

Faculty Recruitment Plan for the Fall Semester, Academic Year 2026

Open Competitive Recruitment for Full-Time Faculty(Experienced Track)

1. Recruitment Categories

A. [Tenure-track full-time faculty: 1 position] Recruiting department, field, number of positions, and related information:

Department	Field	No. of Positions	Additional Qualifications / Notes
Department of English Language and Literature	Korean-English / English-Korean Interpretation and Translation	1	—

B. [Research-focused non-tenure-track full-time faculty: 8 positions] Recruiting department, field, number of positions, and related information:

Department	Field	No. of Positions	Additional Qualifications / Notes
Office of Research	All fields in Engineering	8	Required: At least three SCI-indexed publications within the past three years. Preferred: Experience in international collaborative research or partnerships with overseas institutions.

2. Qualifications

A. General Qualifications

1. Applicants must demonstrate commitment to the University's educational philosophy and objectives and must not be disqualified from appointment under applicable laws (Article 10-4 of the Public Educational Officials Act). Any disqualification identified after appointment will result in cancellation of the appointment.
2. Applicants must be able to reside within the living area of Daegu after appointment.
3. Applicants must have at least three years of relevant research or professional experience in the recruitment field.

B. Qualifications for Tenure-Track Full-time Faculty

1. Applicants must hold a doctoral degree in the relevant field by the application deadline (expected graduates are not eligible).
2. Applicants must be capable of delivering lectures in English in the relevant field.

C. Qualifications for Research-Focused Non-Tenure-Track Full-time Faculty

- Applicants must hold a doctoral degree in the relevant field by the application deadline (expected graduates are not eligible).

D. Hiring Restrictions for Bachelor's Degree Holders from Specific Universities

In accordance with Article 11-3(1) of the Public Educational Officials Act and Article 4-3 of its Enforcement Decree, appointments may be restricted if graduates from a single undergraduate institution would exceed two-thirds of the total faculty within a given recruitment unit.

3. Online Application and Submission of Recommendation Letters

A. Date of Announcement

Wednesday, April 15, 2026

B. Online Application Period

1. Input period: Monday, April 20, 2026, 09:00 – Tuesday, May 12, 2026, 16:00
2. Method: Complete the application through the faculty recruitment page (link) on the University website.

C. Submission of Recommendation Letters

1. Submission period: Monday, April 20, 2026, 09:00 – Tuesday, May 12, 2026, 16:00
2. Submission channels
 - Upload to the recruitment portal: upload under the recommendation letter and additional submission documents menu.
 - Email: prfinsa@kmu.ac.kr
 - ※ When submitted by email, the subject line must read: [Department-Field-Applicant Name- Recommender Name] Recommendation Letter
 - Postal mail: Faculty Personnel Team (Room 201, Haengso Hall), Keimyung University, 1095 Dalgubeoldaero, Dalseo-gu, Daegu 42601, Korea
3. Deadline for submission: Tuesday, May 12, 2026, by 16:00
4. Format: No designated form is required.
5. Other: Applicants can check whether the recommender's letter has been submitted through the application screen by confirming whether the recommendation letter has been uploaded (uploaded by the administrator).

4. List of Application Documents

A. Common Documents

1. Application form for new faculty appointment (online input).
2. One copy each of graduation certificates and transcripts (bachelor's, master's, and doctoral degrees).
 - ※ If a graduation certificate cannot be issued for a degree obtained abroad, a copy of the diploma may be submitted instead.
3. One copy each of career certificate and certificate of employment.
 - ※ Notes regarding submission of career certificates:

- a. Only the career items stated in the application form and supported by certificates will be recognized.
 - b. For teaching experience certificates covering lecturer, invited faculty, adjunct faculty, visiting faculty, or other non-tenure instructional positions, the employment period and the number of class hours per week must be clearly stated.
 - c. For certificates of non-teaching career experience, the employing department, position, term of service, and whether the position was full-time must be stated.
 - d. Any certificates issued in a foreign language (other than English) must be accompanied by a Korean translation.
4. For applicants who earned their degree abroad, one copy each of the doctoral diploma and the printed page showing Ph.D. degree reporting status from the National Research Foundation of Korea.
 5. One copy each of any patent certificates and professional licenses/certificates, if applicable.
 6. One copy of passport and alien registration card for foreign nationals.
 7. Period criteria for research achievements:
 - Within the last three years: May 13, 2023 – May 12, 2026
 - Before the last three years: prior to May 12, 2023
 8. Search result screenshots verifying research achievements (capture the search result page and attach it as the first page of the achievement file).
 - International scholarly journals (SCIE, SSCI, AHCI, etc.): <https://mjl.clarivate.com>
 - Domestic scholarly journals (KCI-indexed, etc.): <https://www.kci.go.kr>
 9. Two recommendation letters (from two recommenders; no prescribed form. Recommenders should be the doctoral dissertation advisor, a professor in the same field, or another expert in the same specialty).

