Wonkwang University Sustainability Report
2017

대학 4.0

21세기 문화인재를 키우는 아시아 중심대학

원광대학교
WONKWANG UNIVERSITY

About This Report

Contents

Wonkwang University, which aims at becoming the number one university in humanities convergence with an emphasis on life, publishes the second sustainability report for maintainable development and growth of the university. Wonkwang University strives to communicate with its internal and external stakeholders by sharing its commitment to fulfilling social responsibilities and sustainable development through the publication of this report.

Report Overview

This report reinforces Wonkwang University's dedication to issues pertaining to its sustainable management, especially focusing on seven key topics that are derived from its stakeholders' opinions. With this second sustainable report and the succeeding biennial reports, Wonkwang University will continuously communicate with its stakeholders.

Reporting Principle

This report is prepared based on the Global Reporting Initiative (GRI) Standards and ISO26000, the international standards for sustainability reporting, and has been in compliance with the Core Standards of the GRI Standards Guidelines.

Reporting Period and Boundary

This report covers Wonkwang University's major activities and achievements in sustainability management from January 1 to December 31, 2017. Major quantitative data including statistics in the last three years from 2015 are disclosed to clarify trends. The scope of his report includes the university headquarters and all graduate schools, colleges, and institutions affiliated with Wonkwang University. In addition, the effects of key issues on stakeholders within the value cycle of Wonkwang University were identified by materiality tests in compliance with the reporting boundary methods in the GRI G4 Guidelines.

Assurance

This report was verified by an independent third-party assurance provider to ensure the report's reliability and accuracy. The third-party has confirmed that this report complies with the core standards of the G4 Guidelines. Please refer to the Third-party Assurance Statement in the Appendix.

Supplementary Information and Feedback

This report is accessible on the Wonkwang University Website. Please visit the site for more detailed information. For any comments and inquiries, use the survey questionnaire attached at the end of this report or contact information provided below.

01

WKU Sustainability Management Overview

President's Message

Stakeholders Who
Support Wonkwang University,

Two years ago, Wonkwang University was able to perform self-diagnosis based on ISO26000 Guidance or the international standard of social responsibility launched from ISO and successfully achieved the most advanced level in "Implementation of ISO26000 Guidelines" for the first time as a Korean university. Wonkwang University has come to rank of the world's top universities in sustainable and ethical management. Based on this, we have endeavored to fulfill our social, economic, and environmental responsibilities and contribute to achieving the sustainable development goals (SDGs) of the global community. In 2018, I am honored to announce publication of the institution's second sustainability report.

Distinguished stakeholders,

Wonkwang University has exerted the greatest influence on the exercise of its motto "Cultivation of Knowledge and Virtue along with Practice of Morality" even in the fluid time where social framework and trend are changing. As a result, Wonkwang University was able to score remarkable results in all aspects of education and academia industry, achieving the 10th place in the size of government-funded projects. This valuable achievement was made possible thanks to all the faculty members and university constituents that worked together with love and concern. Wonkwang University will lead the sustainable growth of Korea by invoking infinite imagination without being content in its accomplishments.

Wongwang University is striving to become one of the world's top 10 in science and technology development, new drug development, and cultural contents industry. In various fields, Wonkwang University aims to promote healthier and more affluent lives. In addition to this, it will establish a self-perpetuating cycle for restless development to resolve the resource depletion problem by the establishment of disposal science research institute, to accumulate green energy by acquiring Certified Emissions Reduction (CER), and to practice the Humanity Korea Plus (HK+) projects for laying foundations of peace and prosperity in Asia.

Distinguished stakeholders,

Whereas the roles of the past universities were limited to fostering student's intellects, the universities in the University 4.0 era shall fulfill their roles to equip students with leadership, professionalism, entrepreneurship and morality. To hit these objectives, Wonkwang University is cultivating its students to become internationally, academically, and professionally talented leaders by activating wide-ranging entrepreneurial training, academic curriculum, and non-academic courses based on trans-national, trans-disciplinary, and trans-competency education policies. We look forward to your continued support and interest in Wonkwang University. Thank you.

Kim Do-Jong,
President of Wonkwang University

The Era of University 4.0!
Let's Lead Asia with Sustainable Innovation!

Wonkwang University
by the Numbers
WON KWANG UNIVERSITY

1st ISO26000 University on Social responsibility in Korea
Achieved #1 Level
in "Implementation of ISO26000 Guidelines"

6-Crown Winner
for Government-Funded Projects

Rated Best in the Higher Education
Restructuring Assessment Conducted by the Ministry of Education in 2015

KRW 48 Billion
in Government-funded PRIME Project over 3 Years

No. of Affiliated Research Institutions
71

The Only University with Graduate Programs in Medicine, Dentistry, Pharmacy, Korean Medicine, and Law in the South of the Han River
1st

No. of Students in Hotel-style Dorms
3,562

No. of Alumni
150,000

No. of Affiliated Hospitals
8

Seoul ↔ Iksan 1.5 Hour Commute on KTX·SRT
1.5 Hour

No. of Enrolled Students
23,612

Yearly Scholarship per Student
KRW 3,067,400

Campus Area
1,115,293㎡

Overview of Wonkwang University

Wonkwang University was founded in 1946 with a deep focus on producing talents that explore academic theories contributing to national and human development, cultivate morality and virtue, and perform good deeds to the society.

Profile

As a prestigious private academic institution, Wonkwang University is located in Iksan, Jeollabuk-do, Korea, covering an area of 1.5 million square meters. Its 15 undergraduate colleges, 8 graduate schools including law school, and 10 affiliated hospitals offer diverse degree and non-degree programs to over 25,000 students. The university also offers a number of scholarships totaling KRW 50.5 billion to its students and it operates on-campus dormitories with a capacity of over 3,800 students including 15-story Hakrim Hall for female students, the foreign language learning center and the career development living hall.

Objectives

Founded by Won-Buddhism and its philosophy, "Achieve spiritual enlightenment, with this great opening of material civilization." Wonkwang University strives to produce leaders of new civilized society by offering them well-rounded education to focus on science and morality. The university's motto is "Cultivation of knowledge and virtue and practice of morality."

Summary

Name	No. of Staff	Budget (KRW 1,000)	Address
Wonkwang University	289	as of 2016 187,477,915	460 Iksan-daero, Iksan, Jeollabuk-do, Korea
Year of Foundation	No. of Full-time Faculty	As of 2017	Contact Info
1946	755	198,388,691	WKU Department of Planning Office of Development Strategy Division of Development Strategy
Motto	No. of Part-time Faculty	As of 2018	
Cultivation of knowledge and virtue and practice of morality	597	199,995,034	

Based on education statistics as of April 1, 2017

Wonkwang University in Symbols

School Color: Gold

The gold color represents the center of universe, the source of life.

It symbolizes Wonkwang University's ambition to cultivate talents who light up the world in the center of universe.
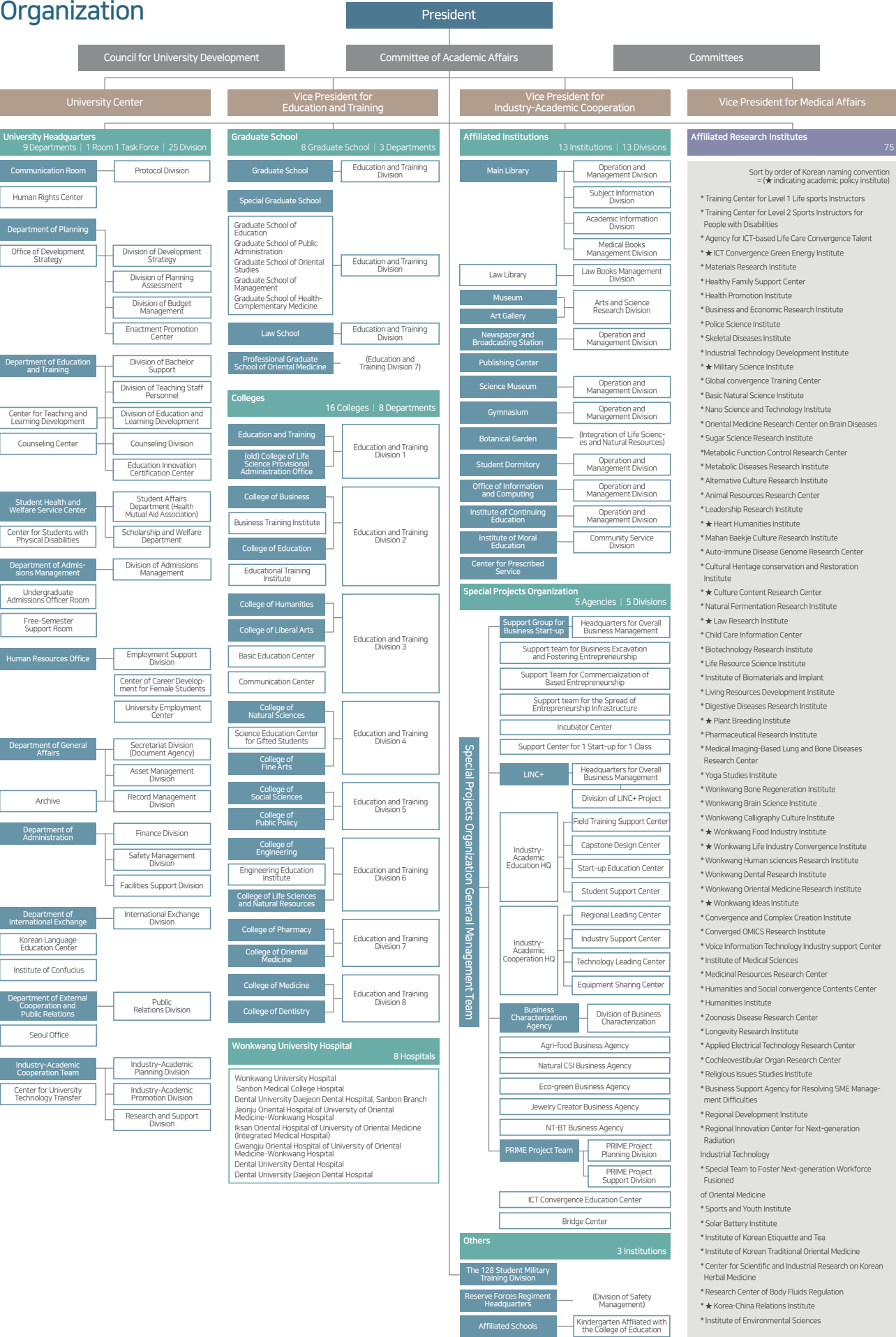
School Bird: Phoenix

Phoenix, the bird of birds that soars up in the sky

Wonkwang University's phoenix symbolizes its founding philosophy to produce talents who are equipped with knowledge and virtue.

School Tree: Ginko

Golden Tree, the tree of knowledge and treasure

It captures the ultimate beauty of Wonkwang University's color, gold.

Organization

President

Council for University Development | Committee of Academic Affairs | Committees

University Center | Vice President for Education and Training | Vice President for Industry-Academic Cooperation | Vice President for Medical Affairs

University Headquarters — 9 Departments | 1 Room 1 Task Force | 25 Division

- Communication Room — Protocol Division
- Human Rights Center
- Department of Planning
  - Office of Development Strategy
    - Division of Development Strategy
    - Division of Planning Assessment
    - Division of Budget Management
    - Enactment Promotion Center
- Department of Education and Training
  - Division of Bachelor Support
  - Division of Teaching Staff Personnel
- Center for Teaching and Learning Development — Division of Education and Learning Development
- Counseling Center — Counseling Division
  - Education Innovation Certification Center
- Student Health and Welfare Service Center — Student Affairs Department (Health Mutual Aid Association)
- Center for Students with Physical Disabilities — Scholarship and Welfare Department
- Department of Admissions Management — Division of Admissions Management
  - Undergraduate Admissions Officer Room
  - Free-Semester Support Room
- Human Resources Office
  - Employment Support Division
  - Center of Career Development for Female Students
  - University Employment Center
- Department of General Affairs
  - Secretariat Division (Document Agency)
  - Asset Management Division
  - Record Management Division
- Archive
- Department of Administration
  - Finance Division
  - Safety Management Division
  - Facilities Support Division
- Department of International Exchange — International Exchange Division
  - Korean Language Education Center
  - Institute of Confucius
- Department of External Cooperation and Public Relations — Public Relations Division
  - Seoul Office
- Industry-Academic Cooperation Team — Industry-Academic Planning Division
  - Industry-Academic Promotion Division
  - Research and Support Division
  - Center for University Technology Transfer

Graduate School — 8 Graduate School | 3 Departments

- Graduate School — Education and Training Division
- Special Graduate School
  - Graduate School of Education
  - Graduate School of Public Administration
  - Graduate School of Oriental Studies
  - Graduate School of Management
  - Graduate School of Health-Complementary Medicine
  — Education and Training Division
- Law School — Education and Training Division
- Professional Graduate School of Oriental Medicine — (Education and Training Division 7)

Colleges — 16 Colleges | 8 Departments

- Education and Training — Education and Training Division 1
- (old) College of Life Science Provisional Administration Office
- College of Business — Education and Training Division 2
- Business Training Institute
- College of Education
- Educational Training Institute
- College of Humanities — Education and Training Division 3
- College of Liberal Arts
- Basic Education Center
- Communication Center
- College of Natural Sciences — Education and Training Division 4
- Science Education Center for Gifted Students
- College of Fine Arts
- College of Social Sciences — Education and Training Division 5
- College of Public Policy
- College of Engineering — Education and Training Division 6
- Engineering Education Institute
- College of Life Sciences and Natural Resources
- College of Pharmacy — Education and Training Division 7
- College of Oriental Medicine
- College of Medicine — Education and Training Division 8
- College of Dentistry

Wonkwang University Hospital — 8 Hospitals

- Wonkwang University Hospital
- Sanbon Medical College Hospital
- Dental University Daejeon Dental Hospital, Sanbon Branch
- Jeonju Oriental Hospital of University of Oriental Medicine-Wonkwang Hospital
- Iksan Oriental Hospital of University of Oriental Medicine (Integrated Medical Hospital)
- Gwangju Oriental Hospital of University of Oriental Medicine-Wonkwang Hospital
- Dental University Dental Hospital
- Dental University Daejeon Dental Hospital

Affiliated Institutions — 13 Institutions | 13 Divisions

- Main Library
  - Operation and Management Division
  - Subject Information Division
  - Academic Information Division
  - Medical Books Management Division
- Law Library — Law Books Management Division
- Museum
- Art Gallery — Arts and Science Research Division
- Newspaper and Broadcasting Station — Operation and Management Division
- Publishing Center
- Science Museum — Operation and Management Division
- Gymnasium — Operation and Management Division
- Botanical Garden — (Integration of Life Sciences and Natural Resources)
- Student Dormitory — Operation and Management Division
- Office of Information and Computing — Operation and Management Division
- Institute of Continuing Education — Operation and Management Division
- Institute of Moral Education — Community Service Division
- Center for Prescribed Service

Special Projects Organization — 5 Agencies | 5 Divisions

Special Projects Organization General Management Team

- Support Group for Business Start-up — Headquarters for Overall Business Management
  - Support team for Business Excavation and Fostering Entrepreneurship
  - Support Team for Commercialization of Based Entrepreneurship
  - Support team for the Spread of Entrepreneurship Infrastructure
  - Incubator Center
  - Support Center for 1 Start-up for 1 Class
- LINC+ — Headquarters for Overall Business Management
  - Division of LINC+ Project
- Industry-Academic Education HQ
  - Field Training Support Center
  - Capstone Design Center
  - Start-up Education Center
  - Student Support Center
- Industry-Academic Cooperation HQ
  - Regional Leading Center
  - Industry Support Center
  - Technology Leading Center
  - Equipment Sharing Center
- Business Characterization Agency — Division of Business Characterization
  - Agri-food Business Agency
  - Natural CSI Business Agency
  - Eco-green Business Agency
  - Jewelry Creator Business Agency
  - NT-BT Business Agency
- PRIME Project Team — PRIME Project Planning Division
  - PRIME Project Support Division
- ICT Convergence Education Center
- Bridge Center

Others — 3 Institutions

- The 128 Student Military Training Division
- Reserve Forces Regiment Headquarters — (Division of Safety Management)
- Affiliated Schools — Kindergarten Affiliated with the College of Education

Affiliated Research Institutes — 75

Sort by order of Korean naming convention + (★ indicating academic policy institute)

- ★ Training Center for Level 1 Life sports instructors
- ★ Training Center for Level 2 Sports Instructors for People with Disabilities
- ★ Agency for ICT-based Life Care Convergence Talent
- ★ ICT Convergence Green Energy Institute
- ★ Materials Research Institute
- ★ Healthy Family Support Center
- ★ Health Promotion Institute
- ★ Business and Economic Research Institute
- ★ Police Science Institute
- ★ Skeletal Diseases Institute
- ★ Industrial Technology Development Institute
- ★ Military Science Institute
- ★ Global convergence Training Center
- ★ Basic Natural Science Institute
- ★ Nano Science and Technology Institute
- ★ Oriental Medicine Research Center on Brain Diseases
- ★ Sugar Science Research Institute
- ★ Metabolic Function Control Research Center
- ★ Metabolic Diseases Research Institute
- ★ Alternative Culture Research Institute
- ★ Animal Resources Research Center
- ★ Leadership Research Institute
- ★ Heart Humanities Institute
- ★ Mahan Baekje Culture Research Institute
- ★ Auto-immune Disease Genome Research Center
- ★ Cultural Heritage conservation and Restoration Center
- ★ Culture Content Research Center
- ★ Natural Fermentation Research Institute
- ★ Law Research Institute
- ★ Child Care Information Center
- ★ Biotechnology Research Institute
- ★ Life Resource Science Institute
- ★ Institute of Biomaterials and Implant
- ★ Living Resources Development Institute
- ★ Digestive Diseases Research Institute
- ★ Plant Breeding Institute
- ★ Pharmaceutical Research Institute
- ★ Medical Imaging-Based Lung and Bone Diseases Research Center
- ★ Yoga Studies Institute
- ★ Wonkwang Bone Regeneration Institute
- ★ Wonkwang Brain Science Institute
- ★ Wonkwang Calligraphy Culture Institute
- ★ Wonkwang Food Industry Institute
- ★ Wonkwang Life Industry Convergence Institute
- ★ Wonkwang Human sciences Research Institute
- ★ Wonkwang Dental Research Institute
- ★ Wonkwang Oriental Medicine Research Institute
- ★ Wonkwang Ideas Institute
- ★ Convergence and Complex Creation Institute
- ★ Converged OMICS Research Institute
- ★ Voice Information Technology Industry support Center
- ★ Institute of Medical Sciences
- ★ Medicinal Resources Research Center
- ★ Humanities and Social convergence Contents Center
- ★ Humanities Institute
- ★ Zoonosis Disease Research Center
- ★ Longevity Research Institute
- ★ Applied Electrical Technology Research Center
- ★ Cochleovestibular Organ Research Center
- ★ Religious Issues Studies Institute
- ★ Business Support Agency for Resolving SME Management Difficulties
- ★ Regional Development Institute
- ★ Regional Innovation Center for Next-generation Radiation
- Industrial Technology
- ★ Special Team to Foster Next-generation Workforce Fusioned
- of Oriental Medicine
- ★ Sports and Youth Institute
- ★ Solar Battery Institute
- ★ Institute of Korean Etiquette and Tea
- ★ Institute of Korean Traditional Oriental Medicine
- ★ Center for Scientific and Industrial Research on Korean Herbal Medicine
- ★ Research Center of Body Fluids Regulation
- ★ Korea-China Relations Institute
- ★ Institute of Environmental Sciences

Wonkwang University in Chronology

The philosophy that has led Wonkwang University for 71 years since its foundation spirited its passion and enthusiasm to educate students to become professionals with both merit and virtue. Wonkwang University, a place with deep traditions focused on creating brighter futures will more likely to be the home for leaders and the best.

~1980s

1946 May. Opened Yuil Haknim
Sept. Opened the Library
1951 Sep. Opened Wongkwang Junior College
Oct. Named Dr. Park Gil-Jin the founding dean
1953 Jan. Founded Wonkwang College
Jan. Named Dr. Park Gil-Jin as the first dean
1965 Jan. Opened the Wonkwang Educational Foundation
1967 Dec. Opened Wonkwang Graduate School (for masters programs)
1968 Jan. Opened the Museum
1971 Dec. Wonkwang College elevated to University (College of Liberal Arts, College of Law and Police, College of Pharmacy, and College of Education)
Dec. Named Dr. Park Gil-Jin the first president
1972 Dec. Launched PH.D. programs
1973 Dec. Opened the College of Agriculture and College of Oriental Medicine
1977 Jan. Opened Wonkwang University Gwangju Oriental Hospital
1978 Sep. Opened Wonkwang University Oriental Hospital
Oct. Opened the College of Won-Buddhism and College of Engineering
1980 Apr. Completed the construction of the Main Library
Dec. Opened Wonkwang University Hospital
Dec. Opened the School of Dentistry and College of Domestic Science
Dec. Opened the Graduate School of Education
1982 Oct. Opened the College of Medicine
1983 Sep. Opened the College of Fine Arts
1984 Jul. Opened Wonkwang Medical Center
1986 Dec. Named Dr. Kim Sang-Ryong the 5th president
1987 Jun. Completed the construction of the Museum
Oct. Completed the Imhae Training Center
Nov. Opened the Graduate School of Industry
1988 Oct. Completed the Munhwa Gymnasium
Nov. Opened the Graduate School of Public Administration
1989 Sept. Launched the Wonkwang Scholarship Foundation
Nov. Opened Wonkwang University Jeonju Oriental Medicine Hospita

~1990s

1990 Nov. Opened the Graduate School of Won-Buddhism
Dec. Named Dr. Kim Sam-Ryong the 6th president
1991 Sept. Sungsan Memorial Hall opened
1992 Apr. Opened Wonkwang University Continuing Education Center
1994 Mar. Conferred honorary doctor of political science on former President of South Korea Kim Dae-Jung
Apr. Conferred honorary doctor of political science on former President of the Soviet Union Mikhail Gorbachev
Dec. Named Dr. Song Cheon-Eun the 7th President
1996 Mar. Opened the Foreign Language Center
Jul. Kim Dong-Mun won gold medal in badminton at the Atlanta Summer Olympics
Oct. Selected as an outstanding university in educational reform
Nov. Opened the Graduate School of Information Science and the Graduate School of Health and Environment
1997 Oct. Opened the Graduate School of Management
1998 Jan. Completed the construction of the Social Education Center
Sep. Chosen to operate the Gunsan Hospital affiliated with Jeollabuk-do Office
1999 Aug. Included in the BK21 projects in three areas (electronic information, oriental medicine, and pharmacy)
Sep. Opened the Professional Graduate School of Oriental Medicine

~2000s

2001 Aug. Selected as an outstanding university in educational reform (for 6 consecutive years)
Dec. Wonkwang University-affiliated kindergarten approved
2002 Nov. Included in the government-funded project for the promotion of regional universities (held by the Ministry of Education and Human Resources Development)
Dec. Completed the construction of the New Millennium Hall
2003 Jul. Selected as an outstanding university for the government-funded project for the promotion of regional universities (for 2 consecutive years)
Jul. Selected as an outstanding university for the government-funded project for outstanding specialized universities
Nov. Opened the Graduate School of Complementary and Alternative Medicine
Nov. The Industry-University Cooperative Center
2004 Jun. Selected for the New University for Regional Innovation (NURI) Project in three areas
Jul. Completed the construction of the Foreign Language Center
Aug. Signed a dual degree agreement with Ludong University in China
2006 Mar. Selected for the College Career Support Function Expansion Project by the Ministry of Labor
May Selected as one of four institutions for the Second-stage BK21 Project held by the Ministry of Education and Human Resources Development
Jul. Selected again for the New University for Regional Innovation (NURI) Project
Aug. Signed an e-learning credit transfer agreement with Yanbian University in China
Dec. Named Dr. Na Yong-Ho the 10th president
2007 Mar. Opened 60th Anniversary Hall
Jun. Conferred honorary doctor of political science on former President of South Korea Roh Moo-Hyun
Oct. Opened the Department of Nursing
2008 Mar. Selected for the College Career support Function Expansion Project by the Ministry of Labor for 3 consecutive years
Sept. Selected as a new institution for the Outstanding Research Group Promotion Project 2008
2009 Mar. Opened the Law School
Jun. Selected for the Education Capacity Building Project for Outstanding Human Resources Training University for 2 consecutive years
Jul. Started the GHRe program for the training of talented professionals with the global mindset

~2010s

2010 Mar. Initiated the Female Student Career Development Center Project
Mar. Revamped liberal arts curriculum to focus on practical studies
Mar. Built the Integrated Student Career Development System
Aug. Initiated the Zoonosis Research Center Project
Dec. The Research Institute for Won-Buddhist Philosophy selected for the Humanities Korea Project
Dec. Selected as the best Reserve Officers' Training Corps (ROTC) in Korea for 2010
2013 Jul. Selected as a university for the Educational Capacity Enhancement Project
2014 Jan. Selected as a leading institute for the Biz Start-up University Project
Feb. Selected for the Coupling Project (Chinese commerce, fashion jewelry, food industry, agricultural life science
Apr. Established the Wonkwang University Confucius Institute
May Announced the 2-step LINC Project
Jul. Selected for the support project, CK-1
2015 Mar. Selected as an Official Start-up Leading University at Regional Level
Apr. Awarded the Grand Prize of Korean Education in 2015
Aug. Ranked as the 1st Place in LINC Project Excellence Assessment for pilot universities in the southwestern region of Korea
2016 Feb. Selected for the University Job Creation Center project
Apr. Launched the University Job Creation Center
May Selected as a leading university for the industry-academic cooperative project, the Program for Industrial needs-Matched Education (PRIME)
Jun. Convened the opening ceremony for the industry-academic cooperative project, PRIME
Jun. Awarded Excellence Prize for Korea Fund Asset Management Award
Jul. Achieved #1 ISO26000 University on Social responsibility in Korea
2017 Apr. Selected for the project, Design Convergence Venture Start-up School
Apr. Selected in the "Leaders in Industry-academic Cooperation Plus (LINC+)" project
Jun. Selected in the government-funded K-MOOC development project
Jun. Designated for King Sejong Institute
Jul. Won the 51st Presidential National Baseball Championship
Dec. Selected in the Humanities Plus (HK+) Proj

Curriculum

As a comprehensive institution with 15 undergraduate colleges and 8 graduate schools, Wonkwang University is fostering key talented professionals that will lead our future. Embracing major traditional and modern studies of the East and the West, Wonkwang University offers the best possible academic environment for vibrant and diverse mutual interaction of its students to bring synergistic effects on the society.

Colleges and Departments

College of Won-Buddhism
Fosters Spiritual Leaders with Knowledge in Science and Ethics

The College of Won-Buddhism aims to cultivate intellectuals well-rounded with science and ethics based on its founding philosophy "let there be a great opening of spirit, with this great opening of material civilization." It especially focuses on fostering religious leaders who will contribute to humanity by spreading the philosophy and disciplines of Won-Buddhism.

Department Department of Won-Buddhism.

College of Life Sciences and Natural Resources
Nourishes Professionals Ready for Life Sciences and Natural Resources Industry

The College of Life Sciences and Natural Resources focuses on cultivating leaders in the domains of life sciences and natural resources who are responsive to societal needs for well-being and healthier lives as environmental issues are becoming global agenda.

Departments Department of Horticulture, Department of Food and Nutrition, Department of Forestry, Department of Food Biotechnology, Department of Life and Environment

College of Natural Sciences
Brings Grounds to Foster Talents in Cutting-edge Digital Industries

The College of Natural Sciences offers students a way to explore natural science principles to benefit human life by studying the laws of nature. In particular, it focuses on high-tech sectors to lead the cutting-edge digital era, building differentiated competitiveness.

Departments Department of Mathematics and Informational Statistics, Department of Bio-nano Chemistry, Organization of Biological Science, Department of Beauty Designs, Department of Big Data Finance Statistics, Department of Microelectronics and Display Technology, Department of Sports Industry and Welfare

College of Humanities
Provides Missions for Creative Professionals with a Broad Perspective

The College of Humanities provides its students various opportunities to cultivate attributes and capabilities to lead the new cultural era via consolidating on philosophy and art, acquiring different languages and cultural knowledge as well as historical awareness.

Departments Department of Korean Language and Literature, Department of English Language and Literature, Department of History and Culture, Department of Creative Writing, Department of Chinese Studies, Department of Philosophy, Department of Music

College of Pharmacy
Accompanies both Eastern and Western Pharmacy Studies to Cherish Healthy Long Life

The College of Pharmacy promotes public health by cultivating pharmacists in both Eastern and Western medicine as they are trained to have skills that treat diseases and to have moral commitment through sufficient research and study.

Departments Department of Pharmacy, Department of Oriental Pharmacy

College of Fine Arts
Cultivates Competitive Artists in Fine Arts and Applied Technology

The College of Fine Arts contributes to cultural arts creation and development by nurturing talents who are competent to comprehend the value of art and equipped with the skills for creative expression. Additionally, it focuses on reinforcing its pragmatic education enhancing the competitiveness.

Departments Department of Arts, Department of Design, Department of Jewelry and Metal Art Crafts, Department of Industrial Fashion Design

College of Education
Raises Protagonists in Long-Range Education

The long-range education begins with raising good teachers and mentors who can foster true talents. The College of Education prepares its students to be outstanding teachers and mentors by providing education fundamentals, enhancing pedagogics, emphasizing the value of humane education, strengthening on the job training, and delivering correct perspectives in teaching professions.

Departments Department of Korean Education, Department of Japanese Education, Department of History Education, Department of Physical Education, Department of Secondary Special Education, Department of English Education, Department of Chinese Education, Department of General Education, Department of Home Economics Education, Department of Mathematics

College of Business
Produces Professional Managers to Lead Global Business

The College of Business is known for rigorous and discipline-based approach to foster global business professionals by learning fundamental principles in organization management, values and vision to flourish in these rapidly changing economic conditions, and both theoretical and practical cases in international trade and IT to lead the era of globalization and information.

Departments Department of Business Administration, Department of Economics, Department of Information and Electronic Commerce

College of Oriental Medicine
Sheds Lights to Public Health and Globalization of Oriental Medicine

The College of Oriental Medicine leads the globalization and scientific development of oriental medicine, nurturing skilled acupuncturists and oriental medicine professionals by systematic studies of traditional medicine and modernization thereof as well as theoretical and practical training.

Departments Premedical Course of Oriental Medicine, Department of Oriental Medicine

College of Social Sciences
Aims at Social Integration and Development

The College of Social Sciences nurtures talents to restore community spirits and to lead public welfare promotion by analysis and research on contemporary society.

Departments Department of Administration and Media, Department of Journalism, Department of Social Welfare, Department of Health Administration

College of Liberal Arts
Nurtures Creative Talents by Strengthening Humanities and Liberal Arts Education

The College of Liberal Arts prepares students to think in new ways and to be equipped with the analytical, creative, and problem-solving skills that the knowledge-based society demands by reinforcing liberal arts education and scholastic ability.

College of Engineering
Leads On-site Industry to Promote National Economic Development

The College of Engineering nurtures talents in science that excel with international competitiveness, creativity, and integrative thinking. Using the engineering education certification system where engineering students are recognized by the industry's enterprises, it produces many active engineering leaders in domestic and international industries.

Departments Department of Electrical Engineering, Department of Electronic Engineering, Department of Mechanical and Automotive Engineering, Department of Civil and Environmental Engineering, Department of Informative Communication Technology, Department of E-Convergence Technology, Department of Smart Automotive Engineering, Department of Urban Engineering, Department of Software Engineering, Department of Digital Contents Technology, Department of Architectural Engineering, Department of Chemical Convergence Technology, Department of Carbon Convergence Engineering

College of Public Policy
Nurtures Leaders to Guide the Future Society of Korea

The College of Public Policy fosters dedicated leaders who could serve the nation and society with integrity and competencies. It contributes to building a healthy and reliable society which ensures the entire nation of safety and welfare by providing professionals in various domains.

College of Medicine
Offers an Advanced Gateway to Becoming True Healthcare Professionals

The College of Medicine trains professionals to equip them not only with diagnostic abilities but also with bioethics and integrity. Currently, advanced medical services are being provided at the Iksan Main Medical Center and the Sanbon Hospital.

College of Dentistry
Leads Dentistry and Public Health

The College of Dentistry fosters dentists to have the medical skills to prevent, diagnose, and treat oral diseases and cultivates them of high moral characters.

Departments Premedical Course of Dentistry, Department of Dentistry

Graduate School

General Graduate School

Cultivates Leaders to Lead Their Respective Fields in the Knowledge-based Society

With a strong passion to cultivate talents that contribute to academia and cultural development, it has launched graduate courses in 1967 and PhD courses in 1972. After more than 40 years has passed since its start, there are 72 graduate courses, 63 PhD courses, 24 graduate-PhD integrated courses and industry-academic collaboration courses as of October 2016. Meanwhile, the alumni of more than 7,400 MAs and 3,300 PhDs have been actively working in all walks of life, leading the knowledge-based society.

Graduate School of Oriental Medicine

Committed to Characterizing High Quality Oriental Medicine, Sharpening the National Competitiveness

The Graduate School of Oriental Medicine was launched in September 1999 as a professional institute specialized in oriental medicine with an ultimate goal to research and develop pragmatic oriental medicine theories and further to create high value-added industries through application in clinical practices and academic studies. It has paved the way to derive remarkable achievements in the oriental medicine applied industries including the adaptation of TCM approach to intractable disease treatment, development of skin disease treatment, cosmetic material development, herbal supplements development, and development of health screening technologies, contributing to sharpening the national competitiveness edge. It is continuously pursuing the differentiated higher education for consistent development of these capabilities.

Law School

Fosters Legal Experts with a Focus on Science and Ethics at the Forefront of Legal Education

It is deeply committed to cultivating legal experts to lead legal and ethical standards of the international community and to contribute to local communities, the nation, and the world. Mainly, there are three areas of specialization that Wonkwang University Law School has brought to its students. First, it is the area of medical life science law, a must in the core industries of local community including bio industrial complex, state-of-art medical industrial complex, and the food cluster. The second area of specialization is ethical leadership to retain a balance between the knowledge in science and law and in morality and ethics. The third area is community development where Wonkwang University Law School offers students the opportunity to develop professional relationships with the community, the country and society. It strives to cultivate the most distinguished legal minds of our time that respect the knowledge of science and ethics.

Graduate School of Education

Offers Truly Unparalleled Access to Transformative Leaders in 21st Century Education

After receiving the establishment permit in 1980, it has been nurturing teachers who are capable to practice humane education by vigorous training on both knowledge and virtue. As of 2014, there are 15 majors in operation, producing researchers actively interested in the latest pedagogics and curriculum, teachers with competencies to apply educational theory in actual classrooms, and innovative leaders who explores the most important questions in education.

Graduate School of Management

Offers a Regular MBA Program Providing New Management Paradigms

It is a full-time MBA program that provides new paradigms on how to approach and solve business problems by educating the response capabilities to changing management environment, innovation ability, market development capabilities, decision-making skills, communication skills, and etc. for corporate middle managers and CEOs.

Graduate School of Public Administration

Suggests a Road-map to Become Professional Administrators Responsible for Development of National and Local Government

Graduate School of Public Administration nurtures administrative professionals who can proactively respond to rapidly changing internal and external environments, by researching and teaching the theories and practices of public administration. In order to realize this goal, it has organized the program with various fields of studies organically connected to deliver live information by inviting top-notch experts, practitioners, and faculty. It offers the "Top Policy Manager Course," a short-term extensive course for CEOs in diverse fields.

