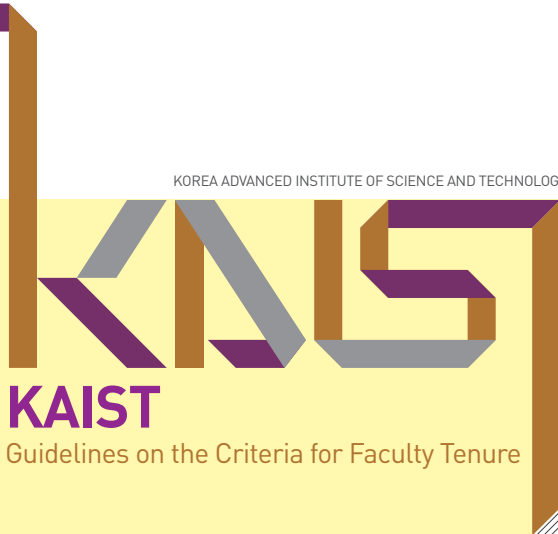




KOREA ADVANCED INSTITUTE OF SCIENCE AND TECHNOLOGY



KAIST

Guidelines on the Criteria for Faculty Tenure

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Guidelines on the Criteria for Faculty Tenure in (Physics)

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals of the candidate's professional discipline.
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- election to prestigious professional organizations that recognize excellence in a discipline.
- invitations to international symposia, conferences and special lectures.
- holding of office in professional societies.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- research awards and honors granted by professional societies, government agencies, and industry.
- external research funding from sources outside the University, only in as much as this is a measure of the candidate's research original research contributions.
- patents, inventions, and other such developments of a significant scientific or engineering nature.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- written evaluations by students;
- development of new courses and/or laboratories;
- supervision of undergraduate research projects;
- advising of undergraduate and professional student organizations;
- development of instructional materials;
- publication of textbooks;
- local and national awards for teaching.
- a record of effective advising of masters and doctoral degree candidates.
- supervision of postdoctoral personnel and other post-baccalaureate programs and students.
- development of advanced courses and organization of graduate seminars,;

C. Service

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- officer in a national or international scientific or technical society.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference

Where appropriate, participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees

Guidelines on the Criteria for Faculty Tenure in Mathematical Sciences

Awarding faculty tenure is based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated effectiveness in teaching, and contributions to academia and society.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a creative scholarly contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading academic journals in professional discipline.
If the candidate published an important work with a great impact on mathematics and related field, faculty tenure can be awarded regardless of the number of publications.
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- election to prestigious professional organizations and holding of office in professional societies.
- invitations to international symposia, conferences and special lectures.
- general professional contributions such as editorship, of academic journals and conference proceeding, expository writing, publication of advanced academic books.
- research awards and honors granted by academic societies, government agencies, and industry.
- external research funding from sources outside KAIST, only in as much as this is a measure of the candidate's original research contributions.
- patents, inventions, and other such developments of a significant scientific or industrial nature.

B. Education

Effectiveness in education is assessed by the candidate's contributions to classroom teaching, advising of undergraduate students, and the supervision of graduate students.

Factors which may be used in the evaluation of effectiveness in teaching include:

- teaching evaluations by students.
- development of new courses.
- a record of effective advising of masters and doctoral degree candidates.
- publication of textbooks.
- supervision of undergraduate research projects.
- advising of undergraduate and graduate student organizations.
- awards for teaching.

C. Contribution and Service

Examples of service contributions to the profession include:

- editor or associate editor of a refereed academic journal.
- officer in a national or international academic society.
- member of a national or international academic committee.
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference.

Guidelines on the Criteria for Faculty Tenure in CHEMISTRY

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals of the candidate's professional discipline.
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- election to prestigious professional organizations that recognize excellence in a discipline.
- invitations to international symposia, conferences and special lectures.
- holding of office in professional societies.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- research awards and honors granted by professional societies, government agencies, and industry.
- external research funding from sources outside the University, only in as much as this is a measure of the candidate's research original research contributions.
- patents, inventions, and other such developments of a significant scientific or engineering nature.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- written evaluations by students;
- development of new courses and/or laboratories;
- supervision of undergraduate research projects;
- advising of undergraduate and professional student organizations;
- development of instructional materials;
- publication of textbooks;
- local and national awards for teaching.
- a record of effective advising of masters and doctoral degree candidates.
- supervision of postdoctoral personnel and other post-baccalaureate programs and students.
- development of advanced courses and organization of graduate seminars,;

C. Service

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- officer in a national or international scientific or technical society.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference

Where appropriate, participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees

Guidelines on the Criteria for Faculty Tenure in the Graduate School of Nanoscience and Technology

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals of the candidate's professional discipline
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area)
- election to prestigious professional organizations that recognize excellence in a discipline
- invitations to international symposia, conferences and special lectures
- holding of office in professional societies
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate
- research awards and honors granted by professional societies, government agencies, and industry
- external research funding from sources outside the University, only in as much as this is a measure of the candidate's original research contributions
- patents, inventions, and other such developments of a significant scientific or engineering nature

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction, the supervising of graduate students, and the advising of postdoctoral personnel.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- written evaluations by students
- development of new courses and/or laboratories
- supervision of undergraduate research projects
- advising of undergraduate and professional student organizations
- development of instructional materials
- publication of textbooks
- local and national awards for teaching
- a record of effective advising of masters and doctoral degree candidates
- supervision of postdoctoral personnel and other post-baccalaureate programs and students
- development of advanced courses and organization of graduate seminars

C. Service

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal
- officer in a national or international scientific or technical society
- member of a national or international scientific or technical committee
- member of a governmental or private advisory committee
- organizer of a national or international symposium or conference

Where appropriate, participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees.

Guidelines on the Criteria for Faculty Tenure in (Department of Biological Sciences)

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals of the candidate's professional discipline.
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- invitations to international symposia, conferences and special lectures.
- external research funding from sources outside the University, only in as much as this is a measure of the candidate's research original research contributions.
- research awards and honors granted by professional societies, government agencies, and industry.
- election to prestigious professional organizations that recognize excellence in a discipline.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- patents, inventions, and other such developments of a significant scientific or engineering nature.
- holding of office in professional societies.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel.