※ All uploaded filenames must follow the format [Department-Field-Applicant Name-Document Name].

Example: Department of Business Administration-Finance Management-Kim Gyemyung-Bachelor's Graduation Certificate

B. Documents to be Submitted by Applicants for Tenure-track Full-time Faculty

1. Research achievements

- Theses / Dissertations
 - (1) Applicants must enter their master's and doctoral theses/dissertations in the online application window (regardless of period).
 - (2) Upload the full text of research achievements as attachments (PDF, HWP, or Microsoft Word).
- Research achievements within the last three years (scored achievements)
 - (1) Two representative research achievements: among the research achievements within the last three years, applicants must designate two as representative research achievements.

※ Any disadvantage in review arising from failure to designate representative achievements is the responsibility of the applicant.

 - (2) General research achievements: research achievements within the last three years.
 - (3) Upload research achievement files (PDF, HWP, or Microsoft Word).
 - (4) Search the relevant journal and capture the full screen showing whether the journal is indexed in KCI, SCIE, SSCI, AHCI, etc.; attach the screenshot as the first page of the achievement file and upload the file.
- Research achievements prior to the last three years (for reference)
 - (1) If there are many achievements from before the last three years, only representative

achievements may be entered.

(2) These are reference achievements, and the full text files are not required.

2. Two recommendation letters in total, one from each of two recommenders (no prescribed form; recommenders should be the doctoral dissertation advisor, a professor in the same field, or another expert).

※ Recommendation letters are required documents.

C. Documents to be Submitted by Applicants for Research-focused Non-tenure-track Full-time Faculty

1. Research achievements

- **Theses / Dissertations**

(1) Applicants must enter their master's and doctoral theses/dissertations in the online application window (regardless of period).

(2) Upload the full text of research achievements as attachments (PDF, HWP, or Microsoft Word).

- **Research achievements within the last three years (scored achievements)**

(1) Two representative research achievements: among the research achievements within the last three years, applicants must designate two as representative research achievements.

※ Any disadvantage in review arising from failure to designate representative achievements is the responsibility of the applicant.

(2) General research achievements: research achievements within the last three years.

(3) Upload research achievement files (PDF, HWP, or Microsoft Word).

(4) Search the relevant journal and capture the full screen showing whether the journal is indexed in KCI, SCIE, SSCI, AHCI, etc.; attach the screenshot as the first page of the achievement file and upload the file.

- **Research achievements prior to the last three years (for reference)**

(1) If there are many achievements from before the last three years, only representative achievements may be entered.

(2) These are reference achievements, and the full text files are not required.

2. Two recommendation letters in total, one from each of two recommenders (no prescribed form; recommenders should be the doctoral dissertation advisor, a professor in the same field, or another expert).

※ Recommendation letters are required documents.

5. Screening Procedures and Criteria

Appointment screening shall be conducted in accordance with the Keimyung University Regulations on New Faculty Appointment.

A. Document Screening

All application materials submitted by applicants shall be reviewed to verify qualifications, completeness of documents, and related matters.

B. Major/Disciplinary Screening

1. **Field Relevance Evaluation:** Assessment of the alignment between the applicant's field of specialization and the position to be filled, based on the applicant's master's and doctoral theses as well as research achievements.

2. In-depth Major Evaluation: Comprehensive evaluation of the applicant's academic qualifications, the quality of degree theses, research achievements, the qualitative excellence of selected representative publications, and the duration and quality of professional experience.

C. Interview Screening

1. Tenure-track full-time faculty

- a) First interview: Applicants who pass the major screening will be evaluated in terms of foreign language ability, public presentation, potential contribution to the development of the University, and the opinions of recommenders.
- b) Second interview: Applicants who pass the first interview will be comprehensively evaluated in terms of character as a professor, academic qualities and aptitude, accuracy and logicity of verbal presentation, ability to guide students, expertise in the field, understanding of the founding spirit of the University, and expected contribution to the University.

