

REGULATIONS GOVERNING ENDOWED FACULTY MEMBER SYSTEM OF SEOUL NATIONAL UNIVERSITY

Regulations No. 943, Nov. 11, 1994
Amended by Regulations No. 944, Jan. 28, 1995
Regulations No. 1045, May 13, 1997
Regulations No. 1381, Jun. 11, 2003

Article 1 (Purpose)

The purpose of these Regulations is to provide for matters necessary for the endowed faculty member system of Seoul National University.

Article 2 (Definitions)

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

1. The term "endowed faculty member" means a Korean or foreign faculty member whom the President appoints with a donation or contribution made by an external institution or individual, or funds created based thereupon;
2. The term "donation" means fund endowed by an external institution or individual to operate the endowed faculty member system with the revenue therefrom; the term "contribution" means operational funds endowed by an external institution or individual to directly fund the endowed faculty member system.

Article 3 (Qualifications, etc. of Endowed Faculty Members)

- (1) Endowed faculty members shall be classified into an endowed professor, endowed associate professor, endowed assistant professor or endowed full-time lecturer, equivalent to qualifications provided for in the Education Officials Act and subordinate statutes, and the Regulations Regarding Appointment of Full-Time Faculty and Assistants at Seoul National University (hereinafter referred to as the "Regulations Regarding Appointment of Full-Time Faculty").
- (2) An endowed faculty member may be named "_____ endowed professor" by conferring the title designated by a donor.

Article 4 (Duties)

- (1) An endowed faculty member shall be engaged in teaching and research, as prescribed by Seoul National University.
- (2) The dean of each college or graduate school may expressly prescribe the duties of an endowed faculty member other than duties prescribed under paragraph (1): Provided, that no endowed faculty member shall be assigned to a position prescribed by the School Regulations.

Article 5 (Steering Committee)

- (1) The Steering Committee for Endowed Faculty Members (hereinafter referred to as the "Committee") may be established to deliberate on important matters concerning endowed faculty members.
- (2) The Dean of Academic Affairs shall serve as Chairperson of the Committee, and the Dean of Student Affairs, the Dean of Research Affairs, the Dean of Planning and Coordination, the Bureau of General Administration and no more than five full-time professors of Seoul National University appointed by the President shall serve as members of the Committee.
- (3) The Committee shall deliberate on the following:
 1. Matters concerning the prescribed number of endowed faculty members;
 2. Matters concerning the management of endowments and contributions;
 3. Matters concerning the treatment of endowed faculty members;
 4. Other matters concerning the endowed faculty member system.
- (4) The Committee shall hold its meetings with a majority of incumbent members in attendance and pass resolutions with the concurrent votes of a majority of the members present.

Article 6 (Management of Endowments)

- (1) The Seoul National University Foundation Fund (hereinafter referred to as the "Foundation Fund"), an incorporated foundation, shall manage the operational funds of the endowed faculty member system: Provided, that an institution that contributes funds may be allowed to manage funds for an endowed faculty member, created with the revenue from the funds contributed.
- (2) The Foundation Fund shall transfer remuneration, etc. of an endowed faculty member in each quarter to the accounts of the school support association of Seoul National University by the tenth day of the first month in each quarter.

Article 7 (Compilation of Budget)

The President shall appropriate funds necessary for the treatment of an endowed faculty member, in the budget by transferring such funds to the accounts of the school supporting association of Seoul National University from the Foundation Fund: Provided, that an institution that contributes funds may be allowed to compile its budget to pay remuneration of an endowed faculty member and all other expenses from funds created with the revenue from the funds contributed.

Article 8 (Allocation and Prescribed Number of Personnel)

The President shall determine the allocation of endowed faculty members and the prescribed number thereof for each year.

Article 9 (Appointment under Contract and Period of Appointment)

- (1) An endowed faculty member shall be appointed under the contract, and the period of appointment shall be up to two years for a full-time lecturer, up to four years for an assistant professor, up to six years for an associate professor and up to six years for a professor. A full-time lecturer, assistant professor and associate professor may be reappointed to the same position under the contract only once; and a professor may be

reappointed under the contract for an unlimited number of terms, but tenured professorship is not guaranteed. Where the period of appointment expires during the semester, the last day of the semester in which the period expired shall be deemed the expiration date of the period of appointment.

- (2) The President shall specially prescribe limitations on the percentage of endowed faculty members with a bachelor's degree from a specific university, when he/she newly appoints endowed faculty members.

Article 10 (New Appointment)

The Regulations Regarding Appointment of Full-Time Faculty shall apply mutatis mutandis to the employment principles of, timing of, procedures for, methods of, etc. screening for new appointment of an endowed faculty member.

Article 11 (Reappointment under Contract)

The Regulations Regarding Appointment of Full-Time Faculty shall apply mutatis mutandis to the timing of, criteria for, procedures for, methods of, etc. screening for the reappointment of an endowed faculty member under the contract.

Article 12 (Appointment for Promotion)

The Regulations Regarding Appointment of Full-Time Faculty shall apply mutatis mutandis to the timing of, methods of, etc. screening for appointment for promotion of an endowed faculty member.

