

# Bylaws of POSTECH Foundation

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Amended Mar. 1, 1985	Amended Jan. 26, 1996	Amended Oct. 17, 2005	
Amended Mar. 1, 1986	Amended Nov. 21, 1996	Amended Apr. 11, 2006	
Amended Nov. 25, 1986	Amended Aug. 13, 1997	Amended Nov. 14, 2006	
Amended Feb. 12, 1987	Amended Apr. 9, 1998	Amended Sep. 1, 2007	
Amended May 6, 1987	Amended Nov. 13, 1998	Amended Jan. 1, 2008	
Amended Sep. 15, 1987	Amended Dec. 31, 1998	Amended Feb. 19, 2008	
Amended Jun. 7, 1988	Amended May 31, 1999	Amended May 13, 2008	
Amended Jan. 18, 1989	Amended Nov. 16, 1999	Amended Jan. 8, 2009	
Amended Jun. 22, 1989	Amended Feb. 14, 2000	Amended Mar. 1, 2010	
Amended Sep. 5, 1989	Amended Mar. 1, 2000	Amended Jan. 1, 2012	
Amended Apr. 3, 1990	Amended Mar. 20, 2000	Amended Jun. 1, 2012	

## Chapter 1 General Provisions

- Article 1 (Purpose)** This foundation aims to provide research-oriented higher education based on the educational ideals of the Republic of Korea to nurture leaders in the science and technology fields and contribute to the advancement of the nation and humanity through fundamental science research and collaboration between academia and industry.
- Article 2 (Name)** This foundation shall be called the POSTECH Foundation (hereinafter referred to as “Foundation”).
- Article 3 (Establishment of School)** The Foundation shall establish and manage Pohang University of Science and Technology (hereinafter referred to as “University”) to achieve the purpose set forth in Article 1.
- Article 4 (Address)** The office of the Foundation shall be located at 77 Cheongam-Ro, Nam-gu, Pohang-si, Gyeongsangbuk-do.
- Article 5 (Amendment of the Bylaws)** The Bylaws of the Foundation may be amended by a vote of two-thirds of the authorized members of the Board of Trustees. Any amendment must be reported to the competent authorities within 14 days of the vote.

## Chapter 2 Assets and Accounting

### Section 1 Assets

- Article 6 (Types of Assets)** ① The assets of the Foundation shall be classified into Basic Assets and General Assets. Basic Assets may be further divided into Basic Assets for Education and Basic Assets for Revenue.

- ② Basic Assets shall refer to the assets managed with a separate ledger, a reserve fund as set forth in Article 11, and other assets designated as basic assets by a resolution of the Board of Trustees.
- ③ General Assets shall be assets other than the Basic Assets defined in Clause 2.

**Article 7 (Asset Management)** ① To sell, donate, exchange, or change the usage of any Basic Asset as defined in Article 6, Clause 2, or to offer it as collateral, a resolution of the Board of Trustees and the permission of the competent authorities shall be required.

- ② Matters concerning the operation and management of Basic Assets and General Assets which are not provided for in the laws or in the Bylaws shall be determined separately by the Board of Trustees.

**Article 8 (Expenses and Appropriation)** Profits from Basic Assets and from the revenue-generating business as well as miscellaneous profits shall be appropriated for the expenses of the Foundation.

## Section 2 Accounting

**Article 9 (Separate Accounting)** ① The Foundation’s accounting shall be separated into accounting for the University and accounting for the Foundation.

- ② Accounting for the Foundation may be further divided into general accounting and accounting for the revenue-generating business.

- ③ The accounting for the University and the accounting for the Foundation as provided for in Clause 1 shall be executed by the President of the University and the Chairman of the Board of Trustees, respectively.

**Article 10 (Liabilities in Excess of the Budget)** Any financial liability or loan waiver in excess of budget appropriations must be approved by a resolution of the Board of Trustees and requires the permission of the competent authorities.

**Article 11 (Year-End Surplus)** At the end of each fiscal year, any surplus in the accounts for the Foundation other than the amount used for debt repayment and the amount being carried forward to the following year shall be deposited into a reserve fund. The reserve fund shall be included in the Basic Assets.

**Article 12 (Fiscal Year)** The fiscal year of the Foundation shall begin on the first day of March and end on the last day of February of the following year.

## Chapter 3 Institutions

### Section 1 Officers

**Article 13 (Types and Authorized Number of Officers)** The Foundation shall have the following officers:

1. 12 trustees (including one Chairman)
2. 2 auditors

**Article 14 (Terms of Office)** The terms of office of the officers shall be set as follows (however, the terms of office of half of the founding officers shall be half of those stated herein):

1. Trustees: four years
2. Auditors: two years

**Article 15 (Full-time Officers)** ① A maximum of three officers with predefined business duties may be appointed full-time officers of the Foundation at the recommendation of the Chairman of the Board of Trustees and with a resolution of the Board of Trustees.

- ② The compensation for full-time officers shall be determined separately by a resolution of the Board of Trustees.

**Article 16 (Appointment of Officers)** ① Trustees and auditors shall be appointed by the Board of Trustees with the approval of the competent authorities. The personal information of the officers including their name, age, term of office, current occupation, and professional highlights must be made public on the University’s website.

- ② Dismissal of an officer prior to the expiration of his/her term of office shall require the approval of the Board of Trustees. However, if an officer voluntarily resigns, reporting it to the Board of Trustees shall suffice.
- ③ In case of a vacancy in the position of officer, a replacement should be appointed within two months.
- ④ The President of the University and the Chairman of POSCO (one person), which contributed

Basic Assets at the time of the Foundation's establishment, shall be appointed trustees.

**Article 17 (Restrictions on the Appointment of Officers)** ① At least half of the authorized trustees must hold Korean citizenship. However, if a person who does not hold Korean citizenship makes a contribution which amounts to half of the Basic Assets or more, the number of trustees who do not hold Korean citizenship may be increased to less than two-thirds of the authorized number of trustees.

- ② The number of trustees who are related to each other as defined in Article 777 of the Civil Law of Korea must not exceed one-fourth of the authorized number of trustees.
- ③ At least one-third of the authorized trustees must have a minimum of three years of educational experience.
- ④ Auditors must not be related to each other or to any trustee in the manner defined in Article 777 of the Civil Law of Korea.
- ⑤ One of the auditors shall be appointed at the recommendation of the Open Trustee Recommendation Committee (hereinafter referred to as "Recommendation Committee"). The procedures for Open Trustee recommendation shall be applied *mutatis mutandis* to auditor recommendation.
- ⑥ One of the auditors must have a CPA license.
- ⑦ To appoint a person who falls into any of the following categories as an officer, the consent of two-thirds of the trustees shall be required:
  1. Five years have passed since the approval of appointment of a person as an officer was cancelled by the competent authorities.
  2. Five years have passed since a person was discharged (*pamyeon*) from a faculty position of a private school.
  3. Three years have passed since a person was dismissed (*haeim*) from the post of head of a school at the request of the competent authorities.

**Article 18 (Qualification of Trustees)** The trustees of the Foundation shall have adequate knowledge and experience, understand the purposes of the establishment of the University, and be able to realize the founding philosophy of the University.

