

Regulations on the Management of Annual Salary Plan for Faculty Members

Established Jan. 1, 2000 Amended Feb. 16, 2007
Amended Mar. 1, 2000 Amended Sep. 16, 2008
Amended Aug. 11, 2000 Amended Mar. 1, 2013
Amended Mar. 1, 2002 Amended Mar. 16, 2016
Amended Feb. 1, 2004 Amended Sep. 1, 2017
Amended Mar. 18, 2004 Amended Mar. 1, 2018
Amended Jun. 1, 2006 Amended Mar. 16, 2018

Chapter 1 General Provisions

Article 1 (Purpose) These regulations set forth fair and reasonable standards necessary for the execution of the annual salary plan for faculty members (hereinafter referred to as “annual salary plan”) pursuant to Article 32 of the Regulations on Faculty Personnel Management.

Article 2 (Application Scope) These regulations shall apply only to the faculty members provided for in Article 3, Clause 1 of the Regulations on Faculty Personnel Management. If deemed necessary for the recruitment or retention of an outstanding faculty member by the President of the University, however, different standards from those stipulated in these regulations may be applied to determine an annual salary for the faculty member.

Article 3 (Definitions) The terms used in these regulations shall be defined as follows:

1. “Remuneration” refers to the sum of the annual salary and other allowances. (Amended June 1, 2006) (Amended March 1, 2013)
2. An “annual salary” refers to an amount of pay determined on the basis of an individual faculty member’s skills and work experiences and social circumstances, which shall be paid over a period of one year starting in March of a given year and ending in February of the following year. (Amended June 1, 2006) (Amended March 1, 2013)
3. “Allowances” include administrative assignment allowances, child education support allowances, overload teaching compensations, housing allowances, and other allowances. Allowances shall not be included in the annual salary, and a salary increase rate shall not apply to them. (Amended September 16, 2008)
4. A “monthly salary” refers to the amount of money derived by dividing an individual’s annual salary by 12 months. (Amended June 1, 2006)
5. “Daily-based calculation” refers to the method of calculating a salary using the number of days worked in the month; “number of days worked” refers to the number of days a person served in a position and shall include the first day of appointment and any holidays during the period of his/her service.

Article 4 (Remuneration Structure) A faculty member's remuneration shall consist of his/her annual salary and allowances. (Amended June 1, 2006)

Article 5 (Payment Methods) ① An annual base salary shall be equally divided by 12 and paid monthly. (Amended September 16, 2008) (Amended March 1, 2013)

② Allowances shall be paid as applicable as of the 15th of each month.

Article 6 (Pay Period) The period used in the calculation of a faculty member’s remuneration shall begin on the 16th of the previous month and end on the 15th of the present month.

Article 7 (Fractions) In the calculation of the monthly salary to be paid to a faculty member pursuant to Article 5, any fraction smaller than KRW 1 shall be rounded down.

Article 8 (Calculation Standard) ① The calculation of the monthly salary shall begin on the effective date of appointment, transfer, and return from leave/reinstatement and end one day prior to the effective date of suspension of university operation, leave of absence, and suspension from office or on the effective date of

termination of employment. However, in the case of termination of employment other than discharge (*pamyeon*), a faculty member shall be paid the full amount of his/her monthly salary for the month.

② The monthly salary of a faculty member under disciplinary measure in the form of salary reduction shall be reduced for the duration specified in the official order starting from the first day of the monthly pay period in which the salary reduction takes effect.

③ If a person on leave of absence or a person whose employment has been terminated or whose appointment period has expired continues to be in service for the transfer of work to his/her successor or handling of extra work, he/she may be paid a prorated salary for the service during such period using the daily-based calculation; the amount of monthly salary to be used as a basis of the daily-based calculation shall be the same as the person's previous monthly salary.

④ If the effective date of suspension from office or discharge (*pamyeon*) comes later than the payment of remuneration for the month, the amount already paid to the person in question shall not be retrieved.

⑤ If these regulations are amended, the remuneration for the entire month shall be paid as determined pursuant to the amended regulations, notwithstanding the effective date of amendment.

⑥ A retiree whose remuneration was paid before an increase in remuneration takes effect shall not be paid the difference retroactively.

⑦ The reference daily wage in daily-based calculation shall be determined by dividing the monthly salary by the total number of days in the month. (Amended February 16, 2007)

⑧ Daily-based calculation shall be made as follows:

Reference daily wage × Number of days worked = Amount to be paid

Article 9 (Salary for a Faculty Member with Concurrent Appointments) A faculty member with multiple concurrent appointments shall be paid only the remuneration for the highest position.

Article 10 (Remuneration During Absence) ① If the total number of days of absence with notice during a monthly pay period is seven days or less, the full amount of remuneration for the month shall be paid; if the total number of days of absence with notice during a monthly pay period is eight days or more, however, Article 11 shall apply *mutatis mutandis*.