Factors which may be used in the evaluation of effectiveness in teaching include:


- written evaluations by students;
- development of new courses and/or laboratories;
- development of instructional materials;
- development of advanced courses and organization of graduate seminars;
- a record of effective advising of masters and doctoral degree candidates;
- supervision of postdoctoral personnel and other post-baccalaureate programs and students;
- supervision of undergraduate research projects;
- advising of undergraduate and professional student organizations;
- publication of textbooks;
- local and national awards for teaching.

C. Service

Service contributions to the profession include:

- participation in departmental activities that require a direct input of individual faculty members such as recruitment of students and faculty members and BK21 plus-related support activities
- editor or associate editor of a refereed scientific or technical journal.
- organizer of a national or international symposium or conference
- officer in a national or international scientific or technical society.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.

Where appropriate, participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees



Guidelines on the Criteria for Faculty Tenure in Department of Bio and Brain Engineering

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals of the candidate's professional discipline.
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- technology transfer, and contribution to technology industrialization
- patents, inventions, and other such developments of a significant engineering nature.
- creation of new technology branch
- election to prestigious professional organizations that recognize excellence in a discipline.
- invitations to international symposia, conferences and special lectures.
- holding of office in professional societies.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- research awards and honors granted by professional societies, government agencies, and industry.

- external research funding from sources outside the University, only in as much as this is a measure of the candidate's research original research contributions.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- written evaluations by students;
- development of new courses and/or laboratories;
- supervision of undergraduate research projects;
- advising of undergraduate and professional student organizations;
- development of instructional materials;
- publication of textbooks;
- local and national awards for teaching.
- a record of effective advising of masters and doctoral degree candidates.
- supervision of postdoctoral personnel and other post-baccalaureate programs and students.
- development of advanced courses and organization of graduate seminars,;

C. Service

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- officer in a national or international scientific or technical society.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference
- active participation to department, college, and university committees and services.

Guidelines on the Criteria for Faculty Tenure in Graduate School of Medical Science and Engineering

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals of the candidate's professional discipline.
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- election to prestigious professional organizations that recognize excellence in a discipline.
- invitations to international symposia, conferences and special lectures.
- holding of office in professional societies.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- research awards and honors granted by professional societies, government agencies, and industry.
- external research funding from sources outside the University, only in as much as this is a measure of the candidate's research original research contributions.

- patents, inventions, and other such developments of a significant scientific or engineering nature.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- written evaluations by students;
- development of new courses and/or laboratories;
- supervision of undergraduate research projects;
- development of instructional materials;
- publication of textbooks;
- local and national awards for teaching.
- a record of effective advising of masters and doctoral degree candidates.
- supervision of postdoctoral personnel and other post-baccalaureate programs and students.
- development of advanced courses and organization of graduate seminars,;

C. Service

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- officer in a national or international scientific or technical society.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference

Where appropriate, participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include clinical service at the University hospital or clinic and other active participation in group, departmental, collegiate, and University committees

기계항공시스템공학부 기계공학전공 영년직 교수 임용 가이드라인

1. 교육 분야

적극적인 강의 개설 및 참여, 학생지도의 열정, 우수 인력 양성, 모범적인 실험실 운영 등을 종합 평가 한다.

가. 학사과정 교육

- 1학년 기초과목 강의 참여 ● 새내기 세미나 참여
- 새로운 과목 및 교육용 자료 개발 참여 ● 실험 실습 교과목 개발 및 강의 참여
- 대단위 강의 및 초과강의 수행 ● 학사과정 지도교수 참여도
- 강의의 성실성을 포함한 강의평가 우수성 ● 동아리 책임교수 참여
- 창의적 시스템 구현 과목 참여 정도

나. 석, 박사과정 교육

- 석사 및 박사과정 배출 및 지도 실적 ● 신규 교과목 및 신규 실험실 개발
- 석, 박사과정 대상 세미나 개발 ● 강의평가 우수
- 대학원생의 국제화 참여 정도 ● 영어 강의 실적
- 지도 대학원생의 학술 수상 실적
- 외국인 학생 지도 실적 (정규, dual degree, exchange student 등)

2. 연구 분야

연구의 질 및 창의력의 발휘, 대상자가 속한 연구 분야에서 해당분야의 세계적 권위자와 필적할 업적을 쌓았는지 혹은 곧 쌓을 가능성이 매우 높은지 판단한다.

- 각 연구분야에서 일반적으로 우수하다고 받아들여지는 Technical Journal에 논문 발표 (Journal의 Eigenscore 일부 참조)
- 연구활동의 우수성, 독창성 및 선도성 입증
- 해당분야에서 탁월함을 인정받은 명망있는 전문가 조직에 피선출
- 국제학회나 심포지엄의 기조강연, 특강에 피초청 및 Organizing Committee의 핵심 인사
- SCI, SCle 급 Technical Journal의 Editor 활동
- 정부, 학회, 협회, 산업체 등에서 수여하는 포상 및 직책 부여
- 연구비 수주 및 대형/창의과제 유치
- 산업체 협력 연구의 건수 및 액수, 실제 기여도
- 국내, 외 특허 및 기술료 실적

- 발표된 학술논문의 수 및 인용 횟수 (Google Scholar Citation 일부 참조; SCI, SCle 포함한 모든 발표논문 인용 검색)
- 전문 기술서적 저술 활동 (특히, 국제적인 출판사에서 발행한 단행본 영문 서적)

3. 대내외 기여 및 봉사 분야

학과, 학교 및 사회의 대내/외 조직 및 행사에 대한 봉사와, 특히 학과내의 위원회 활동에 대한 적극적인 참여 및 기여 등을 우선적으로 고려한다.