**Article 19 (Authorized Number of Open Trustees)** The Foundation shall have three Open Trustees (i.e. trustees recommended by the Recommendation Committee and appointed by the Board of Trustees).

**Article 20 (Appointment of Open Trustees)** ① The Chairman of the Board of Trustees shall request the Recommendation Committee to recommend candidates for Open Trustees within 15 days from the date that the reason for appointment of Open Trustees occurred. (In case of a trustee who is currently in office and whose term is slated to expire, the request for recommendation must be made no later than three months prior to the expiration of his/her term of office).

- ② The Recommendation Committee shall recommend twice as many candidates as the number of vacancies within 30 days of receiving the request for recommendation from the Chairman of the Board of Trustees; the candidates must satisfy the qualification stipulated in Article 18. If no recommendation is made during the period, however, the Foundation shall make a request for recommendation to the competent authorities.
- ③ Other details such as the procedures and methods for Open Trustee appointment shall be stipulated separately when necessary.

**Article 20-2 (Establishment and Operation of the Recommendation Committee)** ① The Recommendation Committee shall be established under the University Senate.

- ② The Recommendation Committee shall have five authorized members as follows:
  1. Two members recommended by the Foundation
  2. Three members recommended by the University Senate
- ③ The Chair of the Recommendation Committee shall be elected from among its members.
- ④ A quorum shall be declared at a Recommendation Committee meeting when a majority of its current members are in attendance. A resolution shall be passed with the consent of two-thirds of the authorized members of the Committee.
- ⑤ If a reason for Open Trustee appointment occurs, the Chairman of the Board of Trustees shall request the Chairman of the University Senate to form the Recommendation Committee. The Chairman of the University Senate in turn shall notify the Chairman of the Board of Trustees of the results of the Committee formation within 10 days.
- ⑥ The Recommendation Committee shall cease to operate on the day that the competent authorities approve the Open Trustee appointment.
- ⑦ Other details on the operation of the Recommendation Committee shall be stipulated separately by the Recommendation Committee when necessary.

**Article 21 (Election and Term of Office of the Chairman)** ① The Chairman of the Board of Trustees shall be elected from among the trustees.

- ② The term of office of the Chairman shall be the same as his/her term of office as a trustee.

**Article 22 (Duties of the Chairman and Trustees)** ① The Chairman of the Board of Trustees shall represent the Foundation and oversee its operation.

- ② The trustees shall attend Board meetings, deliberate on and determine matters concerning the

operation of the Foundation, and handle matters delegated by the Board of Trustees or its Chairman.

**Article 23 (Designation of the Acting Chairman)** ① In case of the absence or disability of the Chairman of the Board of Trustees, the trustee designated by the Chairman of the Board of Trustees shall act on his/her behalf.

② In case of a vacancy in the post of Chairman of the Board of Trustees, the trustee designated by the Board of Trustees shall become an Acting Chairman.

③ The trustee designated as Acting Chairman of the Board of Trustees pursuant to Clause 1 or Clause 2 shall immediately begin the election process for the Chairman of the Board of Trustees.

**Article 24 (Auditors' Duties)** The following are the duties of auditors:

1. To audit the status of assets and the accounting books of the Foundation

2. To monitor the operations and the affairs of the Board of Trustees

3. To report to the Board of Trustees and the competent authorities any irregularities or deficiencies found during the audit as specified in Item 1 or Item 2

4. To make a request for the convening of a Board meeting as necessitated by Item 3

5. To state to the Chairman or trustees of the Board of Trustees their views on matters concerning the status of assets and the accounting books of the Foundation or the operations and affairs of the Board of Trustees

**Article 25 (Restrictions on the Dual Commitment of Officers)** ① The Chairman of the Board of Trustees shall not concurrently hold the position of the President of the University established and managed by the Foundation.

② A trustee shall not concurrently hold the position of auditor. Nor shall he/she concurrently hold a faculty or staff position in the University established and managed by the Foundation. However, this restriction shall not apply to the President of the University.

③ An auditor shall not concurrently hold the position of Chairman of the Board of Trustees, trustee, or staff member in an educational foundation (including a faculty/staff position in the University established and managed by the Foundation).

## **Section 2 Board of Trustees**

**Article 26 (Composition and Functions of the Board of Trustees)** ① The Board of Trustees shall consist of trustees.

② The Board of Trustees shall deliberate on and determine the following matters:

1. Matters concerning the budget, settlement of accounts, loans of the Foundation, and the acquisition, disposition, and management of its property

2. Matters concerning the amendment of the Bylaws

3. Matters concerning the merger or dissolution of the Foundation

4. Matters concerning the appointment and dismissal of an officer

5. Matters concerning the appointment and dismissal of the President and faculty members of the University (The appointment of faculty members shall be delegated to the President) (Amended September 7, 2016)

6. Important matters concerning the management of the University established by the Foundation

7. Matters concerning any revenue-generating business

8. Other matters under the authority of the Board of Trustees pursuant to the laws or the Bylaws

③ The auditors may attend a Board meeting to express their opinions.

**Article 27 (Quorum of Board Meeting and Number of Votes Required to Pass a Resolution)** ① A Board meeting shall be declared open if and only if a majority of the trustees are in attendance.

② Unless stipulated otherwise in the Bylaws, the adoption of a resolution by the Board of Trustees shall require the majority consent of the authorized trustees.

**Article 28 (Causes for Exclusion from Voting)** The Chairman of the Board of Trustees or a trustee shall be excluded from voting on the following matters:

1. A resolution on the appointment or dismissal of an officer or the President of the University in which the trustee himself/herself has a vested interest

2. A matter involving monetary or asset transactions between an officer himself/herself and the Foundation

**Article 29 (Convening a Board Meeting)** ① The Chairman of the Board of Trustees or a trustee acting on behalf of the Chairman shall convene and preside over a Board meeting.

② To convene a Board meeting, a notice specifying the purpose of the meeting must be served to each trustee at least seven days in advance, except when all trustees have assembled and call a Board meeting.

- Article 30 (Special Provisions on Convening a Board Meeting)** ① Upon receiving a request for the convening of a Board meeting which falls under any of the following cases, the Chairman of the Board of Trustees must serve a notice of the holding of a Board meeting to each trustee within seven days of the receipt of the request so that a Board meeting can be held within 20 days of the receipt of the request:
1. When a majority of the trustees request to convene a Board meeting with the purpose of meeting specified.
  2. When an auditor requests to convene a Board meeting pursuant to Article 24, Item 4.
- ② If it is impossible to convene a Board meeting due to the vacancy in the post of the person with the authority to convene a Board meeting or the evasion by such person, a Board meeting may be convened based on the majority consent of the trustees. In the case of evasion by the person with the authority to convene a Board meeting, however, permission of the competent authorities shall be required.
- Article 31 (Disclosure of the Minutes)** The Board of Trustees shall make the minutes of a meeting open to the public on the university's website within 10 days of the adjournment of the meeting for a period of three months. However, matters for which the Board of Trustees has passed a resolution on non-disclosure pursuant to Article 8-2 of the Enforcement Decree of the Private School Act shall not be disclosed.