② If a faculty member is absent without notice, his/her remuneration shall be reduced by the amount derived by multiplying the number of days of absence by the daily wage.

Article 11 (Remuneration for a Faculty Member on Leave of Absence or Under a Disciplinary Measure) ① A faculty member on leave of absence shall be paid his/her monthly salary as specified in the Bylaws of the POSTECH Foundation.

② Remuneration for a faculty member under a disciplinary measure shall be determined as provided for in Article 40 of the Regulations on Faculty Personnel Management.

Article 12 (Payment Date) ① A faculty member shall be paid his/her remuneration on the 17th of each month. If the payment date falls on a weekend day or a legal holiday, however, payment shall be made on the immediately preceding day.

② If a faculty member dies or retires, payment shall be made within 14 days from the date of death or retirement.

Chapter 2 Application and Evaluation

Article 13 (Principles for Determining the Annual Salary) ① (Amended June 1, 2006)(Deleted March 1, 2013)

② Annual salaries shall be determined within the total fund allocated. An individual faculty member's annual salary shall be determined in consideration of the overall circumstances and based on the faculty member's performance evaluation. (Amended June 1, 2006) (Amended March 1, 2013)

③ (Amended June 1, 2006)(Deleted March 1, 2013)

④ In addition to the differential determination of annual salaries based on the evaluation of individuals pursuant to Clause 2, the President of the University may differentially determine the annual salaries for each department

according to the results of evaluation of each department.

⑤ (Deleted June 1, 2006)

Article 14 (Evaluation Process and Annual Salary Determination) ① The evaluation of performance of a faculty member shall be conducted by the head of the faculty member's department (or division); the result shall be submitted to the Vice President of Academic Affairs.

② The President of the University shall finalize the annual salary of each individual faculty member based on the results of evaluation by the head of his/her department (or division) along with other considerations. (Amended June 1, 2006)

③ The annual salary of a newly appointed faculty member shall be determined based on his/her work experiences and skills by the President of the University with a recommendation from the head of the faculty member's department (division) and the Vice President of Academic Affairs.

④ The performance evaluation on faculty members with a major administrative assignment including Provost & Executive Vice President of the University, Dean of each Graduate School, Vice President of each Office, and Vice President of Academic Information Affairs, and the performance evaluation on department (or division) heads shall be conducted separately by the President of the University.

⑤ Deleted (June 1, 2006)

⑥ Deleted (June 1, 2006)

Article 15 (Evaluation Areas) ① In principle, a faculty member's performance shall be evaluated in three areas: teaching, research (academia or industry research) and service.

② Evaluation on research shall include research grants, publications, records of application of research results, industry-academic collaboration performances, and awards and honors.

③ Evaluation on teaching shall include lecture evaluations, number of master's and doctoral degree awardees for whom one served as a thesis advisor, development of a new teaching method, course or curriculum, and teaching material.

④ Evaluation on service shall include activities in domestic and international academic societies and services in the various committees within the University and public institutes.

Article 16 (Evaluation Methods) Detailed evaluation items and specific evaluation methods shall be determined independently by each department, so that each department's characteristics may be fully reflected.

Chapter 3 Allowances

Article 17 (Family Allowances) (Deleted September 16, 2009)

Article 18 (Administrative Assignment Allowances) A faculty member in charge of administrative affairs shall be paid an administrative assignment allowance as provided for in Table 2 (attached).

Article 19 (Child Education Support Allowances) A faculty member shall be paid an allowance for his/her child's education. Details concerning its payment shall be determined separately.

Article 20 (Private Pension Allowances) (Deleted March 1, 2013)

Article 21 (Overload Teaching Compensation) The compensation for a tenure-track/tenured faculty member who teaches above his/her required loads shall be governed by the Regulations on Teaching Load Requirements and Payment of Teaching Compensation.

Article 21-2 (Housing Allowances) A faculty member shall be paid a housing allowance. Details concerning its payment shall be determined separately. (Established October 11, 2000)

Article 21-3 (Other Allowances) ① In order to promote morale, with the approval of the Chairman of the Board of Trustees, faculty members may be granted special allowance as an incentive. (Established March 16, 2018)

② Allowances not stipulated in these regulations such as an admissions allowance, lecture development allowance, etc. may be paid within the budget range if decided separately by the President of the University. (Established March 1, 2018)

Chapter 4 Supplementary Provisions

Article 22 (Mutatis Mutandis Application) The relevant laws, rules and regulations, or other precedents shall apply *mutatis mutandis* to matters other than those provided for by these regulations.