- 보직 수행 ● 학과 내 위원회 및 학생 행사 주관 및 참여
- 국내 및 국제 학술대회 주관 및 활동 ● 정부 및 기관 등의 위원회 참여
- TV, 신문/잡지 기고 등 홍보 활동 참여 ● 국내, 외 수상
- 학술지/비학술지 편집장이나 주필 참여 ● 주도적인 산학협력 조직 활동 참여
- 학과 공동을 위한 대형 발전 기금이나 학술연구기금을 유치 ● 기타 학과 발전에 기여한 활동

4. 종합 평가 및 참고 사항

- 교육, 연구, 기여봉사의 3 그룹으로 나누어서 평가한 후, 최종적으로는 전체적인 사항을 종합하여 평가함.
- 논문 편수는 직전 5년 내에 영년직에 임용된 교원에 평균 실적을 참고하나 이는 정량적인 tenure 부여의 지표가 되지는 않으며, 학과장이 보유한 이 자료는 대상자가 문의 시 참고자료로서 제공할 수 있음.
- 평가에 있어 정량적인 guideline에만 근거하지 않음.
- 대상자가 어느 특별한 분야에 강점이 있으면, 특별히 영년직을 추천할 수 있도록 함.
- 논문은 숫자보다 quality가 좋은 것을 우선시 함.
- 당 학과의 tenure 대상자와 타 학과의 대상자에 대한 논문 숫자나 journal impact factor 등은 서로 비교를 할 수 없는 discipline의 경우가 대부분이므로, 상호 비교 데이터에 근거하여 평가하지 않도록 함.
- 박사과정 때 한 연구 이외에 본인이 새로운 분야를 개척하여 연구한 경우, 영년직 임용에 우선적으로 반영하기로 함. 박사과정 이후에도 과거 지도교수와 매우 밀접히 공동연구를 수행한 것이 대부분인 경우 부정적인 영향을 미칠 수도 있음.
- KAIST 기계공학과 부임 이후의 실적이 매우 중요함.
- KAIST 기계공학과와 일원으로서의 공동체 의식이 뚜렷하여야 함.
- 영년직 교수 임용과 정교수 승진은 별개의 사안임.

(작성: 2013. 8. 20)

Guidelines on the Criteria for Faculty Tenure in Aerospace Engineering Dept.

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the department, profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals of the candidate's professional discipline.
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- election to prestigious professional organizations that recognize excellence in a discipline.
- invitations to international symposia, conferences and special lectures.
- holding official positions in professional societies.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- research awards and honors granted by professional societies, government agencies, and industry.
- external research funding from sources outside the University, only in as much as this is a measure of the candidate's research original research contributions.
- patents, inventions, and other such developments of a significant scientific or engineering nature.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- written course evaluations by students.
- development of new courses and/or laboratories.
- teaching laboratory courses or design courses.
- supervision of undergraduate research projects.
- advising of undergraduate and professional student activities.
- development of instructional materials.
- publication of textbooks.
- local(departmental) and national awards for teaching.
- a record of effective advising of masters and doctoral degree candidates.
- supervision of postdoctoral personnel and other programs(joint industry-academy programs) and students.
- development of advanced courses and organization of graduate seminars.
- participate in University multi-disciplinary programs

C. Service

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- officer in a national or international scientific or technical society.
- organize international collaboration at department level
- member of a national or international scientific or technical committee.
- coordinate industry collaboration or department seminar
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference
- participation in planning board for government aerospace programs

Where appropriate, participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental committees, and University committees.

KAIST 해양시스템공학과 영년직 교수 임용 가이드라인

본 가이드라인에서는 KAIST 해양시스템공학(OSE)과 Tenure Track 교수들의 영년직 임용 심사를 돕기 위해, 학과의 주요지표를 정의하고, 각 지표별로 기준치가 제시하며, 이 기준치는 학과의 특성을 반영한 영년직 심사 해당 교원의 실적을 평가하는 기준으로 삼음. 주요지표는 "SCI급 논문 편수", "IF (Impact Factor) 총합", "강의평가 점수", "특허등록 건수", "연구비 수주" 정하고 그 기준치를 아래와 같이 설정함. (설정된 기준치는 심사 대상자가 반드시 넘어야 하는 수치가 아니라, 해양시스템공학과와 전공적 특성을 반영하는 평균적인 수치임.)

	지 표	기준치 (년 평균)	근 거
1	SCI급 논문편수 (편)	2.4	타대학 경쟁학과 0.9-2.4편 (평균: 1.9편)
2	Impact Factor 총합	2.7	1.29% (JCR 분류 상위 30%저널 평균 IF) x 1.9 (평균 논문 편수) = 2.462
3	강의평가 점수	4.2	공과대학 평균: 4.2
4	특허등록 건수 (건)	1.5	KAIST 평균: 0.98건
5	연구비 수주 (억원)	2.2	KAIST 평균: 4.4억원

1. SCI급 논문 편수

- 해양공학 분야에서 세계 최상위급 5개 타대학 경쟁학과의 지난 3년간 집계된 교수 1인당 년평균 SCI급 논문편수의 범위는 0.9~2.4편 이며 평균은 1.9편 임 (표 1 참조). 이에 따라 KAIST OSE에서는 논문편수의 기준치로 부임 후 년 평균 SCI급 논문 편수로 2.4편을 설정.
- 타대학 경쟁학과: (a) MIT - Ocean Science & Engineering, (b) University of Tokyo - Ocean Technology, Policy, and Environment (OPTE), (c) University of Michigan, Ann Arbor - Naval Architecture and Marine Engineering, (d) NTNU (Norway) - Marine Tech, (e) 서울대 - 조선해양공학과

표 1. 교수 1인당 년 평균 SCI급 논문 수 (최근 3년, 2010년-2012년, 2013 WCU Report)

타 대학 경쟁학과	QS ranking		교수 총수	SCI 논문 (2010년-2012년)	
	대학	공과대		총 논문편수	1인당 년 평균
(a) MIT	1	1	24	141	2.0
(b) Univ. of Tokyo	30	7	13	73	0.9
(c) Univ. of Michigan	17	10	14	99	2.4
(d) NTNU	73	-	20	104	2.2
(e) 서울대	37	32	13	73	1.9
				5개 학과 평균	1.9

* Webometrics Ranking

2. Impact Factor (IF) 총합

- 해양공학 분야 상위 30%에 속하는 저널의 평균 Impact Factor는 1.296 이므로, 이 값에 타대학 경쟁학과 평균 논문 편수 1.9를 곱하면 2.462이므로, 년 평균 IF 총합으로 2.7로 설정.

표 2. 2012년 JCR 분류 IF기준 상위 30%저널 평균 IF

분야	분류	총 저널 수	상위 30% 저널 수	평균 IF
기계	ENGINEERING, MECHANICAL	125	38	2.478
항공	ENGINEERING, AEROSPACE	27	8	1.185
해양	ENGINEERING, OCEAN ENGINEERING, MARINE	29	9	1.296

3. 강의평가 점수

- 강의평가 점수: 최근 3년간 집계된 강의평가 결과에 의거하여 공과대학 평균인 4.2를 기준치로 설정.