### Section 3      University Senate

- Article 32 (Establishment of the University Senate)** The University shall establish the University Senate (hereinafter referred to as "Senate") to deliberate on important matters concerning education.
- Article 33 (Composition of the Senate)** ① The Senate shall consist of 11 representatives appointed by the President of the University among those who can represent faculty, staff, and students and those who can contribute to the University's advancement. The authorized number of representatives for each constituency is as follows:
1. Five faculty members
  2. Two staff members
  3. Two students
  4. Two persons who can contribute to the University's advancement
- ② The number of representatives from any single constituency as provided for in Clause 1 shall not exceed one half of the number of the authorized Senate representatives.
- Article 34 (Appointment of Representatives)** Representatives shall be appointed as follows:
1. Faculty representatives shall be appointed at the recommendation of the Faculty.
  2. Staff representatives shall be appointed at the recommendation of the Workplace Development Council.
  3. Student representatives shall be appointed at the recommendation of the Student Association.
  4. Representatives who can contribute to the University's advancement shall be from outside the University and directly appointed by the President of the University.
- Article 35 (Senate Chairman)** ① The Senate shall have one Chairman and one Vice Chairman.
- ② The Chairman and the Vice Chairman shall be elected from among the Senate representatives, and their term of office shall be the same as their term of office as a Senate representative.
- ③ The Chairman shall represent the Senate and preside over Senate meetings. The Vice Chairman shall assist the Chairman and act on the Chairman's behalf in his/her absence or disability.
- Article 36 (Representatives' Terms of Office)** The terms of office of the representatives of each constituency are as follows. (Note, however, that a substitute member's term of office shall be the predecessor's remaining term of office.):
1. Faculty members: two years
  2. Staff members: two years
  3. Students: one year
  4. Outside persons who can contribute to the University's development: two years
- Article 37 (Functions of the Senate)** The Senate shall deliberate on the following matters (for Items 3-5, however, it may perform advisory roles only):
1. Matters concerning the University's development plans
  2. Matters concerning the establishment or amendment of the University Statutes
  3. Matters concerning the enactment or amendment of the University Charter
  4. Matters concerning the operation of the curricula of the University
  5. Matters concerning the budgets and settlement of accounts of the University
  6. Matters concerning the recommendation of members to the Recommendation Committee
  7. Other matters presented for consideration by the President of the University

**Article 38 (Operation Regulations)** Detailed implementing rules on the operation of the Senate shall be established by the President of the University.

## **Chapter 4 Revenue-generating Activities**

**Article 39 (Types of Revenue-generating Activities)** The University established and managed by the Foundation shall engage in the following revenue-generating activities:

1. Real estate rental and leasing
2. Research and development in and outside Korea
3. Domestic/International securities investment
4. Other businesses incidental to those in Items 1-3

**Article 40 (Name of Revenue-generating Business)** The Foundation shall operate Geumsegi Building to engage in the revenue-generating activity specified in Article 39, Item 1.

**Article 41 (Address of the Revenue-generating Business)** The revenue-generating business specified in Article 39, Item 1 shall be located at 6 Mugyo-ro, Jung-gu, Seoul, Korea.

**Article 42 (Manager)** A manager may be appointed to manage the activities specified in Article 39.

## **Chapter 5 Dissolution**

**Article 42 (Dissolution)** The dissolution of the Foundation shall require the consent of two-thirds of the authorized trustees and the permission of the competent authorities.

**Article 44 (Ownership of Remaining Assets)** Upon the dissolution of the Foundation, the remaining assets shall -- except in case of merger or bankruptcy -- be placed under the ownership of another educational foundation or education service provider after the liquidation of the Foundation is completed and is reported to the competent authorities.

**Article 45 (Liquidator)** Upon the dissolution of the Foundation, a liquidator shall be appointed among the trustees holding office at the time of dissolution.

## **Chapter 6 Faculty and Staff**

### **Section 1 Faculty**

#### **Subsection 1 Appointment and Dismissal**

**Article 46 (Appointment and Dismissal)** ① The President of the University which is established and managed by the Foundation shall be appointed or dismissed by the Chairman of the Board of Trustees with a resolution of the Board of Trustees. The term of office shall be four years, with the possibility of reappointment.

② Faculty members other than the President of the University shall be appointed by the terms and conditions determined within the following scope by the President of the University following deliberations by the Faculty Personnel Committee. However, the results of new appointment, reappointment, promotion, tenure appointment, dismissal (*haeim*), and discharge (*pamyeon*) of tenure-track/tenured faculty members shall be reported to the Board of Trustees. (Amended September 7, 2016)

1. Appointment Period

A. Professor: Up to the retirement age; however, a different period may be contractually established at the request of the person being appointed as Professor or if a person is recruited as a Professor (excluding cases in which a person is promoted from Associate Professor to Professor).

B. Associate Professor: The period set by an individual contract (Amended on April 21, 2016)

C. Assistant Professor: The period set by an individual contract

2. Remuneration: To be determined pursuant to Article 52 of the Bylaws.

3. Conditions of Employment: Matters concerning the teaching load, employing department (division), etc.

4. Performance Evaluation: Matters concerning the evaluation of teaching and research

- achievements and other services
5. Conditions and Procedures for Reappointment: Matters concerning the conditions and procedures for reappointment upon completion of the appointment period
  6. Other matters deemed necessary by the person who has the authority to appoint and dismiss
- ③ Notwithstanding Clause 2, a Teaching Associate shall be appointed by the President of the University for a period of one year.
  - ④ The Provost & Executive Vice President of the University and the Dean of Graduate School (not including Deans of Professional and Special Graduate Schools) shall be assigned by the Chairman of the Board of Trustees with the recommendation of the President of the University. Other faculty administrator positions shall be assigned by the President of the University. However, results of the assignment of the Executive Director of POSTECH Research and Business Development Foundation, Vice Presidents, Director of Pohang Accelerator Laboratory, and Deans of Professional and Special Graduate Schools shall be reported to the Chairman of the Board of Trustees (Amended September 7, 2016).
  - ⑤ After a faculty member is appointed or dismissed by the person who has the authority to appoint and dismiss, the relevant supporting documents shall be submitted to the competent authorities within seven days of the date of appointment or dismissal.

