 12, 2013>*

### Article 12 (Service, etc.)

- (1) An adjunct faculty member shall provide his/her services in accordance with an agreement by and between an institution to which he/she belongs and an institution in which he/she concurrently holds a position and a contract for appointment specially stipulated. *<Amended by Regulations No. 1899, Feb. 12, 2013>*
- (2) An adjunct faculty member shall be held responsible only for duties he/she performs in an institution in which he/she concurrently holds a position. *<Amended by Regulations No. 1899, Feb. 12, 2013>*

### Article 13 (Treatment and Financial Resources)

Where duties of an adjunct faculty member fall under any of the following, the President may pay him/her an allowance for concurrently holding a position, within the budgetary limits of an institution to which he/she belongs:

1. Where he/she provides lectures or conducts research;
2. Where he/she provides guidance to graduate students.

*[This Article Wholly Amended by Regulations No. 2001, Aug. 18, 2015]*

## CHAPTER III INVITED FACULTY MEMBERS

### Article 14 (Institution to Which Invited Faculty Member Belongs and Classification)

- (1) An invited faculty member shall be assigned to a college or graduate school and to a department or faculty: Provided, that where necessary, he/she may belong to an affiliated institution.

- (2) Invited faculty members shall be classified as an invited professor, invited associate professor and invited assistant professor, and Article 14 of the Regulations Governing Personnel Management of Faculty Members of Seoul National University shall apply mutatis mutandis to minimum career requirements for the title of each office.

*[This Article Wholly Amended by Regulations No. 2001, Aug. 18, 2015]*

#### **Article 15 (Appointment)**

- (1) The President shall appoint an invited faculty member as recommended by the dean of a college or graduate school or the head of an affiliated institution following deliberation by the Faculty Personnel Committee, and the contract shall be in the form in attached Table 1.
- (2) Appointments shall be made twice annually, on March 1 and September 1 each year, and the period of each appointment shall not exceed one year.
- (3) In principle, reappointment shall be made within three years in total (hereinafter referred to as "in total") including the period of a new appointment: Provided, that in exceptional circumstances, the foregoing shall not apply to reappointment through evaluation after obtaining approval from the President.

*[This Article Wholly Amended by Regulations No. 2001, Aug. 18, 2015]*

#### **Article 16 (Duties)**

Duties of an invited faculty member shall be as follows:

1. Lectures and practical training (including work experience);
2. Special lectures and seminars;
3. Guidance on research to undergraduate students or graduate students;
4. Joint research with full-time faculty members of Seoul National University;
5. Research designated by Seoul National University.

*[This Article Wholly Amended by Regulations No. 2001, Aug. 18, 2015]*

#### **Article 17 (Remuneration and Financial Resources)**

- (1) In principle, no remuneration is paid to invited faculty members: Provided, that where duties of an invited faculty member fall under any of the following, the head of an institution to which he/she belongs may pay remuneration, within the budgetary limits of an institution to which he/she belongs:
1. Where he/she provides lectures or conducts research;
  2. Where he/she provides guidance to graduate students.
- (2) Where an invited faculty member provides lectures, the dean of a college or graduate school to which he/she belongs or the head of an affiliated institution to which he/she belongs may pay fees for lectures, fees for special lectures and practical training expenses equivalent to those of a part-time instructor, within the budgetary limits of the institution to which he/she belongs.

*[This Article Wholly Amended by Regulations No. 2001, Aug. 18, 2015]*

## **CHAPTER IV TEACHING FACULTY MEMBERS**

*<Amended by Regulations No. 1925, Nov. 13, 2013>*

**Article 18 (Institution to Which Teaching Faculty Member Belongs and Classification)**

- (1) A teaching faculty member shall belong to a college or graduate school and to a department or faculty, or the Faculty of Liberal Education.
- (2) Teaching faculty members shall be classified as a teaching professor, teaching associate professor and teaching assistant professor, and Article 14 of the Regulations Governing Personnel Management of Faculty Members of Seoul National University shall apply mutatis mutandis to minimum career requirements for the title of each office.