표 3. 강의평가 (최근 3년, 2010년-2012년, 5.0만점)

	2010		2011		2012		평균
	봄	가을	봄	가을	봄	가을	
대학원 전체	4.1	4.1	4.1	4.1	4.2	4.2	4.1
공과대학	4.2	4.2	4.1	4.1	4.2	4.2	4.2

4. 특허등록 건수

- KAIST 전체의 최근 3년간 국내특허에 대한 전임교수 1인당 년간 등록 건수는 0.98건 임. 학과의 기준치로는 KAIST 전체의 평균치를 50% 상향한 년 평균 등록 건수로 1.5을 설정

표 4. 특허 (KAIST 전체, 최근 3년 국내특허 등록, 2010년-2012년)

	2010년도	2011년도	2012년도	년 평균
KAIST 교수 총수 (전임)	587	588	597	591
특허 등록 (건)	450	572	718	0.98

5. 연구비 수주

- KAIST 전체의 최근 3년간 연구비 수주액 (전임 및 비전임 교원 포함)을 전임교수 1인당 년간 평균으로 한 값은 4.4억원 임. KAIST 전체 연구비에서 상당 부분을 차지하는 대형과제를 고려하여, 기준치로 년 평균 연구비 수주액으로 2.2억원을 설정.

표 5. 연구비 수주 (KAIST 전체 - 전임/비전임 포함, 최근 3년, 2010년-2012년)

	2010년도	2011년도	2012년도	년 평균
KAIST 교수 총수 (전임)	587	588	597	591
연구비 (억원)	2,510	2,613	2,685	4.4

6. 기여/봉사

- 기여/봉사 실적의 평가에 대한 별도의 기준치는 없으며, 기여/봉사 실적은 해양시스템공학과 연봉제 평가표의 기여/봉사 점수를 참고로 함. 기여/봉사 평가의 항목은 국내외 학술활동, 수상, 학교/학과 위원회 참여, 언론홍보 등으로 구성되어 있음.

Guidelines on the Criteria for Faculty Tenure in CEE

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching.

A. Research

The objectives in evaluating the candidate's research contributions are to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals of the candidate's professional discipline.
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- election to prestigious professional organizations that recognize excellence in a discipline.
- invited, keynote and plenary speeches and presentations at international symposia, conferences and special lectures.
- holding of office in professional societies.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- candidate's contributions to society such as development and dissemination of innovative products, practices, and ideas of significance and value to society.
- research awards and honors granted by professional societies, government agencies, and industry.
- external research funding from sources outside the University, only in as much as this is a measure of the candidate's original research contributions.
- patents, inventions, technology transfer, and other such developments of a significant scientific or engineering nature.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- written evaluations by students.
- development of new courses and/or laboratories.
- supervision of high-school and undergraduate research projects.
- advising of undergraduate and professional student organizations.
- development of instructional materials.
- publication of textbooks and educational related journals.
- domestic and international awards for teaching.
- a record of effective advising of masters and doctoral degree candidates.
- job positioning of advised graduates.
- supervision of postdoctoral personnel and other post-baccalaureate programs and students.
- development of advanced courses and organization of graduate seminars.
- leadership in developing or coordinating international education programs (e.g., international summer schools, student exchange programs).

C. Service

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- officer in a national or international scientific or technical society.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference.
- member of the national academy of science or/and technology

Where appropriate, participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees.

Guidelines on the Criteria for Faculty Tenure in Chemical and Biomolecular Engineering Department

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, demonstrated the effectiveness in teaching, and has provided adequate service to be recognized as a good citizen to the department, the university, and his/her associated professional / academic community. All three components shall be taken seriously and a candidate showing obvious deficiency in any one area shall be deemed unfit. A final decision shall be reached by weighing the candidate's credentials in the three components according to their order of importance, which normally shall be 50% research, 30% teaching, and 20% service. In addition to the candidate's up-to-date accomplishments and records, the likelihood for the candidate to sustain or increase the productivity level throughout his/her remaining career should be assessed. Finally, given the relatively long time period (~7 years) before a tenure decision is made on a candidate, more frequent interim evaluations and feedbacks are viewed necessary. The tenure, promotion, and reappointment committee shall give a formal feedback to each tenure-track faculty every year and also make a formal assessment after three years to determine whether the candidate can indeed continue on the tenure-track path and to give specific goals to meet before the tenure application.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution that advances the state of the art and makes impact in the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field. Hence quality shall override quantity in priority. A large number of factors can and should be considered in answering the above questions, as listed below, but **the most important factor will be the external evaluation letters of the recognized leaders in the field**, as such letters, if drawn from right people, will take all those factors into consideration and give a recommendation as a whole. Collaborations, such as coauthoring of research publications or participating in large center or team grants, shall be favorably considered only when the candidate clearly demonstrates that he/she played a major leadership role and his/her distinct and independent contributions were critical to overall success.

List of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals of the candidate's professional discipline.
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- election to prestigious professional organizations that recognize excellence in a discipline.
- invitations to international symposia, conferences and special lectures.
- holding of office in professional societies.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- research awards and honors granted by professional societies, government agencies, and industry.
- external research funding from sources outside the University, only in as much as this is a measure of the candidate's research original research contributions.
- patents, inventions, and other such developments of a significant scientific or engineering nature.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel. Adequate skills and efforts shown by the candidate for effective teaching shall be considered to be a necessary condition for awarding tenure.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- written evaluations by students;
- development of new courses and/or laboratories;
- supervision of undergraduate research projects;
- advising of undergraduate and professional student organizations;
- development of instructional materials;
- publication of textbooks;
- local and national awards for teaching.
- a record of effective advising of masters and doctoral degree candidates.
- supervision of postdoctoral personnel and other post-baccalaureate programs and students.
- development of advanced courses and organization of graduate seminars,;

C. Service

A successful candidate should be active and generous in providing service to the department, university, and the professional society he/she is associated with. In addition, he/she should be perceived as a "good citizen" by the colleagues.

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- officer in a national or international scientific or technical society.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference

Where appropriate, participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees.

Guidelines on the Criteria for Faculty Tenure in DMSE

Awarding indefinite faculty tenure must be determined based on whether the candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching. Given that tenure is indefinite, future potential to sustain the same level of excellence in research, teaching and service should be considered.