Article 13 (Treatment, etc.)

- (1) The Regulations Governing Remuneration of Public Officials shall apply mutatis mutandis to remuneration of endowed faculty members within a donation or contribution; in principle, various benefits, research expenses, etc. equal to those of full-time professors of Seoul National University shall be paid to endowed faculty members: Provided, that where the aforesaid remuneration, etc. depends on special funds, the provisions of the contract based on such special funds shall apply thereto.
- (2) In cases of an endowed faculty member who is paid from the revenue from a contribution made by the Seoul National University Hospital, the President of Seoul National University may require the President of the Seoul National University Hospital to directly pay remuneration, various benefits, research expenses, etc. prescribed by the President of Seoul National University.
- (3) The arrangement of salary grades of education officials shall apply mutatis mutandis to the arrangement of salary grades of endowed faculty members.
- (4) Where an endowed faculty member is unable to perform his/her duties due to an overseas trip other than for the purposes of research or for other reasons, the President may suspend the payment of remuneration.
- (5) Seoul National University shall provide facilities, etc. that support teaching and research of endowed faculty members within the budgetary limits: Provided, that Seoul National University shall appropriate funds for purchasing office fixtures or making public announcements for endowed faculty members by transferring funds to the accounts of

incorporation of Seoul National University from the Foundation Fund. The President of the Seoul National University Hospital shall provide support for an endowed faculty member who is paid from the revenue from a contribution made by the Seoul National University Hospital.

- (6) A retirement allowance shall be paid to an endowed faculty member by transferring funds to the accounts of incorporation of Seoul National University from the Foundation Fund, and the Regulations Governing Payment of Retirement Allowance to Employees of School Support Association of Seoul National University shall apply mutatis mutandis to the payment thereof.
- (7) Health insurance for employees of the school support association of Seoul National University shall apply correspondingly to health insurance for endowed faculty members.
- (8) Notwithstanding paragraphs (6) and (7), the President of Seoul National University may require the President of the Seoul National University Hospital to pay a retirement allowance to or manage health insurance for an endowed faculty member who is paid from the revenue from a contribution made by the Seoul National University Hospital.

Article 14 (Service)

- (1) An endowed faculty member shall provide lectures for no more than nine hours a week, and engage in research for his/her remaining working hours.
- (2) The Regulations Governing Service of State Public Officials shall apply mutatis mutandis to working hours and vacations (annual leave, sick leave, official leave and special leave) of endowed faculty members.
- (3) The Regulations Governing Personnel Records and Personnel Management of Education Officials shall apply mutatis mutandis to matters concerning personnel records of endowed faculty members.
- (4) The Regulations Governing Service of State Public Officials and the Customary Practices of Service of Full-Time Faculty Members of Seoul National University shall apply to other matters concerning service.

Article 15 (Dismissal and Disciplinary Action)

- (1) Where an endowed faculty member falls under any of the following, the President may dismiss or take disciplinary action against him/her, on the recommendation of the head of an institution to which he/she belongs:
 1. Where he/she violates an employment contract;
 2. Where he/she falls under Article 78 (1) of the State Public Officials Act;
 3. Where he/she performs poorly in teaching and research;
 4. Where he/she damages the reputation of Seoul National University;
 5. Where his/her poor health or circumstances hinder him/her in performing his/her duties.
- (2) Where the amount of the revenue from an endowment fund is reduced to the extent that it is impossible to provide financial support to an endowed faculty member and where an institution that contributes funds, suspends the payment of remuneration, the President may dismiss the endowed faculty member.
- (3) In cases falling under paragraph (1) 1 through 4, the President may take disciplinary action,

such as suspending from office, curtailing salary or reprimand, against an endowed faculty member.

- (4) The Disciplinary Decree of Education Officials shall apply mutatis mutandis to dismissal under paragraph (1) 1 through 4 and disciplinary action under paragraph (3), and dismissal and disciplinary action shall be under the jurisdiction of the General Disciplinary Committee of Seoul National University.

Article 16 (Detailed Rules Governing Operation)

The President shall expressly prescribe other matters necessary for operating the endowed faculty member system following deliberation by the Committee.

ADDENDUM <Regulations No. 943, Nov. 11, 1994>

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

ADDENDUM <Regulations No. 944, Jan. 28, 1995>

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

ADDENDUM <Regulations No. 1045, May 13, 1997>

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

ADDENDA <Regulations No. 1381, Jun. 11, 2003>

(1) (Enforcement Date)

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

(2) (Transitional Measures)

Notwithstanding the provisions of Article 9, an endowed full-time lecturer, endowed assistant professor and endowed associate professor, in office as at the time these Regulations are promulgated, may be reappointed to the same position twice under the existing contract.

(3) (Repealed Regulations)

The Former Detailed Rules concerning Operating Endowed Faculty Member System of Seoul National University are repealed.

(4) (Amendment of other Regulations)

Article 5 (1) of the Regulations concerning Brain Korea 21 Project Team of Seoul National University shall be amended as follows:

The Regulations Governing the Operating Endowed Faculty Member System of Seoul National University shall apply mutatis mutandis to new appointment and dismissal of contract professors.

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