*[This Article Wholly Amended by Regulations No. 1925, Nov. 13, 2013]*

**Article 19 (Appointment)**

- (1) The President shall appoint a teaching faculty member as recommended by of the dean of a college or graduate school or the head of the Faculty of Liberal Education, and the contract shall be in the form in attached Table 1. *<Amended by Regulations No. 1899, Feb. 12, 2013; Regulations No. 1925, Nov. 13, 2013>*
- (2) The period of contract of a teaching faculty member shall not exceed three years, and he/she may be reappointed after obtaining approval from the President in exceptional circumstances. *<Amended by Regulations No. 1925, Nov. 13, 2013>*
- (3) The head of an institution to which a teaching faculty member belongs shall specially prescribe criteria, etc. for evaluation of reappointing the teaching faculty member. *<Newly Inserted by Regulations No. 1925, Nov. 13, 2013>*

**Article 20 (Remuneration and Financial Resources)**

- (1) The President or the head of an institution to which a teaching faculty member belongs shall pay remuneration prescribed by him/her by a separate contract to the teaching faculty member. *<Amended by Regulations No. 1899, Feb. 12, 2013; Regulations No. 1925, Nov. 13, 2013>*
- (2) Where a recommender is the head of the Faculty of Liberal Education, remuneration of a teaching faculty member shall be paid within the budgetary limits of the corporate accounting (fees for lectures), and where the recommender is the dean of a college or graduate school, remuneration of a teaching faculty member shall be paid with its own funds including the budget of corporate accounting allocated to each college or graduate school. *<Amended by Regulations No. 1899, Feb. 12, 2013; Regulations No. 1925, Nov. 13, 2013>*

**Article 21 (Duties)**

- (1) A teaching faculty member shall provide four lectures based on three credits each semester or equivalent lectures, and shall be engaged in duties related to the development of lectures and academic affairs.
- (2) The head of an institution to which a teaching faculty member belongs shall prescribe the particular details of duties related to developing lectures and academic affairs provided for in the aforesaid paragraph within the scope not overlapping the duties of a full-time faculty member.

*[This Article Wholly Amended by Regulations No. 2001, Aug. 18, 2015]*

## CHAPTER V RESEARCH FACULTY MEMBERS

*<Amended by Regulations No. 1925, Nov. 13, 2013>*

### **Article 22 (Institution to which Research Faculty Member Belongs and Classification)**

- (1) A research faculty member shall belong to a research institute or an institution the President deems necessary. *<Amended by Regulations No. 1925, Nov. 13, 2013; Regulations No. 2001, Aug. 18, 2015>*
- (2) Research faculty members shall be classified as a research professor, research associate professor and research assistant professor, and Article 14 of the Regulations Governing Personnel Management of Faculty Members of Seoul National University shall apply mutatis mutandis to minimum career requirements for the title of each office. *<Newly Inserted by Regulations No. 1925, Nov. 13, 2013>*

### **Article 23 (Appointment)**

- (1) The President shall appoint a research faculty member as recommended by the head of a research institute or the head of an institution the President deems necessary, and the contract shall be in the form in attached Table 1. *<Amended by Regulations No. 1899, Feb. 12, 2013; Regulations No. 1925, Nov. 13, 2013; Regulations No. 2001, Aug. 18, 2015>*
- (2) The period of contract of a research faculty member shall not exceed three years, and the research faculty member may be reappointed after obtaining approval from the President in exceptional circumstances. *<Amended by Regulations No. 1925, Nov. 13, 2013>*
- (3) The head of an institution to which a research faculty member belongs shall specially prescribe criteria, etc. for evaluation of the reappointing the research faculty member. *<Newly Inserted by Regulations No. 1925, Nov. 13, 2013>*

### **Article 24 (Remuneration and Financial Resources)**

Remuneration prescribed by the head of a research institute shall be paid to a research faculty member, within the budgetary limits of the institution to which he/she belongs: Provided, that in cases of an institution other than a research institute, where the President deems it necessary, remuneration may be paid from separate funds.