Graduate School of Oriental Studies

Explores the Oriental Wisdom to be Grafted and Applied to Real Life

Wonkwang University's Graduate School of Oriental Studies has been established to inherit and develop the Eastern tradition and culture that have been accumulated in the history of mankind, through cultivation of moral and intellectual talents that contribute to development of the country and the society. A major part of its mission is to explore most complex and controversial issues affecting the modern society, which stemmed from the contemplation of the Western biases, and to balance them out with the Eastern philosophy and principles. It consists of diverse traditional academic courses to study theoretical studies and applied literature such as "Gi (spiritual energy)" science, oriental philosophy, yoga science, calligraphy cultural studies, etiquette and tea culture studies, Korean traditional dress science, preservation and restoration of cultural assets of painting, and Zen meditation psychotherapy studies.

General Graduate School

Cultivates Leaders to Lead Their Respective Fields in the Knowledge-based Society

Graduate School of Health and Complementary Medicine has created the holistic medicine to complement the conventional medicine by scientific study of the healthcare system and healing resources that failed to belong to the conventional medicine and application of them in clinical practices for further development. It is committed to nurture professionals with academic knowledge and qualifications. It operates 13 MAs in five departments including Health Science, Arts Therapy, Speech Pathology, and Special Psychological Therapeutics. The lectures are provided on Tuesdays and Wednesdays (evening) for five semesters (2.5 years).

University Facilities

With its diverse facilities and physical resources, Wonkwang University provides an environment of exceptional quality where learning and research thrive and serves as an educational and cultural hub in the local community.

Main Library

The main library is the key institution that offers an extensive range of academic information and materials required by professors and students. The current collection includes: 1.33 million books, 24,000 non-book materials, 51,697 electronic materials, and 862 serial publications. In 1946, the library first started as an adjunct to Yuil Haknim, the predecessor to Wonkwang University. In 1979, a building with a total floor area of 13,770㎡ (B1 – 6F) was built. In August 2012, a new building (Total floor area: 10,413㎡, B1 – 7F) with the cutting edge digital information system and cultural space was built. To support students and professors with their research and studies, the main library provides modern facilities, including reading rooms, dissertation rooms, humanities and science section, natural science section, ancient archive, and Won-Buddhism section. There is also a dissertation section on the second floor of Student Support Center (former Main Library) and a medical library on the first floor of the medical school to improve the access to the materials.

Museum

Located in Iksan, the cradle of Mahan and Baekje cultures, the museum is home to the ancient culture, history, and relics of the region. It bridges the past to the present by providing a wide range of classes, exhibitions, and findings. Opened in 1968, the museum saw an increasing need for more exhibitions and greater role and built a new, independent building in 1987. The current collection includes the one-of-a-kind historical relics such as the portrait of Emperor Gojong and 20,000 valuable artifacts.

Publishing Center

It is responsible for printing and issuing of the publications and papers from Wonkwang University and its affiliated institutes and of the books that contribute to the development of Korea's academic culture.

Botanical Garden

The botanical garden was built in 1987 to utilize it for the education, research and studies, and to provide the hands-on experience to the students. In the beginning, it was a small garden of plants with medicinal properties. But today, it has grown to an extensive size over 10 hectares with the first, second, third, and fourth arboretums. It also consists of useful botanic gardens (medicinal herb garden, orchard, vegetable garden), eco gardens (geology garden, wild garden, rock garden and wetland garden), four seasons gardens (spring, summer, autumn and winter), and greenhouse. Currently, there are 1,600 species of 550 genus and 148 families offering the students and local residents a chance to learn more about the nature and its plants.

Center for Prescribed Service

To promote its founding philosophy of Wonkwang University, Center for Prescribed Service was founded in 2009 to translate the scriptures and texts of Won-Buddhism as well as other religions. The accurate translation not only helps disseminate the teachings to the world, but also contributes to strengthening Wonkwang University's academic infrastructure and global network.

Science Museum

Founded in 1976, the Science Center actively provides and manages the costly equipment and tools required in experiments and researches of students and professors. This has significantly strengthened scientific capabilities and surpassed the quality of the science and technology educations. Other responsibilities of the center also include laboratory safety inspection, training, and ethics inquiry of animal testing.

Institute of Continuing Education

Taking advantage of the university's excellent educational infrastructure, the center offers a wide range of education opportunities to the local community and helps them correspond better to the rapidly changing society. The foreign language department offers language courses for the students and local community. The center also has classes, research, and human exchanges to promote Korean studies globally.

Newspaper and Broadcasting Station

To support the effective exchange of information and promote the healthy culture of the university, WBN is operated. The newspaper was first published on October 20, 1956 and has recently issued No. 1237 on January 2, 2014. It is the central journalistic institution of the university and holds debates, lectures, writing contests, and other cultural events. WBN, the broadcasting network, was first launched in 1970 and offers useful programs and information while strictly abiding by the code of ethics. In 1998, it expanded its activities by opening the internet broadcasting station.

Student Dormitory

The dormitory provides the accommodation for the students for educational purposes. Living at the dormitory is a great opportunity to learn to self-management, better understand others, and to bond with other residents. A total of 8 buildings (5 for male, 3 for female) can hold 3,670 students. The facilities include: bedroom, common bathroom, shower, reading room, computer room, lounge, table tennis area, basketball court, gym, convenience store, laundromat, cafe, and others that support the students to study harder and stay healthy.

Institute of Moral Education

Based on the founding philosophy, to "Achieve spiritual enlightenment, with this great opening of material civilization," the center seeks to provide the morality and character-building education to the students, faculty, the staff, and local community. Furthermore, it works with social welfare center, local childcare center, rehabilitative center, disability welfare center, youth counseling, and other institutions to hold field studies and programs, not to mention the school club activities, volunteer works, discipline related volunteer works and student organized volunteer works. Its primary focus is to foster leaders with knowledge in science, a good character and a set of ethics.

Office of Information and Computing

This center was established for the digital information of the education, research, and administration at Wonkwang University. It promotes, manages, supports, and conducts researches on the university information system. It works to build the comprehensive university information system and digital campus to catch up with the emergence of the digital environment.

Gymnasium

The gymnasium facilities include: training ground, MMA ring, gymnastics court, table tennis court, weight-lifting gym, and a huge ground for soccer, track, inline skating, and basketball. It is open to all students, faculty and staff. The old gym can accommodate 2,000 persons and the indoor gym can house 12,000 persons.

Center for Prescribed Service

To promote its founding philosophy of Wonkwang University, Center for Prescribed Service was founded in 2009 to translate the scriptures and texts of Won-Buddhism as well as other religions. The accurate translation not only helps disseminate the teachings to the world, but also contributes to strengthening Wonkwang University's academic infrastructure and global network.

Vision and Strategies

2022 VISION

Wonkwang University has set its future direction to proactively and promptly respond to diverse changes in the educational scene. With "an Asian hub university that leads the community and the future with creativity and convergence" as its vision, Wonkwang University strives to become an academic hub in the world by improving the quality of higher education and sharpening the competitiveness edge.

WON KANG

Vision

An Asian hub university that leads the community and the future with creativity and convergence

Educational Goals

Korea's best educational institute that respects humanities and life science in convergence

Development Strategies

Four Core Capacities for Specialization	Four Practical Capacities for Reinforcement
· Humanities and Culture Industry · Medicine and Life Science Industry · Green Energy · Chinese Studies	· Capacity for Education and Employment · Capacity for Research · Vitalization of Industry-Academic Cooperation · Voluntary Responsibility Management

Tasks

Specialization of Humanities and Culture Industry — **10** tasks

Specialization of Medicine and Life Science Industry — **3** tasks

Reinforcement of Capacity for Education and Employment — **10** tasks

Reinforcement of Research Capacity — **13** tasks

Specialization of Green Energy — **5** tasks

Specialization of Chinese Studies — **5** tasks

Vitalization of Industry-Academic Cooperation — **5** tasks

Reinforcement of Voluntary Responsibility Management — **10** tasks

Implementation Stage

Takeoff Stage 2011-2014 — Stage 1 — Change in growth momentum

Growth Stage 2015-2018 — Stage 2 — Development acceleration

Achievement Stage 2019-2022 — Stage 3 — Internalization of innovation

In its effort to proactively and promptly respond to internal and external environmental changes and seek qualitative, rather than quantitative, growth, Wonkwang University has striven to fulfill the comprehensive development plan it drew in 1991. In the 2022 WKU Comprehensive Development Plan 2015~2022, it has announced its vision of "an Asian hub university that leads the community and the future with creativity and convergence" and set a long-term development goal to become "Korea's best educational institute that a practical goal designed to maximize the strengths Wonkwang University has, beyond simply elevating its ranking in Korea.

Educational Philosophy

Educational Philosophy of Korea and Founding Spirit of Won Buddhism

Founding Spirit

Based on the founding spirit of Won-Buddhism suggesting that the spiritual enlightenment shall correspond with the material civilization, Wonkwang University defines its mission to foster new leaders and experts responsible for creating a new civilized society by holistic education.

Motto

知德兼修
Cultivation of knowledge and virtue

道義實踐
Practice of morality

Educational Purposes

Based on the educational ideology of Korea and the spirit of Won-Buddhism, Wonkwang University aims to cultivate talents who shall practice morality and serve the society through research and study of academic theories required for development of the nation and society.

Educational Goals

Cultivation of Virtue
· Moral character training
· Leadership improvement
· Cultivation of the sense of democratic citizenship

Academic Exploration
· Creative research of academic theories
· Cultivation of pragmatic application
· Globalization and ITC skills improvement
· Succession of cultural heritage and creation of new culture

Community Service
· Daily practice of gratitude
· Practice of social justice
· Spread of a sense of community

Talent Model

A creative practitioner armed with the combination of both intelligence and virtue

WKU Development Strategies

In its efforts to achieve educational goals and WKU 2022 Vision, Wonkwang University drew its development strategies in four areas for specialization and four areas for reinforcement. The four core capacities for specialization include the humanities and culture industry, medicine and life science industry, green energy, and Chinese studies, while the four practical capacities for reinforcement are capacity for education and employment, capacity for research, vitalization of industry-academic cooperation, and voluntary responsibility management.

Tasks by Development Strategy

	Humanities Development and Cultural Projects	Medicine and Life Science Industry	Green Energy	Chinese Studies
Vision	A hub university to cultivate pragmatic talents with ethics and professionalism	Global branding of core life researches	Development of WKU as a hub for green energy in the southwestern region in Korea by 2022	Development of WKU as a leading university for Chinese biz by 2022
Development Goals	To build a basis for humanities and cultural industries ▾ To attract funded projects to reinforce knowledge in humanities and cultural industries ▾ To establish a hub university specialized in humanities and cultural industries	To enter the rank of Korea's top 29 universities ▾ To enter the rank of Korea's top 15 universities ▾ To enter the rank of Asia's top 50 universities	To establish a foundation for green energy specialization ▾ Green energy / Industry Specialization University ▾ A hub university specialized in green energy	To establish a foundation for Chinese studies specialization ▾ Promotional hub university specialized in Chinese biz ▾ Leading university specialized in Chinese biz
Development Directions	Establishment of infrastructures for specialization ▾ Promotion of the core projects ▾ Diversification of the core projects	Establishment of core infrastructures ▾ Cultivation of 10 core areas ▾ Cultivation of research leading areas	Establishment of infrastructures for specialization ▾ Promotion of the core projects ▾ Diversification of the core projects	Establishment of a foundation for specialization ▾ Promotion of the core projects ▾ Stabilization of the core projects
Tasks	· **Education Area** - Development and improvement of experimental curriculum for morality and ethics - Preparation of convergence liberal arts courses - Preparation of learning capacity development courses - Special lectures by recognized outside speakers - Development of boarding academy programs - Development of counseling programs - Development of a plan to vitalize the moral practice certification system - (Tentative name) Preparation of personality education center · **Business Area** - Roadmap development for the cultural industries specialization project - Preparation to attract government-funded projects for cultural contents	· **Reinforcement of professors and faculty capacity** - Improvement of the professors and faculty achievement assessment system · **Outstanding research support** - Improvement of research-friendly policies · **Research funding projects** - Increase outside research funding opportunities	· **Progress** - Progress analysis and establishment of mid and long-term execution tasks · **Education Area** - Educational support for cultivation of green energy experts · **Research Area** - Support for application of energy research projects · **Industry-Academic-Government-Institutes Area** - Support for network establishment · **Environmental Condition Area** - Establishment of facilities and environmental condition	· **Attraction and Management of International Students** - Establishment of infrastructures to attract international students - Establishment of infrastructures to manage international students · **International Students Selection** - Improvement of the international student admission policies · **Education Area** - Reinforcement of Chinese language education - Vitalization of Confucius Institute
Development Strategies	Establishment of infrastructures for specialization ▾ Core task selection and systematization ▾ Specialization and diversification of humanities and cultural industries	Research funding: KRW 100 million +α / SCI journal per person: 0.6+α / person ▾ Research funding: KRW 150 million +α / SCI journal per person: 0.9+α / person ▾ Research funding: KRW 500 million +α / SCI journal per person: 1.2+α / person	Establishment of infrastructures for green energy specialization ▾ Core tasks selection and systematization ▾ Specialization and diversification of green energy	Establishment of practical infrastructures ▾ Core tasks selection and systematization ▾ Specialization of Chinese biz and reinforcement of the international cooperative system

|	Reinforcement of education and employment capacity	Reinforcement of research capacity	Vitalization of university-academic cooperation	Reinforcement of voluntary responsibility management
Vision	To cultivate global leaders that manages the future society	To enter the rank of Korea's top 15 universities by 2022	To implement practical university by region-specific industry-academic cooperation	To reinforce financial stability and efficiency of university operation by voluntary responsibility management
Development Goals	Educational basis takeoff stage ▾ Educational capacity establishment stage ▾ Educational renovation completion stage	Attract outstanding researchers and re-construct the R&D supporting system ▾ Regional R&D hub university ▾ R&D-centered outstanding university	Reinforcement of research capacity and vitalization of regional network ▾ A model university for commercialization and specialization of industry-academic cooperation ▾ Achieving the rank of Korea's top 15 industry-academic cooperative universities	Takeoff stage for voluntary responsibility mgmt ▾ Settlement stage for voluntary responsibility mgmt ▾ Expansion stage for voluntary responsibility mgmt
Development Directions	Develop core educational capacities ▾ Reinforce core educational capacities ▾ Vitalize core educational capacities	Recruit outstanding personnel to accelerate R&D performance ▾ Create R&D-friendly environment to ease research procedures ▾ Foster outstanding group researches and lead 4 specialized research areas	Focus on fostering regional family companies based on R&D basis reinforcement ▾ Establish the family company policy by selected department specialized in industry-academic cooperation ▾ Establish a virtuous cyclic system for R&D competence and talent cultivation	Strengthen R&R of RC ▾ Reinforce responsibility accounting system ▾ Reinforce capacity by RC
Tasks	· **Professor Capacity** - Improvement of the system to evaluate professor achievements - Development of professor capacity reinforcement programs - Improvement of the professor recruitment system · **Education Capacity** - Operation of curriculum and courses focused on the needs of educational users - Reinforcement of academic management - Reinforcement of learning support systems · **Student Capacity** - Advancement of student selection policies - Reinforcement of career, start-up, employment training - Increased substantiality of student welfare and scholarship policies - Reinforcement of learning capacity	· **Procurement of outstanding researchers** - Stabilized and consistent attraction of graduate students - Improvement of vitalization and management policies to attract international graduate students - Attraction of full-time graduate students - Adjustment of appointment period for Young Researcher professors · **Reinforcement of Research Capacity** - R&D support for full-time professors (researchers) - Improvement of journal publication performance of graduate students - Strengthening research ethics and plagiarism prevention · **Creation of R&D-friendly Environment** - Conceptualization of public research space and reestablishment of use charge - Improvement of R&D space and facilities and operation management system (W-RMS) - W-RMS manual and external research funds - Preparation and distribution of the standardized user manual - Advancement of outside research funding projects - Preparation of graduate school evaluation - Joint procurement of research equipment, integration and increase in efficiency	· **Industry-academic Cooperation** - Vitalization of industry-academic cooperation - Industry-academic development plan · **Establishment of the family company network** - Vitalization of the family company network · **Establishment of performance expansion system** - Vitalization of school based enterprises - Establishment of performance expansion system	· **Operating Policies for Voluntary Responsibility Management** - Preparation of operating policies for voluntary responsibility management · **Work Advancement** - Execution of standard department operation plans and internal evaluation · **Strengthening Financial Integrity** - Diagnosis on financial status and establishment of the long and short-term finance management plan - Establishment of the budget management system - Operation of the lump-sum budget system · **Efficient organization and HR management** - Increased efficiency in organization - Increased efficiency in HR management · **Efficiency increase in space arrangement** - Establishment and execution of the space arrangement plan · **Development plan** - Implementation inspection of development plan tasks and initiatives - Evaluation of development plan tasks and initiatives
Development Strategies	Educational basis takeoff stage ▾ Enhanced pragmatic applications to lead the future society ▾ Training global leaders	Acquisition of outstanding faculty and policies improvement ▾ Integration and modernization of research spaces ▾ Production of excellent R&D research performance	Development of the WKU-specialized industry-academic cooperation model ▾ Selection of core areas in industry-academic cooperation and selection of family companies by department ▾ Fostering outstanding professionals	Self-responsibility management regulations and reorganization of administration ▾ Harmonized management of courses and expenses ▾ Improvement of core achievement index by RC

Governance Structure

Decision-making on major issues regarding management of Wonkwang University is performed by the Board of Directors (BOD) of the Wonkwang School Foundation. The BOD consists of a group of experts in diverse areas and in efforts to establish the transparent and objective decision-making system, the minutes of BOD meetings have been disclosed on the official website since 2017.

Operation of BOD

In Wonkwang University, the BOD makes decisions on major issues related to material management and sustainable growth. Since its establishment in 1965, Wonkwang University has engaged in various education-related projects and contributed to the advancement of education for social integration and cultivation of talented individuals in Jeollabuk-do area including Iksan. The BOD comprises of 15 experts including one chairperson and holds board meetings at least 7 times a year for decision making on material issues.

BOD Operating Status

No. of BOD Meetings

2015	2016	2017
7	5	8

Participation Rate

2015 **72.6%**

2016 **81.7%**

2017 **75%**
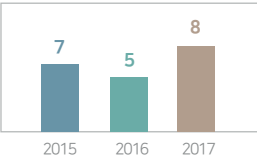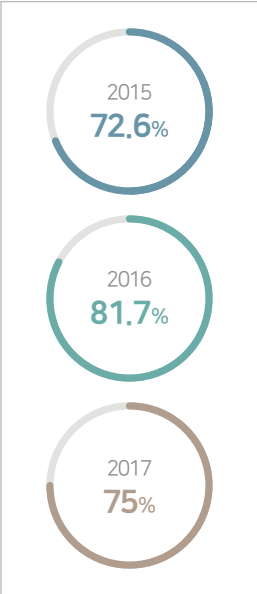
Executives in the Wonkwang School Foundation

(as of November, 2017)

직책	성명	출생년도	임기	현직 및 주요경력
Chairman	Shin, Sun-Cheol	1951	2017.11.04. ~ 2021.11.03.	Chairman
Executive Director	Kim, Seon-Wu	1961	2016.01.15 ~ 2019.06.22	Executive Director
Director	Seong, Do-Jong	1950	2015.06.15 ~ 2019.06.14	hief of the Won-Buddhism Jungang Jungdo Training Center
	Lee, Sun-Geun	1953	2016.01.15 ~ 2019.07.05	Chief of the Financial Department of the Won-Buddhism Correction Center
	O, Seon-Mi	1960	2016.03.10 ~ 2020.03.09	Chief of the Education Department of the Won-Buddhism Correction Center
	Ryu, Gil-Ho	1965	2016.09.19 ~ 2020.09.18	Chief of the Office of Planning of the Won-Buddhism Correction Center
	Kim, Seong-Yong	1960	2016.03.10 ~ 2020.03.09	Chief of the General Affairs Department of Won-Buddhism Correction Center
	Jeong, Tae-Hyeon	1953	2017.12.31 ~ 2021.12.30	CEO of AERIX
	Baek, Jin-Hwan	1950	2015.07.06 ~ 2019.07.05	CPA of Jung-gu Temple
Open director	Lee, Jeong-Jae	1958	2015.07.06 ~ 2019.07.05	Professor at Kyunghee University
	Lee, Hee-Jae	1956	2015.07.06 ~ 2019.07.05	CEO of Woosung I.B.
	Kim, Yang-Sik	1945	2015.07.06 ~ 2019.07.05	Former president of the Korea National College of Agriculture and Fisheries
Auditor	Lee, Sang-Il	1964	2016.08.19 ~ 2019.08.18	Secretary General of the Inspection Center
	Lee Yeon-Sang	1962	2017.03.10 ~ 2020.03.09	Certified Public Accountant
Auditor by recommendation	Kim Byeong-Suk	1959	2016.07.04 ~ 2019.07.03	Vice-president of the Korea Institute of Construction Technology

Major Committees

In efforts to make reasonable and democratic decisions, Wonkwang University has established various committees in operation in each field.
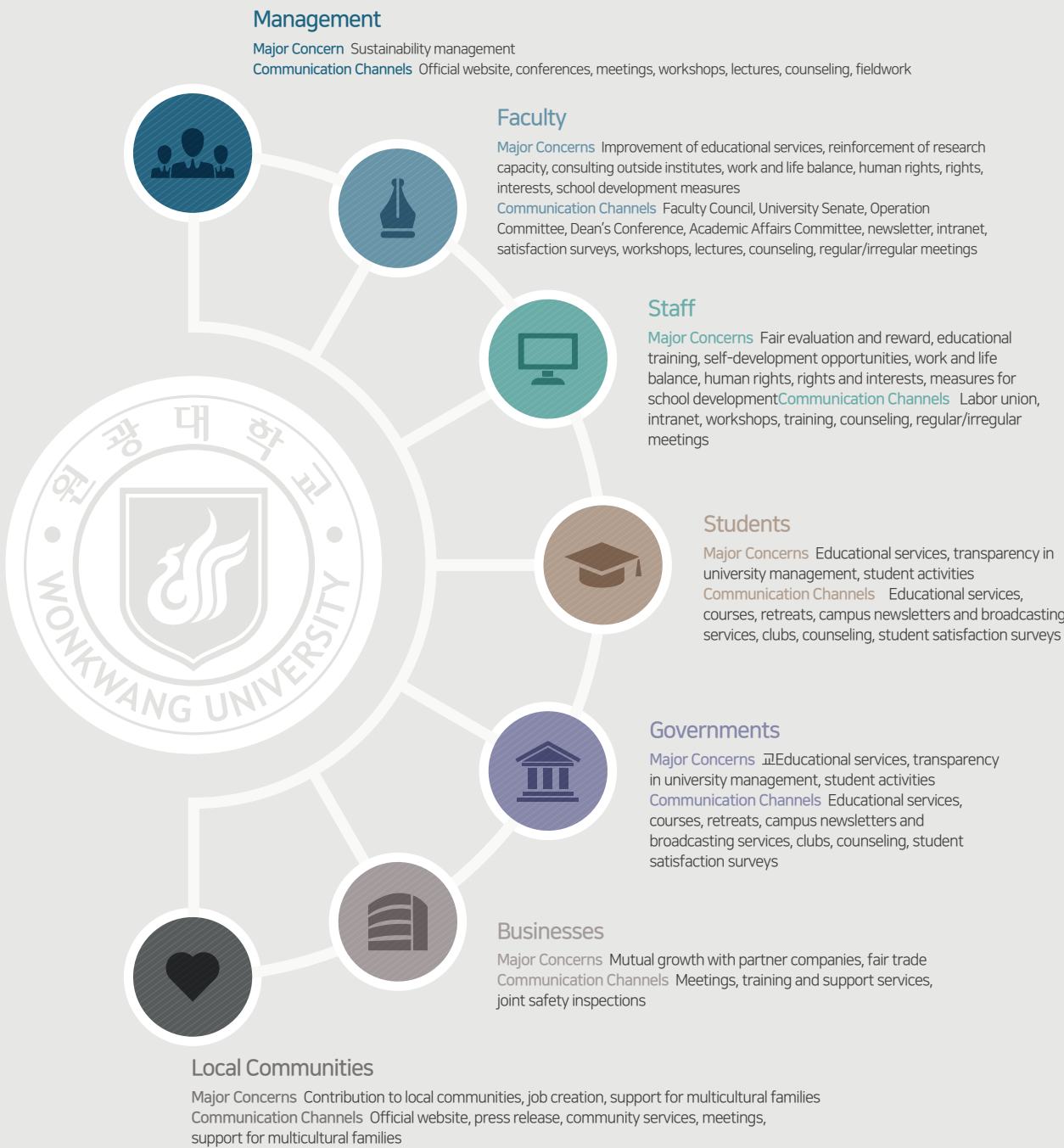
Committee of Academic Affairs	The Committee of Academic Affairs strives to improve the overall university management by comprehensive supervision over colleges, departments, and affiliated institutes, school ordinance and other regulations, student advising, and reward and retention.
Comprehensive Development Plan Promotion Committee	In pursuit of continuous development of the university, the Comprehensive Development Plan Promotion Committee is dedicated to establish, finalize, implement, and evaluate development plans and strategies. Through review and feedback on achievements in each step, it rigorously checks the progress of the plan.
Other Committees	There are 32 committees established and operated to preliminarily review the overall or partial aspects of school administration and to consult with the president, including Student Capacity Development Committee, Faculty Development Committee, and Human Resources Development Committee.

Communication with Stakeholders

Definition of Stakeholders

Wonkwang University has conducted stakeholder grouping by their common attributes and influence in pools in compliance with the stakeholders classification matrix suggested by ISO26000. Stakeholders of the university are classified into three groups: core stakeholders, strategic stakeholders, and other stakeholders, and defined faculty, staff, students, and partner companies as the core stakeholders. As authentic and efficient communication with stakeholders is at the core of sustainable management of Wonkwang University, it is devoted to build trust with stakeholders by identifying the needs of each stakeholder group and actively responding to them.

Major Issues and Communication Channels by Stakeholder Group

Management

Major Concern Sustainability management
Communication Channels Official website, conferences, meetings, workshops, lectures, counseling, fieldwork

Faculty

Major Concerns Improvement of educational services, reinforcement of research capacity, consulting outside institutes, work and life balance, human rights, rights, interests, school development measures
Communication Channels Faculty Council, University Senate, Operation Committee, Dean's Conference, Academic Affairs Committee, newsletter, intranet, satisfaction surveys, workshops, lectures, counseling, regular/irregular meetings

Staff

Major Concerns Fair evaluation and reward, educational training, self-development opportunities, work and life balance, human rights, rights and interests, measures for school development Communication Channels Labor union, intranet, workshops, training, counseling, regular/irregular meetings

Students

Major Concerns Educational services, transparency in university management, student activities
Communication Channels Educational services, courses, retreats, campus newsletters and broadcasting services, clubs, counseling, student satisfaction surveys

Governments

Major Concerns 교Educational services, transparency in university management, student activities
Communication Channels Educational services, courses, retreats, campus newsletters and broadcasting services, clubs, counseling, student satisfaction surveys

Businesses

Major Concerns Mutual growth with partner companies, fair trade
Communication Channels Meetings, training and support services, joint safety inspections

Local Communities

Major Concerns Contribution to local communities, job creation, support for multicultural families
Communication Channels Official website, press release, community services, meetings, support for multicultural families

Communication with Stakeholders

Wonkwang University has established diverse communication channels suitable for each stakeholder group. With its distinct VOC management process, Wonkwang University collects opinions from the stakeholders for 1st review by each relevant department, reports material issues to BOD and the chief executive, and actively reflects them in the management activities and strategy establishment.

Communication Activities by Stakeholder Group 2016 to 2017

VOC Management Process

1. (Communication Room) Complaint filed
2. (Communication Room) Complaint registered in the system (WRIS)
3. (Communication Room) Complaint reviewed and assigned to the relevant department

Inquiry for professional knowledge — Simple Inquiry

4. (Relevant Department) A written report prepared with solutions to the complaint
5. (Relevant Department) Report sent to Communication Rm
6. Processed at the Communication Rm
7. (Communication Room) A report with resolutions received and reviewed
8. (Communication Room) A written notification with VOC status and solutions sent to the petitioner

Suggestions Collecting Process for University Development

1. (Communication Room) Suggestion received
2. (Communication Room) Suggestion reviewed and relevant department confirmed
3. (Communication Room) Suggestion registered in the system (WRIS) and assigned to relevant department
4. Meeting convened in the relevant department
5. (Relevant Department) A written response prepared
6. (Relevant Department) The written response sent to Communication Rm
7. (Relevant Department) The written response sent to the stakeholder
(Communication Room) Assess collected suggestions and reward

Stakeholder	Main Communication Channel	2016	2017	Communication Activities
Management	President's message	222	196	· Direct online communication with the president · Suggestion and opinion mailing · Enlightened and Smooth Communication Operation of Communication Room
Faculty	Faculty Council	12	8	· Publication of the faculty council newsletter · Wonkwang interview
	Operation Committee	47	47	
	Deans' conference	8	8	
	Academic affairs committee	8	8	
	Department head meeting	8	8	
	Faculty training	3	3	
Staff	Administrative manager meeting	8	8	· Meeting by position · Job consulting · Book club meeting
Students	Course evaluation	199,465	195,396	· Course evaluation for students
	Counseling	4,524	5,617	· Private counseling · Group counseling · Counseling in class
Governments and Businesses	Regional Win-Win Council	4	6	· Academic affairs conference among 4 universities (Gunyang University, Gunsan University, Jeonju University, Wonkwang University) · Industry-academic training and technical consultation
	Community Services	97	127	· Staff community service activities · Students' talent donation · WKU supporters appreciation event
	Total	204,406	201,432	

Interview with Stakeholders

In an effort to share value with its stakeholders and seek ways for sustainable development and growth, Wonkwang University conducted interviews with its stakeholders, including professors, staff, students, the local government, partners, and the local community. WKU will incorporate stakeholders' opinions into its developmental plans as the basis for the creation of sustainable value in the future.

SungTae Jung
Professor in the Department of Computer·Software Engineering, College of Engineering, Wonkwang University

"As we are facing the surging waves of the Fourth Industrial Revolution, our first priority should be to cultivate talents that can contribute to societal needs and to lead the new dynamism of economic and social development in the future, universities must constantly communicate with related industries, research institutes and public organizations. We need to learn how to radically change our mindset to revamp our educational system that meets the needs of future society, and eventually it will equip our students with competitiveness and will create more sustainable campus community based on the specialization of each department. Our university strives to foster students in the fields of agriculture, life science, and smart machinery and materials by linking the courses with the characteristics of Jeonbuk province. In addition, we will focus on the carbon industry as the future strategic industry and will establish a new carbon convergence department to produce carbon experts. In this way, our university can support development of regional communities and relieve HR mismatch issues. By providing a better educational environment and improving the quality of education, we will provide a place for students to realize their dreams and vision and disseminate the long-term and sustainable educational values for students to contribute to regional communities and society."

TaeWan Kim
HR manager, Division of Faculty Personnel, Department of Education and Training, Wonkwang University

"Universities are in crisis right now. The school-age population will decline in 2018 and by 2023 critical symptoms are expected to stand out on the surface. Wonkwang University has been selected for almost all the government-funded projects to establish a frame work for students to study in a better environment and to vitalize regional communities including the Leaders in Industry-academic Cooperation Plus (LINC+) Project, the Regional University Specialization Project (CK-I), the Industry-Leading University Promotion University (PRIME) Project, and the Humanities Korea Plus (HK+) Project. Crisis are also great opportunities in disguise. I believe that Wonkwang University will further develop as a competitive university through constant specialization, innovation and convergence."

SuRin Choi
Student, Department of Education, Wonkwang University

"Wonkwang University is a home and learning center for students with dreams and vision. In efforts to achieve the safe and reliable educational environment in many aspects, the university should listen to students' voices and create a place for open discussion and communication. I believe if interactive communication is secured in both ways between the university and students, it will encourage the students to have a sense of ownership and pride. Outside recognition and attraction of new students will naturally follow if the above mentioned is prioritized. Therefore, Wonkwang University should strive to provide ways for better communication where demands of the students, faculty, and staff are quickly communicated and reflected."

WanCheol Jo
Manager, Investment Promotion Division, Iksan City Hall

"I believe now is the right time for us to focus on strategic innovation to proactively cope with a rapidly changing university environment of the Fourth Industrial Revolution; where industrial structures are being reorganized, schooling age population is decreasing, the employment structure is changing, and the global competition is more and more intensified. In this regard, Wonkwang University is keeping a sound pace with the changes in the time as it expanded its courses and programs such as "one-department one-company start-up" and "mandatory completion of employment school" to establish start-up mind capabilities. I would like to praise Wonkwang University's efforts to change the paradigm from promoting simple job-seeking employment activities to creating new jobs and industries. I look forward to further development of Wonkwang University's educational system, academia, and research competence under the auspices of other universities, industries, national government, local governments, and the related institutes."

KyungSeok Shin
CEO, Cheerup Korea (Start-up Incubator Center, Wonkwang University)

"The youth unemployment and the decline in the school-age population have become the national problem beyond issues on campus. In spite of economic growth with average GDP $30,000, the students are struggling with the reality of unemployment. Due to low employment rate, there is more number of high school students who are skeptical in a higher education pursuit. Now when the sustainable education is blurred across the nation, Wonkwang University should be committed to cultivation of highly skilled talents with disciplines and motivation for biz start-ups. Even from high school, a number of students rather prepare for government employee examinations. In such reality, we need to encourage younger generations' entrepreneurship and to give a motif for higher education. In a long run, it will be utilized as a virtuous cycle for Wonkwang University, providing students diverse ways to succeed. I hope that the above mentioned will foster future entrepreneurs and secure a sustainable growth of Wonkwang University."
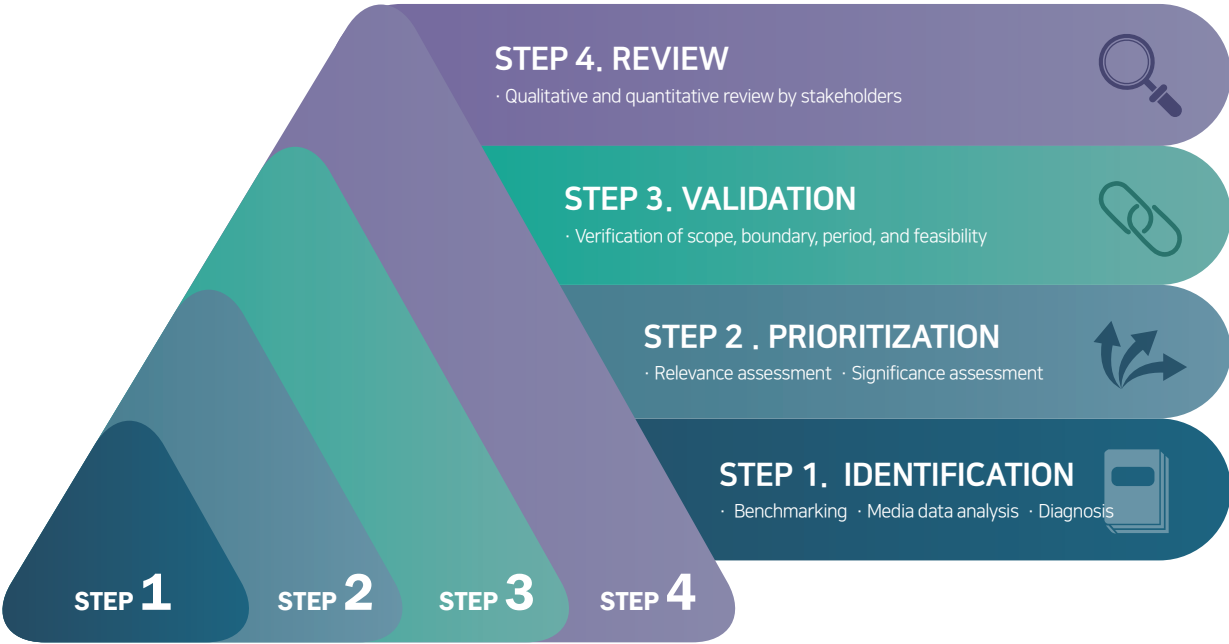
KangHun Kim
CEO, Lohas Hanji (Partner Company)

"To become a prestigious university beyond surviving as a provincial university, Wonkwang University must meet the demand for high quality educational services. To this end, Wonkwang University shall enhance technology innovation capacities by utilizing the excellent R&D infrastructures that it owns and share them with industries to establish an industry-academic cooperation R&D technology innovation system. Ultimately, it will promote a win-win relationship between the community and the university. Successive selection in various government-funded projects is highly admirable. I believe these achievements in large projects such as LINC+ and PRIME Project are the foundation for Wonkwang University to advance to an Asian hub university by cultivation of talented professionals and leaders in connection with new industries. Wonkwang University's old reputation is being reinstated. Finally, as a partner company of Wonkwang University, we hope it introduces open pragmatic research culture on campus and spreads cooperation to vitalize regional communities and to reinforce companies' competitiveness to all academic fields."