2. Research-focused non-tenure-track full-time faculty

- a) First interview: Applicants who pass the major screening will be evaluated in terms of foreign language ability, public presentation, capacity to conduct research in the recruitment field, potential contribution to the development of the University, and the opinions of recommenders.
- b) Second interview: Applicants who pass the first interview will be comprehensively evaluated in terms of character as a professor, academic qualities and aptitude, accuracy and logicity of verbal presentation, qualitative level of research achievements and research career, potential for research activity in the recruitment field, understanding of the founding spirit of the University, and expected contribution to the University.

D. Selection of Appointment Candidate

The Faculty Personnel Subcommittee of Keimyung University will deliberate on the results of the major screening and interview screening and determine the candidate for appointment.

E. Consent and Recommendation for Appointment

After obtaining the consent of the Faculty Personnel Committee, the appointment candidate will be recommended to the Board of Trustees, and the final successful candidate will be confirmed upon resolution by the Board of Trustees.

6. Expected Date of Appointment

September 1, 2026

7. Important Notes

1. All documentary evidence must be submitted in original documents that have not been forged or altered. Any certificates issued in a foreign language other than English must be accompanied by a translation, including academic records.
2. Any disadvantage arising from incorrect or incomplete application materials shall be the responsibility of the applicant.
3. Applicants may not apply simultaneously to more than one recruiting department (field) announced in this notice.
4. All entered information may be revised by logging in again until the applicant clicks the "Submit Application" button. After submission, no additional entries or modifications may be made.

5. If the applicant does not complete online submission of the application within the designated period after entering the information, the applicant will be deemed to have withdrawn the application.
6. The result of the appointment screening may be checked by logging in to the University's recruitment portal. If no suitable candidate is found for the recruitment field, the position may remain unfilled.
7. Any matters not specified in this notice shall be governed by the University's regulations on faculty recruitment.
8. For other inquiries related to faculty recruitment, please contact the Faculty Personnel Team (Tel. +82-53-580-6059, Email: prfinsa@kmu.ac.kr).

April 15, 2026

Dean of Academic Affairs, Keimyung University

Recruitment Schedule

Date	Details
April 15, 2026 – May 12, 2026	Recruitment announcement
April 20, 2026, 09:00 – May 12, 2026, 16:00	Submission of appointment application (online)
May 13, 2026 – May 14, 2026	Review of application documents and appointment of external reviewers
May 15, 2026 – May 27, 2026	Major screening and first interview
June 1, 2026	Notification of candidates for the second interview (tentative)
June 4, 2026	Second interview (tentative)
Early July 2026	Announcement of successful candidates

※ Specific screening dates will be individually notified at a later date, and the schedule may be adjusted depending on circumstances.

Frequently Asked Questions

Can applicants who are expected to obtain their degree in August 2026 apply?

- Applicants expected to obtain their degree are not eligible. Applicants must hold the relevant degree as of the application deadline.

Must all certificates be submitted in original form?

- Submission of original certificates listed in the application form is recommended. If original issuance is difficult, copies may be submitted; however, originals must be submitted at the final appointment stage. If certificates are not submitted, the relevant items cannot be recognized. The validity period of supporting documents is within six months as of the application deadline.

How may recommendation letters be submitted?

- Recommendation letters may be submitted through the recruitment portal upload, by email, or by postal mail. There is no designated form. When submitted by email, the subject line must be “[Department-Field-Applicant Name-Recommender Name] Recommendation Letter.”

Are recommendation letters required documents?

- Yes. Two recommendation letters from two recommenders are mandatory submission documents.

How can an applicant confirm whether the recommender has sent the recommendation letter?

- Whether the recommender has submitted the recommendation letter can be checked through the recommendation letter tab on the application screen once the administrator has uploaded it. (The content of the recommendation letter cannot be viewed.)

Will research achievements that are scheduled for publication or forthcoming be recognized?

- No. Unpublished or forthcoming research achievements are not recognized. Only achievements completed within the last three years as of the application deadline are recognized.

How should applicants enter information if they have two master's degrees?

- If an applicant holds two master's degrees, they should enter the period, country, university, department, sub-major, degree name, and thesis title in the order in which the degrees were awarded.

If an applicant stops while entering the application form, must the applicant start over from the beginning?

- No. Once the applicant has entered and saved the personal information section, the entered items remain saved. When logging in again, the applicant can review the entered data and continue entering or revising the remaining items.

Is the application considered complete once the online form has been filled out?

- No. After filling out the online application, the applicant must click [Submit Application] for the submission to be completed.