

Detailed Rules on JA (Joint Appointment) Faculty Personnel Management

Established Oct. 1, 2005

Amended Mar. 1, 2013 Amended Jul. 1, 2015

Amended Apr. 21, 2016

Article 1 (Purpose) These detailed rules set forth detailed matters regarding personnel management standards for Joint Appointment faculty (hereinafter referred to as “JA faculty”) among tenure-track or tenured faculty members, pursuant to Article 3 of the Regulations on Faculty Personnel Management of Pohang University of Science and Technology (hereinafter referred to as “University”).

Article 2 (Definition) A “JA faculty member” shall refer to a tenure-track or tenured faculty member of the University who is jointly appointed by two or more departments for interdisciplinary education and research.

Article 3 (New Faculty Recruitment) ① To recruit a new faculty member with a joint appointment, the primary department and the participating department must form a joint search committee.

② The chair of the search committee shall be elected from among the committee members.

③ Candidates shall be subject to the first evaluation pursuant to Article 10 of the Detailed Rules on New Faculty Recruitment, after which the chair of the search committee must prepare a report on the results of the evaluation.

④ For the secondary evaluation, an ad-hoc personnel committee must be formed with an equal number of committee members from the primary department and the participating department. The head of the primary department shall chair the personnel committee.

⑤ The Detailed Rules on New Faculty Recruitment shall apply *mutatis mutandis* to other matters regarding new faculty recruitment.

Article 4 (Appointment of Current Faculty) ① If a current faculty member wishes to obtain a joint appointment, he/she must fill out an application (attached) and submit it to the head of his/her current department.

② The head of the faculty member’s current department must submit a letter of consent to the University, attaching a recommendation letter from the head of the participating department to which the faculty member seeks a joint appointment.

③ The University shall make a decision based on the deliberation of the Faculty Personnel Committee and the approval of the President of the University.

Article 5 (Affiliation and Ratio of Participation) An appointment letter shall be issued to both the primary department and the participating department. The ratio of participation shall be 50:50 as a rule, which, however, may be adjusted based on mutual agreement between the heads of the two departments when necessary.

Article 6 (Changing/Discontinuing a Primary Appointment) ① If a JA faculty member wishes to change or discontinue his/her primary appointment, he/she must fill out an application (attached) and submit it to the head of his/her primary department.

② The head of the primary department must submit a letter of consent to the University, attaching a recommendation letter from the head of the participating department.

③ The University shall make a decision based on the deliberation of the Faculty Personnel Committee and the approval of the President of the University.

Article 7 (Promotion and Reappointment) ① For a JA faculty member's promotion/reappointment review, an ad-hoc personnel committee must be formed with an equal number of committee members from the primary department and the participating department. The head of the primary department shall chair the personnel committee.

② The Regulations on Faculty Personnel Management shall apply *mutatis mutandis* to matters regarding promotion/reappointment procedures and reviews.

Article 8 (Evaluation and Compensation) (Established July 1, 2015) (Deleted April 21, 2016)

Addendum

These detailed rules shall be established and take effect on October 1, 2005. Matters executed prior to the establishment of these detailed rules shall be deemed to have been executed pursuant to these detailed rules.

Addenda

1. (Effective Date) These amended detailed rules shall take effect on March 1, 2013.
2. (Interim Measures) Faculty members holding a split appointment ("SA" faculty) in accordance with the pre-amendment provisions of these detailed rules as of the effective date of these amended detailed rules shall be deemed to have been appointed as JA faculty in accordance with these amended detailed rules.

Addendum

These amended detailed rules shall take effect on July 1, 2015.

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These amended detailed rules shall take effect on April 21, 2016.