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## **FAQ: 2019 Selection of IBS Directors/CIs Organization & Operation of Research Centers/Groups**

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### **1. Designated Research Areas**

#### **1-1. How do I apply for a director/Chief Investigator (CI) position in a designated research area?**

A. The application procedure for a designated research area is the same as the procedure for other research areas. Applicants should remember to check the box on the application (on each application for a director and/or CI position) indicating that they are applying for a designated research area. Applications for designated research areas will be given priority for review.

#### **1-2. Can an applicant who previously applied for a director position also apply for a director/CI position in a designated research area?**

A. Yes. Please prepare your application (Center Category I) if you previously applied for a director position, or change the application type to a CI position at a Pioneer Research Center (PRC, Center Category II) and resubmit it. The previous application will be automatically withdrawn upon submission of a new application.

#### **1-3. How many directors/CIs will be selected in the designated research areas?**

A. The numbers are not determined yet. However, in the case of PRCs (Center Category II), Centers will be established only in designated research areas and CIs will be selected gradually to operate PRC(s).

#### **1-4. Is the directorship/CI selection and evaluation process in designated research areas the same as the process in other research areas?**

A. Yes. The overall selection and evaluation process is the same, except that the research areas are specified. (Document evaluation → In-depth evaluation → Comprehensive evaluation → Negotiation and appointment). However, Search Committees may be established for some designated research areas to identify suitable candidates, and applications received as a result thereof will be reviewed.

#### **1-5. Can the plans for designated research areas be modified?**

A. Yes. The designated research areas may be reviewed and modified from the original plans, especially if a suitable director cannot be found within two years after a job-opening notification for those areas was first announced.

#### **1-6. Should research plans include all research details or specific research areas outlined in the announcement of designated research areas?**

A. No. It is possible to include either part or all of the information suggested in the announcement.

### **2. Center Category I: Selection, Organization, and Operation**

#### **2-1. Is there an age limit for candidates who are applying for director positions?**

A. No. There is no age limit, but directors must be able to actively commit to long-term IBS research.

**2-2. When is the deadline for submitting an application for a director position?**

A. You can submit your application at any time. However, if there is an open recruitment in a certain year, it is strongly recommended to submit an application before its deadline. For 2019, only applications for HQ Centers are accepted and the application submission deadline is Sunday, March 3, 2019 (Korea Standard Time).

**2-3. Will all applicants be included in the candidate pool?**

A. No. Applicants may be eliminated from the candidate pool if their research plans are deemed unsuitable for IBS research areas. For 2019, those who apply for Campus or Extramural Centers, not HQ Centers, will not be included in the candidate pool.

**2-4. Will all of the applicants included in the candidate pool go through the selection and evaluation process?**

A. No. Only the candidates selected from the candidate pool for an in-depth evaluation will undergo the following selection and evaluation process.

**2-5. What happens to the candidates who are included in the pool but not selected for an in-depth evaluation?**

A. The applications included in the candidate pool will remain effective for up to two years. If candidates have not been selected for an in-depth evaluation for over two years, but still want to remain in the pool, applications must be resubmitted. Candidates may update their application (such as adding new research achievements) at any time during the two years.

**2-6. When writing an application to organize a new Center, how should I determine the organizational structure of the Center and its budget size?**

A. Applicants who desire to establish new HQ Centers should take into consideration the research theme and characteristics of their planned research to decide on the organizational structure of Centers. They should also consider the number of co-directors and associate directors, and request an appropriate Center budget accordingly. During the evaluation process, the Selection and Evaluation Committee (SEC) and the Scientific Advisory Board (SAB) may provide review opinions of the requested Center budgets. Center's annual budgets will be finalized, within the budgets requested when submitting applications, through deliberation and approval by IBS Research Review Committee (RRC).

**2-7. How do applicants estimate a reasonable size of Center budget (① less than KRW 1.5 billion, ② more than KRW 1.5 billion and less than KRW 3 billion, ③ more than KRW 3 billion and less than KRW 5 billion ④ more than KRW 5 billion and less than KRW 7.5 billion) as well as start-up expenses?**

A. An appropriate size of Center budget should include the five-year average operational costs, such as labor costs, research conducting costs (direct costs), and center operation support costs (indirect costs/lab safety expenses, IP management expenses, etc.), excluding start-up expenses that will be provided for the first two years. Applicants should indicate start-up expenses, which are needed to purchase and construct large-scale facilities and equipment, separately from the required Center budgets. An appropriate size of Center budget is calculated assuming when organization of the Center (including staffing of associate directors' research groups) has been completed.

**2-8. What employment status should I expect when becoming a director at a HQ Center?**

A. In principle, IBS should be the only affiliation of HQ Center directors. Nonetheless, if candidates can obtain approval from the heads of their previous affiliations for taking a leave of absence, being temporarily dispatched to IBS, or maintaining concurrent positions at the previous institutions of employment and IBS, they may be appointed as HQ Center directors while retaining their employment status with previous affiliations. However, this transition period must not exceed two years after their appointment dates as IBS directors.