Key Issues for Sustainability Management

In pursuit of sustainable development, Wonkwang University extensively reflects diverse economic, social, and environment issues in its operation. Key issues for sustainability management are selected in compliance with the materiality testing procedure recommended by the GRI Standards and ISO 26000 Guidelines for Wonkwang University and its stakeholders to manage and report on the material issues.
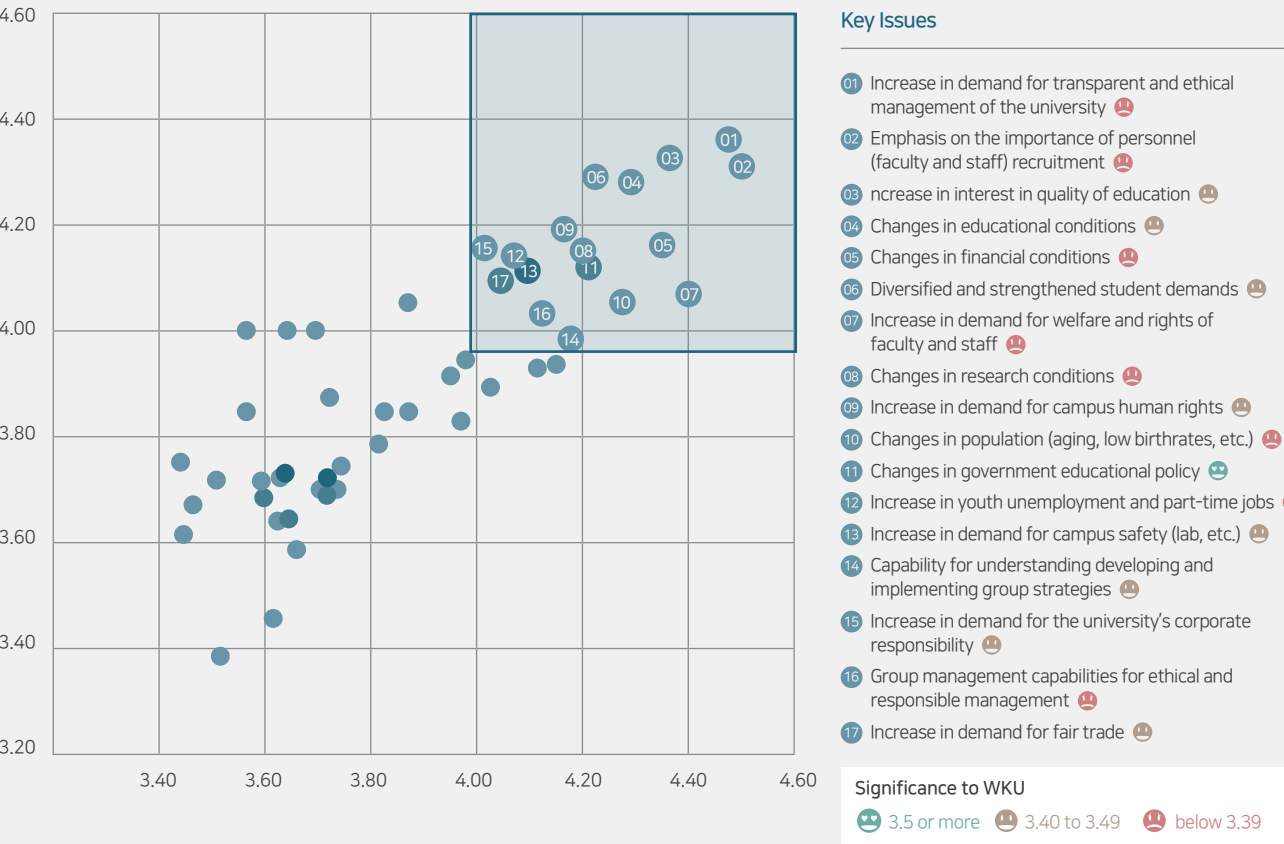
Materiality Assessment Process

Wonkwang University conducted an internal and external environmental analysis and a materiality test based on the sustainability context, materiality, and completeness suggested by the international standards GRI for identification of the key issues in sustainability management.

STEP 4. REVIEW
· Qualitative and quantitative review by stakeholders

STEP 3. VALIDATION
· Verification of scope, boundary, period, and feasibility

STEP 2 . PRIORITIZATION
· Relevance assessment   · Significance assessment

STEP 1. IDENTIFICATION
· Benchmarking · Media data analysis · Diagnosis

STEP **1**   STEP **2**   STEP **3**   STEP **4**

STEP 1

Identification of Issues in Sustainability Management by Internal and External Environmental Analysis

Diagnosis performed in compliance with ISO26000 implementation guidelines.
Vulnerable issues identified and relevant key issues drawn from the ISO26000 diagnosis.

Media Analysis
Key issues drawn by analysis of 6,663 articles on sustainability management released from 2015 to 2017 for objective assessment of the internal and external perspectives on the topic

Benchmarking
Key issues identified by analysis of sustainability management reports of major domestic and overseas universities and businesses.

STEP 2

Appointment of Key Issues and Priority by Materiality Assessment

Relevance Assessment
A total of 64 related issues were selected from relevance assessment on sustainability management issues derived from internal and external environment analysis and extensive interviews.

Significance Assessment
A total of 17 key issues are selected among the issues identified through a survey conducted for 1,031 WKU stakeholders from Dec. 13 to Dec. 22, 2017.

STEP 3

Validity Verification

Identified and reviewed materiality of the 17 issues derived from the previous step in terms of sustainability management of WKU. A report preparation plan was drawn after the key issues were reviewed by their scope, period, and boundary.

STEP 4

Review

Review by Internal Stakeholders
The materiality of Wonkwang University's sustainability management analyzed and announced. Meetings held for the discussion of major sustainability management issues and meetings held with relevant personnel on a regular basis for review of the appropriateness and data validity of the reporting process

Review by External Stakeholders
The feasibility and validity of the reporting process reviewed by an outside assurance provider

Results of Materiality Assessment

Wonkwang University has selected 17 issues that received average 4.0 or more in the materiality assessment. Key issues are organized in a table with the report contents. Issues that faculty and stakeholders showed most interest were Increase in demand for transparent and ethical management of the university, Emphasis on the importance of personnel (faculty and staff) recruitment, and Increase in interest in quality of education.

Key Issues

01 Increase in demand for transparent and ethical management of the university ☹
02 Emphasis on the importance of personnel (faculty and staff) recruitment ☹
03 ncrease in interest in quality of education ☹
04 Changes in educational conditions ☹
05 Changes in financial conditions ☹
06 Diversified and strengthened student demands ☹
07 Increase in demand for welfare and rights of faculty and staff ☹
08 Changes in research conditions ☹
09 Increase in demand for campus human rights ☹
10 Changes in population (aging, low birthrates, etc.) ☹
11 Changes in government educational policy 😐
12 Increase in youth unemployment and part-time jobs ☹
13 Increase in demand for campus safety (lab, etc.) ☹
14 Capability for understanding developing and implementing group strategies 😐
15 Increase in demand for the university's corporate responsibility ☹
16 Group management capabilities for ethical and responsible management ☹
17 Increase in demand for fair trade 😐

Significance to WKU
🙂 3.5 or more   😐 3.40 to 3.49   ☹ below 3.39

Key Issues for WKU Sustainability Management

Key issues drawn from the materiality assessment are categorized into research, education, outside leadership, operation and governance.

Category	Key Issue	Materiality	Significance
Research	Changes in research conditions	4.18	3.29
	Increase in demand for campus safety (lab, etc.)	4.10	3.43
Education	Emphasis on the importance of personnel (faculty and staff) recruitment	4.40	3.29
	Increase in interest in quality of education	4.34	3.41
	Changes in research conditions	4.28	3.40
	Changes in government educational policy	4.16	3.61
Outside Leadership	Changes in population (aging, low birthrates, etc.)	4.17	3.40
	Increase in youth unemployment and part-time jobs	4.10	3.29
	Increase in demand for the university's corporate responsibility	4.08	3.32
Operation and Governance	Increase in demand for transparent and ethical management of the university	4.42	3.32
	Changes in financial conditions	4.26	3.33
	Diversified and strengthened student demands	4.25	3.40
	Increase in demand for welfare and rights of faculty and staff	4.24	3.21
	Increase in demand for campus human rights	4.17	3.40
	Capability for understanding developing and implementing group strategies	4.08	3.35
	Group management capabilities for ethical and responsible management	4.08	3.32
	Increase in demand for fair trade	4.07	3.41

An Asian Academic Hub to Thrive in the Next 100 Years

Sustainability Management Strategies

The world is facing the historical turning point for a brand new civilization. As the world is transforming into a cultural capitalist society where culture drives the industries, individually tailored industries are emerging rapidly. Rather than large corporations, small to medium sized companies are becoming the center of the market. In addition, the technological development of the Fourth Industrial Revolution has revolutionized production patterns of the mankind. In this groundbreaking historical change, Wonkwang University is transforming itself into an industry-academic integrated university to nurture students' entrepreneurial capabilities.

Wonkwang University pursues various educational revolutions in line with the concept of University 4.0. It prepares its students equipped with merit and creativity to have multiple careers by the One-department One-company One-patent strategy, convergence programs, the international, academic, and professional education, Playdent course, entrepreneurship certification program, and E-BOOK publication. Wonkwang University also practices "6 Strategies for Sustainability" to provide great opportunities to learn sustainable management capabilities.

It strives to win the passion and diligence to become an Asian academic hub to thrive in the next 100 years by creating a virtuous organization and home for future leaders and discovering a new growth engine.
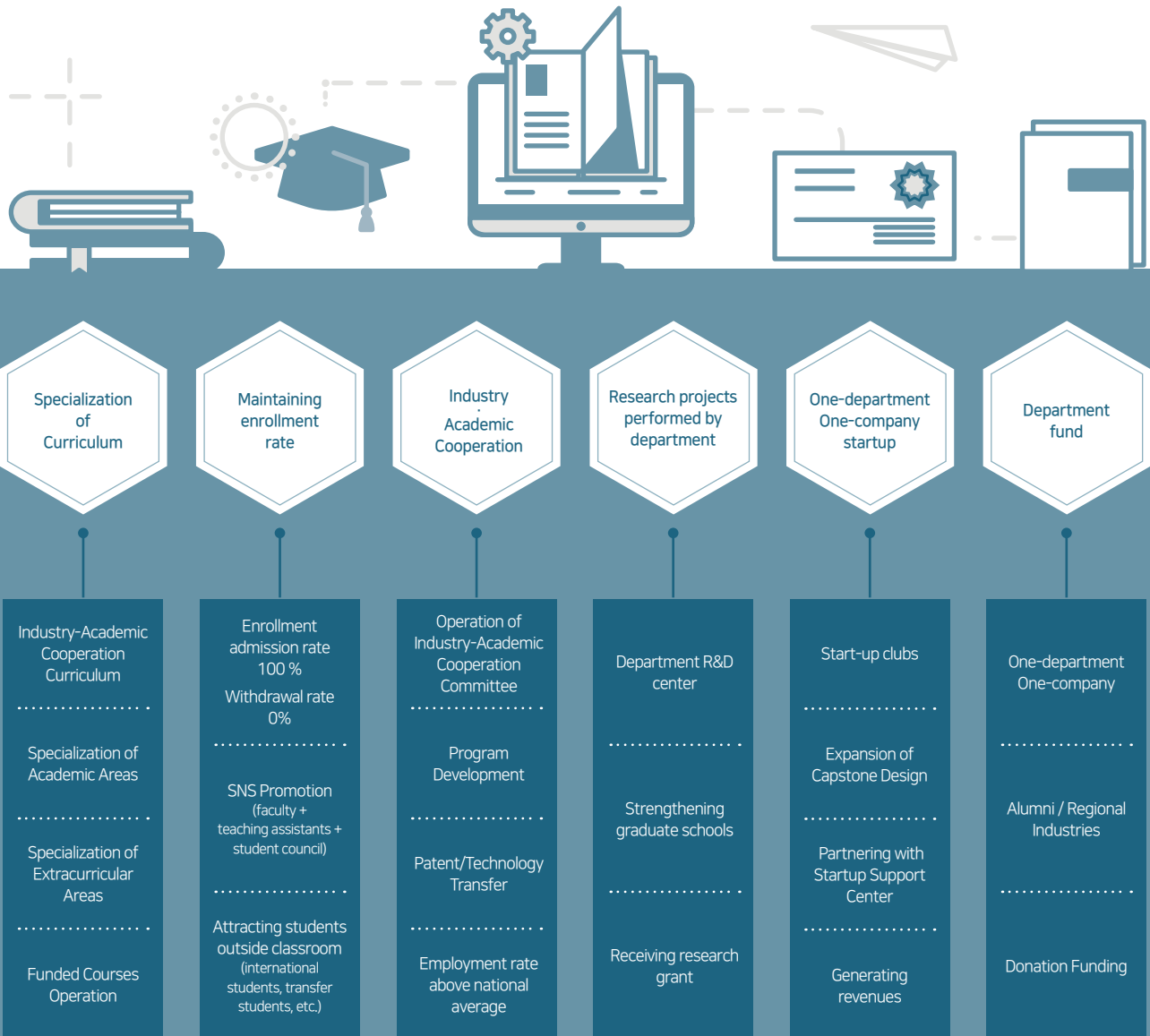
Convergence University

Academic Structure Reorganization Plan

Type	Before University 3.0	After University 4.0
Mode of Production	Industrial Capitalism · Financial Capitalism	Cultural Capitalism
Production Management	Divisional	Collaborative · Convergent
Labor Pattern	Divided	Collectively
Degree	Partite	Dual-degree · Convergence Degree
Community	Metropolitan-oriented (Skyscraper promotion project)	Smart New Town-oriented (Nature-friendly cultural city)
Industry	Large corporations	One-person companies
Industrial Type	1st · 2nd · 3rd Industrial Revolution	4th Industrial Revolution
University 1	Clear division among academic-industry-society	Lost boundary among academic-industry-society
University 2	Pyramid structure of HQ-College-Individual Department	Fused radial structure of HQ · College · Department · R&D Institute · Companies in convergence
University 3	Divisional University	Convergence University

Six Major Strategies for Sustainability

Specialization of Curriculum	Maintaining enrollment rate	Industry · Academic Cooperation	Research projects performed by department	One-department One-company startup	Department fund
Industry-Academic Cooperation Curriculum	Enrollment admission rate 100 % Withdrawal rate 0%	Operation of Industry-Academic Cooperation Committee	Department R&D center	Start-up clubs	One-department One-company
Specialization of Academic Areas	SNS Promotion (faculty + teaching assistants + student council)	Program Development	Strengthening graduate schools	Expansion of Capstone Design	Alumni / Regional Industries
Specialization of Extracurricular Areas	Attracting students outside classroom (international students, transfer students, etc.)	Patent/Technology Transfer	Receiving research grant	Partnering with Startup Support Center	Donation Funding
Funded Courses Operation		Employment rate above national average		Generating revenues	

02

Key Issues for WKU Sustainability Management

EDUCATION (SDGs 1, 4)

Mission 1.

Implementation of the National Education Program for University Development

PRIME Project

農·工·竝·進
[PRIME Project Goals of the WKU]

This mission was carried forward as there had been an increasing necessity of a proactive structural overhaul of universities through joint efforts between the government and universities, due to a decline in school-age population, an increase in youth unemployment rate, and a mismatch in human resources of each domain. The purpose of this mission is to boost the quality of university education and to quantitatively ease the human resources mismatch issues by revamping the academic structure, adjusting the academic ability of the students, and reinforcing their career capabilities based on the predictable changes in career demand voluntarily applied by the university.

Wonkwang University has completed reorganization of its undergraduate structure since the selection of PRIME in May 2016, and is developing and operating education programs reflecting the demand of the industry. This mission for the PRIME Project is thus far under successful implementation over all areas including construction of a state-of-the-art educational building or PRIME Hall to be completed in June 2018 and development of the students' education software or DaeJangGan 4.0. After being appointed as the 2nd-year director of the PRIME Council, Wonkwang University has been playing a leading role in responding to project expenses reduction for the 2nd year, participating in industry-academia EXPO, and organizing the PRIME promotion committee as a bridge of cooperation among the Ministry of Education, Korea Research Foundation, and 21 Universities.

Vision and Strategies of the PRIME Project

Vision	Policy Mission
Development of Student-oriented Industry-connected Universities to Lead the Creative Economy	Reinforcing Career Capabilities and Easing HR Mismatch Issues by Industry Demand and University's Voluntary Overhaul of Academic Structure

PRogram for Industrial needs-Matched Education

PRogram for **I**ndustrial needs-**M**atched **E**ducation

Driving Strategies

Strategy 01
Grant autonomy and flexibility to universities for student-centered curriculum

Strategy 02
Operate mutual agreements among university constituents in maintaining the number of faculty and students, etc.

Strategy 03
Provide financial support for preemptive changes in universities

---

P — Progress

Reorganization of Academic Structure and Support

Select PRIME supporters and promote activities to improve project performance and satisfaction
· Program development proposals
· Participation in various programs and online contents production
· On-Offline promotion activities of PRIME Project

Provide "the PRIME Scholarship" to 2017 undergrad freshmen in PRIME Project
· Scholarship amount for freshmen in College of Engineering, College of Life Sciences and Natural Resources, Department of History and Culture: KRW 1.6 million
· Scholarship amount for College of Humanities: KRW 1 million
· Scholarship amount for Department of Sports Industry and Welfare, Department of Design: KRW 0.6 million

Undergraduate scholarships based on the student number adjustment ratio per department
· Phoenix Honor School in College of Public Policy, College of Life Sciences and Natural Resources (Department of Life and Environment, Department of Pet Animals and Plants): 250 students

· PRIME Supporters: 40 students · PRIME Scholarships: freshmen: 1,500 students / other 250 students

R — Revolution
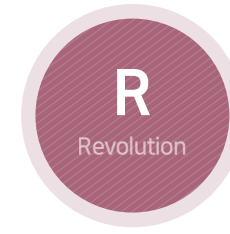
Curriculum Innovation

Supplementary scholastic program for creative engineering institute in College of Engineering
· Fostering fundamental mathematics ability for freshmen
· Improving academic adaptability
· Reinforcing academic life satisfaction

Industry-matched cultural exchange camp for College of Liberal Arts
· Organizing a healing program applying the natural environment of the local area to provide industry-based cultural education and creative pedagogy education
· Providing literacy programs on comprehensive communication, humanistic education programs, cultural enrichment programs, etc.

· Enrollment in Creative Supplementary Scholastic Program: 1420 students (year)   · Culture Camp: 109 students

I — Increase

Strengthening Support for Employment and Business Start-ups

Providing specialized programs such as the Winter Carbon Technology Experience Program by Korea Carbon Technology Education Center in Korea Carbon Convergence Technology Institute and Department of Carbon Convergence in Department of Engineering

Providing systemic career index camp through selection and concentration by the Bridge Center of the PRIME Project

Offering various non-academic programs by the Performance and Video Storytelling Project Team, the PRIME Humanities Promotion Project

Operating the 5G Mobile Communication Circuit Design Program for Department of Electronic Engineering in the College of Engineering

Hosting club competitions and the safe and reliable agricultural food project team

Employment support division
· Offering Industry Power Lectures by theme to motivate career choices and to establish appropriate understanding and appreciation for the professions

Hosting practical training programs to foster electric safety professionals for Department of Electrical Engineering in the College of Engineering

Creating the Anglo-American History Cultural Contents Expert Training Team under the PRIME Humanities Promotion Offering the "Anglo-American History Culture Camp"

Hosting a competition for internationally, academically, and professionally talented leaders to cultivate self-development abilities

· Practical Carbon Training Program: 20 students
· PRIME Final Camp Satisfaction Survey Grade: 99.6
· Club Competition: 30 clubs
· Industry Power Lecture: 567 students
· 5G Mobile Communication Circuit Design Program: 20 students
· Competition for Internationally, Academically, and Professionally Talented Leaders: 400 students

M — Modification

Improvement of Educational Environment

PRIME Hall Construction Project
· Total area: 12,116㎡ (1 Basement floor, 5 floors)

Improving the educational environment for PRIME department students
· Renovation of lecture rooms and laboratories and replacement of HVAC facilities
· Replacement of obsolete equipment, purchase of lecture room computers, expansion of laboratory moist control materials

Improving the educational environment for the College of Engineering
· Interior construction for 28 lecture rooms and 6 common IT rooms
· Installation of anti-reflection screens, electronic lecture desks, and fire doors and replacement of desks, platforms, and chairs

Improving the educational environment for PRIME Humanities Promotion Agency
· Establishment of book cafes
· construction of lecture room facilities
· equipment preparation for contents production

· PRIME Hall: scheduled to be completed in June 2018

E — Enhancement

Advancement of Education Infrastructures

Operating learning programs
· Learning method program in class
· Learning method booth events in class

Hosting the PRIME Project Promotion Committee
· Report on the status of PRIME project implementation
· review on the budget change for the 2nd year
· Main Agenda: Continuous strengthening of educational environment even after the project completion through infrastructure securement in the PRIME Project period

2nd Year Project Incentive Support
· Additional incentive fund of approx. KRW 1.15 billion as excellence in project implementation was recognized in the 2nd year

Hosting the PRIME Project Council Seminar
· Hosted the 1st PRIME Project Council Seminar as the representative of 21 PRIME selected universities nationwide

· Learning Method Programs in Class: 3 sessions, 346 participants   · 2nd Year PRIME Project Cost: KRW 15 billion

LINC+

LINC+ Project

Everyone Becomes WINNERS by Industry-Academic Cooperation

LINC+ is a government-funded project for universities that the Ministry of Education will support up to KRW 25 billion over five years. Through LINC+ Project selection, Wonkwang University has become privileged to receive approximately KRW 4.444 billion for the 1st year of the national treasury project, which is the largest amount in the Southwestern region of Korea. According to the comprehensive evaluation by the Ministry of Education and the Korea Research Foundation, Wonkwang University has been recognized as having an excellent connectivity between the industry-academic cooperation development plan and its leading model. Wonkwang University was also approved for feasibility of its advancement strategies such as the symbiotic community development plan through the establishment of regional leadership centers and development of the information sharing system.

Vision and Goals of the LINC+ Project Agency

The Winner LINC+ Project Agency of Wonkwang University aims to foster field-oriented creative professionals to lead the regional industry with the "best entrepreneurial university that leads the creative economy" as its vision. For the project, Wonkwang University has chosen Bio, Energy, Smart, Transportation, and Plus industries to set up the Best+ industries, which are closely related to the industries in the southwestern region and regionally specialized industries in the Jeollabuk-do area, as its realm for specialization.
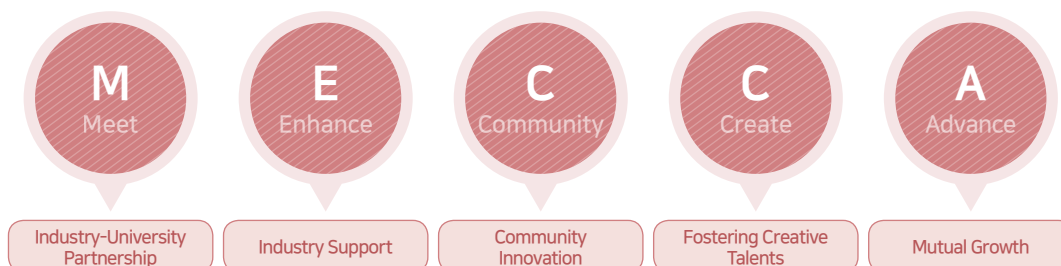
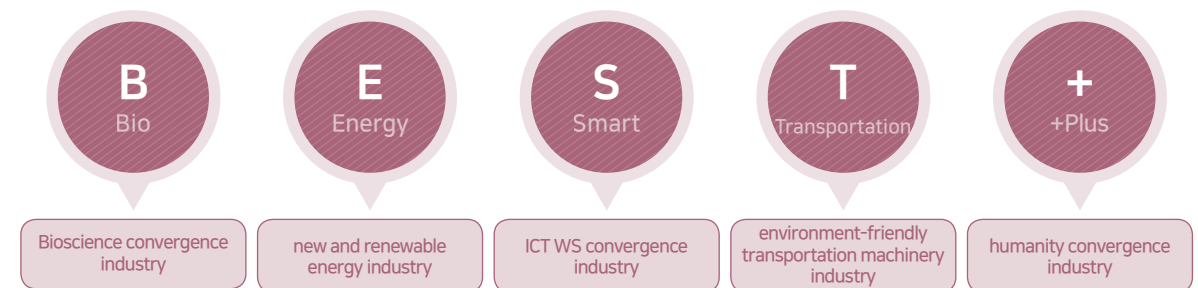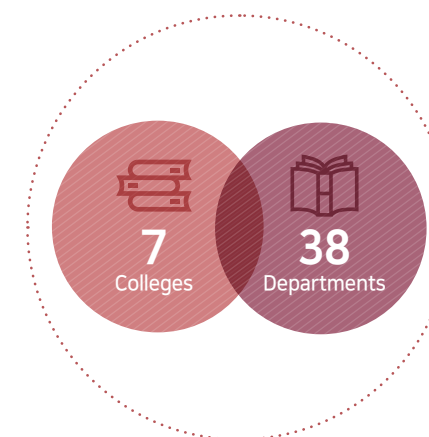| Vision	Goal
University that fosters creative talents to lead the future value	To cultivate field-oriented creative professionals based on the regional demand

Driving Strategies and Tasks

M Meet → Industry-University Partnership

E Enhance → Industry Support

C Community → Community Innovation

C Create → Fostering Creative Talents

A Advance → Mutual Growth

WINNER + Platforms

- Industry-university cooperation council
- Technology exchange team
- Family company management
- Field-training support
- Field trip support
- Foreign exchange program

- Technology Consulting
- Faculty training
- Global enterprise support
- 1 professor 1 company mentoring
- Organization of industry-academy council by major
- Operation of strategic industrial field research institute

- Community exchange program
- Social economic program
- Participation in the Iksan Historical Cultural City Project
- Supporting city-center urban renewal project
- Culture and tourism continuing education center
- Supporting Iksan project

- Basic knowledge training
- Convergence special education
- Start-up camps / start-up clubs
- LINK cafe
- Operation of employment academy
- Development of industry-university cooperation-friendly online courses

- Knowledge convergence cluster
- Faculty training
- Supporting customized training courses
- Contract department support
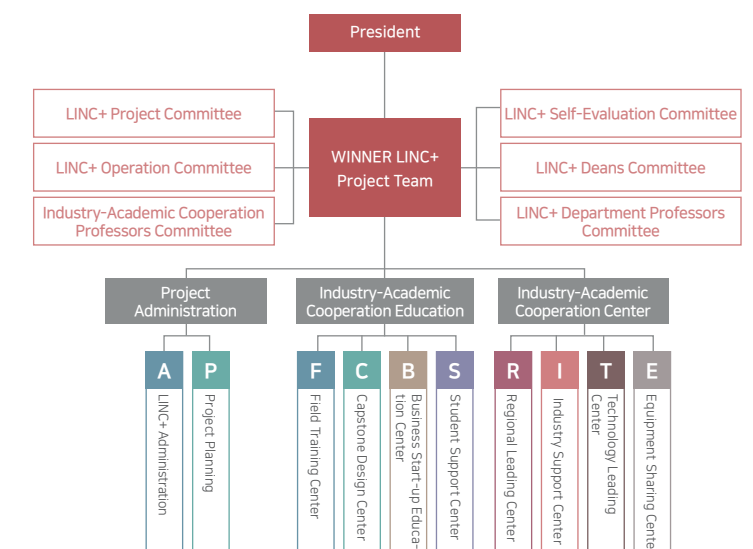- Designing capstone courses by industry demand

Specialized Fields

B Bio — Bioscience convergence industry

E Energy — new and renewable energy industry

S Smart — ICT WS convergence industry

T Transportation — environment-friendly transportation machinery industry

+ +Plus — humanity convergence industry

Participating Organizations

7 Colleges

38 Departments

Organization of LINC+ Project Agency

President

- LINC+ Project Committee
- LINC+ Operation Committee
- Industry-Academic Cooperation Professors Committee

WINNER LINC+ Project Team

- LINC+ Self-Evaluation Committee
- LINC+ Deans Committee
- LINC+ Department Professors Committee

Project Administration
- A: LINC+ Administration
- P: Project Planning

Industry-Academic Cooperation Education
- F: Field Training Center
- C: Capstone Design Center
- B: Business Start-up Education Center
- S: Student Support Center

Industry-Academic Cooperation Center
- R: Regional Leading Center
- I: Industry Support Center
- T: Technology Leading Center
- E: Equipment Sharing Center

LINC+ Core Projects and Description

Society-customized Industry-Academic Cooperation System, WINNER+ Platform

The WINNER+ Platform, an abbreviation for Wonkwang-Industry Network for New Evolution with Region and Platform for Local-industry and University Synergy, is a core system of the LINC+ Project. From the planning phase, it aims to develop regional industries' innovation and to create synergy between the local industries and university. Using the WINNER+ Platform, Wonkwang University has established the industry-academic-community collaborative system and is creating outstanding project performances by focusing on two main projects: the industry-academic education project (field training, capstone design, start-up education, fostering society-specialized talents) and the industry-academic cooperation project (regional leading project, industry support, technology leading project, equipment sharing) focused on mutual growth of the university and region.

Participation in Curriculum Expansion for Industry-Academic Education

The LINC+ Project Team promoted the industries to participate in curriculum development and operation to cultivate talented individuals in the society, designed expanded capstone courses for humanities and arts and physical education, and developed the industrial field training lesson plans. In addition, the team is in process of establishing a global industry-academic cooperation model by expansion of exchange programs with overseas companies. Wonkwang University's LINC+ unique program or Capstone Funding that receives mentoring from specialist mentors is evaluated the possibility of entering the market and the bond between industries and academia is continuously strengthened.

Industry-Academic Cooperation Harmony with Universities, Companies, and Local Community

The LINC+ Project consists of detailed areas including region-leading, industry-service, technology-leading, and equipment sharing. In particular, it provides corporate support services to solve various problems by support for family-operated companies, employees training, technology consulting, and technology exchange meetings. The LINC+ Project team contributes to development of the local community through cooperation with local companies such as infrastructure construction project, network-type field training project, problem solving core project, etc.

Becoming the Best Industry-leading University to Guide the 4th Industrial Revolution

In response to the 4th industrial revolution, the LINC+ Project Team chose five specialization fields for industry-academia cooperation or the BEST+ industries (Bio, Energy, Smart, Transportation, Plus) in connection with regional growth driving industries of the Jeollabuk-do (A: Agricultural, life science, food industry, C: carbon convergence, TI: ICT S/W, V: vehicles and shipbuilding machinery, E: green energy).

Start-up Mind Encouragement and Business Start-up Activation
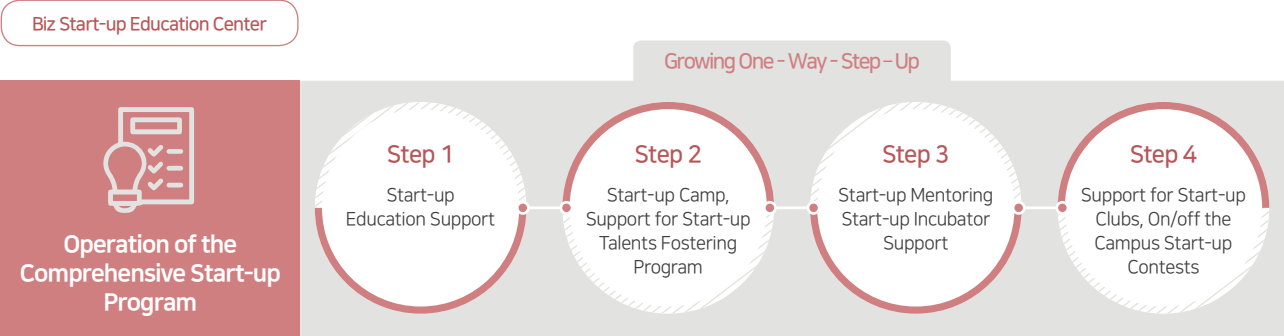
The Business Start-up Education Center of Wonkwang University has been making efforts to establish and activate entrepreneurial infrastructures by fostering and supporting various start-up training programs and clubs so that the students can play their part as prospecting entrepreneurs. In order to create the sound entrepreneurial environment and to cultivate the entrepreneurship, it provides various opportunities operating entrepreneurship lectures, start-up clubs, and camps.

Biz Start-up Education Center

Growing One – Way – Step – Up

Operation of the Comprehensive Start-up Program

Step 1
Start-up Education Support

Step 2
Start-up Camp, Support for Start-up Talents Fostering Program

Step 3
Start-up Mentoring Start-up Incubator Support

Step 4
Support for Start-up Clubs, On/off the Campus Start-up Contests

Operation of the Employment and Start-up Support Programs

By systematic management, Wonkwang University runs diverse career and start-up support programs to induce young entrepreneurship and their credits are recognized as regular courses. Through these courses specialized in each department (college), the students are provided the various start-up fundamentals and their capabilities can be developed for start-ups before their graduation.
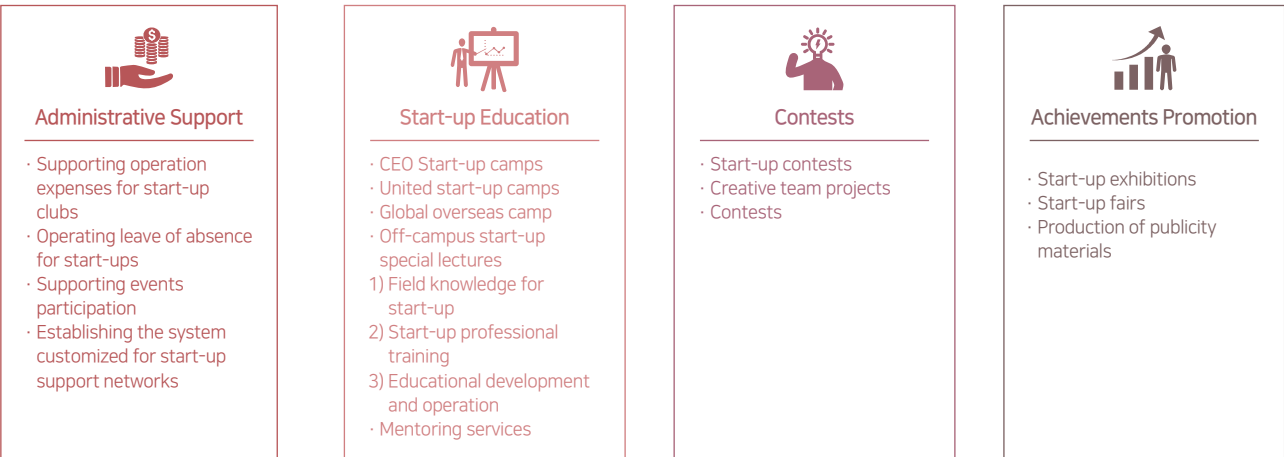
Operation of Start-up Courses by Step

Participatory Education by Level

Empowering Entrepreneurship
· Rational thinking
· Creative decision making
· Youth start-ups

Start-up Customized Training

Start-up Fieldwork
· Start-up camps
· Start-up competitions
· Start-up special lectures
· Mentoring for start-up support
· Exchange program for start-up clubs
· Operation of start-up incubation courses specialized by participating department

Entrepreneurship Training

Actual Business Start-up
· CEO start-up camps
· Global overseas camps
· Youth entrepreneurs' talk concerts
· United start-up camps
· Preparation of a business plan
· Start-up commercialization contest

Start-up Clubs

Through the start-up courses, Wonkwang University offers students the opportunities to realize actual start-up items by supporting development of start-up items and mentoring services to foster future entrepreneurs with creativity and entrepreneurship.