A. Research

The objective in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field or related fields, for example, those in the global top 10 universities.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- external research funding from sources outside KAIST, only in as much as this is a measure of the candidate's original research contributions. Being a lead PI in multi-PI projects or centers, especially those that bring visibility to KAIST and the department, should be recognized.
- collaborations: While demonstration of high quality research as independent lead PI should override this criterion, establishment of productive and visible collaborations, especially ones that have distinct contributions enabled by the candidate's expertise, should be encouraged and recognized.
- candidate's record of publications in leading journals of the candidate's professional discipline. Quality is of the highest importance and should be assessed not only by the number of papers in elite/leading journals but, more importantly, by the level of impact the candidate's work has actually had on the field.
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- election to prestigious professional organizations that recognize excellence in a discipline.

- invitations to international symposia, conferences and special lectures.
- holding of office in professional societies.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- research awards and honors granted by professional societies, government agencies, and industry.
- patents, inventions, and other such developments of a significant scientific or engineering nature.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, supervision of graduate students to their degree completion, and the advising of postdoctoral personnel. Integration of research into teaching should be encouraged and recognized.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- written evaluations by students;
- development of new courses and/or laboratories;
- supervision of undergraduate research projects;
- advising of undergraduate and professional student organizations;
- development of instructional materials;
- publication of textbooks;
- local and national awards for teaching;
- a record of supervising of masters and doctoral candidates to their degree completion;
- supervision of postdoctoral personnel and other post-baccalaureate programs and students;
- development of advanced courses and organization of graduate seminars;
- accomplishments of the candidate's students, e.g., student awards or any other indicators that demonstrate students learning from the candidate.

C. Service

Examples of service contributions to the profession include being:

- an editor or associate editor of a refereed scientific or technical journal.
- an officer in a national or international scientific or technical society.
- a member of a national or international scientific or technical committee.
- a member of a governmental or private advisory committee.
- a member of review panels of significance.
- an organizer of a national or international symposium or conference.

Service may also include other criteria such as public engagement that may be of significant benefit or bring visibility to the department and/or to KAIST.

Where appropriate, participation in the governance of KAIST and other services to KAIST, the department or a group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees.

Guideline for Promotion and Tenure Department of Nuclear and Quantum Engineering

A. Introduction

The purpose of this document is to provide guidelines for promotion and tenure in the Department of Nuclear and Quantum Engineering at KAIST.

As a main principle for promotion and tenure, our faculty has to make national and global impact in each person's respective professional field as our Department aims at becoming global leader in nuclear and quantum engineering.

The criteria described in sections III – V for the various levels of academic appointments are cumulative.

B. Areas of Faculty Responsibility

The realm of responsibilities includes: education through teaching and mentoring students, advancing nuclear and quantum engineering through research and technological innovation, extension and engagement with constituencies outside the university, and service to the nation, domestic and international professional community, and within the university itself. The manner in which various faculty members may demonstrate their credentials in these realms vary.

C. Criteria for Associate Professor without Tenure

The following criterion can be used for a faculty member in the rank of Assistant Professor who is seeking promotion without tenure. Appointment as Associate Professor without tenure can also be made for new faculty who presents equivalent qualifications, perhaps with the exception of the evidence for teaching.

- Teaching
Evidence for quality of teaching and mentoring students: This can include above-average ratings on student evaluations, positive peer reviews, undergraduate and graduate course participation, demonstrated leadership in scholarly activities such as the development of new courses, curricula, and other teaching aids, and the ability to attract good graduate students with successful completion of their degrees.
- Research
Strong indicators of quality research innovations: These include proven records of peer-reviewed publications in a well-recognized journal, numerous citations of publications by peers, and substantial external research support.
- Service
Evidence for industrial extension and service activities: These are demonstrated by collaborating on relevant industrial research through contracts and/or consulting, serving in departmental administrative duties and national and international committees and professional societies.

D. Criteria for Associate Professor with Tenure

- Teaching
 - Strong record of providing quality teaching at both the undergraduate and the graduate levels as demonstrated by consistently strong student, alumni and peer evaluations, and development of new or improved courses.
 - Major educational impact: Examples of such impact are world's first educational development, textbook development, or adoption of new teaching methods by peers at other universities.
- Research
 - A well established research program that will have resulted in graduation or near graduation of one or more doctoral students in addition to several Master's students, strong records of external funding, national visibility of the research through quality publications, and patents/inventions.
 - Major research impact: Examples of such impact are seminal work that changes the direction of research or technological development, world's first research, or adoption of research methods by peers in the professional field.
 - Demonstration of technical leadership: This can be shown through invitations to give special lectures and papers by the international community or active participation in technology transfer through inventions/patent developments.
- Service
 - Demonstrated leadership in curricular and departmental administrative assignments; leadership roles on Departmental, College and/or University Committees.
 - Demonstration of technical service leadership. This can be shown through leadership role in a national or international scientific or technical society, member of a national or international scientific or technical committee, or organizer of a national or international symposium or conference.
 - Major policy impact: Impact on national or international policy development (e.g., by being a member of governmental or international advisory committee).

D. Criteria for Professor

National and international recognition within the respective professional field. This can be demonstrated through activities such as service on editorial boards of refereed scientific or technical international journals or as editor or associate editor of such journal, major national consulting or advisory role, and international leadership roles in the academia and in professional societies. The candidate should be capable of mentoring a junior faculty member in the same or a closely related area of expertise.

Guidelines on the Criteria for Faculty Tenure in Graduate School of EEWS

9 August 2013

A. The Guidelines

Awarding indefinite faculty tenure must be determined based upon whether a candidate has established a level as an international leader of the field, the level of contribution, creativity, and importance at major researches, has leadership, has possibility to become an expert in the related field, and has qualification as an education and a leader.

Especially,

- The person, who has done creative jobs in research and education, got excellent appraisal from the experts in and out of the country.
- The person, who is acknowledged as an authority in a specific field in and out of the country.
- The person, who is able to contribute to the development of KAIST (Korea Advanced Institute of Science and Technology) and the department requires.