### **Subsection 2 Guarantee of a Faculty Member's Status**

**Article 47 (Causes for Leave of Absence)** A faculty member may be granted a leave of absence for any of the causes below with permission from the person who has the authority to appoint and dismiss the faculty member. Leave of absence must be granted for the causes stated in Items 1-4 regardless of the wishes of the faculty member. However, for the causes stated in Items 7 and 7-2, leave of absence must be granted upon his/her wishes. (Amended December 15, 2016)

1. A person needs long-term recuperation from physical or mental impairment (including a person who has difficulty conceiving or carrying a pregnancy to term and requires long-term medical treatment).
2. A person is drafted or recruited for military service pursuant to the Military Service Act.
3. A person's fate is unknown or his/her whereabouts are uncertain due to a natural disaster, during the war, or for any other causes.
4. A person is to leave his/her job to perform other duties as provided by law.
5. A person is to study abroad for the purpose of earning a degree or engage in research or participate in a training program in a foreign country for one year or longer.
6. A person is temporarily employed by an international organization, a foreign institution, a domestic/foreign university or research institution, a governmental institution, an overseas educational institution as defined in the Act on the Educational Support, etc. for Overseas Koreans, a corporation established by the Commercial Act whose principal office is located in Korea, or a corporation/organization/association established pursuant to a law other than the Commercial Act whose principal office is located in Korea.
7. A person needs to take time off from work to care for a child age 8 or younger (equivalent to grade 2 in elementary school), or in the case of a female faculty member, due to pregnancy or childbirth.
- 7-2. A person adopts a minor under 19 years of age (not including the child falling under Item 7) (Amended December 15, 2016)
8. A person is to participate in a training program in a domestic research or educational institute designated by the competent authorities.
9. A person needs to nurse his/her parent, spouse, child or his/her spouse's parent who requires long-term recuperation following an accident or an illness.
10. A person's spouse is to work overseas, or falls under Item 5.
11. A person requests leave of absence to start a new business after obtaining approval from the President of the University.

**Article 48 (Length of Leave of Absence)** The following shall be the length of a faculty member's leave of absence:

1. The length of a leave of absence pursuant to Article 47, Item 1 shall not exceed one year; if inevitable, the length may be extended for up to one year. The length of a leave of absence due to a disease contracted or an injury sustained in the line of duty, however, shall be up to three years.
2. A leave of absence pursuant to Items 2 and 4 of Article 47 shall end on the day of completion of military service.
3. The length of a leave of absence pursuant to Article 47, Item 3 shall not exceed three months.

4. The length of a leave of absence pursuant to Article 47, Item 5 shall not exceed three years. However, for the purpose of obtaining a degree, it may be extended for up to three years.
5. The length of a leave of absence pursuant to Article 47, Item 6 shall be the same as the employment period at an overseas organization.
6. The length of a leave of absence pursuant to Article 47, Item 7 shall not exceed one year; the leave may be split at the faculty member's request. In the case of a female faculty member, however, the length of a leave shall be up to three years.
- 6-2 The length of a leave of absence pursuant to Article 47, Item 7-2 shall not exceed six months for one adopted minor. (Amended December 15, 2016)
7. The length of a leave of absence pursuant to Article 47, Item 8 shall not exceed three years.
8. The length of a leave of absence pursuant to Article 47, Item 9 shall not exceed one year; the combined length of all such leaves during a person's employment at the University shall not exceed three years.
9. The length of a leave of absence pursuant to Article 47, Item 10 shall not exceed three years, with possible extension of up to three years. However, the total length of such leave of absence shall not exceed the length of the spouse's overseas assignment, study abroad, research, or training.
10. The length of a leave of absence pursuant to Article 47, Item 11 shall not exceed three years.

**Article 49 (Status of a Faculty Member during Leave of Absence)** ① During a leave of absence, a faculty member shall maintain his/her status as a faculty member, but may not perform his/her duties.

- ② If the cause for a leave of absence is rendered null and void during the leave period, it should be reported within 30 days of the nullification to the person who has the authority to appoint and dismiss, who in turn shall demand an immediate return from leave.
- ③ Except in cases described in Article 47, Item 3, if a faculty member reports his/her return to the University within 30 days of the end of the leave of absence, his/her return to work shall be naturally granted.

**Article 50 (Remuneration of a Faculty Member on Leave of Absence)** ① A faculty member taking a leave of absence pursuant to Article 47, Item 1 shall be paid 40% of his/her monthly salary during the period of leave of absence. For the leave of absence due to a tubercular disease, however, 50% of the monthly salary shall be paid during the leave period. For the leave of absence due to a disease contracted in the line of duty, the full monthly salary shall be paid during the leave period.

- ② A faculty member who takes a leave of absence pursuant to Article 47, Item 5 may be paid 30% of his/her monthly salary during the period.
- ③ For any leave of absence other than those provided for by Clauses 1 and 2, a faculty member shall not be paid any remuneration.

**Article 51 (Removal from Position and Dismissal)** ① A faculty member indicted for a criminal case may be denied a position.

- ② The person who has the authority to appoint and dismiss may deny a position to any of the following faculty members:
  1. A faculty member who is unable to perform his/her duties adequately or a faculty member with very poor work performance or attitude
  2. A faculty member against whom a resolution for a disciplinary action has been requested.
- ③ If a faculty member was denied a position for a reason stipulated in Clause 1 or Clause 2 and the reason is rendered null and void, the person who has the authority to appoint and dismiss must grant a position to the faculty member without delay.
- ④ A faculty member removed from position pursuant to Clause 1 or Clause 2 shall be paid 80% of his/her monthly salary. If a faculty member removed from position pursuant to Clause 1 or Item 2 of Clause 2 has not been granted a position for three months after the date of removal, 50% of his/her monthly salary shall be paid during the period after three months.
- ⑤ A faculty member removed from position pursuant to Clause 2, Item 1 shall be ordered to wait for up to three months to be assigned to a position by the person who has the authority to appoint and dismiss.
- ⑥ As for a faculty member under a waiting order pursuant to Clause 5, the person who has the authority to appoint and dismiss must take the necessary measures such as offering the faculty member an education or training program or assigning a special research project to him/her so that the faculty member may regain his/her skills or improve his/her attitude.
- ⑦ If Item 1 of Clause 2 is applicable to a faculty member while Clause 1 or Item 2 of Clause 2 are also applicable to the same person, then either Clause 1 or Item 2 of Clause 2 shall be applied to remove the faculty member from position.
- ⑧ The person who has the authority to appoint and dismiss may terminate the employment of a faculty member under a waiting order pursuant to Clause 2, Item 1 with the consent of the Faculty Disciplinary Committee if the faculty member is deemed not to show any improvement in skills or considered to remain impenitent.

**Article 52 (Remuneration)** ① The annual salary system shall be applied to a faculty member's remuneration; the details shall be set forth in a separate rule by the Chairman of the Board of Trustees. (Amended September 7, 2016)

② The total amount and average increase rate for faculty members' remuneration shall be determined by a resolution of the Board of Trustees; individual remuneration shall be determined by the President of the University within the range set by the Board of Trustees.

**Article 53 (Prohibition on Leave of Absence or Termination of Employment Against One's Wishes)** ① Measures such as leave of absence or termination of employment shall not be ordered to a faculty member against his/her wishes unless such measure is grounded on a sentence by the court, a disciplinary measure, or the reasons set forth by the Private School Act. However, this provision shall not apply to cases in which a position is removed or the capacity is exceeded due to the closing of a department.

② A faculty member's employment shall not be terminated at the official suggestion to resign.

③ A faculty member who wishes to object to a disciplinary measure or any disadvantageous measure taken against his/her wishes may appeal the case to the Appeals Committee.

**Article 54 (Deferment of Successor Appointment)** If a faculty member is discharged (*pamyeon*) or dismissed (*haeim*) against his/her wishes, or his/her employment is terminated due to poor work performance, his/her successor cannot be appointed within 30 days of the effective date of such measure.