*[This Article Wholly Amended by Regulations No. 2001, Aug. 18, 2015]*

### **Article 25 (Duties)**

The duties of a research faculty member shall be as follows:

1. Performance of research tasks designated by Seoul National University;
2. Joint research, etc. with full-time faculty members of Seoul National University;
3. Affairs of the department designated by the head of an institution to which he/she belongs.

*[This Article Wholly Amended by Regulations No. 2001, Aug. 18, 2015]*



**Article 26 (BK Professors)**

The Regulations related to Brain Korea 21 Projects, shall apply to BK faculty members appointed through screening by each project team in order to be devoted to education and research within BK 21 project teams in accordance with the relevant BK 21 project.

*[This Article Wholly Amended by Regulations No. 2001, Aug. 18, 2015]*

## **CHAPTER VI PART-TIME INSTRUCTORS**

**Article 27 (Conversion of Career)**

The career of a part-time instructor in education shall be limited to his/her career in education at a university, junior college or school equivalent thereto, and his/her career in research shall be calculated in accordance with the conversion ratio of research outcomes provided for in Article 4 of the Regulations concerning Criteria, etc. for Qualification of University Faculty.

*<Amended by Regulations No. 1899, Feb. 12, 2013>*

**Article 28 (Appointment)**

(1) The President shall appoint a part time instructor as recommended by the dean of a college or graduate school, the head of the Faculty of Liberal Education or the head of a language education institute; and in principle, shall appoint him/her on a semester basis. *<Amended by Regulations No. 2001, Aug. 18, 2015>*

(2) The contract for a part-time instructor shall be in the form in attached Table 2. *<Amended by Regulations No. 1899, Feb. 12, 2013>*

## **CHAPTER VII UNIVERSITY-INDUSTRY COOPERATION PROFESSORS**

**Article 29 (Institution to Which Faculty Member Belongs)**

A university-industry cooperation professor shall belong to a college or graduate school and to a department or faculty, research institute or the Industry-Academic Cooperation Foundation.

*<Newly Inserted by Regulations No. 1925, Nov. 13, 2013>*

**Article 30 (Appointment)**

(1) The President shall appoint a university-industry cooperation professor as recommended by the head of an institution to which he/she belongs, and the contract shall be in the form in attached Table 1.

(2) The period of appointing a university-industry cooperation professor shall not exceed three years, and he/she may be reappointed after obtaining approval from the President in exceptional circumstances.

(3) The head of an institution to which a university-industry cooperation professor belongs shall specially prescribe criteria, etc. for evaluation of the reappointment of such faculty member.

*[This Article Newly Inserted by Regulations No. 1925, Nov. 13, 2013]*

**Article 31 (Remuneration and Financial Resources)**

A university-industry cooperation professor, shall be paid remuneration under separate contract, and the head of an institution to which he/she belongs shall secure funds for remuneration.

*[This Article Newly Inserted by Regulations No. 1925, Nov. 13, 2013]*

**Article 32 (Duties)**

A university-industry cooperation professor shall take charge of the following:

1. Educational and research activities assigned by the institution to which he/she belongs as the occasion demands;
2. Human resource training based upon demand by industrial enterprises and future industrial development;
3. Research, development and commercialization for creating and disseminating new knowledge and technology;
4. Joint utilization, etc. of tangible and intangible resources held, such as human resources, facilities, equipment and information about research and development.