B. Specific Guidelines

(focuses excellence of quality and includes development possibility in the future)

- Teaching: Lecture a record of effective advising of masters and doctoral degree candidates, development of instructional materials & publication of textbooks, local and national awards for teaching, etc.
- Research: record of publications in leading journals, books & translation, international & domestic patent, proceedings in international conference, external research funding from sources outside the university, only in as much as this is a measure of the candidate's research original research contributions, the result of the research, research awards and honours, etc.
- Service: contribution to KAIST, industrial-educational cooperation, past career, moral influence, voluntary service, awards, etc.

Guidelines on the Criteria for Faculty Tenure in Cho Chun Shik Graduate School for Green Transportation

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals of the candidate's professional discipline.
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- election to prestigious professional organizations that recognize excellence in a discipline.
- invitations to international symposia, conferences and special lectures.
- holding of office in professional societies.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- research awards and honors granted by professional societies, government agencies, and industry.
- external research funding from sources outside the University, only in as much as this is a measure of the candidate's research original contributions.
- patents, inventions, and other such developments of a significant scientific or engineering nature.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at undergraduate or graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- written evaluations by students;
- development of new courses and/or laboratories;
- advising of professional student organizations;
- development of instructional materials;
- publication of textbooks;
- local and national awards for teaching.
- a record of effective advising of masters and doctoral degree candidates.
- supervision of postdoctoral personnel and other post-baccalaureate programs and students.
- development of advanced courses and organization of graduate seminars,;

C. Service

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- officer in a national or international scientific or technical society.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference

Where appropriate, participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees

Guidelines on the Criteria for Faculty Tenure in (dept. of EE)

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals of the candidate's professional discipline.
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- election to prestigious professional organizations that recognize excellence in a discipline.
- invitations to international symposia, conferences and special lectures.
- holding of office in professional societies.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- research awards and honors granted by professional societies, government agencies, and industry.
- external research funding from sources outside the University, only in as much as this is a measure of the candidate's research original research contributions.
- patents, inventions, and other such developments of a significant scientific or engineering nature.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- written evaluations by students;
- development of new courses and/or laboratories;
- supervision of undergraduate research projects;
- advising of undergraduate and professional student organizations;
- development of instructional materials;
- publication of textbooks;
- local and national awards for teaching.
- a record of effective advising of masters and doctoral degree candidates.
- supervision of postdoctoral personnel and other post-baccalaureate programs and students.
- development of advanced courses and organization of graduate seminars,;

C. Service

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- officer in a national or international scientific or technical society.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference

Where appropriate, participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees.

Guidelines on the Criteria for Faculty Tenure in Computer Science

Department of Computer Science / August 20 2013

The tenure evaluation of the department of computer science is to assess a candidate's achievements and potential in research, education, and service, and hence, to determine one's ability to contribute to realizing the vision of the department, i.e., global leadership in computing. The candidate should show that he or she has established a record of excellence and creativity in scholarly research and its dissemination as well as effectiveness in teaching. The history of one's participation in services to the profession and other governance activities should also be considered in the evaluation process.

A. Research Contributions

The objectives of evaluating the candidate's research contributions are to determine if the candidate has shown potential as an international leader in computer sciences, if he or she has made scholarly and creative contributions to his or her research areas, and if the candidate's reputation and visibility have been substantiated on a par with recognized leaders in the field.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- Strong publication record showing that the candidate is actively contributing as an international leader to the research of important areas in computer sciences, which include publications in top journals and conferences;
- Recognition of excellence and creativity in research by academic honors and awards, such as best paper/demo awards in highly honored international journals, conferences, and academic societies;
- Good balance between journal and conference publications;
- International leadership in and contributions to emerging research areas: significant contributions to founding an important new area and extending the boundary of computer sciences;
- Achievement to secure significant government/industry research funding or to host a research center as PI;
- Evaluation letters from international leaders in the relevant research areas assessing

- the candidate's stature as an international leader in the field
- major research contributions, their originality, impact and importance
- influence on the thinking of, or the methods used by, others in the field
- contributions and impact to pioneer and establish a new important emerging area in computer sciences
- abilities as an educator and mentor
- potential for further professional growth and leadership
- comparison to other researchers in the field especially those who are tenured in major research universities
- others
- The candidate's own comparison of achievements and stature with other professors who are actively working in related areas of research with similar years of academic career and hired by major universities in the areas to show one's own competitiveness in research.

B. Educational Contributions

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instructions at both undergraduate and graduate levels, the supervising of graduate students and interns, and the advising of postdoctoral researchers.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- Achievements to supervise and produce graduates as prospective global leaders in computer sciences; examples can be the graduates hired by internationally leading research institutes or universities
- Recognition of effectiveness in teaching by honors and awards
- Development of new teaching methodologies to educate global leaders in computer sciences
- Development of quality courses
- Teaching contributions in accordance with the departmental coordination of curriculum development and management
- Development of textbooks or other teaching materials
- Course evaluation from students

C. Service Contributions

Examples of service contributions to the profession include:

- Service as editor-in-chief, associate editor, or editor in internationally recognized journals in computer sciences
- Service for recognized academic conferences, e.g., conference chair, steering committee chair/member, program committee chair/member, local organizing committee chair/member
- Service as an officer in a national or international scientific or technical society
- Service as a member of a national or international scientific or technical committee
- Service as a member of a governmental or private advisory committee

Participation in the governance of the institution and other services to the University or the department may be included as additional evidence of support for tenure recommendation. Examples of such services include active participation in department, college, and University committees.

Guidelines on the Criteria for Faculty Tenure in Department of Industrial & Systems Engineering

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching. Significant excellence, achievements, and contributions in either research or teaching, even not both, can be positively considered for tenure promotion.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional disciplines, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals of the candidate's declared professional disciplines.
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research areas).
- election to prestigious professional organizations that recognize excellence in a discipline.
- invitations to plenary talks, invited talks or lectures, or other similar talks in international symposia, conferences, universities or research institutes.
- holding of office in professional societies
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- research awards and honors granted by professional societies, government agencies, and industry.
- external research funding from sources outside the University, only in as much as this is a measure of the candidate's research original research contributions.

- patents, inventions, and other such developments of a significant scientific or engineering nature.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classrooms, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- written evaluations by students;
- development of new courses and/or laboratories;
- supervision of undergraduate research projects;
- advising of undergraduate and professional student organizations;
- development of instructional materials;
- publication of textbooks;
- local and national awards for teaching
- a record of effective advising of masters and doctoral degree candidates.
- supervision of postdoctoral personnel and other post-baccalaureate programs and students.
- development of advanced courses and organization of graduate seminars.
- innovation of teaching and learning methods including new instructional methods, e-learning contents and joint teaching with other universities
- evaluation by supervised doctoral graduates

C. Service

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- officer in a national or international scientific or technical society.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference
- contributions to the Department and University, including duty sharing, tasks, services, participation, leadership and governance duties.