Support for Start-up Clubs

Administrative Support
· Supporting operation expenses for start-up clubs
· Operating leave of absence for start-ups
· Supporting events participation
· Establishing the system customized for start-up support networks

Start-up Education
· CEO Start-up camps
· United start-up camps
· Global overseas camp
· Off-campus start-up special lectures
1) Field knowledge for start-up
2) Start-up professional training
3) Educational development and operation
· Mentoring services

Contests
· Start-up contests
· Creative team projects
· Contests

Achievements Promotion
· Start-up exhibitions
· Start-up fairs
· Production of publicity materials
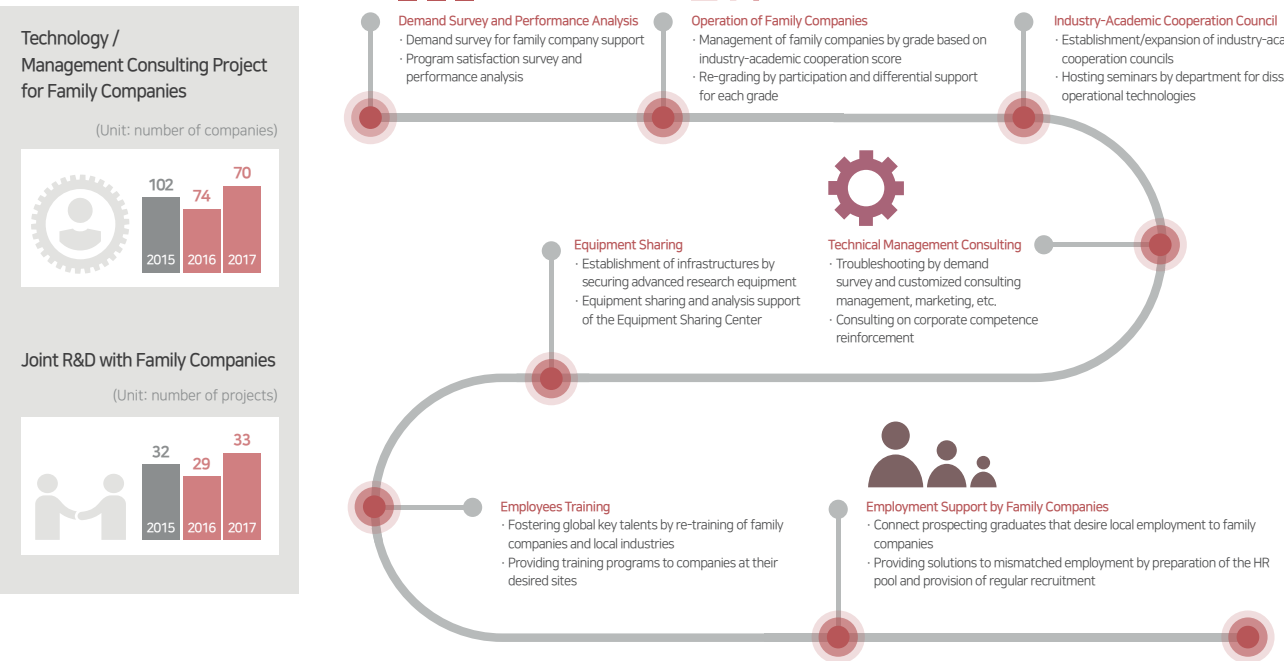
Support to Spread Start-up Culture

As interests in entrepreneurship are increasing and various programs supporting start-ups are appearing to establish the start-ups culture, Wonkwang University offers numerous programs to promote start-ups.

Start-up Camps

Creating entrepreneurial atmosphere for students to continue their start-up activities, to share difficulties, to create human resources networks through invoking interests in start-ups
· LINC+ Project Team start-up camps
· CEO start-up camps
· United start-up camps
· Start-up IPR camps

Biz-Cool Agreement

· Sharing start-up education programs with 16 universities in the province and discussing ways to promote start-up education
· Exchanging HR and materials and spread achievement by reinforcement of start-up education cooperation and mutual recognition of the necessity of cooperation
· Continuously promoting entrepreneurship through interaction with students interested in start-ups in the province

Contests

· On and off campus contests: Creating the start-up atmosphere by students' innovative ideas

Support for Future Jobs

The Industry Support Center of Wonkwang University offers exciting opportunities to promote cooperation between companies and Wonkwang University. It actively meets the needs of local universities and acts as a coordinator for R&D joint development support and tgalents recruitment. Wonkwang University strives to reinforce competitiveness of local industries as a strong partner and supporter of community-based family companies. The Industry Support Center aims to establish the system 1) to promote technology exchange between industries and universities such as technology and management guidance programs and joint research programs, 2) to provide field training for faculty and students, 3) to mutually utilize experiment and training equipment and university facilities.

Industry Support Center

Major Achievements of Industry Support Center

Technology / Management Consulting Project for Family Companies
(Unit: number of companies)

102 (2015)
74 (2016)
70 (2017)

Joint R&D with Family Companies
(Unit: number of projects)

32 (2015)
29 (2016)
33 (2017)

Demand Survey and Performance Analysis
· Demand survey for family company support
· Program satisfaction survey and performance analysis

Operation of Family Companies
· Management of family companies by grade based on industry-academic cooperation score
· Re-grading by participation and differential support for each grade

Industry-Academic Cooperation Council
· Establishment/expansion of industry-academic cooperation councils
· Hosting seminars by department for dissemination of operational technologies

Equipment Sharing
· Establishment of infrastructures by securing advanced research equipment
· Equipment sharing and analysis support of the Equipment Sharing Center

Technical Management Consulting
· Troubleshooting by demand survey and customized consulting management, marketing, etc.
· Consulting on corporate competence reinforcement

Employees Training
· Fostering global key talents by re-training of family companies and local industries
· Providing training programs to companies at their desired sites

Employment Support by Family Companies
· Connect prospecting graduates that desire local employment to family companies
· Providing solutions to mismatched employment by preparation of the HR pool and provision of regular recruitment

Technical Development Support Performance

Items		2015	2016	2017
No. of Joint Industry-Academic Research Projects and Research Expenses per Professor	No. of Projects	0.110	0.137	0.063
	Amount (KRW 1,000)	292.1	2.264	1.512
Technology Consulting	No. of Consulting Services	139	115	5

Enhancement of Fieldwork Capabilities, Cultivation of Industry-tailored Talents

The WKU Fieldwork Training Center provides various on-the-job training programs in collaboration with WKU family companies to maximize social adaptation ability and practical ability of its students and to meet the demand of a highly competitive international society. As a wellspring of global leaders equipped with professional knowledge and virtue, Wonkwnag University strives to ensure that WKU students and alumni contribute to many areas in the development of local communities and national industries.

Fieldwork & Capstone
Design Center

Support for Fieldwork Training

Diverse on-site training courses are provided to cultivate students' practical skills and help them acquire knowledge of career paths, academic, and career opportunities in industries (companies, institutes, etc.).

Fieldwork Training Courses

Course	Credit	Training Hours (6 to 8Hrs / day)	Semester (recommended)	Type	Grade/Evaluation
Seasonal fieldwork training (1, 2, 3, 4)	1~2	4 weeks or more (120Hrs)	Juniors, seniors (with completion of 5 or more semesters)	Short-term (season)	Selected degree, dual-degree, P/F (pass, fail)
Major-specific fieldwork training (1, 3, 4, 5)	1~2	6 weeks or more (180Hrs)	Juniors, seniors (with completion of 5 or more semesters)	Short-term (season)	Selected degree, dual-degree, P/F (pass, fail)
Major-specific fieldwork training (1, 3, 4, 5)	1~2	8 weeks or more (240Hrs)	Juniors, seniors (with completion of 5 or more semesters)	Short-term (season)	Selected degree, dual-degree, P/F (pass, fail)
Major-specific fieldwork training (2)	14~18	15 weeks or more (450Hrs)	Seniors (with completion 6 or more semesters)	Long-term (regular semester)	

Operation of Fieldwork Training Center

No. of Students Completed Fieldwork Training

889 (2014)
1,142 (2015)
1,053 (2016)
908 (2017)
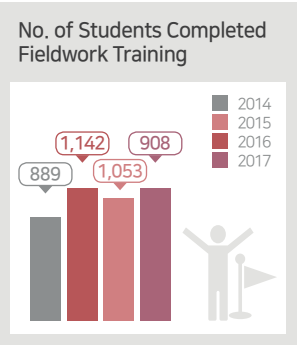
Source: WKU administrative information disclosure

Support for Fieldwork Training

Course	Training period	Training support (student)	Instructor support (company)	Insurance
Seasonal Major-specific Fieldwork Training (1, 2, 3, 4)	Support for All Departments	N/A	N/A	N/A
Major-specific Fieldwork Training (1, 3, 4, 5)	Support for All Departments	Students Completed the Course in All Departments (Colleges) Practical training support of KRW 400,000 / LINC+ Participating Department (College): KRW 500,000 / LINC+ Non-participating Department (College): KRW 400,000	Training service providing company: KRW 100,000 per student of LINC+ participating department/college (max KRW 1 million)	All financial supports except insurance subscription and scholarships are exclusive to companies participating in "Development of Industry-Academic Cooperation Training Curriculum"
Major-specific Fieldwork Training 2	Support for All Departments	LINC+ Participating Department (College): KRW 400,000 / Students completed the course in all departments (colleges): 50% tuition	For companies participating in LINC+ that provide supervision to at least 2 students, Maximum KRW 1 million for 5 students (KRW 200,000 per student)	All financial supports except insurance subscription and scholarships are exclusive to companies participating in "Development of Industry-Academic Cooperation Training Curriculum"

Other Support for Fieldwork Training

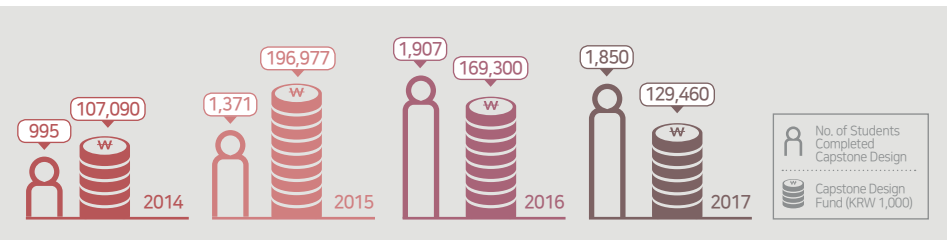| Other Support	Subject	Description	Remarks
Overseas Fieldwork Training	Student	Per student of LINC+ participating department (college) Additional support of [Asia: KRW 1 million / Other: KRW 2 million]	For short-term course, employment needs to be confirmed first to receive payment.
Trip Expense	Professor	For domestic companies that provide training, support provided once for the visit per company (agreement is automatically concluded upon fieldwork training application online) (It complies with the standards for payment of travel expenses of Korea Research Foundation)	Exclusive to companies participating in "Development of Industry-Academic Cooperation Training Curriculum"

Capstone Design

For juniors and seniors, WKU Capstone Design offers comprehensive design courses forging a strong tie with the surrounding community. The courses are tailored to prepare students with the ability to solve problems that can be encountered in the actual industrial field by planning, designing, producing, and evaluating a project instead of writing a graduation journal. Through the LINC+ project, WKU capstone course students will identify and solve the fieldwork issues and ultimately aim to vitalize the corresponding industries and to contribute to the local community.

Support for Capstone Design (per student)

Category	Type	Engineering	Arts and Science	Humanities and Social Science
LINC+ Participating Department	auction and fund type	KRW 200,000	KRW 160,000	KRW 80,000
LINC+ Participating Department	company-specific type	KRW 100,000	KRW 80,000	KRW 40,000
LINC+ Non-participating Department	company-specific type	KRW 50,000	KRW 40,000	KRW 20,000

Capstone Design Operation Status

	2014	2015	2016	2017
No. of Students Completed Capstone Design	995	1,371	1,907	1,850
Capstone Design Fund (KRW 1,000)	107,090	196,977	169,300	129,460

Source: WKU administrative information disclosure

Support with Customized Equipment

Equipment Sharing Center

WKU Equipment Sharing Center was established as a support body for R&D and education. In addition to procurement of high-priced analysis equipment, it has prepared the standardized operation and management system to improve efficiency of the equipment. WKU Equipment Sharing Center not only provide direct support to academic activities but also contributes substantially to industry-academic cooperation researches. Wonkwang University surveys departments and family companies that are participating in the LINC+ project for industrial needs and supports acquisition of industry-specific equipment.
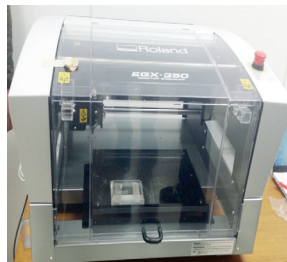
Liberty Blue Peptide Synthesis System

Rotary Evaporator System

Pre-clinical in vivo imaging system

PVC Fume Hood

Roland Desktop Engraver

RAPID-RD1325 Router

CK

Regional University Specialization Project (CK, University for Creative Korea)

Being pursued by the Ministry of Education, the CK Project is designed to encourage provincial universities to focus on their strengths to accommodate demand and uniqueness of the local community and to implement its structural reform. The Wonkwang University's Specialization Project Team strives to foster professionals with convergence capacities in humanities and technology of the CHANGE (China, Humanities, Agro-medical, NT-BT Convergence, Green Energy) industries by reinforcement of mindfulness and humanities (Mind), cultivation of self-motivation (Ownership), advancement of creative professionalism (Think), vitalization of convergence management (Operation), and enhancement of communication skills (Relationship). Wonkwang University will continuously strive to make a leap forward to produce many creative and distinguished talents that lead the future value as it creates a new paradigm of humanities and technology convergence capacity based on the MOTOR for CHANGE.

Vision and Goal of the Specialization Project Team
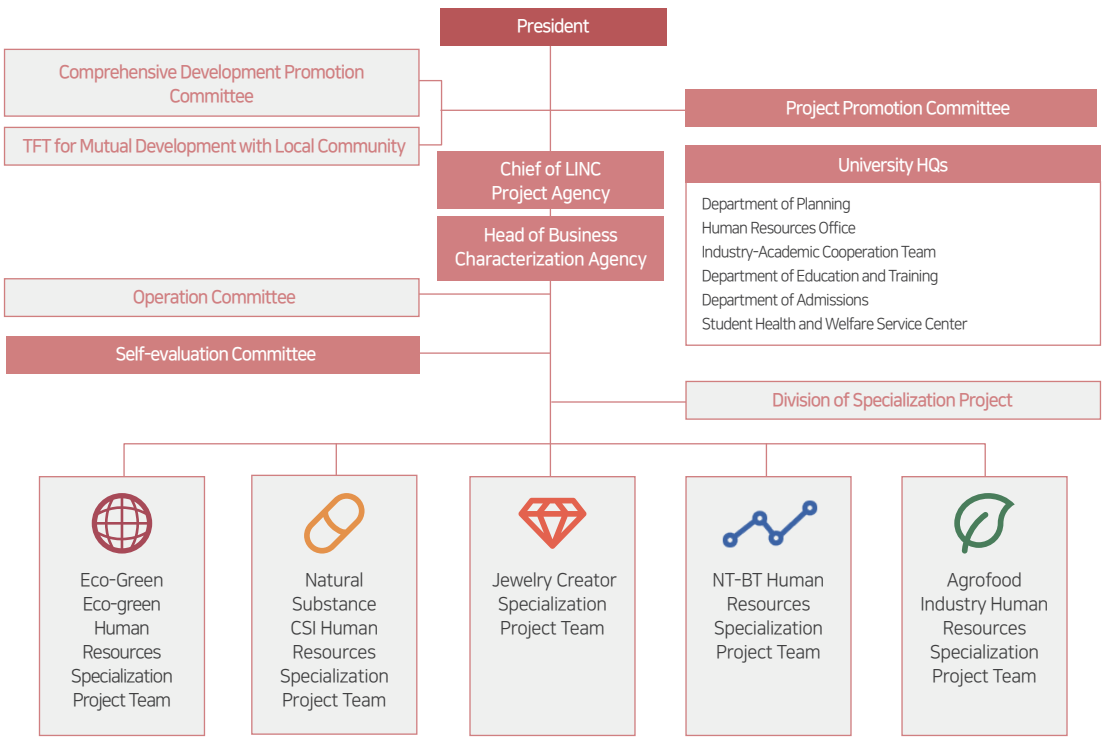
Vision — The University to Foster Creative Professionals Who Lead in Future Value

Goal — To Cultivate Professionals Specialized in Convergence of Humanities and Technology
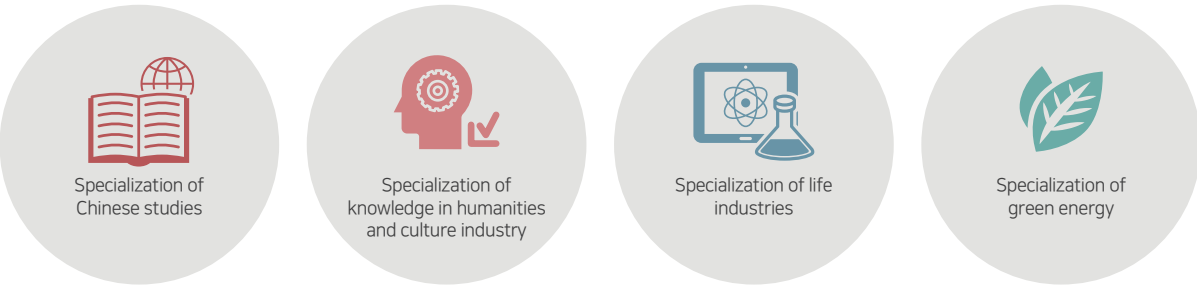
Driving Strategies and Tasks

M Mind	O Ownership	T Think	O Operation	R Relationship
Reinforcement of Mindfulness and Humanities	Cultivation of Self-motivated Learning	Advancement of Creative Professionalism	Vitalization of Convergence Management	Enhancement of Communication Skills
· Launch of the graduation certification system including the moral practice certification · Development of courses to cultivate humanities · Development of virtue training programs · Vitalization of book discussion programs · Major-related community services	· Development of college life guidelines and self-innovation courses · Vitalization of self-motivated learning programs · Establishment and vitalization of self-motivated learning infrastructures · Expansion of capstone design courses	· Operation of creativity development programs · Development of problem-solving skills improving programs · Reinforcement of major-related field training · Vitalization of coupling education program among industry, academia, government, and institute · Development of the program covering fieldwork training – Capstone design - Internship – employment and job matching	· Development and operation support for interdisciplinary applied majors and courses · Vitalization of integrated majors · Vitalization of double majors and multiple majors · Development of convergence capstone design courses	· Development and operation support for global courses and programs · Strengthening communication skill courses · Development and operation of customized communication programs · Operation of regional and international cultural appreciation programs

Driving Strategies and Tasks

- President
- Comprehensive Development Promotion Committee
- TFT for Mutual Development with Local Community
- Chief of LINC Project Agency
- Head of Business Characterization Agency
- Operation Committee
- Self-evaluation Committee
- Project Promotion Committee
- **University HQs**
  - Department of Planning
  - Human Resources Office
  - Industry-Academic Cooperation Team
  - Department of Education and Training
  - Department of Admissions
  - Student Health and Welfare Service Center
- Division of Specialization Project

Eco-Green Eco-green Human Resources Specialization Project Team	Natural Substance CSI Human Resources Specialization Project Team	Jewelry Creator Specialization Project Team	NT-BT Human Resources Specialization Project Team	Agrofood Industry Human Resources Specialization Project Team

Driving Strategies and Tasks

C China	H Humanities	A Agro-Medical	N NT-BT Convergence	GE Green Energy
Fostering experts and professionals with practical knowledge in China	Nurturing prospective leaders with knowledge in humanities	Fostering experts in the Agrofood and medical industry for safe and healthy food production	Nurturing experts in nano and life convergence	Fostering key experts in green energy industry

Driving Strategies and Tasks

Specialization of Chinese studies	Specialization of knowledge in humanities and culture industry	Specialization of life industries	Specialization of green energy

Eco-green Specialization Project

For humanity to sustain a peaceful and comfortable environment with global economic, social and cultural development, the social infrastructure (Social Overhead Capital, SOC) must be established. In order to construct this management operation infrastructure, the Eco-green Specialization Project Team aims to produce creative construction professionals and experts in the creative construction area through various programs in environment preservation technology, energy saving technology, disaster prevention technology, and etc. The Eco-green Specialization Project is committed to strengthen students' capabilities and to globally expand their competitiveness beyond Korea using innovative curriculums as well as various projects such as operation of on-the-job fieldwork programs, global competency improvement programs, career programs, and industry-academic cooperation programs. It also runs diverse benefit programs such as special scholarships and local and overseas training program support for reinforcement of student capabilities to their career paths and creating outstanding achievements of the project.

Natural Substance CSI Specialization Project

The Natural Substance CSI(Creative, Standardized, International) Project Team independently operated by the oriental medicine and pharmacy departments aims to produce creative talents equipped with global standards specialized in the natural substances field. It provides diverse programs designed to improve the learning environment, to support academically struggling students, and to expand lab equipment. A number of small-sized clubs are also provided to encourage research activities related to majors. The Natural Substance SCI Project Team strengthens the network with industry-academic cooperation specialists and makes a special effort to enhance students' on-the-job capacity through mentoring programs.
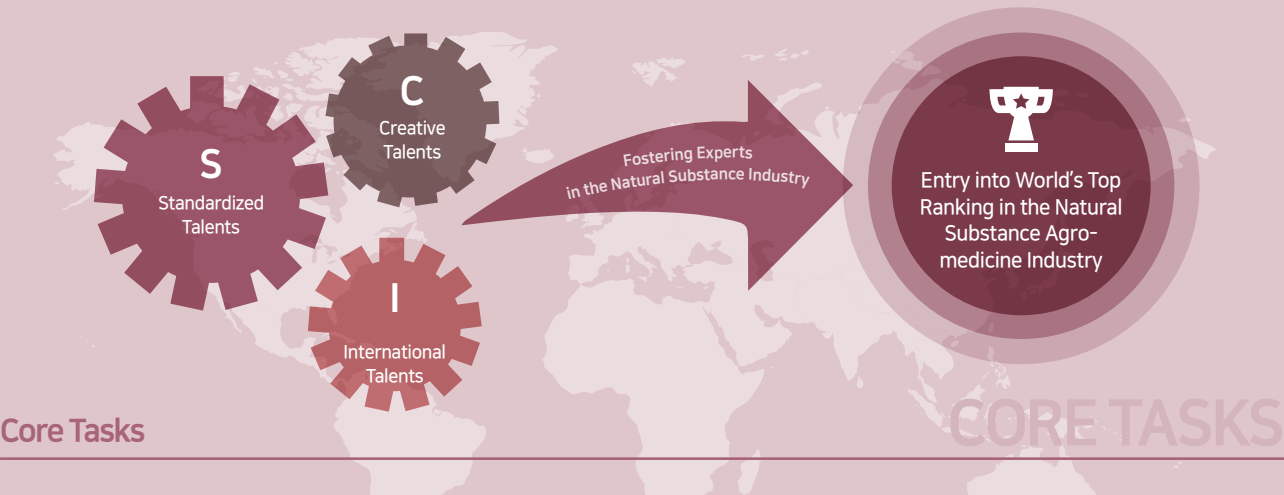
Vision
A Mecca to Foster Global Experts in Eco-green Creative Construction

Goal
To Cultivate On-site Professionals in Creative Construction based on Eco-green Philosophy

Vision
Entry into World's Top Ranking in the Natural Substance Industry by Cultivating Creative CSI Experts with Global Mindset

Goal
To Foster Globally Standardized Professionals Specialized in the Natural Substance Industry

Core Items

Enhancement of Undergraduate Curriculum
· Development of contents and course materials
· Extensive support to academic portfolio and students with poor academic standing
· Improvement of major-oriented laboratories and support for academic equipment and S/W

Fostering Undergraduate Professionals and Support
· Support major-oriented club activities, contests and competitions
· Operation of field trips supervised by overseas universities and of international on-the-job training programs
· Support in obtaining certificates of qualification by major
· Provision of various non-academic activities

Scholarships
· Student capacity scholarship
· Mileage scholarship
· Academic performance scholarship
· International student scholarship

Major Programs
· PBL creativity development program
· On-the-job training program
· Mutual growth community services
· Eco-green forum and academy
· Talk show on issues in the specialized field

Driving Strategies

Core Tasks

Communication with the Local Community
· Operation of natural substance standardization forums
· Support for local community services
· Provide mentoring services to local students

Scholarships
· Point Scholarship
· Performance Scholarship
· Burn-the-Midnight-Oil Scholarship
· Double 50 Scholarship
· CSI Capacity Building Grant

Enhancement of Undergraduate Education
· Level-specific supplementary programs
· Mentor support for major-based practical training
· Intensive major-based creative research projects
· Programs to foster experts in oriental and herbal medicine
· Quality control equipment training
· Intensive camp support for major specialization
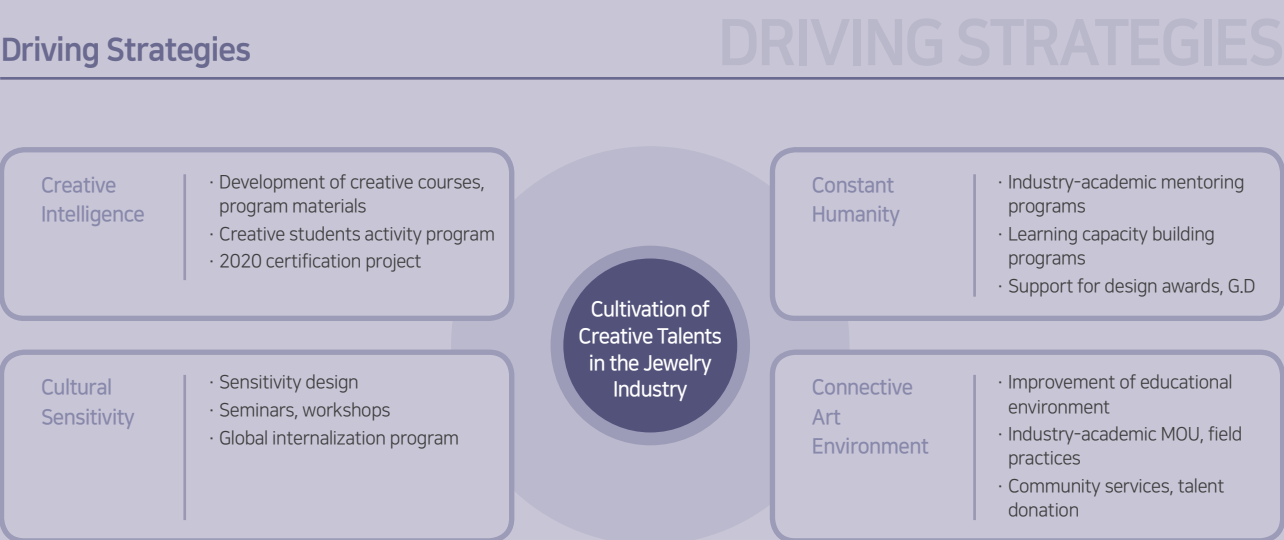
Strengthening Employment Capacity
· Support for CSI morale development programs
· FLP language programs
· Intensive consulting on career paths
· Career matching program (Mentor-mentee events)
· Special lecture on capacity building
· Support for creativity building clubs
· Support for international exchange activities

Jewelry Creator Specialization Project

With "Cultural cultivation of human-centered high value-added jewelry industry" as its vision, the Jewelry Creator Specialization Project Team is committed to produce future-oriented professional jewelry creators based on the converging, popularizing, and institutionalizing of the jewelry making, cultural sensitivity, changing emotional intelligence (humanity), artistic environment application, and ICT-convergent knowledge. It provides not only a stage to teach design and art but also a stage to cultivate professional jewelry creators equipped with creative thinking. It will make every effort to be a peerless institution in Korea, which is specialized in fostering professional jewelry creators to lead the creative economy demanded by the society and industries.

NT-BT-based Bio/Agro-food Specialization Project

The Korean National Food Cluster has been developed in the Iksan City, and the Jeonbuk Innovation City embraces many companies, research institutes, and four major government offices in addition to the Agricultural Promotion Agency. This started to create a lot of jobs and the need of experts specialized in assessing efficacy of bio-food materials is soaring. To this end, the NT-BT Business Agency of WKU aims to cultivate talented individuals who are just right for the regional industries, providing NT-BT specialized curriculum, inviting special guest speakers for lectures, offering various education support for strengthening students' practical ability, scholarship, club support, and idea competitions, and continuously upgrading campus facilities and equipment.

Vision
VISION

Cultural Cultivation of Human-oriented High Value-added Jewelry Industry

Goal
GOAL

To Foster Specialized Jewelry Creators with Creativity and Humanities in Convergence

Vision
VISION

Cultivation of Experts to Assess Efficacy of NT-BT-based Regional Bio/Food Substances

Goal
GOAL

To Foster Creative and Rational Life Scientists and Chemists to Manage Efficacy Assessments of NT-BT-based Bio/Food Substances Who Will Lead the Advanced Research Technologies

Promotion strategy
PROMOTION STRATEGY

- Creative Intelligence
- Cultural Sensitivity
- **Cultivation of Creative Talents in the Jewelry Industry**
- Constant Humanity
- Connective Art Environment

Core Items
CORE ITEMS

- Bio/Food Substances
- Contribution to Regional Income Increase
- Cytological Analysis
- Cultivation of Customized Convergence Experts
- Development of Functional Foods and Pharmaceutical/ Medical Materials
- Structural Analysis
- Preclinical Experiment

Driving Strategies
DRIVING STRATEGIES

Creative Intelligence	· Development of creative courses, program materials · Creative students activity program · 2020 certification project

Constant Humanity	· Industry-academic mentoring programs · Learning capacity building programs · Support for design awards, G.D

Cultivation of Creative Talents in the Jewelry Industry

Cultural Sensitivity	· Sensitivity design · Seminars, workshops · Global internalization program

Connective Art Environment	· Improvement of educational environment · Industry-academic MOU, field practices · Community services, talent donation

Agrofood Industry Human Resources Specialization Project Team

The Agrofood Industry Specialization Project Team has responded to growing consumer demand for food safety and national commitments to build the food safety powerhouse, aiming to cultivate experts to lead the agriculture and food industry by establishing a systematic safety network for the sixth-order industry from the production of agricultural raw materials, manufacturing, distribution, logistics, consumption, to cure in accordance with the structure of the agriculture and food industry. It runs specialization tracks and integrated courses and programs, operates a commercialization center, and secures the network among industry, academic, government, and institute to realize its status as the Agrofood convergence university. Wonkwang University is committed to enhance competitiveness of the Agrofood industry and establish safe and secure food culture by fostering specialized experts equipped with morality and virtue for contribution to the regional communities.

Vision

VISION

Creation of a Future Growth Engine to Connect and Develop the Agriculture and Food Industry in Accordance with the Food Supply Chain

Goal

GOAL

To Foster Professionals Specialized to Lead the Safe and Secure Agriculture and Food Industry

Major Tasks

MAJOR TASKS

Enhancement of Education Quality via Selection and Focus

· Securing full-time professors
· Development and operation of diverse programs with industry-academic-government-institution experts
· Establishment of education infrastructures and improvement of environment
· Preparation of courses to cultivate experts demanded by the local community

Development of Students' Capacity

· Organization of self-motivated study clubs
· Improvement of self-capacity in English, certificates of qualification, employment, and start-ups
· Support for employment activities and on-the-job training
· Gradual development of SEAF incentive scholarships to promote students' learning capacity development

Securing Competitiveness and Recognition

· Continuous support of regional industry, academia, government, and institutions using the Practice Center system
· Support for joint researches by selection of outstanding companies
· Mutual growth activities in the region including community services
· Field trips and convention supports for industry-academic-government-institute technical information exchange

Mission 2.
Reinforcement of Student Learning Capacity

Reinforcement of Students' Learning Capacity

Wonkwang University is making a consistent effort to improve students' learning capacity by developing various learning capacity reinforcement programs and operating the support groups.