**Article 55 (Retirement Age)** ① A faculty member shall retire on the last day of the semester in which he/she reaches the age of 65.

② The retirement age of a faculty member who is recognized to have outstanding research achievements and considered essential to the advancement of the University may be extended up to the age of 70 with a resolution of the Board of Trustees.

③ Clauses 1 and 2 shall not apply to the President of the University.

**Article 55-2 (Early Retirement)** An early retirement package may be offered to a faculty member if necessary; the eligibility, amount, and payment process of the early retirement package shall be determined separately.

**Article 56 (Research Training)** Details of the research training (including secondment and sabbatical leave) as required by the University shall be set forth separately.

### Subsection 3 Faculty Personnel Committee

**Article 57 (Establishment of Faculty Personnel Committee)** A Faculty Personnel Committee (hereinafter referred to as "Personnel Committee") shall be established to deliberate on important matters concerning personnel affairs such as the appointment of a faculty member (other than the President of the University).

**Article 58 (Functions of Personnel Committee)** ① The Personnel Committee shall deliberate on the following matters:

1. Matters concerning consent when a faculty member is appointed or dismissed by the President of the University
2. Matters concerning consent when the Provost & Executive Vice President or the Dean of Graduate School is recommended for appointment by the President of the University.
3. Other matters deemed to require deliberations of the Personnel Committee by the President of the University

② When giving consent as provided for by Clause 1 to the appointment or dismissal of a faculty member whose appointment period is about to end pursuant to Article 46, Clause 2, the Personnel Committee shall consider the following with regard to the entire period of service of the faculty member:

1. Research achievements and activities in academic societies in the faculty member's specialty area
2. Skills and performances in teaching and student advising (i.e. providing guidance for research as well as other aspects of student life)
3. Compliance with education-related laws and regulations and maintenance of dignity as a faculty member

**Article 59 (Composition of Personnel Committee)** ① The Personnel Committee shall consist of nine faculty members appointed by the President of the University, and may establish and operate Departmental Personnel Committees as its subordinate committees.

② The term of office of the Personnel Committee members shall be one year, with the possibility of reappointment.

**Article 60 (Duties of the Chair of Personnel Committee)** ① The Vice President of Academic Affairs shall

serve as Chair of the Personnel Committee.

② The Chair of the Personnel Committee shall represent the committee and oversee its affairs.

③ The Chair of the Personnel Committee shall convene and preside over a committee meeting.

④ In case of the absence or disability of the Chair of the Personnel Committee, a member who was designated by the Chair of the Personnel Committee in advance shall act on his/her behalf.

**Article 61 (Convening a Personnel Committee Meeting)** ① The Chair of the Personnel Committee shall convene a Personnel Committee meeting when requested by the President of the University or when the Chair deems necessary.

② A quorum shall be declared at a Personnel Committee meeting when a majority of its members are in attendance, and a resolution shall be passed based on the majority vote of the attending members.

**Article 62 (Preparation of the Minutes)** ① The Personnel Committee shall prepare the minutes and report them to the President of the University.

② The minutes specified in Clause 1 shall be signed by a minimum of two attending members of the Personnel Committee, one of whom must be the Chair of the Personnel Committee.

**Article 63 (Secretary and Clerk of the Personnel Committee)** ① A secretary and a clerk may be appointed to manage the general affairs of the Personnel Committee.

② The secretary and the clerk shall be appointed from among the faculty and staff members of the University by the President of the University.

**Article 64 (Detailed Rules of Operation)** Matters concerning the operation of the Personnel Committee other than those provided for by the Bylaws shall be determined by the Chair of the Personnel Committee with a resolution of the Personnel Committee.

## Section 2 Faculty Disciplinary Committee

**Article 65 (Composition of the Faculty Disciplinary Committee)** ① The Faculty Disciplinary Committee shall consist of nine members.

② Members of the Faculty Disciplinary Committee shall be appointed by the Chairman of the Board of Trustees in accordance with the Private School Act. (Amended September 7, 2016)

**Article 66 (Election of the Chair of the Faculty Disciplinary Committee and the Chair's Duties)**

① The Chair of the Faculty Disciplinary Committee shall be elected from among its members.

② The Chair of the Faculty Disciplinary Committee shall represent the committee and oversee its affairs.

③ The Chair of the Faculty Disciplinary Committee shall convene and preside over a committee meeting.

④ In case of the absence or disability of the Chair of the Faculty Disciplinary Committee, the most senior member in terms of age shall act on his/her behalf.

**Article 67 (Time Limit for the Resolution on a Disciplinary Action)** The Faculty Disciplinary Committee must vote on a resolution within 60 days of the date of receipt of a request for a resolution on a disciplinary case. If inevitable, however, the time limit may be extended just once for up to 30 days with a resolution of the Faculty Disciplinary Committee.

**Article 68 (Reasons for Exclusion from Hearing)** A member of the Faculty Disciplinary Committee shall not take part in the hearing which deals with a disciplinary case concerning himself/herself or his/her relative.

**Article 69 (Request for the Exclusion of a Member)** ① If a person subject to disciplinary action believes that there is reasonable, substantial ground for a possible unjust resolution by a member of the Faculty Disciplinary Committee, the person may put such fact in writing and submit a written request for the exclusion of the relevant member from the disciplinary proceedings.

② Upon the receipt of a request pursuant to Clause 1, a resolution of the Board of Trustees shall determine whether to accept the request or not. If the request is granted, the member whose exclusion has been requested shall not participate in the resolution.

③ If the number of attending members is rendered below two-thirds of the number of members currently holding membership in the Faculty Disciplinary Committee due to the exclusion as per Article 68 or Clause 1, and it becomes impossible to hold a hearing of the disciplinary case, the Chair of the Faculty Disciplinary Committee shall make a request for the appointment of a substitute to the person who has the authority to appoint and dismiss so that the two-thirds quorum requirement may be met.

**Article 70 (Notice of the Reason for Request for Disciplinary Action)** At the same time as he/she makes a request for a disciplinary resolution, the person who has the authority to appoint and dismiss faculty members must send an explanation specifying the reason for a disciplinary action to the person subject to the disciplinary action.

**Article 71 (Investigation and Statement)** ① The Faculty Disciplinary Committee must conduct an investigation to find out the facts in a hearing and take the statement from the disciplinary subject before passing a resolution on a disciplinary action. If the person subject to a disciplinary action does not respond to the written summons twice or more, such a fact shall be specified accordingly in the record, and a resolution on a disciplinary measure may be passed without taking the statement from the disciplinary subject.

- ② The Faculty Disciplinary Committee may ask other persons concerned in the case to attend the meeting and hear their statements if deemed necessary.

**Article 72 (Resolution on Disciplinary Action)** ① A disciplinary resolution shall be passed based on the majority vote of the attending members, with a quorum formed with two-thirds of the committee members.