Guidelines on the Criteria for Faculty Tenure in Department of Knowledge Service Engineering

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals of the candidate's professional discipline.
- candidate's record of publications in proceedings of top-rated conferences, which is to be more emphasized in the field of rapid development such as mobile IT service or HCI fields.
- written evaluations of the candidate's research activities and of the candidate's publications from recognized leaders in the candidate's research area.
- election to prestigious professional organizations that recognize excellence in a discipline.
- invitations to international symposia, conferences and special lectures.
- research awards and honors granted by professional societies, government agencies, and industry.
- external research funding from sources outside the University, only in as much as this is a measure of the candidate's research original research contributions.
- patents, inventions, and other such developments of a significant scientific or engineering nature.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel with following considerations.

- Student rating of the lectures given by the candidates are considered taking the class size and language into account.
- Development and application of educationally innovative means, as well as the student acceptance, should be considered.
- The quality of thesis or research supervising, rather than the number of supervisee, as perceived by colleagues, students, and external evaluators (e.g., student paper awards) is considered.
- Cooperation with colleagues in education for the benefit of the department and the students.
- Other factors include all education-related achievements such as textbook or materials, new course designs, teaching award, and seminar contributions are considered.

C. Service and Social Leadership

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- officer in a national or international scientific or technical society.
- general professional activities that enhance the professional stature of the candidate and the reputation of the department and school.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference.
- other social contributions through mentoring, writing, or consulting that are regarded as an exercise of responsible scholastic leadership.
- Participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees.

㉮ Guidelines on the Criteria for Faculty Tenure in the Department of Industrial Design

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence in scholarly research, design practice, its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record in any of the following four domains: 1) publications in leading journals or premium conference proceedings of the candidate's professional discipline; 2) awards in world class design competitions; 3) exhibitions at prestige events; 4) commercially successful design creation. References and criteria are semi-annually updated by the Dept.
- written evaluations of the candidate's performances in research and/or design practice (these evaluations are to be requested from recognized leaders in the candidate's research area).
- election to prestigious professional organizations that recognize excellence in a discipline.
- invitations to international symposia, conferences and special lectures.
- holding of office in professional societies.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- awards and honors granted by professional societies, government agencies, and industry.

- external research funding from sources outside the University, only in as much as this is a measure of the candidate's research original research contributions.
- patents, inventions, and other such developments of a significant scientific, engineering, and design nature.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- written evaluations by students;
- development of new courses and/or laboratories;
- supervision of undergraduate research projects;
- advising of undergraduate and professional student organizations;
- development of instructional materials;
- publication of textbooks;
- local and national awards for teaching.
- a record of effective advising of masters and doctoral degree candidates.
- supervision of postdoctoral personnel and other post-baccalaureate programs and students.
- development of advanced courses and organization of graduate seminars,;

C. Service

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- officer in a national or international scientific or technical society.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference

Where appropriate, participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees.

Guidelines on the Criteria for Faculty Tenure in (Graduate School of Information Security)

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals of the candidate's professional discipline.
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- election to prestigious professional organizations that recognize excellence in a discipline.
- invitations to international symposia, conferences and special lectures.
- holding of office in professional societies.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- research awards and honors granted by professional societies, government agencies, and industry.
- external research funding from sources outside the University, only in as much as this is a measure of the candidate's research original research contributions..

- patents, inventions, and other such developments of a significant scientific or engineering nature.
- contribution to the national cyber security.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel.

factors which may be used in the evaluation of effectiveness in teaching include:

- written evaluations by students;
- development of new courses and/or laboratories;
- supervision of undergraduate research projects;
- advising of undergraduate and professional student organizations;
- development of instructional materials;
- publication of textbooks;
- local and national awards for teaching.
- a record of effective advising of masters and doctoral degree candidates.
- supervision of postdoctoral personnel and other post-baccalaureate programs and students.
- development of advanced courses and organization of graduate seminars.

C. Service

service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- officer in a national or international scientific or technical society.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference.
- contribution to the national cyber security.

Where appropriate, participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees

Guidelines on the Criteria for Faculty Tenure in Dept. of Humanities & Social Sciences

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals of the candidate's professional discipline.
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- election to prestigious professional organizations that recognize excellence in a discipline.
- invitations to international symposia, conferences and special lectures.
- holding of office in professional societies.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- research awards and honors granted by professional societies, government agencies, and industry.
- external research funding from sources outside the University, only in as much as this is a measure of the candidate's research original research contributions.
- patents, inventions, and other such developments of a significant scientific or engineering nature.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- written evaluations by students;
- development of new courses and/or laboratories;
- supervision of undergraduate research projects;
- advising of undergraduate and professional student organizations;
- development of instructional materials;
- publication of textbooks;
- local and national awards for teaching.
- a record of effective advising of masters and doctoral degree candidates.
- supervision of postdoctoral personnel and other post-baccalaureate programs and students.
- development of advanced courses and organization of graduate seminars,;

C. Service

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- officer in a national or international scientific or technical society.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference

Where appropriate, participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees



Guidelines on the Criteria for Faculty Tenure in Business and Technology Management

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals of the candidate's professional discipline.
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- election to prestigious professional organizations that recognize excellence in a discipline.
- invitations to international symposia, conferences and special lectures.
- holding of office in professional societies.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- research awards and honors granted by professional societies, government agencies, and industry.

- external research funding from sources outside the University, only in as much as this is a measure of the candidate's original research contributions.
- patents, and other such developments of a significant scientific nature.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- written evaluations by students;
- development of new courses and/or laboratories;
- supervision of undergraduate research projects;
- advising of undergraduate and professional student organizations;
- development of instructional materials;
- publication of textbooks;
- local and national awards for teaching.
- a record of effective advising of masters and doctoral degree candidates.
- supervision of postdoctoral personnel and other post-baccalaureate programs and students.
- development of advanced courses and organization of graduate seminars;

C. Service

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- officer in a national or international scientific or technical society.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.
- Organizer of a national or international symposium or conference

Where appropriate, participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees.