Support Groups for Learning Capacity Reinforcement

Wonkwang University engages in diverse activities for students' capacity development by organically collaborating with the Student Capacity Development Committee and other relevant departments. The Department of Education and Training, College of Liberal Arts, Human Resources Office, Institute of Moral Education, and undergraduate colleges, Department of International Exchange serve as the support groups for program operation, while the Student Capacity Development Committee is responsible for the comprehensive supervision over all programs and evaluation of each program. Staff members of the support groups operating the students' capacity development programs are experts that are equipped with relevant professional certificates (degrees).
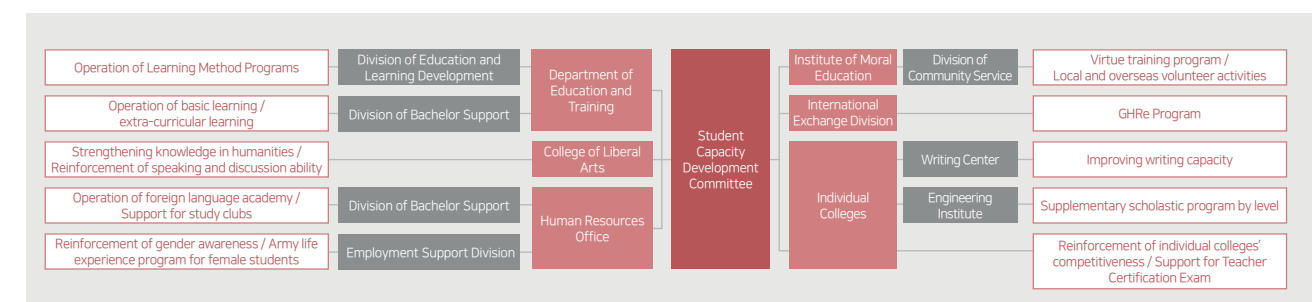
Development and Operation of Learning Capacity Reinforcement Programs

In the planning phase of Learning Capacity Reinforcement Program, WKU students are surveyed on their educational needs and current learning environment for analysis and application. For freshmen, the level of their adjustment to campus life is researched as well as university policies such as Comprehensive University Development Plan, Integrated Career Development Plan, and 6 Strategies for Sustainability. Using the results of the preliminary survey and university policies survey from the educational users and the opinions collected from the Comprehensive Development Plan Promotion Committee, the Student Capacity Development Committee develops and implements the reinforcement programs.
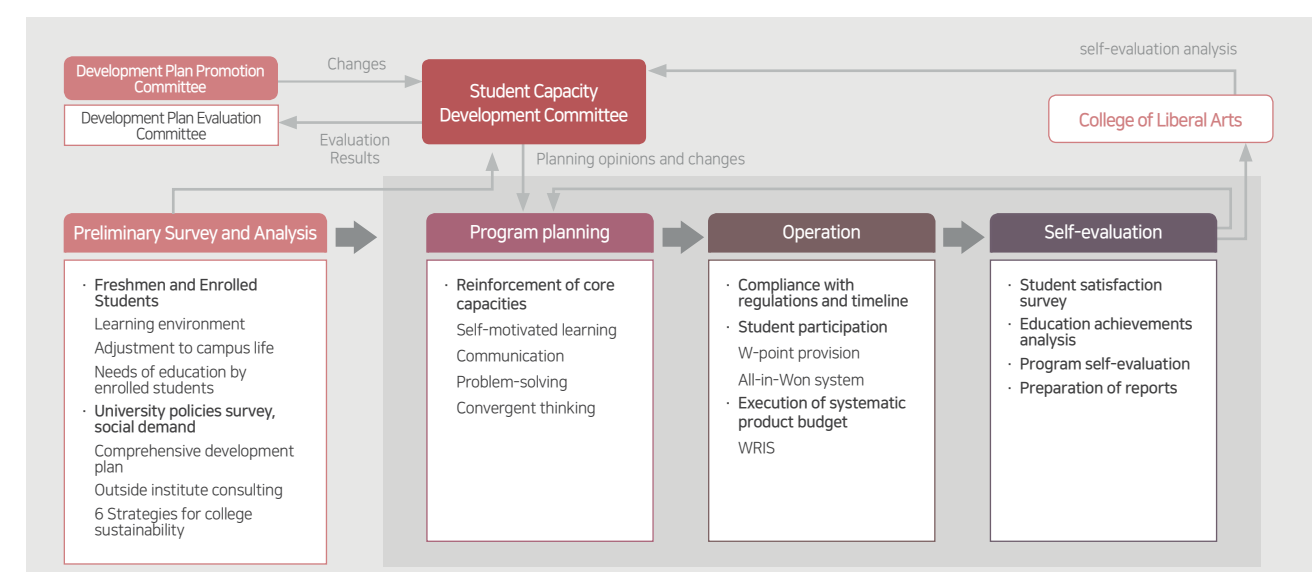
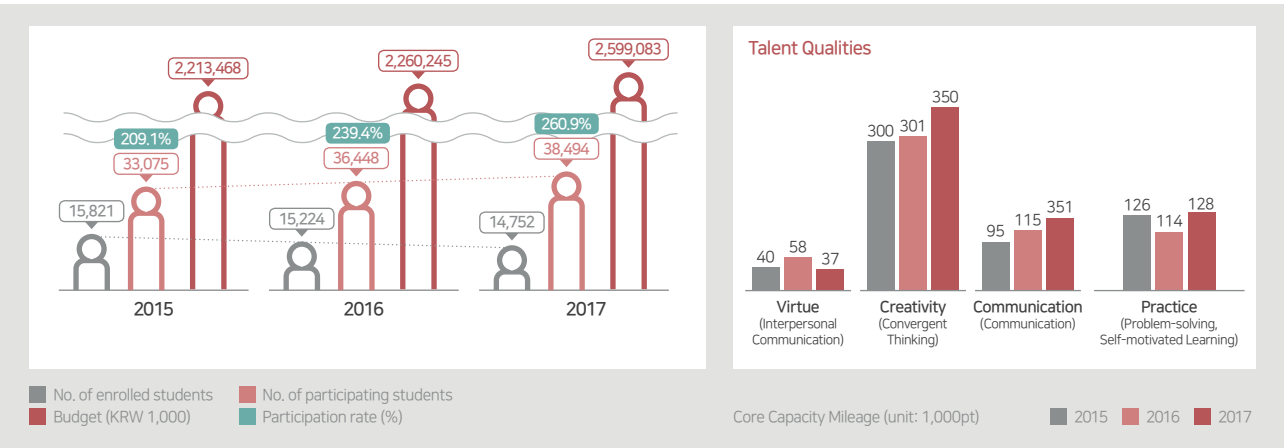# Learning Capacity Reinforcement Programs

The Learning Capacity Reinforcement Programs consist of courses for developing core learning capabilities such as self-directed learning, communication, problem solving, integrated thinking, and interpersonal skills. For lower grades, education and communication training at the fundamental level (mathematics, English) is focused on. And for the senior students, the courses for creative thinking based on problem solving and humanities are conducted. Throughout the courses of all grades, cultivation of knowledge and virtue is emphasized as well as the interpersonal competency enhancement, which is essential in community consciousness. In application of WKU 2022+ development plans and the latest social demand, we are operating the optimal courses for enhancing students' learning ability in 3D printing for the 4th industrial revolution, IoT service development, and drone piloting management.

Learning Capacity Programs for Each Year

Learning Capacity	Program areas	Detailed Programs
Self-motivated learning	Basic academic learning	Supplementary scholastic courses for math and English by level, extra-curricular courses by department (college)
	Learning method	Learning method in class, IT applied learning method, learning with Tutor / Buddy / Mentor
Communication	Communication	World classics course, book club activities, writing and proofreading sessions
	Foreign Language	English, Chines, Japanese grammar and conversation courses, academy type intensive course
	GHRe	Short and long-term overseas English training courses GHRe in or between semesters
Problem-solving	4th Industry Revolution	3D printing and designing, IoT, drone applied practical capacity reinforcement courses
	Support for certification	Special lecture for teacher certification exam, diverse support courses for achieving major-specific certifications
	Study clubs	Support for intensified major-specific study club activities
Convergent Thinking	Humanities convergence	Special lectures by inviting humanities experts, in convergence of liberal arts and life science
	Humanitas	Classics and western literature book quizzes, tests, discussion programs
Interpersonal Relationship	Virtue training	Virtue training course, morality practice certification program, CPR
	Local and overseas volunteer activities	Local and overseas volunteer activities and talent donation activities related to one's major
	Reinforcement of gender awareness	You&I Our Love Camp, WonDae Woman Life Planning, Catch Up! WonDae Woman

Achievements of Learning Capacity Reinforcement

As the number of total enrollment decreased, the number of program participating students has increased from 33,075 in 2015 to 38,494 in 2017 by 16.4% due to continuous efforts made to improve the program by application of student learning level, student needs, and social demands. Through participation in the capacity reinforcement program, the total capacity mileage or W-Point has been steadily increasing by core capacity area (Virtue, Creativity, Communication, and Practice).

No. of enrolled students   No. of participating students
Budget (KRW 1,000)   Participation rate (%)

Talent Qualities

Core Capacity Mileage (unit: 1,000pt)   2015 2016 2017

WKU's Learning Capacity Reinforcement Program is achieving remarkable performance in each field. In cultivation of basic learning ability of international freshmen students, WKU students won a grand prize in the "Golden Bell" contest and "Togetherness" event of the Korea international student festival. Through operation of the Support Program for National Certification Exam and video learning center, WKU has produced 233 successful applicants in the national teacher certification exam for kindergarten and middle school and produced 119 successful applicants from WKU Department of Fire Service Administration in the government employee certification exam, which ranked the 1st in Korea. Through the programs provided to prepare the Fourth Industrial Revolution, WKU students have won an "Excellence Award" in 3D Printing BIZCON contest and the Best Paper Award in "3D Printer Head Problems" by the Korean Society of Manufacturing Process Engineers, and the 1st prize in Korea Invention Patent Exhibition 2017 (KINPEX 2017). Through the extra-curricular programs, all of 20 participants from Department of Beauty Design won awards in the International Beauty EXPO 2017. Students who participated in humanities programs such as Humanitas Reading Contest and World Classical Literature Course also achieved excellent performance in various contests.

Achievements of Learning Capacity Reinforcement Programs

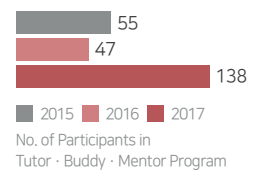| Learning Capacity	Key Programs	Key Performance
Self-motivated learning	Supplementary scholastic training	Contributed to freshmen's understanding of university-level mathematics courses
	Improvement of basic learning capacity of international students	Operation of the Tutor · Buddy · Mentor Program Won a grand prize in "Golden Bell" contest for international students' festival Won a grand prize in "Korean Speech Competition"
Communication	TOEIC Academy	Regular TOEIC tests by Korea TOEIC Committee were used as evaluation. No. of students completed the program increase every year with 350 in 2015, 353 in 2016, and 397 in 2017.
	Japanese Academy	Japanese Academy opened since 2017 according to the demand of students 30 students completed the course, outstanding satisfaction (97.7%)
	Overseas Foreign Language Program	Provided externships with local companies, educational institutes, NGO, etc. to utilize foreign language abilities
Problem-solving	Programs to prepare for national examinations	In the last 3 years, 233 successful applicants have been produced in the national teacher certification exam for kindergarten and middle school In the last 3 years, 119 successful applicants have been produced from WKU Department of Fire Service Administration in government employee certification exam (1st Rank in Korea)
	3D Printing and Arduino Programs	· Won "Excellence Award" in 3D Printing BIZCON Competition · Awarded the Best Paper Award in "3D Printer Head Problems" by the Korean Society of Manufacturing Process Engineers · Awarded the 1st prize with "Augmented Reality (AR) Land Boundary System" in Korea Invention Patent Exhibition 2017 (KINPEX 2017)
	Learning Together Program	Students voluntarily organize study clubs and study on major-related subjects and career development, improving their academic abilities and career opportunities
	Extra-curricular Programs	All of 20 participants from Department of Beauty Design won awards in the International Beauty EXPO 2017
Convergent Thinking	Humanities Reinforcement Program	Diverse programs to cultivate integrated thinkers such as Idea Contest were implemented. Students have achieved excellent performance in a number of contests. Awarded in "LG Global Challenger Finalist 2017" Awarded the Excellence Prize in the "Prudential Good Project" contest Awarded the Silver Prize in "Through Eyes of Future Journalist," the national local newspaper conference 2016 convened by Korea Press Foundation
Interpersonal Communication	Virtue Training Program	Recognized and awarded "Outstanding Emotional Intelligence Training Program (2013-Dec. 2016)" first time as a university Acquired "BLS Provider" qualification by American Heart Association Won the Jeonbuk's Proud Youth prize Received the President's Award by Korea Rural Community Corporation for talent sharing with rural communities

Supplementary Scholastic Program

709
714
1,232

2015 2016 2017
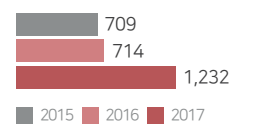
No. of Participants in Supplementary Scholastic Program

3.88
3.92
3.97

2015 2016 2017
Satisfaction 5 out of 5
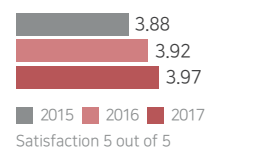
No. of Participants in Basic Learning Ability Development Program

55
47
138

2015 2016 2017
No. of Participants in Tutor · Buddy · Mentor Program

① Chinese Academy
② International Beauty EXPO
③ LG Global Challenger
④ BIZCON Contest

BLS Provider Certification Program

WK-MOOC

For educational innovation and providing education services to local communities, Wonkwang University has developed a MOOC program called KW-MOOK Program and it has been in operation since 2016. The WK-MOOC services are largely categorized into contents development and platform operation. Since contents development was planned in 2016, the courses on renaissance and art stories and on oriental medicine concert were developed and uploaded on the WK-MOOC Platform for public access. A variety of contents have been discovered in many topics such as calligraphy, life science, and engineering in 2017. For operation of the WK-MOOC platform, the Open-Edx platform has been established on campus and courses for prospecting students have been in service since 2016. Courses are soon to be accessible to public.

Source: http://wkmook.wku.ac.kr
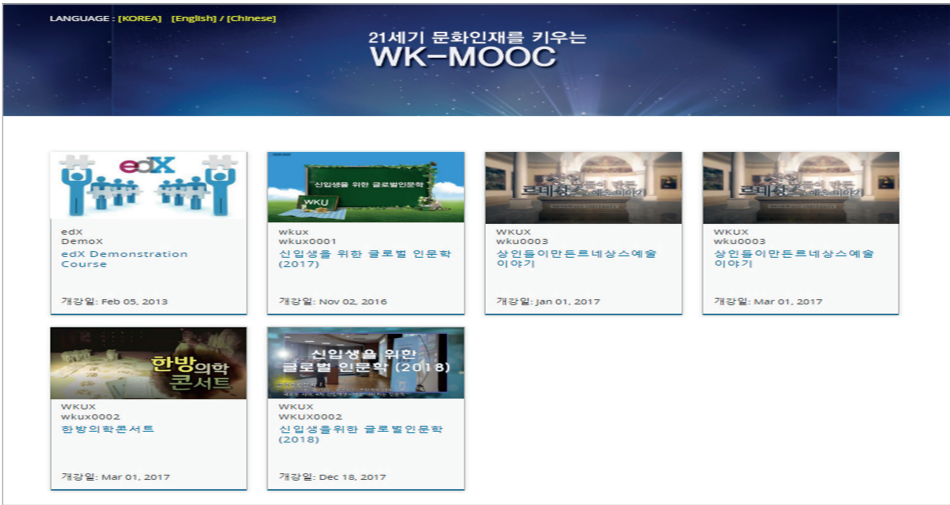
e-Day Workshops on Pedagogical Techniques

In response to the rapidly changing environment for university education, Wonkwang University selects the latest pedagogical techniques to convene e-Day workshops. In the e-Day workshops, on and off campus experts are invited to lecture on the latest pedagogical techniques once every semester and professors and faculty members participate to share the techniques. For the first semester of 2017, the workshops were convened with a theme "Get Ready for Future Education" and for the second semester, the theme was "Study on Wonkwang University Students Competence by K-CESA."

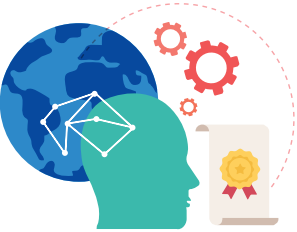
Creative Convergence Schule

Schule means school in German

The Creativity Convergence Schule Program operated by the Pedagogic Development Center was founded to lay the groundwork for cultivation of talented individuals to meet the future demand of the changing society. Pursuing higher academics beyond industrial capitalism-induced disciplines, it aims to realize the convergence education customized in the era of the 4th Industrial Revolution. The program is designed to have all university constituents such as Professors, faculty, students actively engaged in discussions and sharing of their diverse knowledge. Speakers of the Creativity Convergence Schule Program condense the knowledge to share with other participants and present them in 10-minute messages. At the end of each presentation, there is a Q&A session given between the speaker and the audience. Anyone from the university can participate in the presentation, and all the professors, faculty members, students, and the general public can take part in the audience.

Presentation Topics of the Creativity Convergence Schule Program, 2017 1st Semester

1-department 1-company Startup			Creative Convergence and Education
. Logic-oriented Therapist Training Project · Personal Data De-Identification Technology for Big Data · Development of Smart Solar LED Street Lights (security lights) · Creative and Innovative Partner-matching Sites · Philosophy and Employment, Won-Philosophy · Establishment of the Stone Industry Research Institute · How to Develop Geotechnical Maps Interfaced with GIS · Community and Design Market Startups · Local Businesses Applied with Safety Design	· Griffin Technologies · Gold Farming · Differentiated Blue Ocean Strategies by Department-Major Convergence – English Education · Modular Building System · New Drug Development · Children's Architecture School · Production of Educational Materials for Infants and Young Children · Startup in Early Childhood Education and Child Care · Biz Start-up with Japanese Language · Niche Market Strategies for Professional Translation · Restoration and Utilization of Cultural Assets	· Biz Start-up by Design Clubs, Establishment of Industry-Academic Partnership Model · Biz Start-up in Functional Cosmetics · A Multidisciplinary Approach to Health, Hygiene and Welfare · Small Capital Start-up Using a 3D Printer · Biz Value Creation by Analysis of Unstructured Big Data · Support for Student-led Biz Start-up · Operation of Wongwang University's Contemporary Ceramics Research Institute · Art Banks & Art Shops · Sustainable Smart Campus · Titanium Industry · Drone Pilot Training and Control Center · Development of Energy Solution · Electronic Convergence Engineering and CI Program · Operation of the Sleep Management Center	· Creative Convergence Medical Services: Bench to Bedside · Creative Problem Solving Methods Using TRIZ · Brain Science and Learning Theories · Problems of Lecture Classes

1st Session

Subject: Students
Description: Sharing biz start-up ideas

2nd Session

Lecture Subject: 6 Professors /
Description: 1-Department 1-Company Startup

3rd Session

Description: Start-up Talk Concert

4th Session

Lecture Subject: Students (start-up ideas)
Description: Presentation on start-up ideas participated by students

Mission 3.
Cultivation of Global Talents

Globalization Program

Wonkwang University is a global university that has partnerships with 78 universities and research institutes over 22 countries. With the cooperative network as its basis, Wonkwang University offers diverse international exchange programs for students to develop global citizenship by cultivation of social, economic, and cultural knowledge.

Language Courses and GHRe Program

Wonkwang University provides the GHRe (Global Human Resources) Program for students to improve their foreign language proficiency which course credits are recognized. The students selected for the program are given an opportunity to attend language schools in English-speaking countries such as the US and Australia along with transferrable fieldwork credits according to the course period (4 weeks to 20 weeks). The selection period is from April to May and November to December, twice a year. Full-time students who have been enrolled in Wonkwang University for 5 semesters or more with an average GPA 3.0 or above are eligible for application.

GHRe

(Unit: No. of participants)

Year	No. of participants
2015	71
2016	84
2017	62
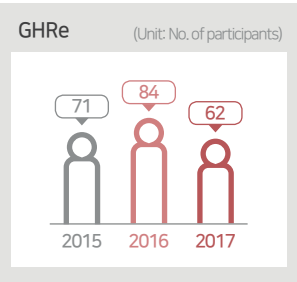
Countries and Universities for the GHRe Program (2017)

Country	University	Language	Type	No. of Participants
Philippines	EV			35
Australia	Swinburne	English	Short-term	21
US	UMKC			29
Total				85 Participants

Dual Degrees

Wonkwang University offers a number of dual degree programs with partner institutions that are recognized in their nations. The curriculum is jointly operated so that the students who have successfully fulfilled the equivalent coursework are subject to obtaining two degrees, at two different universities. Students can pursue two degrees simultaneously, one at Wonkwang University and the other at a partner institution, maintaining their enrollment status. Students who have earned more than 70 credits (minimum 29 credits in liberal arts and 24 credits in major courses) with an average GPA of 3.0 or higher are eligible to apply for the program. Applicants must have English language proficiency corresponding to the level required by the subject partner institution.

Country	Academic Partner University	Department
China	Ludong University	Department of Korean Language and Literature, Department of English Language and Literature, Department of Chinese, Department of History, Department of Public Administration (Journalism), Department of Welfare and Health (Department of Social Welfare), Department of Business, Department of Economics, Department of International Commerce, Department of Food and Nutrition, Department of Arts, Department of Visual Information Design, Department of Space Environment and Industrial Design, Department of Mechanical and Automotive Engineering, Department of Civil and Environmental Engineering

Tutor · Buddy · Mentor Program

Wonkwang University's Tutor · Buddy · Mentor Program matches Wonkwang students with international students (transferred students, exchange students, students invited by the government), creating the global network. It gives Wonkwang students truly exceptional opportunities for improving foreign language proficiency and global perspectives and international students substantial help in college life, academic advising, and Korean language learning. For students who participate in the program, activity allowances are provided within KRW 300,000 a month.
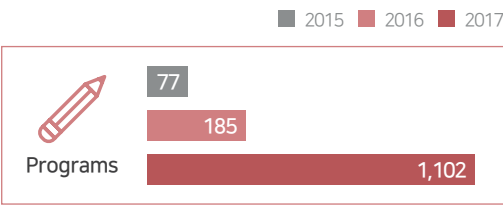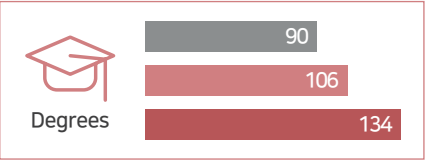
Exchange Student Program

Wonkwang University offers an exchange student program to study overseas at partner institutions that have concluded an agreement for academic exchange. The selected students have an opportunity to study abroad at an overseas university for one semester or a year with all expenses, including housing and dining, covered by the university. The credits earned at an overseas university are transferrable to meet requirements for graduation.

Overseas Student Dispatch Program

Wonkwang University dispatches students to a number of universities overseas including Japan, China, and Taiwan to cultivate global talents. Students who have successfully fulfilled the coursework for 4 semesters with an average GPA of 3.0 or higher are eligible for application. The dispatch period is one semester or one year. As demand to globally foster international talents increases, the capacity for the Student Dispatch Program will gradually increase.

Country	University	No. of Students	Period / Benefits
Japan	Buddhist University	2	Full tuition, living stipend for 1 year
	Chubu University	3	Full tuition for 1 year
	Akita University	3	Full tuition for 1 year
	Daito Bunka University	1	Full tuition for 1 year
China	Jingdezhen Ceramic Institute	4	Full tuition for 1 year
	Jingdezhen University	3	Full tuition for 1 year
	Guilin Tourism University	5	Full tuition for 1 year
	Qufu Normal University	2	Full tuition and housing for 1 year
	Guangxi Normal University	2	Full tuition for 1 year
	Jilin Normal University	2	Full tuition for 1 year
	Nanchang University College of Science and Technology	10	Full tuition for 1 year
	Ludong University	3	Full tuition, living stipend for 1 year
	LuXun Academy of Fine Arts	2	Full tuition for 1 year
	Mudanjiang Normal University	2	Full tuition for 1 year
	Shanghai International Studies University	3	Full tuition for 1 year
	Shenyang City University	2	Full tuition for 1 year
	Yanbian University	2	Full tuition, living stipend for 1 year
	Yancheng Teachers University	2	Full tuition for 1 year
	Hebei GEO University	2	Full tuition for 1 year
	Hebei Normal University for Nationalities	10	Full tuition for 1 year
	Hunan Normal University	3	Full tuition for 1 year
Taiwan	Mingdao University	2	Full tuition for 1 year
Ukraine	Kyiv National University	4	Full tuition for 1 semester
Vietnam	Can Tho University	2	Full tuition for 1 semester
	Ho Chi Minh City University of Foreign Languages and Information Technology	2	Full tuition for 1 semester
Kazakhstan	kh Ablai Khan University of International Relations and World Languages	5	Full tuition for 1 semester
Malaysia	HELP University	1	Full tuition for 1 semester
Total		74 Universities	

No. of Students Studying Abroad

■ 2015 ■ 2016 ■ 2017

Degrees
Year	Value
2015	90
2016	106
2017	134

Programs
Year	Value
2015	77
2016	185
2017	1,102

Academic Exchange with Foreign Universities

(as of 2016)

Country	University	A. No. of Dispatched Students (WKU → overseas university)	B. No. of Invited Students (overseas university → WKU)	Total (A+B)
Taiwan	Chinese Culture University	4	0	4
US	University of Missouri Kansas City	20	0	20
US	Angelo State University	3	0	3
Vietnam	Dalat University	1	2	3
England	Edge Hill University	11	0	11
Australia	Swinburne University of Technology	24	0	24
Ukraine	National Taras Shevchenko University of Kyiv	4	0	4
Japan	Bukkyo University	2	2	4
Japan	Chubu University	4	1	5
Japan	Daito Bunka University	1	0	1
Japan	Akita Univ.	5	1	6
Japan	Toyo Univ.	2	0	2
China	Mudanjiang Normal Univ.	3	2	5
China	Tianjin Foreign Studies Univ.	0	2	2
China	Luxun Academy of Fine Arts	2	5	7
China	Jingdezhen Ceramic Institute	11	15	26
China	Shanghai International Studies University	3	4	7
China	Hebei Normal University For Nationalities	0	17	17
China	Hunan Normal University	3	0	3
China	Yanbian Univ.	0	2	2
China	Ludong Univ.	16	9	25
China	Tianjin Univ of Foreign Studies	3	0	3
China	Qufu Normal Univ.	2	2	4
China	Hengshui University	0	5	5
China	Guangdong Baiyun University	0	18	18
China	Hebei Institute of Physical Education	0	6	6
China	Hebei GEO University	2	22	24
China	Jingdezhen University	0	7	7
China	Cangzhou Normal University	0	11	11
Total		126	133	259

Mission 4.
Diverse and Extensive Scholarship Programs

Wonkwang University is offering diverse and extensive scholarship programs in order to relieve financial burden and to ensure students' opportunity to learn. The scholarship fund is as much as KRW 49 billion and there are a large number of students that benefit from the program.

Scholarship Programs

Wonkwang University boasts a variety of scholarship programs that aim to enhance students' learning capacity and to financially help students from low-income families. The types of scholarships are classified into merit-based scholarships awarded to those with academic achievements, need-based scholarships for the underprivileged, special scholarships for students with academic excellence or achievements, and scholarships for students with working-level skills along with morality and global perspectives. In addition, various off-campus scholarship programs are provided to students from a granting organization including the central and local governments. Available only at Wonkwang University, the Humanitas scholarship encourages students pursue their academic endeavors in humanities through reading and discussion. The Humanitas scholarship aids KRW 400 million every year, up to KRW 8 million per student.

Scholarship Programs for Freshmen

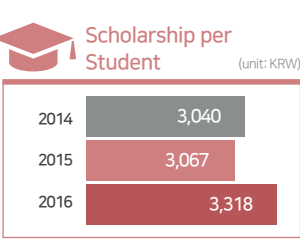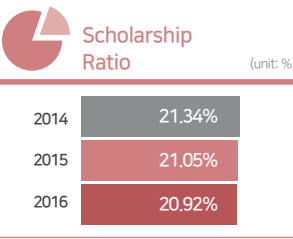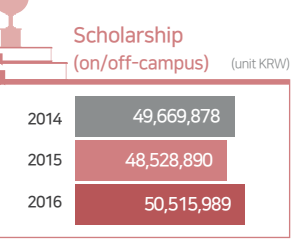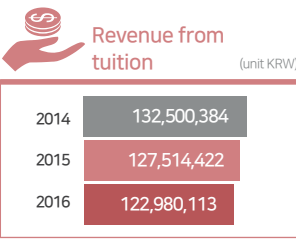|	
Phoenix Type 1	Foreign Language Excellence Type 2
Phoenix Type 2	Farming and Fishing Village Contest Scholarship
Phoenix Type 3	
PRIME Type 1	
PRIME Type 2	Family Love Scholarship Type 1
PRIME Type 3	
Dungeunbit Type 1	Family Love Scholarship Type 2
Academic Excellence Scholarship	Athletic Excellence
Foreign Language Excellence Type 1	Veterans Scholarship

On-Campus Scholarship Programs

On Need	On Merit	On Activities and Excellence	Donation Funded Scholarships	For International Students	For Welfare	Others
Wonkwang Hope Scholarship	Special Scholarship	W-point Scholarship	Welfare Program	International Student Scholarship	Scholarship for Dependents of Faculty and Staff	Military Exchange Scholarship
Family Love Scholarship Type 1	Honors Scholarship	Humanitas Scholarship	Wonkwang Scholarship Foundation	TOPIK Scholarship	Scholarship for Dependents of Won-Buddhist Ministers	School District Scholarship
Family Love Scholarship Type 2		Overseas Training Scholarship	Private Scholarship		YeukYung Scholarship	Academic Encouragement Scholarship
Physical Disability Scholarship		Major Fieldwork Scholarship	Jusan Scholarship			Graduate Scholarship
Self-reliance Scholarship		Biz Startup Scholarship	YunJonglk Scholarship			Other scholarships
Veterans Scholarship		National Examination Scholarship				
Labor ScholarshipChungsoo Scholarship		General Scholarship				
Scholarship for Korean Leaders		Sungsan Scholarship				
Air Force Scholarship		Merit Scholarship				
Navy Scholarship		Competency Scholarship				
National Defense Scholarship		Athletic Scholarship				
Asan Social Welfare Scholarship		Contents and Competition Scholarship				
Kochon Scholarship						

Off-Campus Scholarship Programs

Chungsoo ScholarshipThe Korea Scholarship Foundation for the Future Leaders	Bohae Deokcheon Scholarship
Air Force Scholarship	Moodeung Scholarship
Navy Scholarship	Geumgok Scholarship
National Defense Scholarship	Jeonbuk Aehyang Foundation Scholarship
Asan Social Welfare Scholarship	Volunteer Firefighting Scholarship
Kochon Scholarship	
Jeollabuk-do HR Development Foundation Scholarship	KICA Scholarship
	Yuhan Foundation Scholarship
Iksan Love Scholar Aid	Siwoo P&D Scholarship
Jeonju HR Development Foundation Scholarship	Samjung DCP Scholarship
	AMCHAM Foundation Scholarship
Samsung Dream Scholarship	Hannam Scholarship
Sungok Culture Foundation Scholarship	Nangok Scholarship
	RHOF Scholarship
KerKer Scholarship	Gangamseoye Foundation Scholarship

Scholarship Payment

For 2016, the scholarship funding rate of Wonkwang University easily exceeded the minimum standard requirement or 10% set by the Korea University Accreditation Institute. The average amount of scholarship per student is KRW 3.32 million, which is the national average. Wonkwang University is promoting both the reduction of tuition fees and expansion of scholarship programs for students from low-economic families to relieve students' financial burden in aggravating domestic and overseas economic crisis.

Scholarship

Revenue from tuition (unit: KRW)

2014	132,500,384
2015	127,514,422
2016	122,980,113

Scholarship (on/off-campus) (unit: KRW)

2014	49,669,878
2015	48,528,890
2016	50,515,989

Scholarship Ratio (unit: %)

2014	21.34%
2015	21.05%
2016	20.92%

Scholarship per Student (unit: KRW)

| 2014	3,040
2015	3,067
2016	3,318

Mission 5.
Enhancement of Education Quality

Wonkwang University strives to assure the integrating quality of education and to boost satisfaction of the institution users by periodic satisfaction surveys. The opinions consolidated through the satisfaction survey are applied to planning of the following year. Wonkwang University is committed to endeavor its best efforts in continuous growth and development of the university.
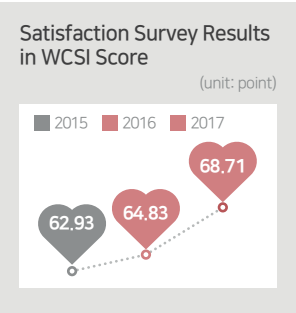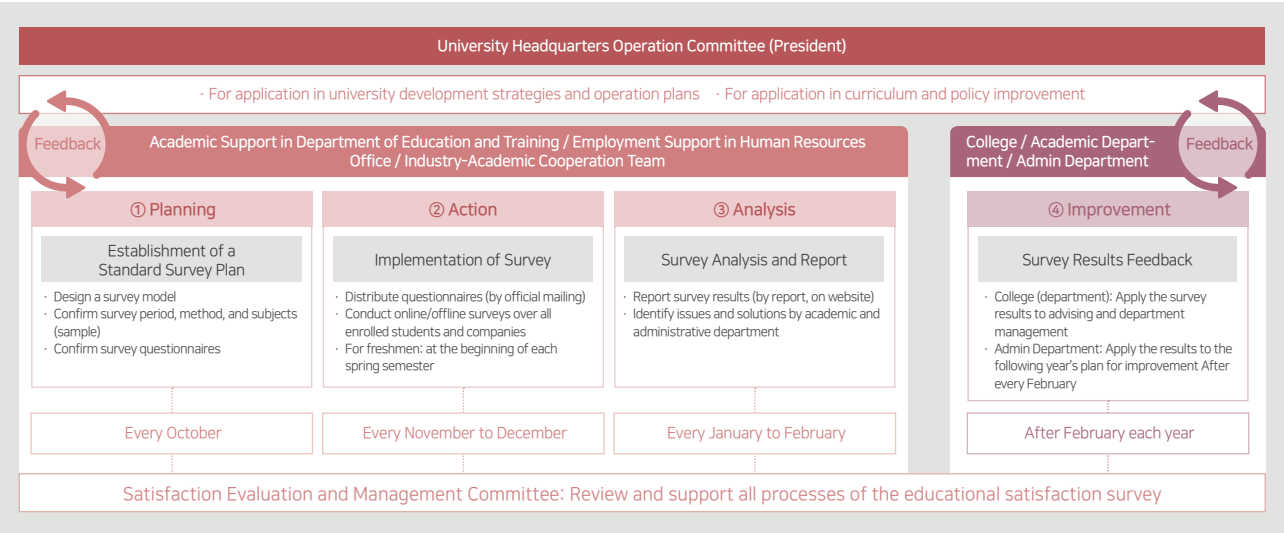
Education Satisfaction Survey

In Wonkwang University, education satisfaction surveys are periodically conducted under the supervision of the Department of Education and Training (Academic Support Group). For more systematic management, Wonkwang University has organized the Satisfaction Evaluation and Management Committee since 2012 and it aims to supervise the overall survey processes from planning to analysis and feedback, to review and report the improvement and countermeasure items of each department to the University Headquarters (president), and to incorporate them into the university development plans. In order to statistically assure the reliability and feasibility of the survey, Wonkwang University has developed the Wonkwang Customer Satisfaction Index (WCSI) model by utilizing the survey models of the National Customer Satisfaction Index (NCSI) and the Public-service Customer Satisfaction Index (PCSI). The characteristics of the internal and external educational users are applied in survey designs, encompassing the overall university services such as curriculum, faculty training, facilities, administration and financial affairs, and industry-academic cooperation affairs.

Basic Structure of the WCSI Model
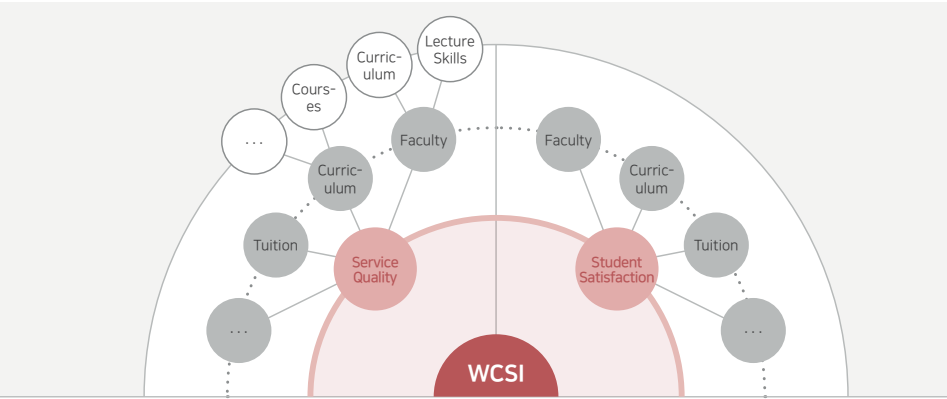
Educational Users Satisfaction Survey System

Types of Educational Users Satisfaction Survey

Satisfaction Survey Results in WCSI Score
(unit: point)

■ 2015 ■ 2016 ■ 2017

62.93   64.83   68.71

Type	Description
For Enrolled Students	· On/offline surveys are conducted with structured questionnaires every late November to early December and the results are applied in the course assessment (by 3%). · As the questionnaires are drawn based on a logical framework of antecedent factors → satisfaction → performance, causal paths can be set and analyzed.
For Freshmen on Campus Life	· A profile analysis is conducted on various factors that affect freshmen's campus life. · Students' adjustment to campus life is diagnosed twice a year, every March and April, and private counseling services are provided to students at high risk of early withdrawal.
For Industries and Demand	· One-on-one surveys are conducted for managers of the family companies in the Industry-Academic Cooperation Team in every January and February. · Reliability and feasibility of the survey are assured by a third party.