- ② The Faculty Disciplinary Committee shall prepare a Resolution on Disciplinary Action specifying its decision and the reasons and notify the person who has the authority to appoint and dismiss accordingly after hearing a disciplinary case and passing a disciplinary resolution.
- ③ Upon the receipt of the notice specified in Clause 2, excluding the case of re-deliberation request made in accordance with Clause 2 of Article 72-2, the person who has the authority to appoint and dismiss must order a disciplinary action as directed by the resolution within 15 days of receiving the notice.
- ④ The person who has the authority to order a disciplinary action shall issue to the faculty member subject to the disciplinary action a written decision specifying the reasons for the disciplinary action.
- ⑤ The meetings of the Faculty Disciplinary Committee shall not be open to the public.

**Article 72-2 (Request for re-deliberation on Disciplinary Action)** ① Upon the receipt of the notice specified in Clause 2 of Article 72-2, regarding a case that a resolution for a disciplinary action has been requested to the person who has the authority to appoint from the competent authorities in accordance with Clause 3 of Article 54 of the Private School Act, the person who has the authority to appoint and dismiss must report the details of the notice to the competent authorities before ordering a disciplinary action. (Amended on April 21, 2016)

- ② If the details of the resolution of the disciplinary action, reported in accordance with Clause 1, are deemed as milder than the reasons for the disciplinary action, the competent authorities shall make a request for re-deliberation to the Faculty Disciplinary Committee before ordering the disciplinary action to the person of the respective faculty, who has the authority to appoint and dismiss.
- ③ If the person who has the authority to appoint and dismiss was requested for re-deliberation from the competent authorities in accordance with Clause 2, he/she must request a re-deliberation from the respective Faculty Disciplinary Committee without delay. After the re-deliberation by the respective Faculty Disciplinary Committee, he/she must report its result to the competent authorities.

**Article 73 (Extenuation in a Disciplinary Resolution)** When passing a disciplinary resolution, the Faculty Disciplinary Committee must attempt to extenuate a case, taking into account the person's deeds, work performance, achievements, penitence, details of the request for disciplinary action, and other circumstances.

**Article 74 (Prescription of Reasons for Disciplinary Action)** A request for a disciplinary resolution may not be made after three years (or five years in case of acceptance of money or other benefits, embezzlement/misappropriation of public funds or any behavior falling under the provisions of Article 52 of the Educational Officials Act) since the basis for disciplinary action occurred.

**Article 75 (Secretary and Clerk of the Faculty Disciplinary Committee)** ① A secretary and a clerk may be appointed to manage the general affairs of the Faculty Disciplinary Committee.

- ② The secretary and the clerk shall be appointed from among the staff members of the institution under which the Faculty Disciplinary Committee is established by the person who has the authority to appoint and dismiss.

**Article 76 (Detailed Rules of Operation)** Matters other than those provided for in the Bylaws concerning the operation of the Faculty Disciplinary Committee shall be determined by the Chair of the Faculty Disciplinary Committee with a resolution of the Faculty Disciplinary Committee.

### Section 3 Staff

**Article 77 (Qualification)** ① If a person who falls under the provision of Clause 4 of Article 10 of the Educational Officials Act shall not be appointed staff (including technical operational staff and other employees; to be referred to as "general staff member" hereinafter): (Amended on April 21, 2016)

1. A person who is adjudged incompetent or quasi-incompetent
2. A person who has not been reinstated from bankruptcy
3. A person who was sentenced to imprisonment or a more severe punishment and has completed the execution of the sentence or has been confirmed of non-execution of the sentence within the last five years
4. A person who was sentenced to imprisonment or a more severe punishment, but the execution of the sentence was suspended, with the suspended period ending within the last two years
5. A person on a deferred sentence of imprisonment or a more severe punishment
6. A person whose qualification has been canceled or suspended by a decision of the court or other laws
7. A person who was discharged (*pamyeon*) from the Foundation or the University established and managed by the Foundation as a result of disciplinary action in the last five years and a person dismissed (*haeim*) from the Foundation or the University established and managed by the

Foundation as a result of disciplinary action in the last three years

- ② In appointing a new general staff member, the Foundation shall not set a limit on a person's educational background. However, technical staff and technical operational staff shall be appointed as directed by personnel regulations, preferably among persons with a certificate of qualification or license relevant to the position to be filled or other qualifications required by the person who has the authority to appoint.
- ③ For the natural retirement of the current general staff member, Clause 3 of Article 70 of Private School Act shall apply *mutatis mutandis*. (Amended on April 21, 2016)

**Article 78 (Appointment and Dismissal)** ① In principle, the new appointment, promotion, advancement, change of post, transfer, demotion, leave of absence, removal from position, reinstatement/return from leave, termination of employment, dismissal (*haeim*), and discharge (*pamyeon*) (hereinafter referred to as "appointment and dismissal") of general staff members shall be executed by the person who has the authority to appoint and dismiss via open recruitment or verification of work performance or other skills.

- ② Details including test subjects, test methods, and procedures for appointment and dismissal pursuant to Clause 1 shall be determined separately in a personnel regulation.
- ③ A general staff member shall be appointed and dismissed by the Chairman of the Board of Trustees; the appointment and dismissal of a general staff member who belongs to the University shall require the recommendation of the President of the University.

**Article 79 (Duties and Rights)** The provisions for the duties and rights of private school faculty members shall be applied *mutatis mutandis* to general staff members.

**Article 80 (Remuneration)** The remuneration of general staff members shall be determined according to the level of position and shall be stipulated in separate regulations by the Chairman of the Board of Trustees. (Amended September 7, 2016)

**Article 81 (Guarantee of a General Staff Member's Status)** The provisions for the guarantee of a private school faculty member's status shall be applied *mutatis mutandis* to the guarantee of a general staff member's status.

**Article 82 (Early Retirement)** An early retirement package may be offered to a general staff member if necessary; the eligibility, amount, and payment process of the early retirement package shall be determined separately.

**Article 83 (Disciplinary Actions and Appeal)** ① The provisions for disciplinary action against private school faculty members shall be applied *mutatis mutandis* to the disciplinary action against general staff members. The General Staff Member Disciplinary Committee shall be established separately in the Foundation.

- ② The Foundation shall have a General Staff Member Appeals Committee in case a general staff member appeals disciplinary action. Matters concerning its organization and operation shall be stipulated in separate regulations by the Chairman of the Board of Trustees. (Amended September 7, 2016)

## Chapter 7 Organization

### Section 1 The Foundation

**Article 84 (Administrative Organization of the Foundation)**

- ① The Foundation may have departments necessary to manage its affairs.
- ② Details concerning the organization of the departments as provided for by Clause 1 including their duties and responsibilities shall be determined separately.

### Section 2 The University

**Article 85 (President, Etc.)** ① The University shall have a President.

- ② The President of the University shall supervise all affairs of the University, direct and oversee its faculty/staff, direct the students, and represent the University.
- ③ The University shall have an Executive Vice President.
- ④ Details concerning the post as provided for by the foregoing clause including the duties and responsibilities shall be determined separately.
- ⑤ The Executive Vice President shall assist the President of the University and supervise the work allocated by the foregoing clause.
- ⑥ In case of the absence or disability of the President of the University, the Executive Vice President shall act on behalf of the President of the University. (If there is more than one Executive Vice President, the Executive Vice President who has the responsibility for academic affairs shall act on behalf of the President.)

