

Regulations on Teaching Load Requirements and Payment of Teaching Compensation

Established Dec. 3, 1986
Amended Sep. 24, 1992
Amended Mar. 1, 2009
Amended Jul. 1, 2009
Amended Aug. 1, 2012
Amended June 1, 2017

Article 1 (Purpose) These regulations specify matters concerning teaching compensation for faculty members of Pohang University of Science and Technology (hereinafter referred to as “University”).

Article 2 (Types and Definitions of Courses) Courses in the University shall be classified as follows:

1. A “special-purpose course” refers to a course for practical instruction and demonstration such as experiments, practical training, practice, and clinical training.
2. A “regular course” refers to a normal course which does not fall under the above item.
3. A “special course” refers to the course conducted by an eminent person from Korea or abroad.
4. An “overload course” refers to a course a faculty member teaches over his/her required teaching load.
5. An “hourly-paid course” refers to a course reckoned by hour and conducted by a part-time lecturer rather than a full-time faculty member of the University.

Article 3 (Payment Standard for Teaching Compensation) ① The President of the University shall determine the standard amounts of teaching compensation according to the academic rank of the faculty member and the type of course within the budget for each academic year.

② If accommodation or travel is necessary to teach a course, the teaching compensation may be increased up to three times of the standard amount provided for by Clause 1.

③ An institution operating as an independent accounting unit (self-financed system) may set its own teaching compensation rates regardless of the provisions of Clause 1 with the approval of the President of the University.

Article 4 (Teaching Load Requirements) ① A tenure-track/tenured faculty member shall be required to teach nine credit hours per year with the exception of the tenure-track/tenured faculty members in the Division of Humanities and Social Sciences, who are required to teach 12 credit hours per year.

② Notwithstanding the provisions of the foregoing clause, if a tenure-track/tenured faculty member holds a concurrent appointment as an admissions officer or takes on an administrative assignment as specified in the Organizational Structure Regulations of the University, the required teaching load for the faculty member shall be adjusted as follows: (Amended July 1, 2009) (Amended June 1, 2017)

1. Provost & Executive Vice President of the University, Vice President of Planning, and Director of Pohang Accelerator Laboratory: Exempted
2. Executive Director of the Academia-Industry Collaboration Foundation and Vice Presidents: three credit hours
3. Dean of Graduate School, Dean of a professional/special graduate school, Head of Department, Associate Vice President, Director of a self-financed institution: six credit hours (for the Head of the Division of Humanities and Social Sciences: nine credit hours)
4. Admissions officer: six credit hours (for a faculty member in the Division of Humanities and Social Sciences: nine credit hours)

③ Tenure-track/tenured faculty members other than those with administrative assignments specified above may be partially exempted from their annual teaching load requirements pursuant to the following cases: (Amended July 1, 2009) (Amended June 1, 2017)

1. If deemed necessary by the President of the University, tenure-track/tenured faculty members may be partially exempted
2. In case of assistant professors within 2 years of new appointment, 3 hours may be exempted. However, additional exemptions may be granted only within the scope not hindering regular academic operation of the department

④ A person who teaches an hourly-paid course at the request of the President of the University shall be paid

teaching compensation based on the number of lecture hours actually rendered.

⑤ Notwithstanding the provisions in Clause 4, if the school temporarily closes due to emergencies, disasters, or other urgent circumstances, any class scheduled to be taught by a part-time lecturer during the period of closure shall be deemed to have been conducted.

Article 4-2 (Overload Teaching Compensation) A tenure-track/tenured faculty member who has taught over his/her teaching load required for the year as provided for by Article 4, Clause 1 may be paid overload teaching compensation.

Article 5 (Limit on Teaching Loads) A tenure-track/tenured faculty member cannot teach more than 15 hours per week; a part-time lecturer cannot teach more than nine hours per week. If the teaching load limit has to be exceeded for unavoidable reasons, however, approval must be obtained from the President of the University.

Article 6 (Calculation of Teaching Compensation) Teaching compensation shall be calculated based on the following:

1. Two hours of a special-purpose course shall be counted as one credit hour; however, if such a course is taught by a part-time lecturer, the calculation may be done in the same manner as a regular course under special circumstances.
2. Teaching compensation shall be calculated by week. For the last week of a semester or an academic year, however, a period shorter than one week may be regarded as a whole week.

Article 7 (Exceptions in the Payment of Teaching Compensation) ① Under any of the following cases, a faculty member may be paid teaching compensation without giving an actual lecture:

1. Examination period
2. Registration period
3. When a faculty member teaches a number of students or all students on a regular basis outside of regular class hours as assigned by the President of the University.
4. Cancellation of a class due to a university-wide or national event

② Application of Clause 1, Item 1, shall be limited to faculty members who have served according to the actual examination timetable (including part-time lecturers); for Item 3, only up to two credit hours shall be recognized per week.

Article 8 (Payment Date of Teaching Compensation) Article 12 of the Regulations on the Management of Annual Salary Plan for Faculty Members shall apply *mutatis mutandis*. (Amended July 1, 2009)

Article 9 (Teaching in Other Universities) A faculty member of the University wishing to teach a course in another university (or a research institute) must obtain approval from the President of the University in advance; the total lecture hours per week -- including those in the University -- must not exceed 15 hours.

Addenda

1. These amended regulations shall take effect on September 24, 1992.
2. Matters executed prior to the effective date of these regulations shall be deemed to have been executed according to these regulations.

Addendum

These amended regulations shall take effect on March 1, 2009.

Addendum

These amended regulations shall take effect on July 1, 2009.

Addendum

These amended regulations shall take effect on August 1, 2012.

Addendum

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