Analysis of Satisfaction Survey Results and Improvement

As results of the satisfaction surveys conducted for the enrolled students are applied in the course assessment, they are directly analyzed by the Satisfaction Assessment Management Committee, while the surveys for freshmen are analyzed by a third party for objectivity. The satisfaction surveys for industries and demand are conducted and analyzed jointly by the Industry-Academic Cooperation Team that manages the Wonkwang family companies. Unless there is a particular reason, the same questionnaires are used in the periodic satisfaction surveys every year to analyze satisfaction in a time series. Results of the educational user satisfaction surveys are reflected in the following year's policy and development plans for consistent improvement.

| Area	Satisfaction Survey Results	Improvement Achievements
Curriculum	· Demand for career programs to promote the importance and utility of career preparation (freshmen and alumni 2016) · Demand for extracurricular programs including certification support courses (enrolled students 2015-2017, alumni 2016)	- Providing systematic career preparation programs - Hosting a competition for internationally, academically, and professionally talented leaders to cultivate self-development abilities - Providing programs to support students for certifications related to the 4th industrial revolution - Specialized courses including Arduino IoT experiential training program, IT OCJT program, and drone pilot training program
Curriculum	· Demand for society-based education (companies 2015-2016, alumni 2016)	- Providing expanded capstone design courses by industry-academic cooperation - Expanded capstone courses to focus on industries, corporations, and communities from solely major-oriented courses - Developing on-the-job training courses - Operating the teaching materials development project for high quality on-the-job training (KRW 80 million) - Expanding the curriculum for society-based convergence courses
Academic Support	· Demand for reinforcement of counseling on career diversity (enrolled students 2015-2016, freshmen 2016)	- Providing counseling centers specialized in various careers - Recruitment of advisers and professional career counselors for the Bridge Center in addition to the Student Counseling Center, Center of Career Development for Female Students, Support Center for Students with Physical Disabilities, International Exchange Division, etc.
Academic Support	· Demand for level-specific curriculum to improve academic adaptation (freshmen 2015, alumni 2016)	- Operating level-differentiated programs (English, Creative Supplementary Scholastic Program, Computer Programing Supplementary Program)
Educational Facilities	· Demand for educational facilities development including lecture rooms, labs, etc. (enrolled students 2015-2017)	- DaeJangGan 4.0 Project (KRW 1.2 Billion) - Supporting students to produce creative prototypes by directly using the equipment like the blacksmiths in the past (4 areas including computer SW, construction, machinery, etc.) - Construction of the PRIME Hall for reinforcement of specialized education (KRW 17.9 Billion) - Improving the educational environment with advanced teaching methods - Establishing infrastructures with MOOC, e-book, Play Edu (AR/VR)
Administration and Financial Aid	· Demand for tuition cut and expansion of financial aids (Enrolled students 2015-2017)	- Diversifying scholarship and financial aids - Developing scholarship programs based on merits and excellence beyond simply GPA-oriented scholarship programs. Continuing expansion of scholarship benefits by launch of W-point Scholarship and Start-up Scholarship along with the as-is Humanitas Scholarship.
Administration and Financial Aid	· Needs to improve VOC handling by administrative departments (Enrolled students 2016)	- Providing specialized training to administrative staff for student-oriented services - Operating communication services to collect opinions of the university constituents (in Communication Room) and VOC services

RESEARCH (SDGs 9, 17)

Mission 6.
Securing Faculty to Foster Future Leaders

Excellent Faculty with Competitiveness

Wonkwang University is securing a large number of excellent full-time professors in order to fulfill its educational goals. It runs a professor evaluation system to enhance education quality and offers diverse support programs for education and researches. Professors are producing good research achievements fulfilling university goals, and research funding is secured by joint academic-research-industry-government cooperation. In addition, Wonkwang University contributes to social development by utilizing achieved technologies and patents.
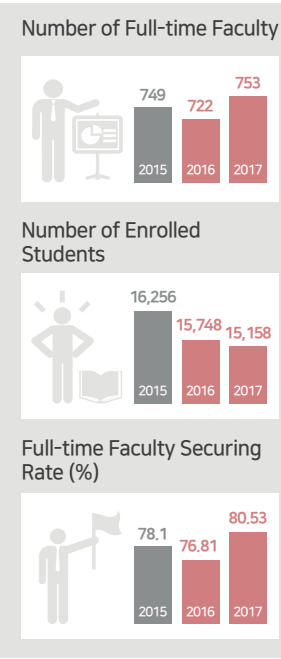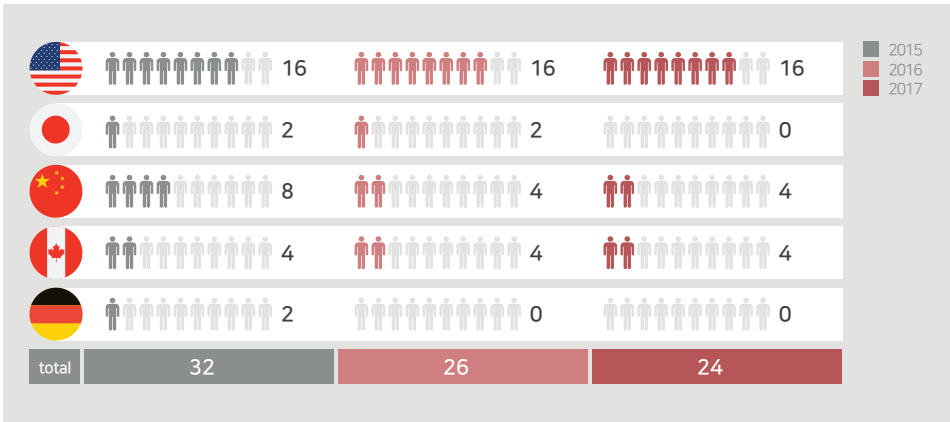
Full-time Faculty

Wonkwang University secured a large number of full-time professors that exceeds the required minimum number set by the Korean University Accreditation Institute for efficient teaching and support for students. As of August 2015, full-time faculty members at Wonkwang University accounts for 78.1 percent, which is way over the criteria 61.0 percent suggested by the Korean University Accreditation Institute. Wonkwang University regards the full-time teaching staff ratio as an important index for the improvement of its capacity for education and research and strives to maintain it consistently.

Recruitment of Outstanding Teaching Staff

Being acutely aware of the importance of outstanding faculty as an important part of its development, Wonkwang University recruits outstanding teaching staff based on reasonable procedures and methods. We hire new professors in fair and reasonable ways by operating the Faculty and Personnel Committee and the Faculty Screening Committee consisting of internal and external experts.

Wonkwang University recruits its faculty in accordance with the faculty and personnel regulations and hires new adjunct professors through open recruitment except for special or occasional recruitment. Special recruitment is to recruit those with superb achievements in their major research areas and are expected to contribute significantly to the development of the school whenever necessary.

Number of Full-time Faculty
749 (2015)   722 (2016)   753 (2017)

Number of Enrolled Students
16,256 (2015)   15,748 (2016)   15,158 (2017)

Full-time Faculty Securing Rate (%)
78.1 (2015)   76.81 (2016)   80.53 (2017)

International Full-time Faculty by Nation
(per person)

Nation	2015	2016	2017
USA	16	16	16
Japan	2	2	0
China	8	4	4
Canada	4	4	4
Germany	2	0	0
total	32	26	24

Committees Related to Faculty Recruitment

Committee	Functions
Faculty and Personnel Committee	· Review of all personnel matters including appointment, promotion and assignment
Faculty Screening Committee	· Selection of the candidates to be reviewed by the screening committee · Review of the candidates based on their master's and doctorate dissertations, scholarly work, and interviews as a whole. The committee has authority to review or postpone its decision when the committee views that the candidates have not been evaluated objectively.

Faculty Invitation System of Wonkwang University

Faculty Evaluation System

Wonkwang University evaluates faculty members' performance based on the regulations on the evaluation of faculty performance with the aim of assessing his or her achievements in teaching and service and encouraging each faculty member to sharpen his or her competitive edge. We conduct comprehensive faculty evaluation in terms of teaching, research, industry-academic cooperation, volunteer work, and medical record and subcategorize the criteria based on individual professors' majors and goals for quantitative assessment. The criteria for the realms of evaluation may differ from major to major, depending upon the uniqueness and importance of each major. The faculty and personnel evaluation data thus collected is utilized as the basis for promotion, reappointment, contract renewal, tenure evaluation, and the selection of outstanding faculty and personnel.

Professor Performance Management Program

Utilization of Faculty Evaluation Data

Purpose	Evaluation Data	When
Faculty and personnel promotion	Teaching, research, volunteer work, industry-academic cooperation, medical record	Each semester
Faculty and personnel re-appointment	Teaching, research, volunteer work, industry-academic cooperation, medical record	Each semester
Support for faculty research leave program	Teaching, research	Each year
Academic awards	Research	Each year
Teaching performance awards	Teaching	Each year
Selection of faculty subject to compulsory teaching program	Teaching (course evaluation)	Each semester

Mission 7.
Establishment of R&D Environment

Support for Faculty Training and Research Activity

Wonkwang University actively supports faculty members' teaching activities by developing diverse teaching method programs. We operate the Research and Support Division under the Industry-Academic Cooperation Team for the improvement of faculty members' research performance and capacity and provide sizable financial support in order to encourage their research publication and presentation activities. We also have developed diverse professor capacity development programs including "teaching method training." In addition, we have the research leave support system designed to help professors focus on research and total 32 professors have been on the research leave program for the last three years. Wonkwang University has consistently managed professors' research performance and funding as important indicators and succeeded in meeting six indicators among the seven indicators in the area of research performance and research funding evaluation. Wonkwang University has made research achievements far more satisfactory than required. Moreover, we are active in fulfilling our social responsibilities by returning the knowledge and technology we developed to society through technology transfer and patent application.
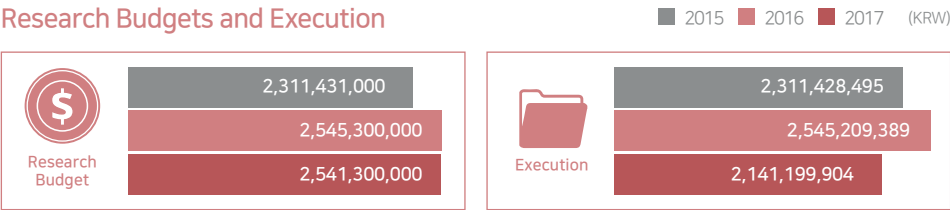
School Research Support System

Research Funding

· Project study funding
(general professors, new professors)
· Professor performances
(exhibitions, performances, private exhibitions)

Research Funding for Outstanding Research Papers

· Local publication
· International publication
· Art and sports areas
· Research papers without Wonkwang University professors as the first author

Publication

International Seminars

Academic Conferences

Research Leave Program

■ 2015 ■ 2016 ■ 2017

Total number of full-time faculty

749
723
755

No. of professors who used research leave program

11
9
12

Professors who used research leave program (%)

1.49
1.25
1.59

Research Budgets and Execution

■ 2015 ■ 2016 ■ 2017   (KRW)

Research Budget
- 2,311,431,000
- 2,545,300,000
- 2,541,300,000

Execution
- 2,311,428,495
- 2,545,209,389
- 2,141,199,904

Technology Transfer Profit and Patent Application

| Year | Technology Transfer | | Patent Application and Registration | | | |
| | | | Domestic Patent | | International Patent | |
	No. of Transferred Technologies	Profit (KRW 1,000)	Application	Registration	Application	Registration
2015	69	158,981	84	35	1	0
2016	114	573,190	106	63	4	0
2017	69	238,769	72	68	7	0

Faculty Research Achievement and Research Funding

| Classification | Performance | |
	2016	2017
No. of papers published in local journals per full-time faculty member	1.14	0.67
No. of papers published in international journals per full-time faculty member	0.90	0.44
No. of papers expected to be published in local journals per full-time faculty member	1.09	0.65
No. of SCI papers per full-time faculty member	0.87	0.44
No. of written or translated papers per full-time faculty member	0.19	0.06

Based on research achievement and funding in 2017: Mar. 2017 to Jan. 2018

Research Achievement

Classification	2015	2016	2017
Intramural Research Projects (cases)	421	401	335
Intramural Research Grants (KRW 1 million)	2,055	2,115	1,888
No. of Articles Published in Scholarly Journals (cases)	1,222	1,477	840

Research Capacity Building System

Since the education environment has been focusing on undergraduate education, lack of research and education space and compromise to lecture quality have become an issue. Therefore, Wonkwang University enhanced the research capacity of graduate students by installing and improving lecture rooms and reading rooms for graduate students to motivate researches and to improve lecture quality and by building research support system to reinforce research competency. The university created a room for graduate students in each college and renovated the worn-out facilities including graduate school lecture rooms and reading rooms. In addition, the university set up academic merit scholarship and excellent paper scholarship designed to encourage graduate students to present seminar papers and write research papers. The number of graduate students who apply for the scholarships is increasing every year and the quality of their papers is improving as well.

### Spaces for Graduate Students

Lecture Rooms

College of Life Sciences and Resources, College of Engineering, College of Education, College of Liberal Arts, College of Social Science, University College, College of Fine Arts, College of Natural Science, College of Business, College of Domestic Science

Reading Rooms

College of Liberal Arts, College of Education, Student Support Center

Spaces for Graduate Students

Scholarship	Eligibility	Degree Courses	No. of Awardees	Scholarship Amount
Academic Merit Scholarship	Students who have published at least one research paper in an (internationally designated) academic journal graded A by School-funded Academic Research Support Project and are approved by the dean of the graduate school	All courses	5 (1 per each department)	KRW 2,000,000 per student
Excellent Paper Scholarship	Students who have published at least one research paper in an (domestic or international) academic journal graded B by School-funded Academic Research Support Project and are approved by the dean of the graduate school	Master's courses and integrated courses (1st to 4th semesters)	15 (3 per each department)	KRW 1,000,000 per student
		Ph. D. courses and integrated courses (5th to 8th semesters)	15 (3 per each department)	KRW 1,200,000 per student

Granted Scholarships for Paper Publication

■ 2015 ■ 2016 ■ 2017   (per person)

Academic Merit Scholarship
7
4
8

Excellent Paper Scholarship
16
34
37
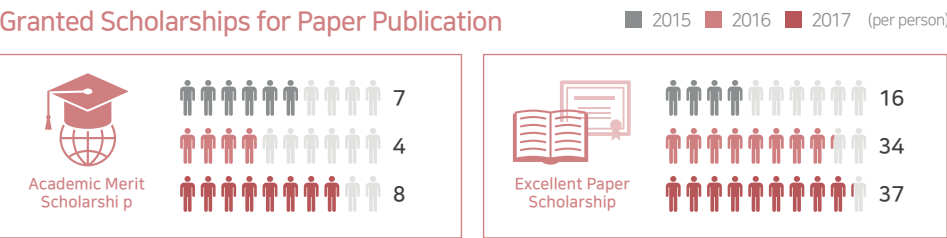
DaeJangGan 4.0

Prime Project Team of Wonkwang University opened DaeJangGan 4.0 in January 2018 as a part of environment improvement business for fostering of agricultural life and smart machine material workforce based on new industrial workforce demands and university capacity. DaeJangGan 4.0 is a space prepared to support students who wants to produce prototypes. It is a production laboratory for students to experience and test their ideas by learning skills to control various equipment and techniques needed in industrial fields. In the future, 1.2 billion won will be invested on DaeJangGan 4.0 to operate 4 centers: Computer S/W, Mechanical Engineering, Urban Engineering and Breeding. It supports students' business in connection with Business Support Center and supplies experiment outcomes of students like assembled PCs as charity to neighbors and developing countries to perform educational sharing and donation as an ethical school.

Playdent Classes Adopting Experimental Learning

From the first semester this year, Wonkwang University introduced Playdent classes adopting the system of experimental learning. Playdent is a word made by combining play and student. Arts, sports and personality programs with play elements to make the classes more interesting are prepared to help students to design their career and to develop their capacities in new environment. This format was first introduced in College Life and Self Innovation, a mandatory liberal arts subject for 2018 freshmen. This course includes practical classes like taekwondo, badminton, healing dance, yoga, communication design, choir and calligraphy and personality development classes like mutual communication, consideration, cooperation and psychological healing for increased self-esteem, problem solving skills and more confidence.

Mission 8.
Studies for the Future Generation
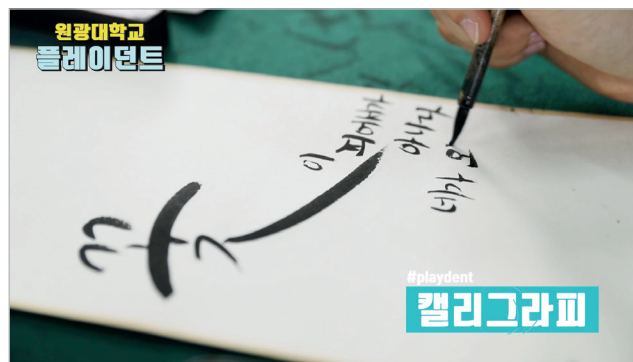
Human Resources Development and Research Specialized in the Environment

Human Resources Development for ICT Convergence Green Energy & LED

Introduction and expansion of green energy is not optional and can only be achieved with consistent efforts to reduce greenhouse gas, make environment-friendly policies and use and develop new regeneration energy. For the purpose, the university needs to materialize and apply related policies and its members need to show individual efforts as well. ICT Convergence Green Energy Institute and New Technology Research Center for Electric Applications of Wonkwang University are promoting various projects including academic seminars and forums and cooperation with the industry in order to become a green energy specialized university by realizing the green campus. Information exchange and joint studies for researches and human resource development, exchange of human resources like affiliate professors and researchers and research projects and joint experiments with dispatched students are planned. Also, the university and the industry agreed on mutual cooperation in joint lectures and seminars and usage of experiment equipment, facilities and spaces.

Green Energy Development

ForumEnergy Saving and Lighting Technology Nov. 24, 2016

Building Cooperation System between ICT Convergence Green Energy Specialized Area and the Industry

Contracted Mutual Exchange Agreement with Korea Electric Energy Institute Apr. 18, 2017

Spring Seminar of the Korean Institute of Electrical

EngineersElectric Devices and Energy Conversion System Apr. 20~21, 2017

Participation in International LED & OLED EXPO 2017

New Technology Research Center for Electric Applications introduced achievements and roles of Employment LED HR Training Team and ICT Convergence Green Energy Institute. Jun. 27~29, 2017

Business Agreement on Joint Promotion of Energy Efficiency Project

Contracted an agreement with KEPCO Energy Solutions

ICT Convergence Green Energy Development Forum

Searching for plans to activate ICT, energy and the 4th industry Oct. 17, 2017

LED Graduate Course Visiting Lighting and ICT Application Companies in Japan in Employment Program

Visited Toshiba Lighting, Endo Lighting and Matsushita to see system LED lightings and emotional designs Feb. 22, 2018

Contracted Mutual Exchange Agreement with Korea Electric Energy Institute

Visited green energy fields

Green Energy Industry Conferences and Seminars

ICT Convergence Green Energy and Human Resources Development Project

Contracted an agreement with KEPCO Energy Solutions

Designation as a Forest Bioresources Manager

Wonkwang's Botanical Garden was the space for the college students to rest since 1987, and it is now a city rest area for citizens. It was designed to maximize surrounding topography merits to show natural beauties in all seasons. This garden's open to all to help meet the university's objectives of academic exploration, cultivation of moral virtues and community services. In approximately 10,000m2 lands, various plants of over 2,000 different species, 550 genera, 148 families are growing. Ulleungdo Hemlock, Common Sweet Flag, Orange-flower Surprise Lily, Iris Odaesanensis, Asian Lizard's Tail, Korean Pearl Bush and other rare and endangered plants designated by Korea Forest Service are collected and preserved. Also, the garden has conserved and managed varieties of Mugunghwa, Korea's national flower, since 2014 when it was designated as a forest bioresources manager.

① Little Forest Library ② Volunteer Work for Children's Farm Experience
③ Forest Healing Program ④ Forest Healing Program

Conservation of Biodiversity

Division		2015	2016	2017
Conservation of Biodiversity	Total of Plants (species)	2,000 species of 430 genera and 150 families	2,000 species of 430 genera and 150 families	2,000 species of 430 genera and 150 families
	Vulnerable Species	23 species of 21 genera and 16 families	23 species of 21 genera and 16 families	23 species of 21 genera and 16 families
	Endangered Species	8 species of 6 genera and 6 families	8 species of 6 genera and 6 families	8 species of 6 genera and 6 families
	Critically Endangered Species	6 species of 6 genera and 5 families	6 species of 6 genera and 5 families	6 species of 6 genera and 5 families
	Near Threatened Species	14 species of 14 genera and 11 families	14 species of 14 genera and 11 families	14 species of 14 genera and 11 families
	Species Managed by Forest Life Resources Agency	100 species of 1 genus and 1 family	100 species of 1 genus and 1 family	100 species of 1 genus and 1 family

Foundation of Joint Breeding Research Institute

Wonkwang University contracted an agreement to establish a joint agricultural research institute for study of breeding, a future life industry, with Kazakh National Agrarian University in May 2017. By building foundation base for establishment of a central agriculture research institute in Kazakhstan following the joint foundation of Northern Agriculture Research Institute with Yanbian University of China in 2015, Wonkwang University built a bridgehead for breeding triangle of Plant Breeding Research Institute, Northern Agriculture Research Institute of Yanbian University and Central Agriculture Research Institute of Kazakh National Agrarian University in order to develop new variety of seeds. This agreement mainly include exchange of faculty, students, researches and culture, operation of language and culture programs and industry-academy cooperation as well as breeding researches. The university is also planning to promote joint breeding studies with Can Tho University of Vietnam. We are striving for activation of the breeding industry by developing related departments to top class, strengthening global cooperation for breeding technology and exploring Asian breeding market.

Safe Campus

Mission 9.
Creation of a Safe Research Environment

All members of Wonkwang University, including employees and students, are entitled to work and study in the safe and pleasant environment. The university is responsible to create the environment and ensure their safety. Accordingly, we do our best to create a healthy and secure environment and, as a result, see a consistent decrease in workplace accidents and accidents caused by negligence every year.

Campus Safety Management

Wonkwang University conducts thorough safety inspections for the safety of labs on a regular basis in accordance with the safety measures set by the Ministry of Education and the Korean Council for University Education. As a result of the safety inspection on science and technology fields, arts and sports fields and others of 402 facilities led by the environmental safety manager, Wonkwang University has received grade 1 for 122 facilities, grade 2 for 233 facilities, grade 3 for 47 facilities and grade 4 and 5 for none.

Lab Safety Ratings

(unit: No.)

Classifi-cation	Science and Technology Lab Safety Ratings						Art, Music, and Physical Education Lab Safety Ratings					
	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
2014	117	264	42	0	0	423	20	13	0	0	0	33
2015	225	113	25	0	0	363	44	6	0	0	0	50
2016	112	196	45	0	0	353	10	37	2	0	0	49

Lab Safety Education

In accordance with Act on the Establishment of Safe Laboratory Environment, Wonkwang University provides information about various risk factors and safety education to ensure safety and prevent accidents for corresponding researchers. Over 6 legal hours of safety education is operated each semester for protection of human and material resources.

Measures for Students' Safety

Wonkwang University has subscribed a campus insurance plan for prompt response to possible accidents during various school activities in classroom, labs, and gyms. Also, we make every effort to ensure students' safety by assigning a safety manager to each school facility, including the gymnasium, main and annex stadiums, and Munhwa Gymnasium. Being concerned about recent earthquakes in Pohang and Ulsan, Gyeongsangbuk-do, we have demonstrated earthquake drills including evacuation, fire fighting, safety instructions and review sessions with over 300 people in the main building, College of Life Science and Student Support Center under the supervision of Iksan Fire Station and Iksan Police Station. The purposes were to train earthquake evacuation procedures and necessary measures and enhance sense of safety.

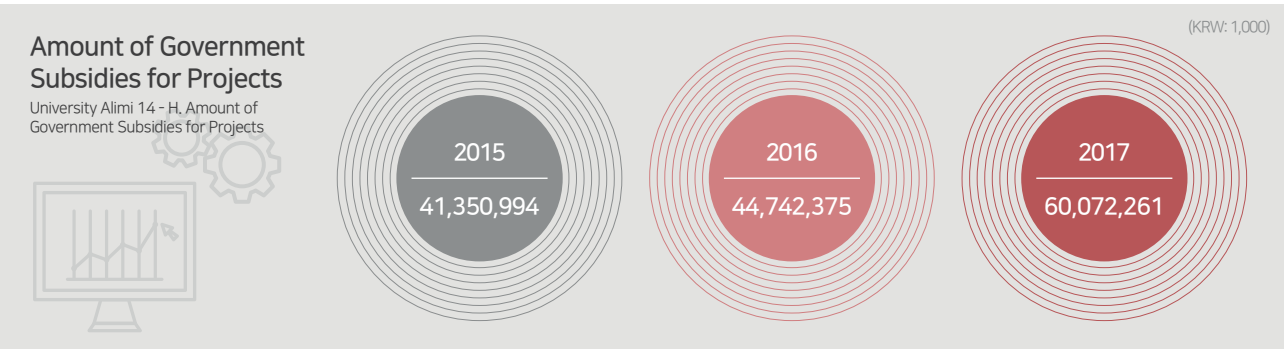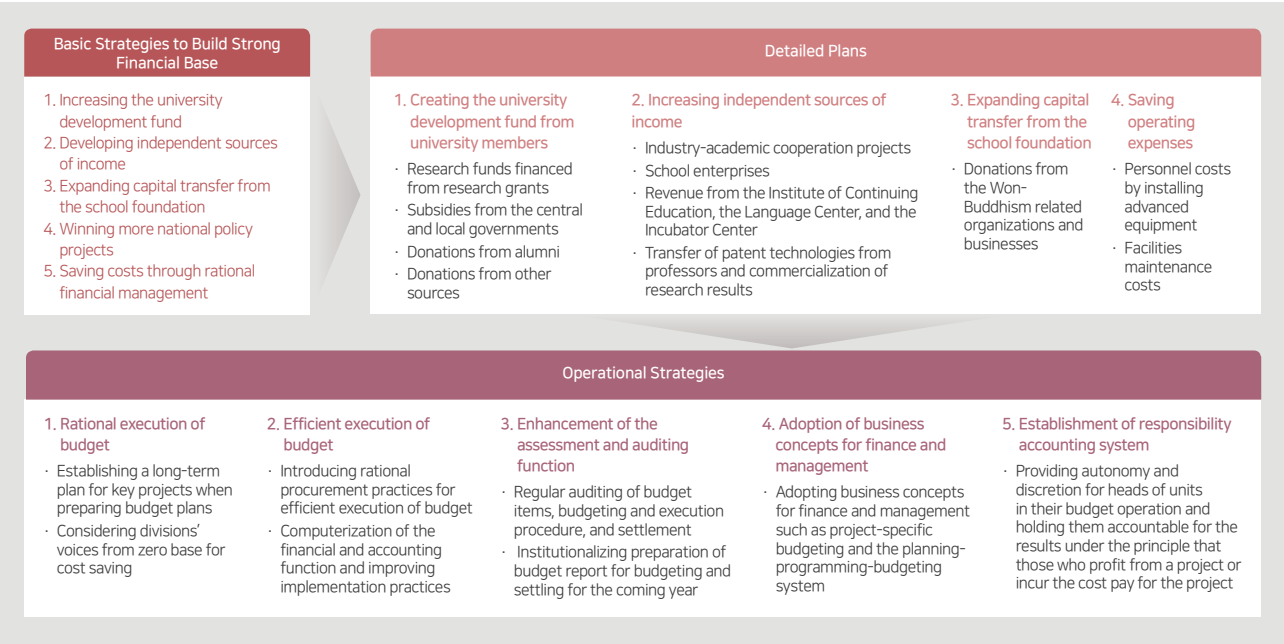# OPERATIONS & GOVERNANCE (SDGs 2, 3, 5, 8, 10, 11, 16)

Mission 10.
Transparency of University Financial Management

Financial Soundness

Strategies to Secure Stable Sources of Income

Wonkwang University has established financial plans and secured necessary resources for fulfillment of educational goals. In addition, the university strives to diversify sources of revenue to have a stronger financial base. With a low level of profitable assets, the university needs to secure independent sources of income through diverse for-profit projects.
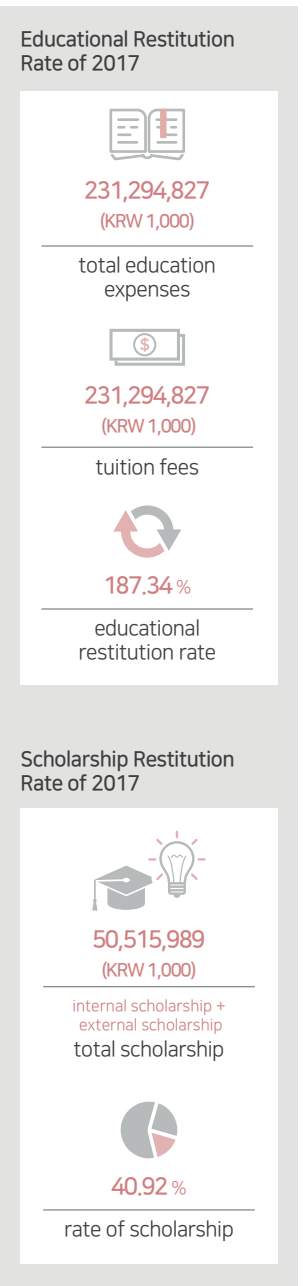
Wonkwang University prepares annual financial management plans and shares them with university constituents. Each department then considers the plans in selecting new tasks and preparing budget plans for the coming year. Wonkwang has strong financial base thanks to smooth recruitment of students, cost savings through operational rationalization, and increase in capital transfer from the school foundation, and independent sources of income. Requests for project funds from divisions are evaluated for the feasibility of the project and unnecessary expenses are removed. Facilities and educational investments are made based on a long-term perspective to efficiently manage the school's finance. Wonkwang University has carried out diverse plans to secure stable sources of revenue and implemented strategies step by step. In 2013, it executed 98.1% of the main budget and 99.3% of the supplementary budget. For stabilization of its financial structure, it will effectively manage tuition fees, government subsidies, and donations while rationalizing its operations.

Basic Strategies to Build Strong Financial Base

1. Increasing the university development fund
2. Developing independent sources of income
3. Expanding capital transfer from the school foundation
4. Winning more national policy projects
5. Saving costs through rational financial management

Detailed Plans

1. Creating the university development fund from university members
· Research funds financed from research grants
· Subsidies from the central and local governments
· Donations from alumni
· Donations from other sources

2. Increasing independent sources of income
· Industry-academic cooperation projects
· School enterprises
· Revenue from the Institute of Continuing Education, the Language Center, and the Incubator Center
· Transfer of patent technologies from professors and commercialization of research results

3. Expanding capital transfer from the school foundation
· Donations from the Won-Buddhism related organizations and businesses

4. Saving operating expenses
· Personnel costs by installing advanced equipment
· Facilities maintenance costs

Operational Strategies

1. Rational execution of budget
· Establishing a long-term plan for key projects when preparing budget plans
· Considering divisions' voices from zero base for cost saving

2. Efficient execution of budget
· Introducing rational procurement practices for efficient execution of budget
· Computerization of the financial and accounting function and improving implementation practices

3. Enhancement of the assessment and auditing function
· Regular auditing of budget items, budgeting and execution procedure, and settlement
· Institutionalizing preparation of budget report for budgeting and settling for the coming year

4. Adoption of business concepts for finance and management
· Adopting business concepts for finance and management such as project-specific budgeting and the planning-programming-budgeting system

5. Establishment of responsibility accounting system
· Providing autonomy and discretion for heads of units in their budget operation and holding them accountable for the results under the principle that those who profit from a project or incur the cost pay for the project

Amount of Government Subsidies for Projects

University Alimi 14 - H, Amount of Government Subsidies for Projects

(KRW: 1,000)

2015	2016	2017
41,350,994	44,742,375	60,072,261

Fair and Reasonable Financial Management

Wonkwang University strives to efficiently utilize the resources secured for education and R&D activities through reliable and reasonable allocation. The budget allocated by the consensus of the university constituents is invested mostly in students' academic affairs improving the quality of education. The educational restitution rate is 187.34% as the entire amount of tuition is used for student education, with a relatively high scholarship rate of 40.92%.

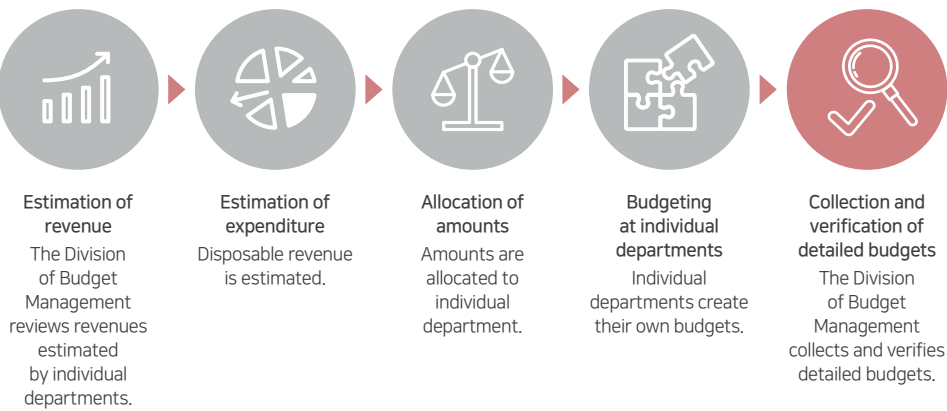| Areas	Indicators	Calculation	2016	2017
Educational Investments	Education expense per student	Total education expenses / the no. of enrolled students	KRW 12,698.1	KRW 13,381
	Educational restitution rate	Total education expenses / tuition revenue	178.00%	187.34%
	Rate of scholarship	External scholarship (private, etc.) + internal scholarship / tuition fees	37.87%	40.92%
	Rate of balances to be carried forward	Unused balance to be carried forward / total capital expenditure	5.26%	6.26%
Financial Stability	Rate of dependency on tuition income	Tuition income / total capital income	61.83%	55.94%
	Debt ratio	Total liabilities - (deposits and advances received + other current liabilities)/endowment	0.24%	0.24%
Obligation of the School	Rate of capital transfer from the school foundation	Capital transfer from the school foundation /operating revenue	2.14%	1.51%

Educational Restitution Rate of 2017

231,294,827
(KRW 1,000)
total education expenses

231,294,827
(KRW 1,000)
tuition fees

187.34 %
educational restitution rate

Scholarship Restitution Rate of 2017

50,515,989
(KRW 1,000)
internal scholarship + external scholarship
total scholarship

40.92 %
rate of scholarship

Considerations for Tuition Fee Decisions

Clients' Point of View (financial burden on students and parents)
· Deciding tuition fees at levels considered reasonable by students and parents
· Freezing tuition fees to help reduce financial burden on them

Sustainability Point of View (long-term university development plan, etc.)
· Considering the expenses to support competitiveness schemes such as the university development plan, school-specific specialization plans, etc.
· Necessity for continuous investments to further advance students' capabilities

Socio-economic Point of View (prices, public opinions, etc.)
· Fiscal tightening to control tuition fee hikes although fees need to rise to reflect inflation
· Reflecting public opinions on the levels of tuition fees
· Responding to the government's half-price tuition fee policy and minimizing the burden on families (identifying other means of support other than the National Scholarship program)

Top-down Budgeting (TOB) for Autonomy of Budget

Wonkwang University adopted top-down budgeting (TOB) for the first time for a domestic university to break down the past practice of excessive demand and cutback and overcome the resultant hurdles to strategic allocation of resources. Under the new TOB system, the total amount of budget is first set and then amounts are allocated to individual departments, ensuring a balanced budget. Individual departments enjoy autonomy in creating their own budget details. This way, efficiency escalates in project implementation phase. Also, it is easier to reflect the results of budget execution in the project evaluation phase.

TOB Process

Estimation of revenue
The Division of Budget Management reviews revenues estimated by individual departments.