**Article 86 (Dean of Graduate School)** ① Each graduate school in the University shall have a Dean.

- ② The Dean of a graduate school shall supervise all affairs of the given graduate school, direct and oversee its staff, and direct the students under the order of the President.

**Article 87 (Division/Department Heads)** Each division and department shall have a Head to supervise its overall academic operation.

**Article 88 (Substructure of the Graduate School)** Each graduate school may have necessary departments; details concerning the departments including their duties and responsibilities shall be determined separately.

**Article 89 (Pohang Accelerator Laboratory)** ① The University shall establish the Pohang Accelerator Laboratory to build and operate a synchrotron light source, a national user's facility for basic science research and cutting-edge technology development.

② The Pohang Accelerator Laboratory shall have a Director.

③ The Director of the Pohang Accelerator Laboratory shall supervise all affairs of the Pohang Accelerator Laboratory and direct and oversee its faculty/staff.

④ The Pohang Accelerator Laboratory shall have an Associate Director.

⑤ The Associate Director shall assist the Director of the Pohang Accelerator Laboratory and act on behalf of the Director in case of the absence or disability of the Director.

⑥ The Pohang Accelerator Laboratory may have necessary departments.

⑦ Details concerning the departments as provided for by Clause 6 including their duties and responsibilities shall be determined separately.

**Article 90 (Substructure)** ① The University shall have Offices to manage its business.

② Each Office shall have a Vice President.

③ Each Office may have necessary departments.

④ Details concerning the Offices and departments as provided for by Clauses 1-3 including their duties and responsibilities shall be determined separately.

**Article 91 (POSTECH Research and Business Development Foundation)** ① The University shall establish the POSTECH Research and Business Development Foundation pursuant to Article 25 of the Promotion of Industrial Education and Industry-Academic Cooperation Act.

② The POSTECH Research and Business Development Foundation shall have an Executive Director and establish an Office. The Office shall have a Vice President.

③ The Office may have necessary departments.

④ Details concerning the Office and departments as provided for by Clauses 1-3 including their duties and responsibilities shall be determined separately.

**Article 92 (Research Centers and Affiliated Centers)** ① The University may establish research centers and other affiliated centers as necessary.

② Each research center and affiliated center shall have a Director.

③ The Director of a research/affiliated center shall take charge of business affairs concerning the given research/affiliated center and direct and oversee its faculty/staff under the order of the President.

④ A research/affiliated center may have necessary departments; details concerning the departments including their duties and responsibilities shall be determined separately.

**Article 93 (Deleted)**

### Section 3 Capacity

**Article 94 (Capacity)** The total capacities of general staff members in the Foundation and the University are shown in Table 1 and Table 2 (attached), respectively. The details shall be stipulated in separate regulations by the Chairman of the Board of Trustees. (Amended September 7, 2016)

## Chapter 8 Supplementary Provisions

**Article 95 (Announcement)** Matters required to be publicly announced pursuant to the laws, the Bylaws, and resolutions of the Board of Trustees must be announced in a daily newspaper in Korea.

**Article 96 (Detailed Implementing Rules)** Matters required for the implementation of the Bylaws shall be set forth in detailed implementing rules by a resolution of the Board of Trustees.

**Article 97 (Founding Officers)** The following are the officers at the time of establishment of the Foundation:

Title	Name	Date of Birth	Term of Office	Address
Chairman	Taejun Park	September 29, 1927	four years	183-8 Bugahyeon-dong, Seodaemun-gu, Seoul, Republic of Korea
Trustee	Junsik Goh	March 26, 1921	four years	413-4 Donam-dong, Seongbuk-gu, Seoul, Republic of Korea

"	Kwanhui Lee	February 16, 1926	two years	654-1 Daejam-dong, Yeonil-myeon, Yeongil-gun, Gyeongsangbuk-do, Republic of Korea
"	Gyeongro Hwang	July 11, 1930	four years	319-13 Dongseondong-4-ga, Seongbuk-gu, Seoul, Korea
"	Yeongseok Park	September 18, 1927	two years	20-1, Hakjam-dong, Pohang Si, Gyeongsangbuk-Do, Seoul, Korea
"	Byeongdo Gye	October 10, 1925	four years	668-8 Daejam-dong, Yeonil-myeon, Yeongil-gun, Gyeongsangbuk-do, Republic of Korea
"	Jongyeol Lee	August 10, 1927	two years	340-18 Sindang-dong, Jung-gu, Seoul, Republic of Korea
Auditor	Jeongdo Lee	April 16, 1925	two years	543-1 Jeonpo-dong, Busanjin-gu, Busan, Republic of Korea
"	Myeonghwan Kim	April 2, 1926	one year	352-30 Seogyo-dong, Mapo-gu, Seoul, Republic of Korea

### **Addendum**

These Bylaws shall be established and take effect on December 7, 1976.

### **Addenda**

- ① (Effective Date) These amended Bylaws shall take effect on January 14, 1982.
- ② (Interim Measures on Disciplinary Actions Against Faculty Members) Disciplinary or appellate cases pending at the Faculty Disciplinary Committee or the Appeals Committee as of the effective date of these Bylaws shall be governed by the previous provisions.
- ③ (Interim Measures for General Staff Members) The capacity provided for by these Bylaws shall be regarded as a separate capacity until the general staff members appointed pursuant to the previous Bylaws retire. However, the recruitment of new general staff members shall not be allowed if the capacity is exceeded.

### **Addenda**

- ① (Effective Date) These amended Bylaws shall take effect on October 9, 1991.
- ② (Interim Measures for Faculty and Staff) Faculty members (excluding the Head of School) currently employed by the University as of the effective date of these Bylaws shall be deemed to have been appointed by the Dean pursuant to these Bylaws, and their appointment periods shall be governed by the previous provisions. However, general staff members in the University shall be deemed to have been appointed by the Foundation pursuant to these Bylaws.
- ③ (Interim Measures on Disciplinary Actions against Faculty Members) Disciplinary cases pending at the Faculty Disciplinary Committee as of the effective date of these Bylaws shall be governed by the previous provisions.
- ④ (Interim Measures on the Term of Office of the Head of School) The term of office of the Head of School appointed by the previous provisions shall be governed by the previous provisions.
- ⑤ (Interim Measures for Senior Faculty Administrators in the University) The positions of Vice Dean of the University and Dean of Graduate School appointed in accordance with the previous Private School Act and the previous Bylaws shall be deemed to have been appointed by the Foundation pursuant to these Bylaws, but their terms of office shall be governed by the previous provisions. However, other faculty members with administrative assignment shall be deemed to have been appointed by the Dean pursuant to these Bylaws, and their terms of office shall be governed by the previous provisions.
- ⑥ (Interim Measures for Personnel Committee Members) Among the members of the University's Personnel Committee who have been appointed pursuant to the previous Bylaws, any member who is not an ex officio member of the Committee pursuant to these Bylaws shall be deemed dismissed as of the effective date of these Bylaws.
- ⑦ (Interim Measures for General Staff Members) If the capacity for general staff members is exceeded on the effective date of these Bylaws due to the appointment of general staff members by the previous Bylaws, the excess shall be regarded as separate capacity until the relevant general staff members retire. However, the recruitment of new general staff members shall not be allowed while the capacity is exceeded.