*[This Article Wholly Amended by Regulations No. 2001, Aug. 18, 2015]*

**CHAPTER VIII VISITING FACULTY MEMBERS**

*<Newly Inserted by Regulations No. 2001, Aug, 18, 2015>*

**Article 33 (Institution to Which Visiting Faculty Member Belongs and Classification)**

- (1) A visiting faculty member shall belong to a college or graduate school and to a department or faculty.
- (2) Visiting faculty members shall be classified as a visiting professor, visiting associate professor and visiting assistant professor; and Article 14 of the Regulations Governing Personnel Management of Faculty Members of Seoul National University shall apply mutatis mutandis to minimum career requirements for the title of each office.

*[This Article Newly Inserted by Regulations No. 2001, Aug, 18, 2015]*

**Article 34 (Appointment)**

- (1) The President shall appoint a visiting faculty member as recommended by the dean of a college or graduate school.
- (2) The period of contract of a visiting faculty member shall not exceed two years.
- (3) In principle, a visiting faculty member may be reappointed for a period not exceeding four years in total, and in exceptional circumstances, the foregoing shall not apply to the period of reappointment through evaluation after obtaining approval from the President.

*[This Article Newly Inserted by Regulations No. 2001, Aug, 18, 2015]*

**Article 35 (Duties and Remuneration)**

- (1) A visiting faculty member shall perform the following duties:
  1. Lectures and practical training (including work experience);
  2. Special lectures and seminars;

3. Guidance on research to undergraduate students or graduate students;
  4. Joint research with full-time faculty members of Seoul National University.
- (2) In principle, no visiting faculty member shall be paid remuneration: Provided, that where he/she provides lectures, he/she may be paid fees for lectures or fees for special lectures equivalent to those of a part-time instructor, within the budgetary limits of the institution to which he/she belongs.

*[This Article Newly Inserted by Regulations No. 2001, Aug, 18, 2015]*

## **CHAPTER IX CLINICAL INSTRUCTORS**

*<Newly Inserted by Regulations No. 2001, Aug, 18, 2015>*

### **Article 36 (Institution to Which Clinical Instructor Belongs)**

A clinical instructor shall belong to a college or graduate school and to a department or faculty.

*[This Article Newly Inserted by Regulations No. 2001, Aug, 18, 2015]*

### **Article 37 (Appointment)**

(1) The President shall appoint a clinical instructor as recommended by the dean of a college or graduate school.

(2) The period of contract of a clinical instructor shall not exceed two years, and he/she may be reappointed where necessary.

*[This Article Newly Inserted by Regulations No. 2001, Aug, 18, 2015]*

### **Article 38 (Duties and Remuneration)**

(1) A clinical instructor shall perform the following duties:

1. Lectures and practical training (including work experience);
2. Guidance on research to undergraduate students or graduate students.

(2) In principle, no clinical instructor shall be paid remuneration: Provided, that where he/she provides lectures, he/she may be paid fees for lectures or fees for special lectures equivalent to those of a part-time instructor, within the budgetary limits of the institution to which he/she belongs.

*[This Article Newly Inserted by Regulations No. 2001, Aug, 18, 2015]*

## **ADDENDA <Regulations No. 1644, Feb. 19, 2008>**

### **Article 1 (Enforcement Date)**

These Regulations shall enter into force on the date of their promulgation.

### **Article 2 (Repeal of other Regulations, etc.)**

The Regulations concerning Adjunct Professors; the Regulations concerning Invited Faculty Members; the Regulations concerning Lecturers Treated as Full-Time Faculty Members; the Regulations concerning Research Faculty Members Treated as Full-Time Faculty Members; the

Regulations concerning Part-Time Instructors; and the Guidelines for Personnel Management of Professors on Contractual Basis of Brain Korea 21 Project Team are repealed, respectively.

**Article 3 (Transitional Measures)**

A person appointed or commissioned pursuant to each Regulations under Article 2 of Addenda, shall be deemed appointed or commissioned pursuant to these Regulations, and the period of appointment or commission shall be the remainder of the period of appointment or commission.

**ADDENDUM** <Regulations No. 1726, May 4, 2009>

These Regulations shall enter into force on the date of their promulgation: Provided, That the amended provisions of subparagraph 4 of Article 2 and Article 24 (1) shall apply on March 1, 2009.