Estimation of expenditure
Disposable revenue is estimated.

Allocation of amounts
Amounts are allocated to individual department.

Budgeting at individual departments
Individual departments create their own budgets.

Collection and verification of detailed budgets
The Division of Budget Management collects and verifies detailed budgets.

Mission 11.
Strengthening University Management Capacity

Wonkwang University strives to efficiently utilize the resources secured for education and R&D activities through reliable and reasonable allocation. The budget allocated by the consensus of the university constituents is invested mostly in students' academic affairs improving the quality of education. The educational restitution rate is 187.34% as the entire amount of tuition is used for student education, with a relatively high scholarship rate of 40.92%.
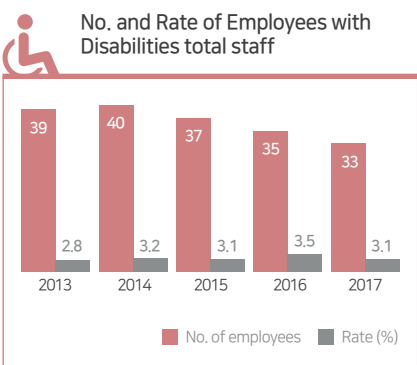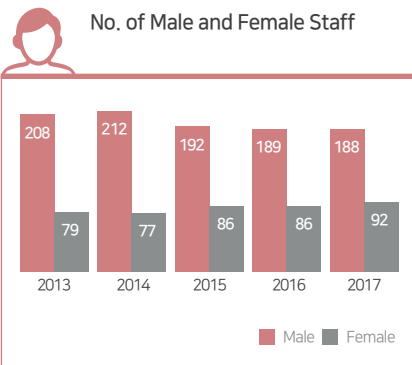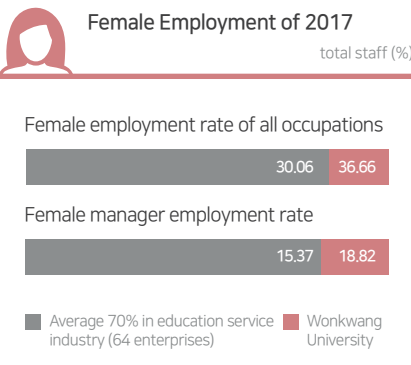
Bolstering Staff Expertise

Wonkwang University runs a variety of related programs outside the campus to develop staff professionalism. Every year, programs to improve staff's computer skills, job competencies and language proficiency are provided on a regular basis. For a selected number of staff, long-term overseas training programs are also conducted each year to continuously bolster staff job competencies.

Performance of Staff Competency Reinforcement Program (No. of participants)

	Program	2013	2014	2015	2016	2017
On-campus	Personal Info Protection Training	240	210	200	228	230
	Basic Competence Training	240	750	770	703	756
Off-campus	Overseas Training	4	8	5	11	11
	External Institute Training	113	135	128	132	138
	Total	755	1,402	1,215	1,082	1,185

Open-minded Recruitment of Excellent Human Resources

Wonkwang prohibits discrimination against school, gender, age, faith, and other individual backgrounds. To hire talented people and expand job opportunities to people from various walks of life, it gives extra points to people with disabilities or those under employment protection as well as locals in the hiring process. The university continues to satisfy the criteria for women employment stipulated in the Act on Equal Employment and Support for Work-Family Reconciliation. In addition, its efforts to hire more people with disabilities show in their employment rate over the legal standard of 2.7%.

Female Employment of 2017
total staff (%)

| Female employment rate of all occupations | 30.06 | 36.66 |
| Female manager employment rate | 15.37 | 18.82 |

Average 70% in education service industry (64 enterprises)   Wonkwang University

No. of Male and Female Staff

	2013	2014	2015	2016	2017
Male	208	212	192	189	188
Female	79	77	86	86	92

No. and Rate of Employees with Disabilities total staff

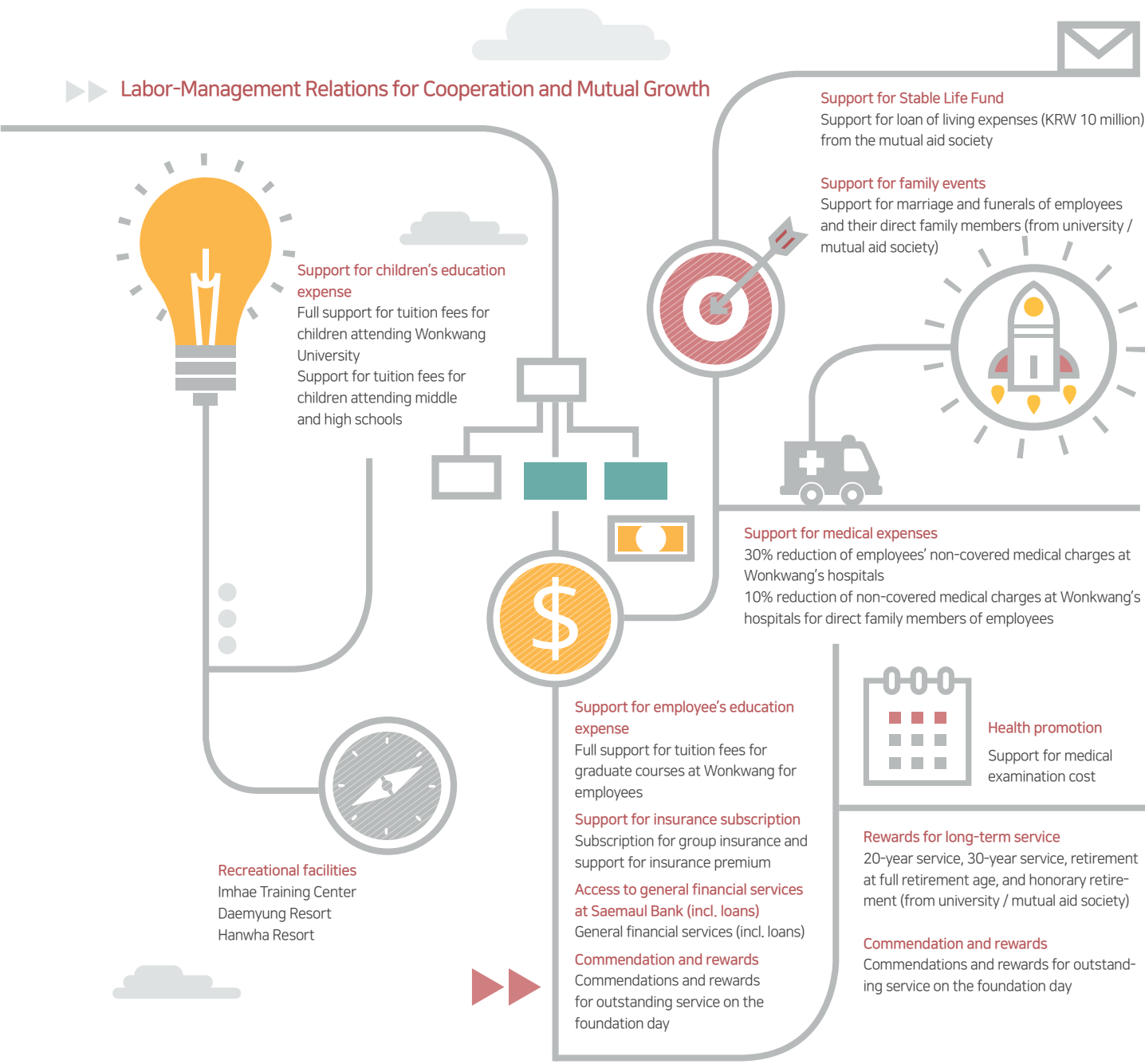|	2013	2014	2015	2016	2017
No. of employees	39	40	37	35	33
Rate (%)	2.8	3.2	3.1	3.5	3.1

Labor-Management Relations for Cooperation and Mutual Growth

Wonkwang seeks to achieve rational labor-management relations for mutual growth based on mutual trust among constituents. The Wonkwang University Labor Union was founded in December 1988 based on the Staff Council created in June the same year. All but regular employees doing the personnel management and secretary jobs are eligible for membership of the union. The participation rate among eligible employees reaches 96.5% as of the end of 2017. The results of collective bargaining between the union and management are applied to all employees. Also, there are a number of welfare policies aimed at providing quality administrative services and maintaining an effective administrative system. For example, support for educational and medical expenses is offered to staff members.

Operation of the Labor-Management Council

Classification		2013	2014	2015	2016	2017
Rate of union membership (%)		96.9	91.7	95.2	96	96.5
Results of the Labor-Management Council	No. of meetings	3	6	7	6	8
	No. of decisions made	2	3	3	3	4

▶▶ **Labor-Management Relations for Cooperation and Mutual Growth**

Support for Stable Life Fund
Support for loan of living expenses (KRW 10 million) from the mutual aid society

Support for family events
Support for marriage and funerals of employees and their direct family members (from university / mutual aid society)

Support for children's education expense
Full support for tuition fees for children attending Wonkwang University
Support for tuition fees for children attending middle and high schools

Support for medical expenses
30% reduction of employees' non-covered medical charges at Wonkwang's hospitals
10% reduction of non-covered medical charges at Wonkwang's hospitals for direct family members of employees

Support for employee's education expense
Full support for tuition fees for graduate courses at Wonkwang for employees

Support for insurance subscription
Subscription for group insurance and support for insurance premium

Access to general financial services at Saemaul Bank (incl. loans)
General financial services (incl. loans)

Commendation and rewards
Commendations and rewards for outstanding service on the foundation day

Health promotion
Support for medical examination cost

Rewards for long-term service
20-year service, 30-year service, retirement at full retirement age, and honorary retirement (from university / mutual aid society)

Commendation and rewards
Commendations and rewards for outstanding service on the foundation day

Recreational facilities
Imhae Training Center
Daemyung Resort
Hanwha Resort

Mission 12.
Anti-corruption and Transparent Management

Instillation of Ethical Management

Wonkwang University believes that maintaining high ethical standards in R&D activities, administrative affairs, and academic management is a prerequisite for sustainable development. Based on such belief, it adheres to global standards of ethical management. Going forward, Wonkwang will continue to win public trust and respect by maintaining the highest standards of transparency and fairness throughout its operations.

Student Ethics

Wonkwang aims to become a virtue- and morality-oriented university nurturing creative practitioners that possesses both intelligence and virtue. The Institute of Moral Education helps students build character and practice morality while promoting the Morality Practice Certification and community service programs. The university takes a tight control on academic exercises to prevent acts of academic dishonesty, including cheating, impersonation, and plagiarism. The Student Advisory Committee handles such acts strictly in accordance with the regulations on student rewards and disciplinary actions.

Research ethics

Wonkwang University adheres to high standards of research ethics. The university works to prevent dishonesty in research and, when an act of dishonesty occurs, establishes the Research Ethics and Integrity Committee to verify the integrity of the act in a fair and systematic manner. In addition, preliminary investigations are conducted if research dishonesty is suspected. The Industry-Academic Cooperation Team provides orientation to researchers who take up the cooperation projects for the first time. The orientation deals with such topics as research ethics, standard manual on research grants, research grant system, and security.

Activities the Research Ethics and Integrity Committee

1. Establish and implement institutions related with research ethics and integrity
2. Receive and handle information on acts of dishonesty
3. Initiate preliminary and main investigations and approve the results
4. Protect informers and restore the honor of those investigated.
5. Handle the results of verification of research integrity and take follow-ups.
6. Deal with issues put on the agenda by the Chairman

Bioethics

The Bioethics Committee aims to respect human dignity and values and safeguard bioethics and safety in all human subject researches conducted at Wonkwang.

Activities of the Bioethics Committee

1. Review the ethical aspect and scientific feasibility of life science research proposals
2. Ensure to obtain informed consent with due course from human subjects and individuals providing samples
3. Ensure the means of safety and privacy protection for human subjects, individuals providing samples, and those providing genetic information
4. Handle urgent matters put on the agenda by the Chairman due to harm or concerns about potential harm to bioethics or safety
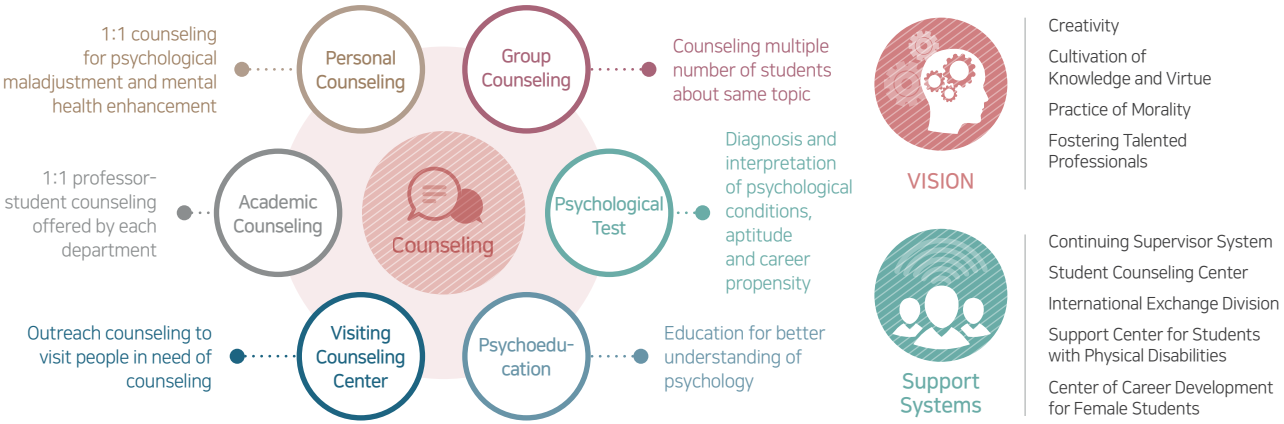5. Deal with other matters required by laws and regulations

Mission 13.
Counseling and Support System

Wonkwang University has an administration office in each college and department for the systematic management of students' affairs in general, including academic matters, career development, and campus life, and a counseling system incorporated with the Student Counseling Center and the Human Resources Center. We also created the "Student Advisory Committee Regulations" and the "Operational Regulations on the Department Heads, Department Head Professors, and Student Supervisors" to provide systematic education and guidance for students.

Student Counseling Center

Student Counseling Center helps students to maintain meaningful college life by guiding students to understand and solve their problems through private and group counseling, various psychological tests, lectures and campaigns related to mental health developed programs. Various programs are operated for students to solve life difficulties and to pursue individual growth. Especially, preventive support system in growth aspect is organized and operated for students to learn how to cope with different hardships in personal development.

- 1:1 counseling for psychological maladjustment and mental health enhancement — **Personal Counseling**
- **Group Counseling** — Counseling multiple number of students about same topic
- 1:1 professor-student counseling offered by each department — **Academic Counseling**
- **Psychological Test** — Diagnosis and interpretation of psychological conditions, aptitude and career propensity
- Outreach counseling to visit people in need of counseling — **Visiting Counseling Center**
- **Psychoeducation** — Education for better understanding of psychology
- Center: **Counseling**

VISION
- Creativity
- Cultivation of Knowledge and Virtue
- Practice of Morality
- Fostering Talented Professionals

Support Systems
- Continuing Supervisor System
- Student Counseling Center
- International Exchange Division
- Support Center for Students with Physical Disabilities
- Center of Career Development for Female Students

WON Can Help! Counseling Program

|	Cultivation of Knowledge and Virtue and Practice of Morality						
Theme	Study	Career Development	Personality and Sociality Development			Support for Minorities	Support Counseling for Minorities
Type	Study	Career Development	Adaptation to College Life	Mental Health	Violence and Sex		
In-depth Counseling by Continuing Supervisor	· Academic counseling	· Career counseling	· Counseling on adaption to college life			· Counseling for students on academic probation	· Counseling by adviser (poor academic achievement, transferred students, disabilities)
Personal Counseling	· Personal counseling in Counseling Center (study)	· Personal counseling in Counseling Center (career)	· Personal counseling in Counseling Center (adaptation to college life)	· Clinic counseling · Personal counseling in Counseling Center (mental health)	· Personal counseling in Counseling Center (violence) · Personal counseling in Counseling Center (sex/relationship/marriage)	· Personal counseling in Counseling Center (support for minorities)	· Study Companion Program
Group Counseling	· Learning Improvement Program	· Career Aptitude and Job-Dream · Self-Growth and Career?	· Win-Win Relationship · Art and Color · Inside Out	· Healing Meditation and Yoga · Sandbox Psychotherapy · Group Counseling for Anger Management	· COOL SUMMER · Happy Dating · Counseling on Sexual Violation	· Study Companion Program · Mom, I'm Good	· Get A+ · Mom, I'm Good
Career · Psychology Tests	· U&I learning styles test (personal) · MLST	· Career development test · HOLLAND aptitude test · STRONG interest inventory	· College adaptation test	· MMPI · Symptom checklist · PAI			· Foreign student personality test
Career · Psychology Education	· Special lectures and psychoeducation for learning ability improvement (psychology)	· How to talk about myself · Career Design Camp	· College adaptation program · Invitational lectures on career search	· Psychodrama	· Violence prevention education · Sexual violence prevention education for ROTC · Sexual violence prevention education for freshmen		
Visiting Counseling Center		· The road to take · What's your drama?	· Fellowship increasing program	· Happy warmth campaign · HRV stress measurement and counseling	· Sex and the School		
Specialized Counseling		· Career/aptitude for me, Job? Dream	· Conflict management · Going Solo · Happy communication	· Get rid of stress · Group counseling on anger management · Life saving education			Operation of Dilemma Handling Program

All-in-WON, Student Career Development and Management System

All-in-Won, a comprehensive career development and management system for students, is designed to support customized education by automatically categorizing subjects that match desired career based on the corresponding student's completed courses and extracurricular activities. A department uploads the degree of NCS (National Competency Standard) reflection along with the curriculum and program plan for a subject course or an extracurricular activity in order to allow preparation of resumes based on NCE. This is considered the first career management system for the ability-based society. All-in-WON program was introduced as a best practice in 'Best Practices of College Job Centers' published by Korea Employment Information Service in Oct. 2017.

## Fifth and Sixth Periods of Wednesday

Wonkwang University operates the Continuing Supervisor System to provide students with counseling services and advice on various matters from their admission to the university to graduation. The university assigns students in each year to the professors in the enrolled department for systematic counseling services. The professors are responsible for regular guidance and at least one counseling session a semester, and the records are used for the professor performance evaluation. To provide counseling for all students and to provide customized counseling services, various types of counseling programs (psychoeducation, group counseling, psychology tests, etc.) are prepared. Counseling application (online) and operation linked with adviser counseling are offered and fifth and sixth periods of Wednesday is assigned for counseling.

Operating Performance of Fifth and Sixth Periods of Wednesday

2016
617

2017
762
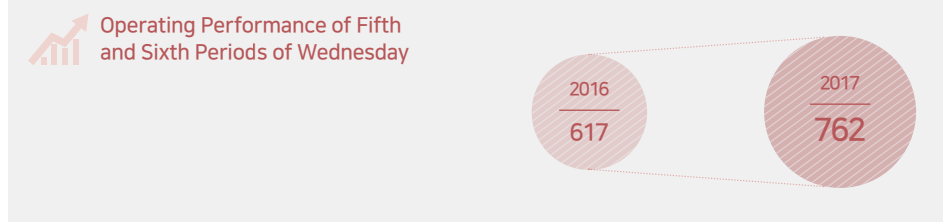
Sex Culture Counseling Center

Sex Culture Counseling Center handles in-campus sexual harassment, sexual violence and sex discrimination damages and provides professional counseling sessions. It aims to provide effective solutions for problems and concerns about sex related issues and relationship by operating communication programs, sexual violence prevention education and lectures to build sound sex culture of the university.

· To effectively improve relationship with opposite sex
· To build sound gender roles and sexual identity
· To prepare for safe sex life
· To tell if one's experience is sexual harassment (sexual violence)
· When one became a victim or a harmer of sexual violence
· When one wants to know about sexual discrimination or sexual harassment
· When having emotional issues (depression, anxiety, anger, etc.) related to sex issues
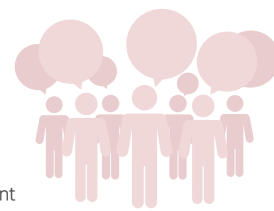
Anyone can ask for a counseling session, and all counseling sessions are absolutely confidential. Not all cases go through official investigations. The client may choose the solution for the problem after counseling.

EXTERNAL LEADERSHIP (SDGs 4, 17)

Mission 14.

Start-up and Employment Program

Wonkwang University is selected as an excellent university in Employment Support area of 2017 Youth Dream Best Practice jointly supervised by Ministry of Employment and Labor, Korea Employment Information Service and Donga Ilbo to be awarded Korea Employment Information Service Award. Among 4-year colleges nationwide, we received high marks on employment related projects for building of start-up and employment support infrastructure and providing systematic career guidance services to all students. We will keep striving to support start-ups and employment even better by cooperating with local agencies.

Employment and Start-up Support Organization

Wonkwang University operates diverse organizations designed to help student find jobs or starting a business, including Human Resources Office, Support Group for Business Start-up, and Start-up Education Center under the LINC+ Project Team. We also launched the Human Resources Development Committee for the operation of the systematic employment and start-up support programs and the supervision of the overall activities. The Human Resources Development Committee consists of professors and outside experts with professional knowledge related to employment and start-up business. It holds a meeting at least once a semester, playing a major role in planning and improving the programs.

Employment and Start-up Support Organization Chart
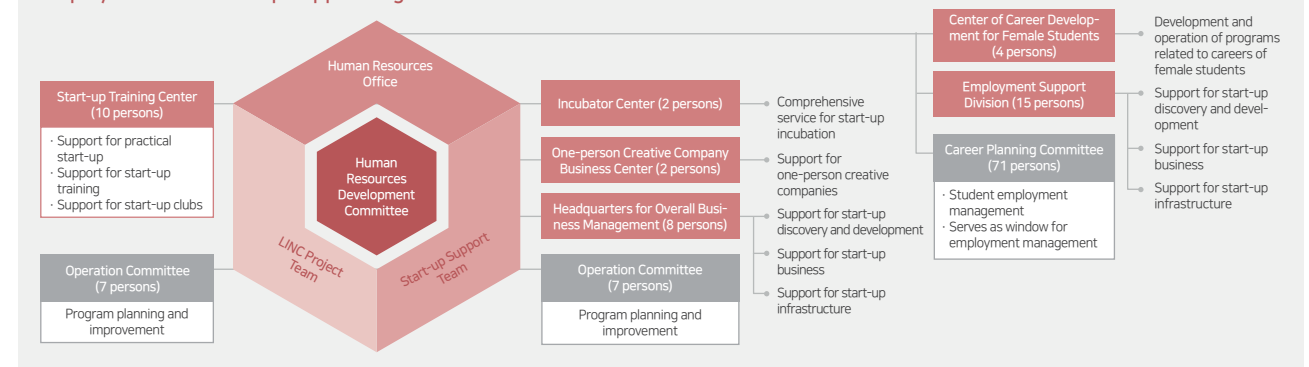
College Job Center as the Employment Support Base

Wonkwang University was selected as a college job center in 2016. We have segmented and diversified employment programs and increased the number of employment guidance professionals to offer employment to even overseas and foreign companies. Employment counseling sessions are expanded to provide customized career guidance to different individuals in different majors in all grades, and training programs are provided to the faculty to strengthen their career guidance skills. We further aim to provide One-Stop comprehensive employment guidance services by forming a network that integrates employment and start-up supporting functions for employment competence development and start-up supports.

① Job Competence Master Camp ② Overseas Company Visiting Program of Wonkwang University Job Center

Career Guidance
Lower Grades

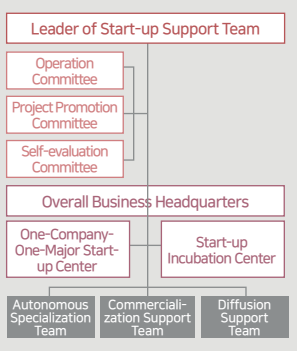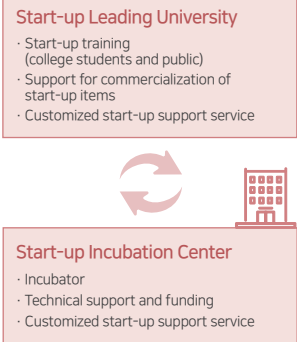| Programs	· Occupation aptitude test · Occupational value test · Vocational preference test · K-CESA competences diagnostic scale	· Special lecture on NCS job analysis · Phoenix mentoring · 1:1 career employment consultation · Start-up league
	College Job Center	
Curriculum	· College life and self innovation · Career mentor seminar · In-depth self develop-ment consultation	· Occupation and career of female students · In-depth self develop-ment consultation · Understanding of start-up

· Customized career services (by grade, by major, by type)
· Active career guidance by professors and faculty

Freshmen → Career Exploration → **Sophomore** → Occupation Exploration

Employment Guidance
Upper Grades

Training Ability Development Stage	Job Skills Stage	Employment Recommendation Stage	Follow-up Management Stage
· Job Training · Youth Employment Academy · Job design by division · Youth employment capability (Ministry of Employment and Labor) · K-CESA competences diagnostic scale · Courses for overseas employment · Clubs for overseas employment · Understanding of enterprises · Courses for female employment support · NCS School · TokTok Career and Employment Club · Job aptitude tests for major companies · Job aptitude tests for public organizations · 3D printing · Female ROTC training courses · Female Military Officers Club · Level Up Female Students Camp · Career coaching by female professors	· Special lectures on NCS cover letters · NCS Special Cover Letter Clinic · Employment Camp for Strong Small and Medium Businesses · Drunken Honesty Talk Show · Career and Employment Dictionary · Leaflets of College Job Center · Special invitational lectures by Creative Economy Innovation Center · Overseas employment counseling · Overseas employment consulting · Wonkwang Master Interview Day · Real Stage Mock Interview · Phoenix Speech Competition · Students Camp · Hot Employment Senior Mentoring · Mentor Camp	· Finding My Job Package for Youth · Youth Employment Intern Program · Visiting Strong Small Businesses · Small business employment training support · Overseas employment support (K-Move School) · Work and study combination for college students · United presentation by strong small businesses · Employment and Recruitment Meeting Day · Go-Go Employment Field Day · 'Employment and Recruitment Meeting Day' with Creative Economy Innovation Center · Overseas Job Fair · GRAND Job Fair · In-school Recruiting · Corporate recruitment presentation · Job practice in the field	· WK graduates management and guidance

Division		Service and Program Details	Wonkwang University Programs
Strengthening Employment Support Services	Government-supported Measures for Youth Employment	1. Finding My Job Package for Youth	· Finding My Job Package for Youth
		2. Job Training	· Job Training
		3. Youth Employment Intern Program	· Youth Employment Intern Program
		4. Youth Employment Academy	· Youth Employment Academy
		5. Visiting Strong Small Businesses	· Visiting Strong Small Businesses
		6. Overseas Employment Support (K-Move School)	· Overseas Employment Support (K-Move School)
		7. Work and study combination for college students (IPP)	· Work and study combination for college students (IPP)
	Youth Employment Policy Promotion	8. Visiting Presentation	· Visiting Youth Employment Policy Presentation
		9. Survey of recognition	· Survey of recognition of Youth Employment Policy
		10. Others	· Operation of Angel Eyes Supporters · Construction of College Job Center website
	College Employment Support Programs	11. Recruitment Fair	· GRAND Job Fair
			· In-school Recruiting · Corporate Employment Presentation
		12. Operation of Employment Related Courses	· Job Design by Division (6 division) · Courses for female employment support
			· NCS School
		13. Employment Clubs	· TokTok Career and Employment Club
		14. Employment Related Lectures	· Special lectures on NCS cover letters
			· Wonkwang Master Interview Day · Phoenix Speech Competition
			· Special lectures on Youth Employment Capability (Ministry of Employment and Labor)
			· Job aptitude tests · Drunken Honesty Talk Show
		15. Employment Camps	· Employment Camp for Strong Small and Medium Businesses · NCS Competence Strengthening Camp · UCC Camp · Career Senior Mentoring · Mentor Camp
		16. Employment Competences Strengthening for Department of Humanities	· 3D Printing
		17. Employment Competences Strengthening for Female Students	· Female ROTC training courses · Female Military Officers Club · Level Up Female Students Camp · Career coaching by female professors
		18. Field Practice	· Job practice in the field
		19. Publication of Employment Information Resources	· Career and Employment Dictionary · Leaflets of College Job Center
		20. Others	· Overseas employment counseling and consulting · Overseas Job Fair
		21. Others	· Stepping Stone for Recruitment · United presentation by strong small businesses · Youth Employment Day
Career Guidance Programs		22. 1:1 Career and Employment Counseling	· Phoenix 1:1 Career and Employment Counseling
		23. Occupational Psychology Tests	· Occupational value test · Vocational preference test
		24. Career Guidance Courses	· College Life and Self Innovation (mandatory) · In-depth Self Development Counseling (mandatory) · Career Guidance Method · Career Mentor Seminar
		25. Career Exploration Programs	· Operation of CAP+ program
Construction of Infrastructure for Employment Support	Reorganization of the System	26. Dedicated Professor for Employment Counseling	· Career Planning Professor System
		27. Competency Strengthening Point Saving System	· All-in-WON Competency Strengthening Point Saving System
		28. Number of Students Double Majoring Humanities and Science and Engineering	· Number of students double majoring humanities and science and engineering
		29. Convergence Education for Students Majoring Humanities	· Fusion and convergence curriculum for pharmaceutical engineering · Fusion and convergence curriculum for fashion and jewelry design · Fusion and convergence curriculum for cultural contents
	Strengthening Competency of Managers	30. Education and Training	· Professor training and education · Faculty training and education · Consultant training and education
	Follow-up Management	31. Follow-up Management of Graduates	· Follow-up and guidance of WK graduates

Start-up Support Team, A Solid Background for Technology Ventures

Wonkwang University was first selected as a start-up leading university by Ministry of SMEs and Startups in 2014 and was promoted to base type from ordinary type in 2015. It has become a top start-up leading university of Jeollabuk-do that supports realization of total 89 companies to achieve profit of 48.9 billion won, export of 2.3 billion won and employment of 222 persons. As of March 2018, we delivered specialized start-up knowledge and knowhow to over 300 preliminary founders through total 13 start-up courses as well as supporting 119 One-Company-One Major Start-up Programs and start-up clubs. In 2018, we plan to commercialize 25 items (up to one hundred million won) to focus on finding and fostering technology based start-up teams with potentials for success and employment capacity and to select start-up teams from both professor (masters and doctors) lab and students. Also, we will lead building local start-up environment by preparing start-up training programs for military soldiers and youth and local start-up network and consulting other universities about start-up support models.

Organization Chart of Start-up Support Team

- Leader of Start-up Support Team
  - Operation Committee
  - Project Promotion Committee
  - Self-evaluation Committee
- Overall Business Headquarters
  - One-Company-One-Major Start-up Center
  - Start-up Incubation Center
    - Autonomous Specialization Team
    - Commercialization Support Team
    - Diffusion Support Team

Current Start-up Support System

Start-up Leading University
· Start-up training (college students and public)
· Support for commercialization of start-up items
· Customized start-up support service

Start-up Incubation Center
· Incubator
· Technical support and funding
· Customized start-up support service

Start-up Support Team of Wonkwang University launched as a dean exclusive affiliated organization in 2014 with the purpose of contributing to local and national economic development through start-up promotion. The Start-up Support Team integrated departments related to 4 Strategies for Differentiation, academic properties, HR resources of Industry-Academic Cooperation Team and Start-up Support Team and information technology assets into One-Stop Start-up Assistance System for successful supporting of start-up materialization. Also, the team built and supports systematic overseas advance system including market trend information, investment attraction, technical cooperation, consultation for enterprise establishment, recommendation of business partners and marketing by putting together industry-academic cooperation capabilities for international beginning of local start-ups.

For activation and spreading of start-up culture in the university, we are operating start-up leave system, alternative credit acquisition system for start-up, start-up credit exchange system, start-up connected majors, start-up specialized students system, start-up alternating dissertation system and graduation certification system for students and start-up leave or double job system, faculty performance evaluation, start-up (focusing) professors and start-up research leave program for faculty.

Start-up-friendly School System

Division		Definition
Academic System	Start-up Leave System	Leave for start-up can be continued for the time the university decided.
	Alternative Credit Acquisition System for Start-up — Start-up Practice	Start-up preparation activities of a start-up club can be recognized as credits if the study goal can be achieved.
	Alternative Credit Acquisition System for Start-up — Start-up Practice in the Field	Start-up activities can be recognized as credits if the study goal can be achieved.
	Start-up Credit Exchange System	Students can take start-up lectures of other universities that contracted credit exchange agreement.
	Start-up Connected Majors	A (minor or double-major) degree is granted when a student completes a certain amount of regular start-up courses.
	Start-up Scholarship	Scholarship is given to students with excellent start-up activities and competency.
	Start-up Specialized Student	This is an admission system to select students with excellent start-up competency.
	Start-up Alternating Dissertation System	Graduate School: Start-up business activities and preparation qualifying certain standards can substitute a dissertation.
	Graduation Certification System	Mandatory subjects for graduation certification are operated to improve start-up competency and to foster start-up professionals.
HR System	Start-up Leave or Double Job System	Leave or holding double jobs are allowed for start-up that qualifies certain standards.
	Professor Performance Evaluation	Start-up activities and training are reflected to the professor performance evaluation to secure specialty of start-up education.
	Start-up (Focusing) Professors	Start-up experience or start-up training expertise are considered for recruitment of faculty to secure specialty of start-up education.
	Start-up Research Leave program	A research year is given to faculty for start-up.

Start-up Support Programs of Wonkwang University

One-Company-One-Major Start-up Support Center

One-Company-One-Major Start-up Support Center
One-Company-One-Major Start-up program aims to reduce burdens of start-up for faculty and enrolled students to create challenging and creative start-up cultures in the campus.

Start-up Clubs
This program is to find start-up clubs with creative items and to support successful start-up businesses by providing basic education and supports in steps including production of prototypes, preparation of business plan, mentoring and start-up lectures.

Prototype Production Lab
This is an open space for students to produce start-up ideas, capstone designs and prototypes for various competitions in order to cultivate 3D printing experts and provide experience activities.

Nuri Angel Club
This program is to support activation of angel investments and investment attraction for early start-up businesses by building angel investment network, registration and management of special angel investors and angel clubs, angel investment education, investment support and follow-up management, reception of angel investment matching fund, etc.

Star Business Development Center

Commercialization of Start-up Items
This program is to support successful start-up preparation of (preliminary) founder with promising start-up items and technology and start-up preparation activities of (preliminary) founder needing start-up infrastructure of the school like HR, spaces and equipment for production of prototypes.

Follow-up Support for Commercialization of Start-up Items
This program is to support funding for business enhancement like product performance improvement, PR and marketing and continuous growth of excellent start-up founders of Wonkwang.

High-tech Start-up Scouter
This program is to support start-up of researchers, professors, masters and doctors, retired engineers and promising founders with advanced or new technologies by building active start-up founder scouting program. High-tech start-up scouters seek for start-up founders and preparer with high value added technology.

Global Start-up Support Project
This program is to provide customized export consulting by checking growth level of newly exporting companies through global competency diagnosis.

Regional Revitalization Program
This program is to decide a start-up and venture week to open related events for start-up and venture organizations and agencies and to strengthen the university's role of leading regional start-up businesses.

Start-up School

Start-up Lectures for College Students
For this program, 10 courses per semester are planned. The courses will be operated focusing on overall start-up practices including designing and materializing start-up ideas as well as planning and execution. The program will include improvement of creative thinking skills, conversion of ideas by creative problem solving, materialization of ideas by preparing business plans, diversification of practices by start-up simulations, fairs for different courses, and field experience studies like visiting related organizations and start-up companies.