Guidelines on the Criteria for Faculty Tenure in Graduate School of Culture Technology

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process but the service contributions are secondary to research and teaching.

A. Research

The objectives in evaluating the candidate's research contributions is to judge whether the work is of high quality, whether it is a scholarly and creative contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Examples of factors upon which the assessment of the quality and impact of a candidate's research may be based include:

- candidate's record of publications in leading journals and top-tier conferences of the candidate's professional discipline, books, and/or exhibitions/performance in leading art/culture events
- written evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- election to prestigious professional organizations that recognize excellence in a discipline.
- invitations to international symposia, conferences and special lectures. holding of office in professional societies.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- research awards and honors granted by professional societies, government agencies, and industry.
- external research funding from sources outside the University, only in as much as this is a measure of the candidate's research original research contributions.
- patents, inventions, and other such developments of a significant scientific or engineering nature.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel.

Examples of factors which may be used in the evaluation of effectiveness in teaching include:

- Achievements to supervise and produce graduates as prospective global leaders in Culture Technology; examples can be the graduates hired by internationally leading research institutes or universities
- development of new courses and/or laboratories;
- supervision of undergraduate research projects;
- advising of undergraduate and professional student organizations;
- development of instructional materials;
- publication of textbooks;
- local and national awards for teaching.
- a record of effective advising of masters and doctoral degree candidates.
- supervision of postdoctoral personnel and other post-baccalaureate programs and students.
- development of advanced courses and organization of graduate seminars,;

C. Service

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- Service for recognized academic conferences and art/culture events, e.g., conference chair, program chair, organizing committee
- officer in a national or international scientific or technical society.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference

Where appropriate, participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees

Guidelines on the Criteria for Faculty Tenure in STP

Awarding indefinite faculty tenure must be determined based on whether a candidate has established a record of excellence and creativity in scholarly research and its dissemination, and demonstrated the effectiveness in teaching. The history of participation in service to the profession and other governance should also be taken into account in the evaluation process, though the service contributions are secondary to research and teaching.

A. Research

The objectives in evaluating the candidate's research contributions are to judge whether the work is of high quality, whether it has made a significant scholarly contribution to the candidate's professional discipline, and whether it has established the candidate's reputation and visibility on par with the leaders in the field.

Examples of factors that ground the assessment of the quality and impact of a candidate's research include:

- candidate's record of publications including leading journal articles, monographs, and chapters of prominent edited volumes.
- peer evaluations of the candidate's research activities and of the candidate's publications (these evaluations are to be requested from recognized leaders in the candidate's research area).
- election to prestigious professional organizations that recognize excellence in a discipline.
- invitations to international symposia, conferences and special lectures.
- holding of office in professional societies.
- general professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate.
- research awards and honors granted by professional societies, government agencies, and industry.
- external research funding from sources outside the University, only in as much as this is a measure of the candidate's original research contributions.
- patents, inventions, and other such outputs of significant application value.

B. Teaching

Effectiveness in teaching is assessed from the candidate's contributions to classroom, laboratory and individualized instruction at both undergraduate and graduate levels, the supervising of graduate students, and the advising of postdoctoral personnel.

Examples of factors that base the evaluation of effectiveness in teaching include:

- student evaluations.
- development of new courses and/or laboratories.
- supervision of undergraduate research projects.
- advising of student organizations.
- development of instructional materials.
- publication of textbooks.
- local and national awards for teaching.
- a record of effective advising of masters and doctoral degree candidates.
- supervision of postdoctoral personnel and other post-baccalaureate programs and students.
- development of advanced courses and organization of graduate seminars.

C. Service

Examples of service contributions to the profession include:

- editor or associate editor of a refereed scientific or technical journal.
- officer in a national or international scientific or technical society.
- member of a national or international scientific or technical committee.
- member of a governmental or private advisory committee.
- organizer of a national or international symposium or conference

Where appropriate, participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees.

Tenure Policy and Guidelines College of Business

The same standards of judgment are applied to all appointments to tenure to secure a faculty of exceptional quality and distinction throughout the University. The successful nominee must demonstrate excellence in academic engagement that are relevant to the duties and responsibilities expected of faculty members of KAIST. Recognized categories of evaluation are: research, teaching, and service.

A. Research

The nominee must demonstrate the capacity for creative and original research and show promise of continuing contributions to research in his/her own field.

B. Teaching

Excellence and effectiveness of teaching is also an essential prerequisite for tenure. Teaching includes all educational activities through lectures, seminars, supervision of dissertations and theses, or other means by which students derive educational benefit.

C. Service and Social Leadership

Services performed for the benefit to the Department, College of Business, the University, for professional organizations and the community at large, beyond research and teaching, are considered. Services, however, cannot compensate for deficiencies in research and teaching.

Examples of the works expected of the nominee under the three broad category is as follows.

A. Research

- The nominee's record of publication in leading journals of his/her own field
- Written evaluations of the nominee's research activities and of the publications. Evaluations are expected to come from recognized leaders in the nominee's field of research.
- Invited participation to international symposia, conferences, and special lectures.

- Election to prestigious professional organizations in recognition of excellence in his/her discipline
- Holding office in professional societies
- Professional contributions such as editorship, expository writing, and similar activities that enhance the professional stature of the nominee.
- Research awards and honors granted by professional societies, government agencies, and industry.
- External research funding from sources outside the university. Recognition is given only to the portion attributable as the nominee's original research.
- Patents, inventions, and other such developments of a significant scientific, engineering, and/or social value.

B. Teaching

- Evaluation scores and written evaluations by students.
- Development of new courses and/or laboratories
- Supervision of research projects, thesis, and/or dissertation
- Advising of student organizations
- Development of instructional materials
- Publication of textbooks
- Teaching awards
- A record of effective advising masters and doctoral students
- Supervision of postdoctoral personnel and other post-baccalaureate programs and students
- Development of advanced courses and organization of graduate seminars

C. Service

- Editor or associate editor of a refereed academic journal
- Officer in a national or international academic society
- Member of a governmental or private advisory committee
- Organizer of a national or international symposium or conference
- Participation in the governance of the institution and other services to the University and the department or the group may be included as additional support for a tenure recommendation. Examples of such services include active participation in group, departmental, collegiate, and University committees



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