

□ hiring prof. 's field : IBS Center for Climate Physics 『Climate Dynamics』

가. Basic and Major Evaluation

Evaluation Field	Evaluation Category	Evaluation Detail	Scoring(Review) Criteria	Score	
Basic	Qualification of majors	To see if Major is relevant with the field (Exclusion if the major is not same with the field)	1. Decided to be unqualified for the major if all committee members says 'F' .	Q / F	
Major	Evaluation on career	Education and Research Experience (only Accept experience after Ph.D) * Career output can be calculated based on qualification criteria for professors	1. Quantity Evaluation - Evaluation Score : More than 2 yrs 5 points, More than 1yr and half 4 points, More than 1 yr 3 Point, More than 6 months 2 points, Less than 6 months 1point	5	
			2. Quality Evaluation : Evaluate similarity with the hiring field and the major and experience with external agencies (company, schools, government company) - Evaluation Score : Top 5-4points, Middle 3-2points, Low class 1point	5	
	Evaluation of Ph.D Thesis and Publications	Publications other than Ph.D thesis paper	Qualitative evaluation of Ph.D thesis paper	1. Evaluation Score : Top 10-8points, Middle 7-4points, Low class 3-1 points	10
			Quantitative Evaluation (Publications within 3 yrs)	1. Evaluation Score - More than 600% overall 20points, More than 550% overall 19 points, More than 510% 18points, More than 480% 17 points, More than 450% 16points, More than 420% 15 points, More than 390% 14 points, More than 360% 13 points, More than 330% 12 points, More than 300% 11 points, Less than 300% 10 points 2. Research results that are acknowledged - SCI, SCIE, SSCI 3. Acknowledged conversion rate - Sole-Author (only author) 100%, two Authors 70%, three Authors 50%, more than 4 co-authors 30% However, 70% is given to the 1 st author and/or corresponding author regardless of number of co-authors (more than 3) 4. Weight - SSCI : 4.5 - SCIE(E) : 2.5 * Papers that were published at journals with Impact Factor 3 or higher will be considered for the evaluation. * Calculation: Weight x Acknowledged conversion rate = Evaluation Score	20
	Qualitative Evaluation (2 papers appointed by applicant)	1. 2 papers that are published within 3 years which are appointed by the applicant. 2. Evaluation Score : Total score of 15 per paper - Excellent(Top) 15-13points, Good(Middle) 12-10points, below average (Low level) 9-7points	30		
T o t a l				70	

4. Interview

Evaluation Field	Evaluation Category	Evaluation Detail	Scoring(Review) Criteria	Score
Interview	Research Ability, Innovation, Education	Potential Future Contributions towards Education, Research and Department	1. Evaluation Content : Educating Ability 2. Evaluation Score : Top 5 points, Middle 4-3 points, Low 2-1 points	15
			1. Evaluation Content : Research Ability 2. Evaluation Score : Top 5 points, Middle 4-3 points, Low 2-1 points	
			1. Evaluation Content : Expected contribution towards center 2. Evaluation Score : Top 5 points, Middle 4-3 points, Low 2-1 points	
		Open lecture (Lecture for Junior students level) *English open lecture.	1. Evaluation Content : Conformity of the subject and content of the lecture 2. Evaluation Score : Top 5 points, Middle 4-3 points, Low 2-1 points	15
			1. Evaluation Content : Clarity, Logic, and completeness of a lecture 2. Evaluation Score : Top 5 points, Middle 4-3 points, Low 2-1 points	
			1. Evaluation Content : Ability to answer the questions and Attitude 2. Evaluation Score : Top 5 points, Middle 4-3 points, Low 2-1 points	
Sub-Total				30
T o t a l				100