### **Addenda**

- ① (Effective Date) These amended Bylaws shall take effect on March 1, 1994.
- ② (Interim Measures for the Head of School) The head of the University holding office on the effective date of these Bylaws shall be deemed to have been appointed by the person who has the authority to appoint and dismiss pursuant to these Bylaws.  
However, his/her term of office shall be governed by the previous provisions.
- ③ (Interim Measures for Faculty and Staff) Faculty members (excluding the Head of School) and general staff members currently employed by the University as of the effective date of these Bylaws shall be deemed to have been appointed by the person who has the authority to appoint and dismiss pursuant to these Bylaws.  
However, the appointment periods of faculty members shall be governed by the previous provisions.
- ④ (Interim Measures for Senior Faculty Administrators in the University) Senior faculty administrators appointed in accordance with the previous Bylaws shall be deemed to have been appointed by the person who has the authority to appoint and dismiss pursuant to these Bylaws.  
For a position with a fixed term of office, however, the term of office shall be governed by the previous provisions.
- ⑤ (Interim Measures for Members of the Committees) Members of the Personnel Committee and the Budget, Settlement, and Advisory Committee in the University appointed in accordance with the previous Bylaws shall be deemed to have been appointed by the person who has the authority to appoint and dismiss pursuant to these Bylaws. However, the members' terms of office shall be governed by the previous provisions.

### **Addendum**

These amended Bylaws shall take effect on December 1, 1995.

### **Addenda**

- ① (Effective Date) These amended Bylaws shall take effect on January 26, 1996
- ② (Interim Measures for Faculty and Staff) Faculty and staff currently employed by the Jecheol Educational Foundation as of the effective date of these Bylaws shall be deemed to have been appointed as faculty and staff of the POSTECH Foundation, pursuant to these Bylaws.

### **Addendum**

These amended Bylaws shall be established and take effect on November 21, 1996.

### **Addendum**

These amended Bylaws shall take effect on August 13, 1997.

### **Addendum**

These amended Bylaws shall take effect on April 9, 1998.

### **Addendum**

These amended Bylaws shall take effect on November 13, 1998.

### **Addendum**

These amended Bylaws shall take effect on December 31, 1998.

**Addendum**

These amended Bylaws shall take effect on May 31, 1999.

**Addendum**

These amended Bylaws shall take effect on November 16, 1999. However, the amended provisions of Clauses 2 and 4 of Article 17 shall take effect on March 1, 2000.

**Addendum**

These amended Bylaws shall take effect on February 14, 2000, and the amended provisions of Article 46, Clause 2 shall take effect on March 1, 2000.

**Addendum**

These amended Bylaws shall take effect on March 20, 2000.

**Addendum**

These amended Bylaws shall take effect on December 7, 2000.

**Addendum**

These amended Bylaws shall take effect on March 8, 2001.

**Addendum**

These amended Bylaws shall take effect on September 1, 2001.

**Addendum**

These amended Bylaws shall take effect on July 5, 2002.

**Addendum**

These amended Bylaws shall take effect on September 14, 2002.

**Addendum**

These amended Bylaws shall take effect on October 8, 2002.

**Addendum**

These amended Bylaws shall take effect on February 28, 2003.

**Addendum**

These amended Bylaws shall take effect on August 13, 2003. However, the amended provisions of Article 55, Clause 3 shall apply starting with the President of the University to be appointed on September 1, 2003.

**Addendum**

These amended Bylaws shall take effect on January 31, 2004.

**Addendum**

These amended Bylaws shall take effect on October 1, 2004.

**Addendum**

These Bylaws shall take effect on March 8, 2005.

**Addendum**

These Bylaws shall take effect on October 17, 2005.

**Addendum**

These Bylaws shall take effect on April 11, 2006.

**Addenda**

- ① These Bylaws shall take effect on November 14, 2006.
- ② (Interim Measures for Faculty Members of the University) Faculty members currently employed by the University as of the effective date of these amended Bylaws shall be deemed to have been appointed by the person who has the authority to appoint and dismiss pursuant to these Bylaws.
- ③ (Interim Measures on the Authority to Appoint and Dismiss Faculty Members of the University) The authority to appoint and dismiss faculty members as set forth by Article 46, Clauses 2 and 3 of the Bylaws (except for the authority to make a tenure appointment) shall be given to the President of the University currently holding office as of the effective date of the amended Bylaws and remain with him until the end of his term (i.e., August 31, 2007). However, he must report any appointment to the Chairman of the Board of Trustees within seven days of the date of appointment.

**Addenda**

- ① These Bylaws shall take effect on September 1, 2007.
- ② (Interim Measures for Faculty Members of the University) Faculty members appointed prior to the effective date of these amended Bylaws shall be deemed to have been appointed pursuant to these Bylaws.

**Addendum**

These Bylaws shall take effect on January 1, 2008.

**Addendum**

These Bylaws shall take effect on February 19, 2008.

**Addendum**

These Bylaws shall take effect on May 13, 2008.

**Addendum**

These Bylaws shall take effect on January 8, 2009.

**Addenda**

- ① These Bylaws shall take effect on March 1, 2010.
- ② (Interim Measures) These amended provisions shall apply starting with the faculty members to be appointed after March 1, 2010.

**Addendum**

These Bylaws shall take effect on January 1, 2012. However, the amended provisions of Article 74 shall take effect on July 21, 2012.

**Addendum**

These Bylaws shall take effect on June 1, 2012. However, the amended provisions of Article 5 shall take effect on July 27, 2012.

**Addendum**

These Bylaws shall take effect on March 14, 2013.

**Addendum**

These Bylaws shall take effect on January 1, 2014.

**Addendum**

These Bylaws shall take effect on April 17, 2014.

**Addendum**

These Bylaws shall take effect on June 25, 2015.

**Addenda**

- ① (Effective Date) These amended Bylaws shall take effect on April 21, 2016
- ② (Interim Measures for Appointment and Dismissal of University Faculty) The amended provision of Subitem 2 of 1 Item of Clause 2 of Article 46 shall apply starting with the faculty members to be appointed after April 21, 2016. However, faculty members appointed before the aforementioned date may elect to apply the provision either through retirement or for a set period determined by the individual contract.

### **Addenda**

- ① These Bylaws shall take effect on September 7, 2016.
- ② (Interim Measures for Faculty Members of the University) Faculty members appointed prior to the effective date of these amended Bylaws shall be deemed to have been appointed pursuant to these Bylaws.

### **Addendum**

These Bylaws shall take effect on December 15, 2016.

(Table 1)

**Capacity of General Staff Members (Foundation)**

<b>Total</b>	<b>27</b>
Administrative Staff	23
Technical Staff	4

(Table 2)

**Capacity of General Staff Members (University)**

<b>Total</b>	<b>511</b>
Administrative Staff	172
Technical Staff	227
Special Staff	112