**ADDENDA** <Regulations No. 1899, Feb. 12, 2013>

**Article 1 (Enforcement Date)**

These Regulations shall enter into force on the date of their promulgation.

**Article 2 (Transitional Measures)**

A person appointed or commissioned pursuant to the former Regulations, shall be deemed appointed pursuant to these Regulations until the period of appointment or commission expires.

**Article 3 (Relationship to other Regulations)**

Where any provision of the former Regulations is cited in any other Regulations as at the time these Regulations enter into force, the relevant provision of these Regulations shall be deemed cited.

**ADDENDA** <Regulations No. 1925, Nov. 13, 2013>

**Article 1 (Enforcement Date)**

These Regulations shall enter into force on the date of their promulgation.

**Article 2 (Transitional Measures)**

A teaching professor treated as a full-time faculty member and research professor treated as a full-time faculty member appointed pursuant to the former Regulations shall be deemed an appointed teaching faculty member and a research faculty member pursuant to these Regulations, and the period of appointment shall be the remainder of the period of appointment.

**ADDENDA** <Regulations No. 1956, May 16, 2014>

**Article 1 (Enforcement Date)**

These Regulations shall enter into force on the date of their promulgation.

**Article 2 (Transitional Measures concerning Alteration of Form)**

A form under the former Regulations as at the time these Regulations enter into force shall be continuously used, and any provision amended pursuant to these Regulations shall be used after being amended.

**ADDENDUM** <Regulations No. 1968, Jul. 14, 2014>

These Regulations shall enter into force on the date of their promulgation.

**ADDENDA** <Regulations No. 2001, Aug. 18, 2015>

**Article 1 (Enforcement Date)**

These Regulations shall enter into force on the date of their promulgation.

**Article 2 (Transitional Measures)**

The appointment of a non-tenure-track faculty member appointed pursuant to the former Regulations shall expire on the date the period of appointment expires.

※ 본 영문 규정은 서울대학교에서 사용자의 편의를 위하여 참고용으로 제공하는 것이며, 국문 규정과 영문 규정 간에 의미상의 차이가 있는 경우에는 국문 규정이 효력을 갖습니다.  
(This Regulation has been translated into English for the convenience of users. If there arises any conflict between the Korean text and the English text, the Korean text shall prevail as authentic.)

[Attached Table 1]

## Contract for \_\_\_\_\_ Faculty Member

The President of Seoul National University (hereinafter referred to as the "Employer") and \_\_\_\_\_ (hereinafter referred to as the "Employee") enter into this contract on the following terms and conditions:

### Article 1 (Parties to Contract)

1. (Employer) The President of Seoul National University
2. (Employee) \_\_\_\_\_  
Position:  
Date of birth:  
Domicile:

### Article 2 (Period of Contract)

The period of contract shall be from (date, month, year) to (date, month, year).

### Article 3 (Institution Where Employee Serves)

\_\_\_\_\_ Institution of Seoul National University.

### Article 4 (Duties)

Duties of the Employee shall be as prescribed by the Regulations related to non-tenure-track faculty members of Seoul National University: Provided, that the head of an institution to which the Employee belongs may assign special duties to him/her based upon his/her type of non-tenure-track faculty members and each individual.

### Article 5 (Service)

The Employee shall not provide lectures at other universities: Provided, that in extenuating circumstances, he/she may provide lectures after obtaining prior approval from the Employer.

### Article 6 (Payment of Remuneration)

1. Remuneration per annum of the Employee shall be \_\_\_\_\_won (monthly salary \_\_\_\_\_won), and a salary shall be paid on the 17th day of each month. The Act on the Guarantee of Workers' Retirement Benefits shall apply to retirement benefits;
2. The Employer, the Employee or the Third Party shall pay social insurance premiums pursuant to related Acts and subordinate statutes;
3. The Guidelines for Payment of Fees for Lectures of Seoul National University shall apply to lectures exceeding the contractual lecture hours.

