
FAQ: Selection, Organization and Operation of IBS Associate Directorship

1. Qualifications & Procedures

1.1 Is there an age limit for candidates who are applying for associate directorial positions?

- A. No. There is no age limit, but associate directors need to be able to commit to long-term IBS research for at least 10 years.

1.2. What are the selection and evaluation criteria?

- A. The most important criteria are a candidate's outstanding scientific credentials and the feasibility of their research plan including potential contribution to the Center.

1.3. What is the selection procedure?

- A. The selection procedure for associate directors will be carried out as follows: Document evaluation → In-depth evaluation → Comprehensive evaluation → Negotiation with Center director → Appointment by the IBS President. This procedure typically takes about seven months.

1.5. How do you define Associate Directors and their roles?

- A. Associate Directors are senior-level researchers who lead their own research groups in collaboration with directors within Centers. Associate directors are granted a certain level of research funds through negotiation with directors.

2. Selection & Appointment

2.1. What employment should I expect when becoming Associate Director?

A. Associate Directors are employed as follows in accordance with their Center type:

Center type	Employment type
HQ Center	Will be appointed as distinguished research fellow of IBS (tenured)
Campus & Extramural Center	Will maintain the employment status with the host institution while entering into a separate employment contract with IBS (joint employment)

2.2. What is the retirement age for IBS Associate Directors?

A. Associate directors at IBS HQ Centers are granted tenure and have a retirement age of 65. Associate directors at Campus Centers (KAIST, GIST, DGIST, POSTECH and UNIST) and Extramural Centers (Seoul National University, Korea University, Yonsei University, Sungkyunkwan University and Pusan National University) also have a retirement age of 65. Exceptions to the retirement age may occur in special cases (e.g., closure of Center or termination of professorship at the host institution.)

2.3. Do directors and associate directors work at the same location?

A. Yes. All Center personnel work at the same location where the Center is located.

2.4. 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, approval from the IBS President is required to finalize the figures.

2.5. Are Associate Directors required to work full-time?

A. Yes, in principle, full-time employment is required. However, associate directors who switch their affiliations from their previous institutions of employment may be granted a transition period of up to two years. During the transition period, they are allowed to maintain their employment status with their current employers by taking a leave of absence, being temporarily dispatched to IBS or being jointly employed. However, exceptions may be made for HQ centers associate directors whose affiliations signed a separate agreement with IBS.

2.6. Can Associate Directors engage in for-profit activities?

- A. No, research personnel such as directors or associate directors should be dedicated to the research of the Center. They cannot engage the activities below if such engagements lower work efficiency, affect work duties, allow the employees to benefit against the interest of IBS, or damage the reputation of IBS.
- 1) It is evident that employees own and obtain private gain via for-profit activities including commercial, manufacturing or financial businesses;
 - 2) Employees are general partners, managers or incorporators who work as directors or auditors, or executives of for-profit private companies in the fields of commerce, manufacturing or finance;
 - 3) Employees invest in corporations owned by people that are related to their work duties; or
 - 4) Employees engage in the business that seek to continuously create their wealth.

2.7 Can Associate Directors hold a dual position?

- A. Associate directors of HQ Centers cannot hold a dual position with another institution. However, exceptions are possible through an agreement between IBS and an institution. Associate directors of Campus or Extramural Centers hold a dual position; a professorship or researcher's position at the host institution is a requirement.

3 Organization & Operation

3.1. How will the research budget size and operation and labor cost be determined?

- A. Negotiation with the Center's director takes place using the proposed budget stated on the associate director application as reference. The negotiated budget requires approval from the IBS President.

3.2. Who owns research papers and intellectual property rights that are produced as a result 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.

3.3. How are Center performance reviews conducted and what happens when Centers close?

- 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 Center review on a three-year basis. In other words, 5th year review, 8th year review, 11th year review and the like will take place. A Center may be subject to termination according to the results of its 8th year review or later reviews.