Addenda

1. These regulations shall be established and take effect on January 1, 2000.
2. (Interim Measures) ① For the calculation of remuneration to be paid in January 2000, the pay period shall be counted from December 16, 1999.
② The basic salary, research subsidy, teaching materials allowance, end of term allowance (600%), regular attendance allowance (200%), and physical fitness allowance (250%) in the faculty remuneration system as of December 1999 shall be added up and used as the individual annual base salary for the year 1999 to determine the annual base salary for the year 2000.
③ The Remuneration Regulations for Faculty and Staff shall not apply to faculty members governed by these regulations as of the effective date of these regulations.

Addenda

1. These amended regulations shall take effect on March 1, 2000.
2. (Interim Measures) ① For the calculation of remuneration to be paid in March 2000, the pay period shall be counted from February 16, 2000.
② The basic salary, research subsidy, teaching materials allowance, end of term allowance (600%), regular attendance allowance (200%), physical fitness allowance (250%), and summer vacation allowance in the faculty remuneration system as of December 1999 shall be added up and used as the individual annual base salary for the year 1999 to determine the annual base salary for the year 2000.

Addendum

These amended regulations shall take effect on August 11, 2000.

Addendum

These amended regulations shall take effect on March 1, 2002.

Addendum

These amended regulations shall take effect on February 1, 2004.

Addendum

These amended regulations shall take effect on March 18, 2004.

Addendum

These amended regulations shall take effect on June 1, 2006; the annual performance-based salary system

implemented prior to the amendment of these regulations shall be deemed to have been implemented pursuant to these regulations.

Addendum

These amended regulations shall take effect on February 16, 2007.

Addenda

1. (Effective Date) These amended regulations shall take effect on September 16, 2008.
2. (Interim Measures on Family Allowances) For a faculty member currently employed by the University as of the effective date of amendment of these regulations, the family allowance in effect as of September 15, 2008 shall be added to his/her annual base salary.
3. (Interim Measures on Vehicle Maintenance Allowances) The Payment Guidelines on Privately-owned Vehicle Maintenance Allowances shall be revoked on the effective date of amendment of these regulations; for a faculty member currently employed by the University as of the effective date of these regulations, the vehicle maintenance allowance in effect as of September 15, 2008 shall be added to his/her annual base salary.

Addenda

1. (Effective Date) These amended regulations shall take effect on March 1, 2013.
2. (Interim Measures) The abolishment of Article 20 (Private Pension Allowances) shall take effect on the pay day of December 2012.

Addenda

1. (Effective Date) These amended regulations shall take effect on March 16, 2016.
2. (Interim Measures) The amendments of Clauses 1 and 2 of Article 15, and Article 16 shall take effect on the 2017 faculty performance evaluation.

Addendum

These amended regulations shall take effect on September 1, 2017.

Addendum

These amended regulations shall take effect on March 1, 2018.

Addendum

These amended regulations shall take effect on March 16, 2018.

(Table 1)

Family Allowances (Deleted September 16, 2008)

(Table 2)

Administrative Assignment Allowances (Amended September 1, 2017)

(Unit: thousand KRW)

Classification	Amount
Provost & Executive Vice President of the University	1,500
Dean of Graduate School (General Graduate School, Graduate School for Information Technology, Graduate Institute of Ferrous Technology)	1,000
Executive Director of POSTECH Research and Business Development Foundation	1,000
Vice President level (Vice President of Planning, Vice President of Academic Affairs, Vice President of Research Affairs, Vice President of Industry-Academic Affairs, Vice President of Admissions and Student Affairs, and Vice President of Academic Information Affairs)	1,000
Associate Vice President level (Associate Vice President, Associate Vice President of Audit and Inspection)	750
Department Head level (Department Head of Mathematics, Physics, Chemistry, Materials Science and Engineering, Mechanical Engineering, Industrial & Management Engineering, Electrical Engineering, Computer Science & Engineering, Chemical Engineering, Creative IT Engineering, and Division Head of Humanities & Social Science and Mueunjae Undergraduate Studies)	750
Graduate Department Head level (Head of Advanced Materials Science, Integrative Biosciences & Biotechnology, IT Convergence Engineering, Advanced Nuclear Engineering, Environmental Science & Engineering, Interdisciplinary Bioscience & Bioengineering, and Technology Innovation & Management)	650
Affiliated centers/Affiliated research centers (Class A) (Director of Innovation Center for Education, Director of POSTECH Language Education Center, Director of POSTECH Counseling Center, Director of Sports Support Center, Director of Technical Support Center, Chief Editor of The POSTECH Times, Housing Director, and Director of self-financed Affiliated Research Centers)	500

Affiliated centers/Affiliated research centers (Class B) (Director of other Affiliated Research Centers)	300
---	-----

- ※ If incumbent for two or more positions, he/she shall be paid in accordance with the higher level.
- ※ Self-financed organizations and affiliated research centers shall pay with own funds.
- ※ In the case of affiliated research centers, allowances shall be paid according to the above standards after obtaining a separate approval of allowance payments.