### Article 7 (Termination of Contract)

Where the Employee falls under any of the following, the Employer may terminate the employment contract with the Employee:

1. Where it is difficult for the Employee to perform his/her duties due to a mental or physical disorder;
2. Where the Employee fails to perform his/her assigned duties conscientiously;

3. Where the Employee violates his/her contractual obligations or refuses to follow instructions of the President or the Head of the Institution to which he/she belongs without just cause;
4. Where the Employee markedly degrades his/her dignity as educator.

**Article 8 (Others)**

1. The School Regulations and the Regulations related to personnel management of faculty members of Seoul National University, shall apply to matters not stipulated in this Contract;
2. Where an issue arises as to the interpretation of this Contract, the Employer's interpretation shall prevail; notwithstanding, the Employer shall provide a reasonable interpretation in consideration of all the circumstances;
3. In evidence that this Contract has been executed, the Parties to the Contract shall prepare three copies of this Contract, and the Parties to the Contract and the Witness shall affix their signatures and seals to this Contract, and each retain one copy of the Contract, respectively.

The Parties to the Contract consent to the aforementioned matters and affix their seals.

Date:

Parties to the Contract:

- 1) Employer: The President of Seoul National University \_\_\_\_\_ (Seal)
- 2) Employee: \_\_\_\_\_ (Seal)
- 3) Witness: The Head of the Institution to which the faculty member belongs  
\_\_\_\_\_ (Seal)

[Attached Table 2]

## Contract for Appointment of Part-Time Instructor

The President of Seoul National University (hereinafter referred to as the "Employer") and \_\_\_\_\_ (hereinafter referred to as the "Employee") enter into the Contract for Appointment of the Part-time Instructor on the following terms and conditions:

### Article 1 (Parties to Contract)

(1) (Employer) The President of Seoul National University

(2) (Employee) \_\_\_\_\_

Date of birth:

Domicile:

### Article 2 (Details of Contract)

The Employer and the Employee enter into the contract for appointment of the part-time instructor as follows pursuant to Articles 17 and 18 of the Labor Standards Act, Article 9 of the Enforcement Decree of the aforesaid Act and Article 17 of the Act on the Protection, etc. of Fixed-Term and Part-Time Workers:

(1) Period of Appointment:

(2) Lectures assigned and hours of lectures

Department (Faculty)	Subject	Hours of lecture per week	Day of the week on which lecture is given	Fees for lectures (hours of lectures)	Remarks

### Article 3 (Payment of Fees for Lectures)

The Employer shall pay fees for lectures under the Guidelines for Payment of Fees for Lecturers of Seoul National University, into an account designated by the Employee, by the fifth day of the following month.

### Article 4 (Termination of Appointment)

Where any defect is discovered in documents submitted to the Employer by the Employee or any document is proved false, the Employer may terminate the contract and file a claim for damages against the Employee.

### Article 5 (Others)

(1) Where the Employee performs his/her duties, he/she shall follow the Employer's instructions, and the Employer shall not assign any other duties to the Employee except lectures which the Employee is to give;

(2) The School Regulations and the Regulations related to personnel management of faculty members of Seoul National University shall apply to matters not stipulated in this Contract;

(3) In evidence the this Contract is executed, the Parties to the Contract shall prepare three copies of the Contract, and the Parties to the Contract and the Witness shall affix their signatures and seals to this Contract, and each retain one copy of the Contract, respectively.



The Parties to the Contract consent to the aforementioned matters and affix their seals.

Date:

Parties to the Contract:

- 1) Employer: The President of Seoul National University \_\_\_\_\_ (Seal)
- 2) Employee: Part-Time Instructor \_\_\_\_\_ (Seal)
- 3) Witness: The Head of the Institution to which the faculty member belongs  
\_\_\_\_\_ (Seal)