

Detailed Rules for the Operation of Department Honors Professor Program

Established May 1, 2014
Amended September 1, 2015
Amended March 16, 2016
Amended December 15, 2016

Article 1 (Purpose) These detailed rules set forth detailed matters relating to the operation of the Department Honors Professor Program pursuant to Article 10, Clause 3 of the Regulations on Faculty Personnel Management.

Article 2 (Eligibility) The appointment of a Department Honors Professor shall be limited to tenured faculty members who are in the top 30% among the faculty members of his/her department in terms of teaching and research performance in the preceding three years, have the capability to serve as academic advisor and provide support for graduate students in the five years from the date of appointment, and can contribute to the enhancement of education and research competitiveness even after retirement.

Article 3 (Appointment Principles) ① A Department Honors Professor shall be initially appointed among tenured faculty members aged 60 or more. (Amended December 15, 2016)

② In case of faculty appointed as POSTECH University Professor, the faculty may request to be appointed as the Department Honors Professor following the expiration of the appointment as POSTECH University Professor. (Amended December 15, 2016)

Article 4 (Quota) The total number of Department Honors Professors at any given point cannot exceed one tenth of the total number of tenured faculty.

Article 5 (Term of Appointment) The appointment period of a Department Honors Professor shall be 3 years or less, and he/she may be reappointed for period up to the retirement age in accordance with Article 5 of Regulations on Faculty Personnel Management. (Amended December 15, 2016)

Article 6 (Appointment Process) A Department Honors Professor shall be appointed by the President following a review by the Departmental Personnel Committee (the chairman of the Faculty Personnel Committee, when needed, may request that evaluation by an external expert be included in the review) and a review by the Faculty Personnel Committee. The appointment shall be reported to the Board of Trustees.

Article 7 (Reappointment) After the initial appointment, the term of a Department Honors Professor may be reappointed as follows: The Departmental Personnel Committee shall evaluate the faculty member as to whether he/she has remained in the top 30% of the department's faculty in terms of teaching and research performance in the preceding three years from the date of evaluation and whether the faculty member has the capability to serve as an academic advisor and provide support for graduate students in the forthcoming five years. If the result of the review is positive, the head of the department shall make a recommendation to the Faculty Personnel Committee, which shall in turn review the case. The faculty member shall be reappointed upon the approval of the President. (Amended December 15, 2016)

Article 8 (Time of Recommendation) A Department Honors Professor must be recommended to the Faculty Personnel Committee at least three months prior to the expected date of appointment (Amended September 1, 2015).

Article 9 (Time of Appointment) The appointment of a Department Honors Professor shall take effect on March 1 and September 1 each year, but this schedule may be changed if deemed necessary by the President (Amended March 16, 2016).

Article 10 (Status and Rights) After mandatory retirement during the term of appointment as the Department Honors Professor, the faculty may be appointed as an Honors Professor (non-tenure-track faculty member) for up to 5 years. The status and rights specified in Table 1 (attached) may be granted to the faculty (Amended September 1, 2015).

Article 11 (Mutatis Mutandis Application) The relevant rules and regulations of the University shall apply *mutatis mutandis* to matters concerning the appointment, status, and rights of Department Honors Professors which are not provided for in these detailed rules.

Addenda

1. (Effective Date) These detailed rules shall be established and take effect on May 1, 2014.
2. (Interim Measure) Notwithstanding Clause 1 of Article 3 and Article 8, Department Honors Professors shall be appointed from among faculty members aged 60 through 62 in 2014, the first year of implementation of these rules, and the appointment shall take effect on September 1.

Addendum

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

Addendum

These amended detailed rules shall take effect on March 16, 2016.

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These amended detailed rules shall take effect on March 16, 2016.

Addenda

1. (Effective Date) These detailed rules shall be established and take effect on December 15, 2016.
2. (Interim Measure) However, the title change of POSTECH Fellow in Paragraph 2 of Article 3 shall be applied from January 19, 2017.

(Attachment 1) Department Honors Professors' status and rights

Classification		Before the mandatory retirement	After the mandatory retirement
Status		Tenured faculty	Non-tenure-track faculty (Honors Professor)
Appointment process		Report to Board of Trustees after appointment by President	Employment agreement
Remuneration	Salary	Same as Tenured/tenure-track faculty	To be paid from individual research funds (No support from the University)
	Teaching compensation		Teaching compensation comparable to that for Professors Emeriti to be paid by the University
Space			<ul style="list-style-type: none"> • Professor's office: Same in size as the tenured/tenure-track faculty's office, allocated without charge • Research lab: Half in size to the tenured/tenure-track faculty's lab, allocated without charge.
Student advising		A Department Honors Professor may serve as academic advisor for graduate students, assigned with the expiration date of the professor's appointment as Department Honors Professor taken into consideration	
Housing		Same as Tenured/tenure-track faculty	Subject to availability, a regular sized faculty apartment is to be provided according to the tenured/tenure-track faculty support standard.