**2-9. What is the retirement age for IBS directors at HQ Centers?**

A. IBS directors at HQ Centers will be employed as tenured researchers whose retirement age is 65. They may continue to hold their director positions as emeritus research fellows after the retirement age after undergoing certain evaluations.

**2-10. How will labor costs (salaries) for directors be determined?**

A. Labor costs (salaries) for IBS directors will be determined in the negotiation between the director and the IBS president, which will be held after the selection of directors is completed.

**2-11. How to staff Centers?**

A. Center staff may include director(s), associate director(s), research fellows, researchers, student research assistants and support staff, all of whom are required to collaborate at the same research location. In principle, research staff will be employed by Director(s) via a special recruitment process, and support staff will be hired via an open recruitment process in accordance

with the internal procedures of IBS. Associate director(s), however, will be appointed after undergoing a separate internal qualification review process.

**2-12. Can Center budgets change even after the organization of the Center has been completed?**

A. Center budgets are roughly determined in the negotiation with the IBS president after directors are selected, and then finalized annually with the approval of IBS RRC. Center budgets may change depending on the results of Center Reviews, which take place in the fifth year after the opening of Centers and every three years afterwards.

**2-13. How do you define associate directors and their roles?**

A. Associate directors are highly-potential senior-level researchers who lead their own research groups in collaboration with directors within Centers. Associate directors are guaranteed a certain level of research autonomy by being granted independent budgets in specified amounts based on the negotiation results with directors.

**2-14. When is the recruitment season of associate directors, and what is the selection procedure?**

A. Openings for associate directors will be announced as requested by relevant Centers. The announcements will be made on the websites of major academic societies and international journals. The selection procedure for associate directors will be carried out as strictly as the procedure for directors, and the evaluations will proceed as follows: Document evaluation → In-depth evaluation → Comprehensive evaluation.

**2-15. How will labor costs (salaries) for associate directors be determined?**

A. Associate directors will discuss their labor costs (salaries) with their directors once selected. Then, it requires approval from the IBS president to finalize the figures.

**2-16. Are directors, associate directors, research fellows, and researchers required to work full-time?**

A. Yes, in principle, full-time employment is required. However, directors or associate directors who will switch their affiliations from their previous institutions of employment may be granted a transition period of up to two years during which they are allowed to retain their employment status with the previous affiliations by taking a leave of absence, being temporarily dispatched to IBS or maintaining concurrent positions. However, associate directors whose affiliations are institutions that signed a separate agreement with IBS may be exceptions.

**2-17. Are directors and associate directors permitted to undertake non-IBS projects while participating in IBS research?**

A. Directors and associate directors are, in principle, expected to make a full-time commitment to IBS research. Newly-appointed directors and associate directors should wrap up their other ongoing research projects within a period set by the IBS president.

**2-18. Can researchers who are currently involved in Basic Science Research Programs commissioned by the National Research Foundation (NRF) of Korea apply for IBS director or associate**

**director positions?**

A. Yes, they can. However, their research commencement date may be adjusted to after the completion of their ongoing Basic Science Research Programs (or phases thereof).

**2-19. How are Center budgets managed?**

A. IBS is in charge of managing research budgets of HQ Centers.

**2-20. How are Center performance reviews conducted?**

A. Center Reviews take place every three years. Newly-established Centers will have an interim assessment (similar to that of a consultation, which should not be considered as a review) two years after their opening, then undergo a Review on a three-year basis.

**2-21. Are there any limits on a Center's operational lifetime?**

A. Whether to continue IBS support for Centers will be decided upon the results of Center Reviews. The IBS president may decide to close a research group or a Center if the Review results are not up to standard.

**2-22. Who will own research papers and intellectual property rights that are produced as results of Centers' research?**

A. In principle, the ownership of tangible and non-tangible research outcomes, such as papers and intellectual property rights that are produced as results of HQ Centers' research projects, belong to IBS. In the case of papers, if authors of papers have affiliations other than IBS, such affiliations may be indicated along with IBS.

**2-23. What happens to Centers if directors are unable to perform their duties due to special circumstances (accident, dismissal, etc.)?**

A. In principle, when directors are rendered unable to perform duties due to special circumstances (accident, dismissal, etc.), the concerned Centers shall close down. However, the IBS president may establish an advisory committee to determine whether the Centers should be continued or closed in the following exceptions: 1) Large equipment and facilities of national value, and/or world-class human and physical infrastructure are established at a Center; 2) Center's research topics, areas, and achievements are unique and outstanding on a global level, and deemed necessary to be continued. In the case of continuation decision, measures including appointment of new director(s), change of research topics, and adjustment to Centers' organization and budgets may be undertaken. In the case of discontinuation decision, Centers shall be closed within one year after such decision is made.

### **3. Center Category II : Selection, Organization, and Operation**

#### **3-1. How are Pioneer Research Centers (PRCs) different from existing IBS Centers (Center Category I)?**

A. PRCs are a type of Centers that are newly introduced at IBS HQ in 2018 to nurture young and emerging Chief Investigators (CIs). Unlike other existing Centers, PRCs will focus on recruiting emerging CIs with great potential to pioneer new areas in basic science and supporting their challenging, independent research.

#### **3-2. What is the organization of PRCs like?**

A. Each PRC will be comprised of research groups led by up to five CIs. Each CI holds the rights over his or her research group's staffing, research details, and budget allocations. CIs are allowed

to freely staff their research groups with research fellows, researchers, student research assistants, and support staff. Important matters of PRCs' operation will be decided by negotiations among CIs. Managing CIs may attend the Directors Council Meeting representing their PRCs. CIs may rotate to assume the managing CI position in accordance with their agreement.

#### **3-3. Are CI positions only available at PRCs?**

A. Yes. PRCs will be established and operated only as HQ Centers. CI positions will be taken only by emerging scholars who will conduct challenging, independent research at PRC(s).

#### **3-4. Is the CI selection and evaluation process the same as the process for director positions?**

A. Yes. However, the evaluation standards may be different as to fulfill the goal of nurturing young principal investigators.

#### **3-5. When applying for a CI position at PRC, how should I determine the organizational structure of a research group and its budget size?**

A. CI applicants should take into consideration the research theme and characteristics of their planned research to request an appropriate size of budget for their own research groups accordingly. During the evaluation process, the Selection and Evaluation Committee (SEC) and Scientific Advisory Board (SAB) may provide review opinions of the requested budgets. CI research groups' annual budgets will be finalized, within the budgets requested when submitting applications, through deliberation and approval by IBS RRC.

#### **3-6. How do CI applicants estimate a reasonable size of budget (① less than KRW 1 billion, ② more than KRW 1 billion and less than KRW**

**1.5 billion) as well as start-up expenses?**

A. An appropriate budget size of CI research group should include the five-year average operational costs, such as labor costs, research conducting costs (direct costs), group operation support costs (indirect costs/lab safety expenses, IP management expenses, etc.), excluding start-up expenses that will be provided for the first two years. Budget of each CI research group shall not exceed KRW 1.5 billion, which is calculated assuming when organization of a CI group has been completed, excluding start-up expenses. Applicants should indicate start-up expenses, which are needed to purchase and construct large-scale facilities and equipment, separately from the required CI group budgets. Such facilities and equipment will be constructed as core facilities of IBS HQ and may be shared with other CIs.

**3-7. What employment status should I expect at IBS HQ when becoming a CI?**

A. CIs may be appointed as tenured researchers or tenure-track research fellows at IBS HQ based on their selection and evaluation results. If appointed as tenure-track research fellows, CIs may undergo tenure reviews to be appointed as tenured researchers on the fifth year after their initial appointment in conjunction with their performance reviews. CIs may retain their employment status with their previous affiliations (upon the approval by the affiliations) for five years, even after their appointment at IBS, by taking a leave of absence from the previous institutions of employment. Those who retain such employment status shall not be given tenured positions at IBS.

**3-8. What is the retirement age for CIs who are given tenured positions?**

A. The retirement age shall be 65, same as (co-)directors at HQ Centers.

**3-9. How will labor costs (salaries) for CIs be determined?**

A. Labor costs (salaries) for IBS CIs will be determined in the negotiation between the CI and the IBS president, which will be held after the selection of CIs is completed.

**3-10. How to staff CI research groups?**

A. CI research group staff may include CI, research fellows, researchers, student research assistants and support staff, all of whom are required to collaborate at the same research location. In principle, research staff will be employed by CI via a special recruitment process, and support staff will be hired via an open recruitment process in accordance with the internal procedures of IBS.

**3-11. How are CI research group budgets managed?**

A. IBS is in charge of managing research budgets.

**3-12. How are performance reviews of CI research groups conducted?**

A. CI research group reviews take place every three years. Newly-established CI research groups will have an interim assessment (similar to that of a consultation, which should not be considered as a review) two years after their opening, then undergo reviews on a three-year basis.

**3-13. Are there any limits on a PRC's operational lifetime?**

A. Whether to continue IBS support for PRCs will be decided upon the results of their CI Reviews in the same manner as other Centers. IBS president may close CI group(s) if the Review results are not up to standard.

**3-14. Who will own research papers and intellectual property rights that are produced as results of CI groups' research?**

A. In principle, same as other HQ Centers, the ownership of tangible and non-tangible research outcomes, such as papers and intellectual property rights that are produced as results of CI groups' research projects, belong to IBS. In the case of papers, if authors of papers have affiliations other than IBS, such affiliations may be indicated along with IBS.

**3-15. What happens to CI research groups if CIs are unable to perform their duties due to special circumstances(accident, dismissal, etc.)?**

A. In principle, the CI research groups shall close down, same as the case when directors at other HQ Centers are rendered unable to perform duties due to special circumstances.