Practical Start-up Lectures for Public
This program is to support demand-based practice and experience programs to foster globally successful CEOs, find excellent founders and strengthen competency of potential founders.

Start-up Scholarship
To activate start-up in the school by granting incentives for will and efforts of enrolled students in start-up programs, about 50 students are selected to grant start-up scholarship.

Mandatory Start-up Education for All Students
Wonkwang University adopted the graduation certification system in February 2016. All students admitted to the university since 2016 have to take start-up related courses mandatorily in order to expand start-up infrastructure and start-up culture.

Future Start-ups
This program aims to foster future start-up leaders by providing practical experiences and start-up knowhow by encouraging start-ups of students through full support to start-up club activities of local high schools and universities and improving completion of developed project with support for start-up processes of commercializing excellent items.

Autonomous Specialization Program

Youth Start-up Party
This program is to open diverse events related to start-ups and employment. In order to strengthen the school's role to lead start-ups and to bring synergy effects, we promote start-up upgrades, information exchange and network among youth start-up leaders with major youth start-up programs like mock investment IR competition and mentoring.

College Start-up Competition
As the base university for start-up, we hold start-up competitions to spread the start-up culture and to promote information exchange and networking among excellent start-up leaders and clubs of leading universities.

Start-up Camp
This program is to support production of prototypes with understanding of the concept of actual start-up and motivation for start-up and materialization of start-up items and upgrading production knowhow and ideas through expert mentoring. Special lectures by youth CEOs and field visits are offered.

Jeonbuk Angel Investment Venture Forum
This program is to support commercialization of start-up items, funding of graduated start-ups, networking of investors of local cluster, customized mentoring and investment connections. We aim to create start-up environment allowing early investments and to vitalize and stabilize local start-ups.

Youth Start-up Training Program
To spread the national start-up activation strategies to educational and economic scenes of Jeollabuk-do, we provide start-up related education to local college and high school students for finding and fostering of youth start-up leaders.

Military Start-up Training Program
To provide a chance to take systematic start-up trainings for soldiers that will soon leave the military, we aim to help their easier adaptation back in the society with basic and practical education for start-ups with ideas and technologies.

Special Start-up Lectures
Founders of successful small or venture companies are invited to lecture start-up experience and business philosophy and strategies.
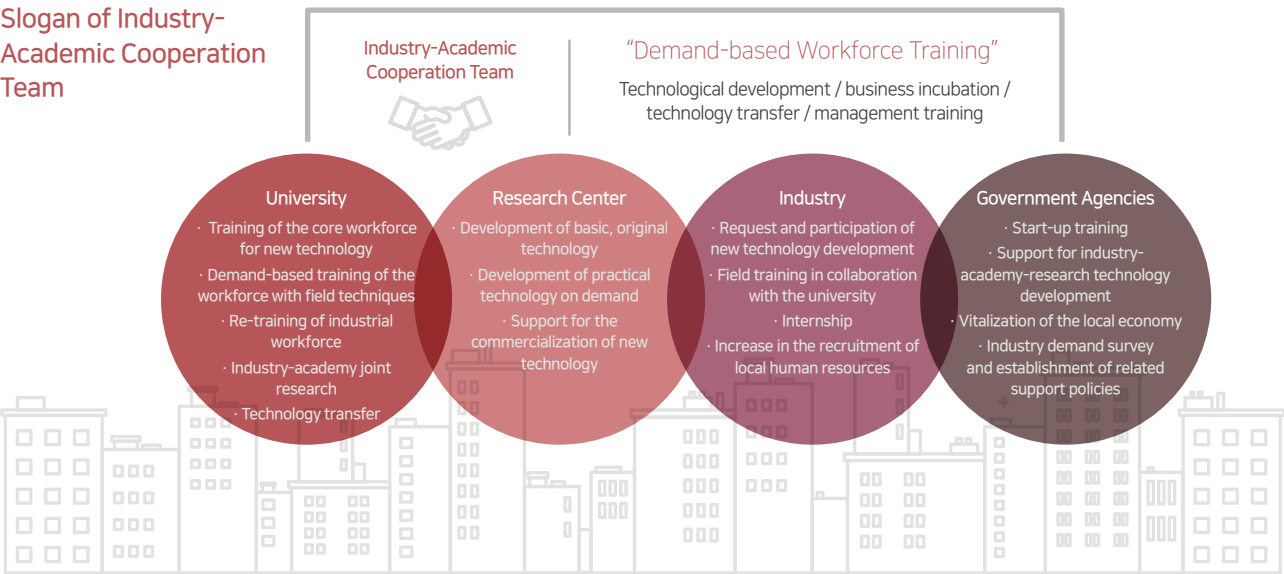
Mission 15.
Creation of Social Values of University
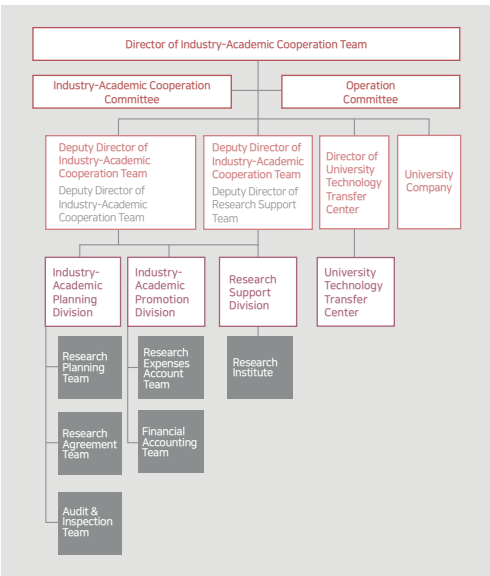
Growing Up with the Community
Industry-Academic Cooperation Team

Industry-academic cooperation is essential for creative researches and efficient utilization of various knowledge and information, solving problems of the industry and development of new technologies and fostering of creative workforce with industrial competency to lead the fourth industrial revolution. Industry-Academic Cooperation Team of Wonkwang University is putting best efforts to reinforce the foundation to grow with the community and to lead the industry-academic period.

Slogan of Industry-Academic Cooperation Team

Industry-Academic Cooperation Team

"Demand-based Workforce Training"
Technological development / business incubation / technology transfer / management training

University
· Training of the core workforce for new technology
· Demand-based training of the workforce with field techniques
· Re-training of industrial workforce
· Industry-academy joint research
· Technology transfer

Research Center
· Development of basic, original technology
· Development of practical technology on demand
· Support for the commercialization of new technology

Industry
· Request and participation of new technology development
· Field training in collaboration with the university
· Internship
· Increase in the recruitment of local human resources

Government Agencies
· Start-up training
· Support for industry-academy-research technology development
· Vitalization of the local economy
· Industry demand survey and establishment of related support policies

Organization Chart of Industry-Academic Cooperation Team

Director of Industry-Academic Cooperation Team

Industry-Academic Cooperation Committee

Operation Committee

Deputy Director of Industry-Academic Cooperation Team
Deputy Director of Industry-Academic Cooperation Team

Deputy Director of Industry-Academic Cooperation Team
Deputy Director of Research Support

Director of University Technology Transfer Center

University Company

Industry-Academic Planning Division
Industry-Academic Promotion Division
Research Support Division
University Technology Transfer Center

Research Planning Team
Research Expenses Account Team
Research Institute

Research Agreement Team
Financial Accounting Team

Audit & Inspection Team

Nadian Bio, a start-up venture company of Wonkwang University, developing new drugs to control side effects of anti-cancer drugs and aging successfully attracted SeriesA investment of 3.5 billion won in April 2018. The research team of Medical Professor So Hong-seop of Wonkwang Medical School contracted technology transfer and industry-academic agreement with Industry-Academic Cooperation Team of Wonkwang University for commercialization of anti-cancer drug treating technology. For the past one and a half year, the team performed non-clinical tests on rats and beagle dogs to prove validity and safety of the drugs with non-clinical CRO of Chemon, and the research is coming to an end soon.

Exciting Encounter of Enterprises and University
Family Company

Family company means a company in industry-academic system continuously maintaining organic partnership by having technical and administrative guidance, joint researches, technical exchanges and teaching, field experience of students and utilization of experiment and practice equipment and facilities. With the concept of utilizing the industry scenes as campus and the university as industrial laboratories, family companies use technical human resources, labs and public equipment of university for research and development, and the university uses industrial scenes for field studies, field training of the faculty, execution of joint research projects and affiliate professors. By providing demand-based custom education, the university foster and provide excellent workforce with good adaptation to the scene to the companies in order to contribute to advancement of technology.

Benefits for Family Companies

1 Joint participation and priority application in various government support projects

2 Customized advice and guidance for technology, management and design by professors in different divisions

3 Priority participation opportunity to projects supported by Wonkwang

4 Opportunities of regular exchanges with same or different industries

5 Utilization and discount for equipment of Wonkwang

Professors
Preference to Industry-Academic Records
Royalty Income

Enterprises
Technology Innovation
Utilization of University Equipment

Field Practice and Employment

Industry-Academic Scholarship
Field Teaching
Practicing Space

Students
Field Practice

Number of Family Companies

Division	Number
Construction and Civil Engineering Division	132
Machine and Automobile Division	190
Nanochemistry Division	116
Food Industry Division	144
Medicine and Life Division	45
Semiconductor / LED / Electrical and Electronic Engineering Division	185
Business Service Division	356
Total	1,508

Wonkwang University held a Family Day event for executives, employees and university personnel in February 2018, and over 200 persons participated. The purpose of the event is to share the outcomes of industry-academic cooperation projects and company linked projects with family companies and to expand industry-academic cooperation for the following year. We had a matching event between family companies and students in field practice, presentations by government and local institutions and a performance-sharing seminar. Best productions and practices of joint industry-academic projects and technology transfer cases were exhibited. We promise to become a future leader as we grow with over 1,200 family companies and the local community.

Equipment Sharing Center

WKU Equipment Sharing Center established the system for shared equipment operation and industry support to provide use of university's research equipment to the industry and built cooperation system for departments operating research equipment. On the website of Equipment Sharing Center, regional colleges, government investment organizations and local companies can search and reserve available research equipment. Necessity of unavailable research devices is surveyed every March for purchase and support.

Legend: 2015, 2016, 2017 (KRW: 1,000,000 won)

No. of Companies Using Shared Devices	No. of Utilization by the Industry	Profit Related to Shared Devices
93 / 65 / 74	193 / 226 / 282	195 / 211 / 220
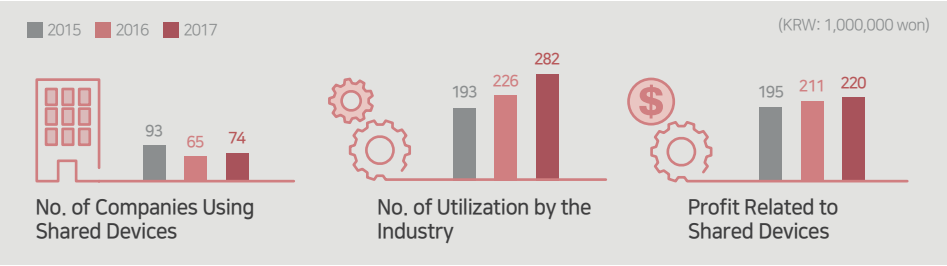
We are one!
Base Institution for Social Integration Program

Wonkwang University was repeatedly appointed as a base institution for Social Integration Program for 9 consecutive years since 2010. By collaborating with Jeonju Immigration Office and institutions for multi-culture and healthy home of 6 regions in Jeollabuk-do, we are playing the role of a regional university that promotes understanding of multi-culture society and social integration. We operate Korean language and culture programs for immigrants to become Korean society members and social integration program to help understand Korean society. We are doing our best to help immigrants and foreign students to settle soundly in Korea and to be integrated as the members through Social Integration Program of Ministry of Justice.

Living Together
Support Center for Students with Physical Disabilities

Wonkwang University opened Support Center for Students with Physical Disabilities in the first floor of Student Hall in September 2012 to support healthy college life and improvement of learning abilities of students with physical disabilities considering their special features and individualities. Also, we have built integrated support system to improve awareness of disability and learning support.

Elevators for handicapped

Convenience Facilities and Mobility Support

Wonkwang University has equipped systematic convenience facilities like lecture rooms, library, cafeteria, resting areas, gym, dormitory and bedrooms for students with physical disabilities. All recently built or remodeled buildings have convenience facilities for those students and for their better mobility and approach to lecture rooms, we have installed exclusive parking spaces, connection facilities and exclusive elevators. We also support projects to listen to their voice and to improve convenience facilities.

Reading rooms for handicapped

Teaching and Learning Support

Academic Support Department provides helpers to students with physical disabilities for class registration to prevent disadvantages, guides professors and instructors about their difficulties and prepared exclusive spaces in lecture rooms for their accessibility. Since 2007, we have scholarship for students with disabilities and students who have parents with disabilities as well as scholarship for their helpers.

PCs for handicapped

Disability Understanding Education and Awareness Improvement Programs

Wonkwang University is teaching usage and utilization of handicapped aids mainly by Secondary Special Education Department. In addition, we have contracted sisterhood agreement with Iksan General Welfare Center for Handicapped for mutual exchange of human and material resources based on firm connection between two parties.

Forever Young
Lifelong Education Center

Wonkwang University has been operating lifelong education courses for over 20 years since 1996. We are putting efforts to satisfy learning and cultural activity demands of local residents with our various programs including liberal arts courses, culture and art courses, language courses and autonomous women's college.

Support for Creative Lifelong Learning in the Era of 100-year Life Expectancy

Under the vision, Bringing happiness to the nation through creative lifelong learning in the era of 100-year life expectancy, the institute now focuses its resources on the following areas: lifelong learning led by university, support for online/offline learning, programs meeting the needs for social cohesion, higher learning capacity of the local community. Thus, we operate liberal arts, culture and art and license acquisition courses and custom language courses like adult English speaking, Japanese and TOEIC lectures for different clients. As the win-win cooperation project with Iksan City, we operate parent liberal arts instructor course and Autonomous Women's college to enhance self-development of female and the middle-aged and to satisfy learning desire of Iksan citizens.

Liberal Arts Courses

Liberal arts courses are operated for promotion of cultural literacy, self-realization and cultivation of human nature. To meet the need of humanities and liberal arts of the modern society, courses include philosophical areas like Zhou Yi and study of saju and fermentation technology using common materials. We aim to promote liberal arts education for citizens.

Healing Power to Change Mind, Positive Psychology Movie Trip	Real Estate Auction Practice	Study of Saju	Everyday Healing Writing
Creative Writing	Wealth Management and Investment Strategies	Easy Zhou Yi	Writing Healing Autobiography
Voice Master Image Coaching	Shakespeare Humanities	Xuankong Feng Shui	Practical Use of Traditional Fermentation Technology

Certificate Acquisition Courses

Lifelong Education Center provides diverse courses for acquisition of private or public certificates or licenses or those issued by Korea University Lifelong Education Center Association in order to promote job competency of Iksan citizens or enrolled students. The purposes of these courses for instructor, food, leisure or musical instrument certificate or license acquisition are promotion of job training and job competency as well as self-development and confidence.

Sensible Poetry Reading Artist	Licensed Chinese Character Instructor	Laughter Instructor	Healing Tarot Cards Counseling
Healthy Flower Tea Sommelier	Psychology Counselor	Personality Instructor	Craftsman Floral Design
Welfare Gardener	Art Therapist	Good Posture Correction for Teenagers	Flower Designer
Water Witching and Healing Culture	Barista Certificate Class	Rehab Recreation Instructor for Alzheimer Prevention	

Culture and Art Courses

Lifelong Education Center operates culture and art courses including art, dance and music for local residents and students. Various culture and art classes including calligraphy, gayageum, everyday pottery, oriental calligraphy and classic guitar are provided to local residents for cultivation of culture.

Learning Palace Culture	Gayageum	Opera	Basic Drawing	Oriental Calligraphy
Calligraphy	Saxophone	Harmonica	Basic Chromatics	Watercolors
Preventive Healthy Exercise	Clarinet	Classic Guitar	Four Gracious Plants	Oil Painting
Healing Tarot Cards Counseling	Ocarina	Haeguem	Everyday Pottery	Natural Dyeing

Autonomous Women's College

The institute has also run the Autonomous Women's College course since 2011 on consignment basis for the Women & Childcare Division. The course was designed to empower women in Iksan and raise their quality of life by nurturing them into women promoters of Iksan with in-depth knowledge of the history and culture of the city. Participants should attend classes on image making, trips to cultural sites in Jeolla-buk-do, medicine, humanities, foods, smile therapy, and so on two times a week for seven weeks.

Wonkwang University aims to become a moral university with the motto, 'cultivation of knowledge and virtue and practice of morality'. A moral university means a university cultivating talents with rich knowledge and good personality that practice truth and justice. Article 1 of the Regulations of Wonkwang University stipulates, "On the basis of the educational goals of the Republic of Korea and the founding principle of Won-Buddhism, the educational goal of Wonkwang University is to prepare students to serve the country and to contribute to the progress of society." Accordingly, Wonkwang University emphasizes contribution to the nation and society and community service. To establish itself as a university practicing morality and virtue, Wonkwang seeks to implement social values of the university with systematic and diverse community service policies and various community service programs including in-school, overseas and union volunteer work.

Morality Practice Certification

According to Wonkwang's founding spirit and educational goals, the Morality Practice Certification Committee reviews moral practices virtues of students to grant a moral practice certification, and the certification is recorded on the school register and report card. Over 930 students acquired the certificate since 2003. To acquire the certificate, a student must complete regular curriculum of basic morality training and community service and irregular curriculum of blood donation and in-depth community service.

Global Expansion of Morality Practice Certification

Chubu University of Japan showed great interest in Wonkwang's Morality Practice Certification and made inquiries. As the dean of Wonkwang University, Kim Do-jong, suggested an academic exchange project at a regular friendly game of handball held in Chubu University in April 2018, two universities agreed on the global academic exchange program. Chubu University agreed to adopt 'Morality Practice Certification' and install joint consultation institute for global academic exchanges in moral education and humanities.

Community Service

Wonkwang University secures enough budgets to support community services of the faculty and the students. Domestic community services include activities of community service club, volunteer work

Practice of Morality for Human Society by Community Services
Morality Education Center

Regular Curriculum
Community Service / Intensive Morality Training / Training of Virtue and Personality / Mind and Happiness / Humanities / Electives

" Cultivation of Knowledge and Virtue and Practice of Morality "

Irregular Curriculum
Basic Morality Training / Blood donation / Intensive Community Service / Good Deeds / Filial Piety / Sharing / Unity / Other moral matters

Exception:
outstanding practice in one field

related to majors, local work and talent donation. Overseas community services include university's service activities, overseas volunteers and volunteers dispatched by Korean University Council for Social Service. To encourage service activities of the faculty and students, we built volunteer activity system, offer scholarship for students with excellent volunteer work records and include volunteer activities to professor performance evaluation. We are leading community service activities by motivation, promotion and systematic management.

Community Service Vitalization Policies

- Community services as liberal arts subjects
- Construction of Volunteer Activity System
- Scholarship for students with excellent volunteer work records
- Professor performance evaluation (community service)
- Motivation for volunteer activities
- Promotion of volunteer activities
- Systematic management of volunteer activities

Division	Volunteer Activity Programs
Morality Practice Certification	Basic and intensive community service courses
Knowledge Donation Service	Knowledge donation (mentoring camp)
Volunteer Activities for Rural Areas	summer volunteer activities for rural areas
Overseas Volunteers	Overseas volunteer work by Wonkwang - Mongol (subject)
	Overseas volunteer work supervised by student dormitory - China (subject)
	Overseas volunteer work by Jeollabuk-do Volunteer Center - Nepal (subject)
	Overseas volunteer work by Iksan Volunteer Center - Cambodia (subject)
	Overseas volunteer work supervised by Korean University Council for Social Service or the Pacific Asia Society
Volunteer Activities for Organizations and Facilities (community)	Volunteer work by high school or college volunteer clubs in Iksan
	Volunteer work by college clubs
	Volunteer work at community facilities (subject)
	Free meal service with advisor of community service class
	Student volunteer activities by college
	Volunteer work for community or other events
University Exchange Service	Sharing service with 4 universities in Yeongnam and Honam areas (subject)
Medical Service and Campaign for Life	Medical service
	Blood center
	Completion of CPR and AED courses
	Campaign for Life by club union
	Making Hats of Love for Newborns of Africa

Participation in Community Service Activities

Supporting Amount for Community Service Activities
(KRW: 1,000 won)

108,558   247,783   176,679
2015   2016   2017

| Division	2015			2016			2017		
	Total	Participants	Participation Rate	Total	Participants	Participation Rate	Total	Participants	Participation Rate
Students	16,256	19,130	117.6%	14,701	22,329	151.8%	15,158	16,300	107.5%
Professors	750	732	97.6%	731	728	99.5%	755	731	96.8%
Staff	250	268	107.2%	213	97	45.5%	213	127	59.6%
Total	17,256	20,130		15,645	23,154		16,126	17,158	

Overseas Dental Service Team of Wonkwang University and Happy Maker Jaemiet provided dental care service in Oudomxai, Laos from Jan. 26 to Feb. 3. Six universities including Seoul Women's University, Myongji University, Soongsil University, Kookmin University and Donguk University participated in 'United University Volunteer Work in Laos'. The united volunteer team built and repaired a secondary school building and dormitory and provided education programs. Wonkwang University dispatched dental service for local students.

Over 200 students participated in volunteer work in rural areas for 6 nights and 7 days during the summer of 2017. In 17 villages of 9 myeon areas of Gimje City, they worked in farms, fruit ranches, farmlands, greenhouses. By helping work in rural areas, they learn to live with different people and to develop their personality. For those who completed the volunteer work schedule, 2 community service credits are given.

Legal Clinic Center of Graduate School of Law is regularly visiting Seonyudo area since 2013 to provide legal services to residents.
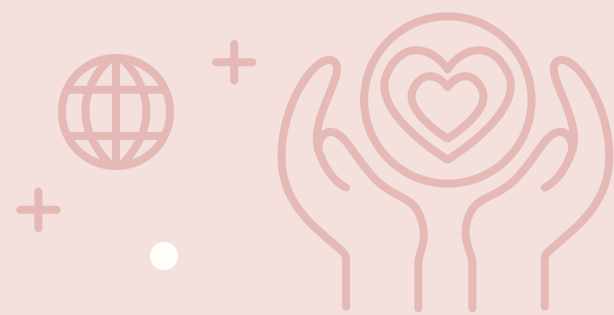
Professors and students of Safe and Secure Agri-Food Human Resource Training Specialization Team participated in making kimchi event as volunteer work in December 2017. It was the fourth volunteer work session. They harvested and salted down cabbage they planted on the first day, and they washed and seasoned the cabbage on the second day to participate in all processes of making Kimchi. They are showing more interest in this activity to develop their personality and job aptitude.

Students of Oriental Herb Department participating in Natural CSI Human Resource Training Specialization Team shared their talent with seniors in Senior Welfare Center and House of Filial Piety in Wonkwang Filial Village. The Oriental Herb Department has continued volunteer work by visiting welfare centers in Jeollabuk-do. For the joy of volunteer work and improvement of major related job skills, the volunteer work will continue.

The temple members of Wonkwang University delivered 13 thousand pieces of briquettes to 54 homes in need. The briquettes are purchased by donation. The delivery was completed after six volunteer work sessions. Ten thousand pieces were delivered to 42 homes in Dongsan-dong, Geumgang-dong, Manseok-dong, Hwangdeung-myeon, Hmana-myeon and Yeosan-myeon in Iksan City, and three thousand pieces to 12 homes in Impi-myeon and Seosu-myeon in Gunsan City. Over 120 persons who are faculty and students of Wonkwang University, temple staffs of Central Won Buddhism Diocese and teenagers participated in the program.

The connection with Cambodia started with death of doctors from Wonkwang in 1997. For 20 years, there had been 12 medical services. It is a big local event for Battambang too. In 2017, total 35 persons who are professors and students of Wonkwang Medical, Dental, Oriental Medicine and Nursing Schools and other medical residents, nurses, clinical pathologists and private dentists. The system of this medical service is just like a general hospital with departments of dentist, surgery, ophthalmology, internal medicine, oriental medicine, dermatology, gynecology, pediatrics and pain medicine.

The club 'Dasomi', meaning a person sharing warmth and love, is composed of 36 Home Economics Freshmen and Sophomore of Wonkwang University. Their activities started in the first semester of 2017 and continued for two semesters. They provide education on proper eating for the vulnerable, breakfast for college students, 'Family Meal Day' for local residents and guide to excellent farm experience spaces for preliminary teachers.

'Pat the School' is a campaign to make a beautiful school. This campaign is voluntarily led by students to learn gratitude in life and express gratitude more often. It aims to raise moral students for the society. For 'Changing Campus Town Together' campaign, students voluntarily cleans the campus and nearby every Saturday. Pictures and stories of organizing lecture rooms and cafeteria sent by students are selected to give out gifts.

Volunteer work in Lumbini, northern Nepal, for 7 nights and 9 days was supervised by Wonkwang University and Samdong International and was supported by Wonkwang University Hospital, Iksan Mahan Rotary Club, Wonkwang Medical School Alumni and Hanbark Faculty Meeting. The team is composed of 40 persons who are nurses and staff of Wonkwang University Hospital, the president and executives of Mahan Rotary Club, the chairperson of Samdong International and members of Won Buddhism. It was more meaningful because different support teams participated.

Students of the Dental College participated and shared their talent in '2017 Public Organizations · Corporate Social Contribution' held in Hannuri Hall, Jangsu-gun. The volunteer team with Yun Han-ul, Park Ga-ryeong, Lee Haena and Kim Min-seon who are juniors of the Dental College provided oral examination, fluoride application and tooth brushing education mainly for seniors in their 60s to 80s.
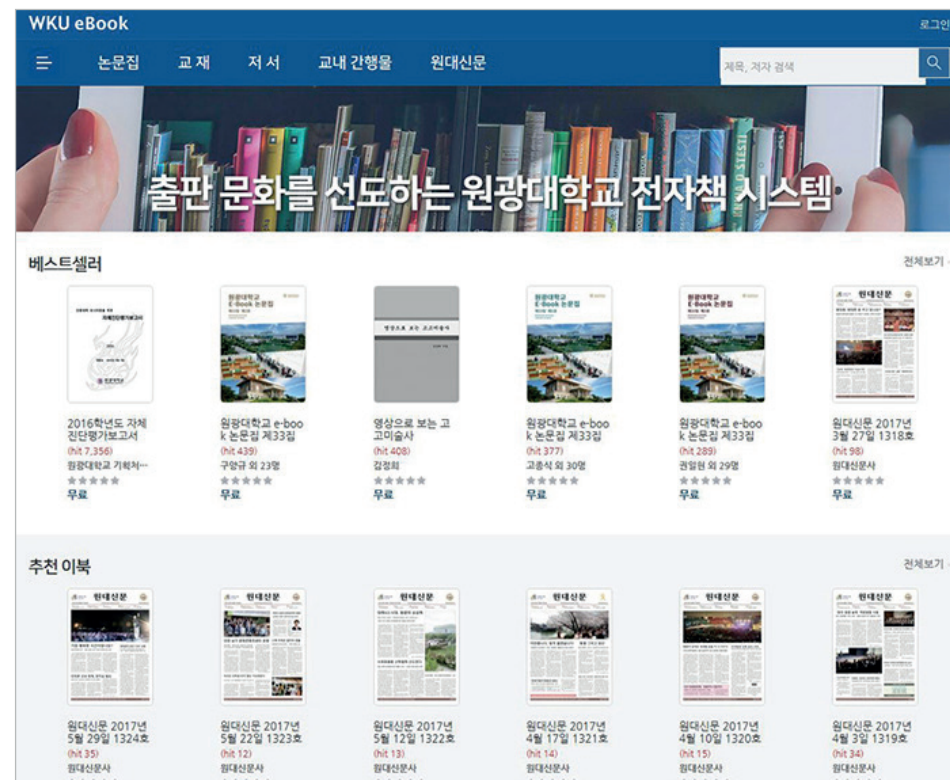

Won Buddhism Club of the Medical School, the representative medical volunteer club of Wonkwang University, had summer medical service in Damyang Sports Complex. During three days of the medical service, over 740 residents visited for treatment of medical departments of surgery, internal medicine, neurology, psychiatry, ophthalmology, radiology, oriental pain medicine and oral surgery. Ultrasound for stomach, thyroid, head, neck and breasts and Alzheimer's test by cognitive functions assessment and linguistic ability assessment were offered. The volunteers had a meaningful time of handling diseases and feeling love for humankind as well as fellowship with one another.

Mission 16.
Green Campus

First Korean University to Publish E-Book Dissertations

Wonkwang University published e-book dissertations based on EPUB 3.0 to enlist 85 dissertations for the first time for universities by building an advanced system that support multimedia services of video and music. With the development of digital media like mobile and internet platform, there are less paper books and more e-books. This meaningful try of e-book dissertations including videos and voices on experiment and study procedures and results to deliver the content in the fourth dimension is considered as a breakthrough attempt. Especially because this program is based on EPUB 3.o instead of plane EPUB 2.0, the standard e-book format), different types of multimedia contents like video, sound and animation can be inserted to tests for three-dimensional writing. The use of this system is not limited to publication of dissertations and books. It allows integration of data that was managed separately with is library function to increase usage of the data. It helps make active class environment with mobile devices and to share creations with the support of e-book making service. More synergy effects are expected.Wonkwang University published e-book dissertations based on EPUB 3.0 to enlist 85 dissertations for the first time for universities by building an advanced system that support multimedia services of video and music. With the development of digital media like mobile and internet platform, there are less paper books and more e-books. This meaningful try of e-book dissertations including videos and voices on experiment and study procedures and results to deliver the content in the fourth dimension is considered as a breakthrough attempt. Especially because this program is based on EPUB 3.o instead of plane EPUB 2.0, the standard e-book format), different types of multimedia contents like video, sound and animation can be inserted to tests for three-dimensional writing. The use of this system is not limited to publication of dissertations and books. It allows integration of data that was managed separately with is library function to increase usage of the data. It helps make active class environment with mobile devices and to share creations with the support of e-book making service. More synergy effects are expected.

Business Agreement on Green Campus

Wonkwang University contracted a business agreement with KEPCO Energy Solution for Energy Efficiency Project to create a green campus in November 2017. ICT Convergence Green Energy Research Institute will play the main role for the agreement. We are expecting to set the foundation of national growth through creation of a green campus and spreading environment-friendly cultures. We will promote Energy Efficiency Project to reduce greenhouse gas emission of the school and will suggest efficient energy management models for universities in this green campus as we promote Green Energy Specialization Project, one of 4 specialization projects of Wonkwang University.

Recognition of Outcome of Eco-friendly Construction Material Research

Professor Choi Se-jin, Department of Architectural Engineering of Wonkwang University, was selected as the medal winner of the year by International Association of Advanced Materials, IAAM). He was recognized for excellent research outcome and contribution to eco-friendly construction material field to win the medal in 2017. The award was given in Advanced Materials World Congress (AMWC2018) that took place in Singapore from Feb. 4th to 8th. He presented his research paper on properties of cement complex using ferronickel slag powder, steel byproduct, to receive great attention and praise.

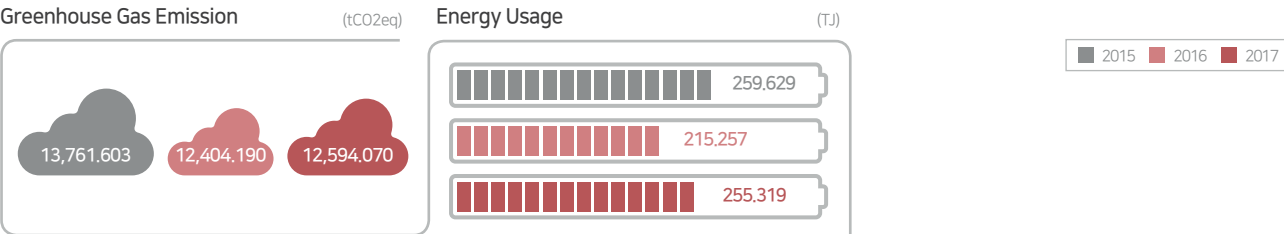### First Prize in Natural Environment Design Everyday Sparkling Ripples

for Design Part of the 17th Natural Environment Prize jointly hosted by Korea Association of Ecological Restoration and Korean Association for Conservation of Nature. They also received Minister of Environment Award. Jeong Hyeon-wook and 6 other students majoring Forest Landscape Architecture (adviser Ahn Byeong-cheol) submitted Everyday Sparkling Ripples (Wetlands Composition Strategies for Wonpyeong Stream in Gimje). To purify aquatic plants and to create wetlands economically and practically in the shitake village, notorious for random emission of agricultural water and frequent flooding, they suggest 3 key strategies: disaster prevention, water purification and creation of ecosystem services. According to their ideas, agricultural water and pollutants emitted from farmland are purified by animals and plants inhabit the area based on settling pond and multi-step purification principles. Furthermore, the habitat can be restored by ecosystem services using natural materials by selecting target species to represent the area. The use of eco-friendly materials and eco-friendly plans that prevent disasters are highly regarded.
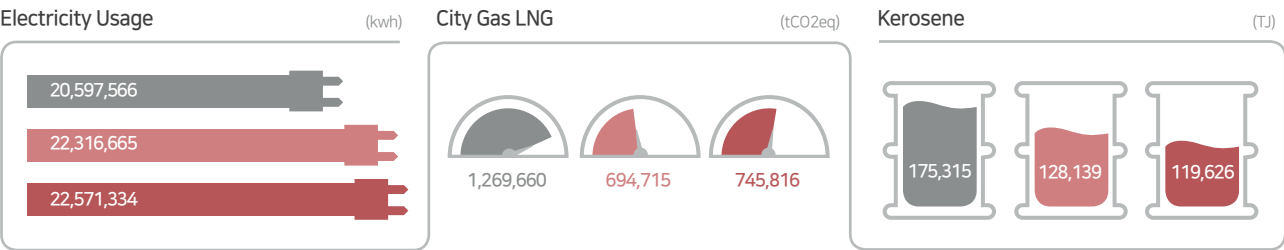
Efforts for Energy Saving

Visiting Japanese lighting and ICT application companies and promoting technical cooperation	3 companies including Toshiba Lighting
Invitational seminar with lecturer, Professor Ju Yeol of Texas University (discussion on green energy technology cooperation and student training)	Texas University, Rio Grande Valley, USA
Technology Exchange Meeting with ICT Convergence Green Energy Research Institute	32 companies participated.
On-the-job Training with ICT Convergence Green Energy	New Technology Education Center of Korea Polytechnics
Development Forum with ICT Convergence Green Energy	Energy related organizations including Korean Standards Association
Participation in 15th International LED & OLED EXPO 2017	Ministry of Trade, Industry and Energy
Meeting and Seminars of ICT Convergence Green Energy Industry	Green Energy Research Center and related graduate students and company personnel
Field visit by Specialization Project Team for cultivation of creative Eco-Green construction technology engineers	Sepung Bridge and Daecheong Dam
Visiting industry scenes and expert lectures for green energy field with ICT Convergence Green Energy Research Institute	Yuyang D&U, etc.
Spring Conference for Electrical Devices and Energy Conversion System	The Korean Institute of Electrical Engineers
Mutual exchange agreement for promotion of industry-academic cooperation and human resource training	Korea Electric Energy Institute
Industry vitalization and industry-academic cooperation for thermal power generation and renewable energy in the west coast region	Korea East-West Power
International Cooperation and Industry-Academic Technology Exchange Meeting for LED+IT	Myanmar

Greenhouse Gas and Energy

Greenhouse Gas Emission (tCO2eq)

Energy Usage (TJ)

Legend: 2015 2016 2017

13,761.603   12,404.190   12,594.070

259.629
215.257
255.319

Fuel Consumption of Major Energy Sources
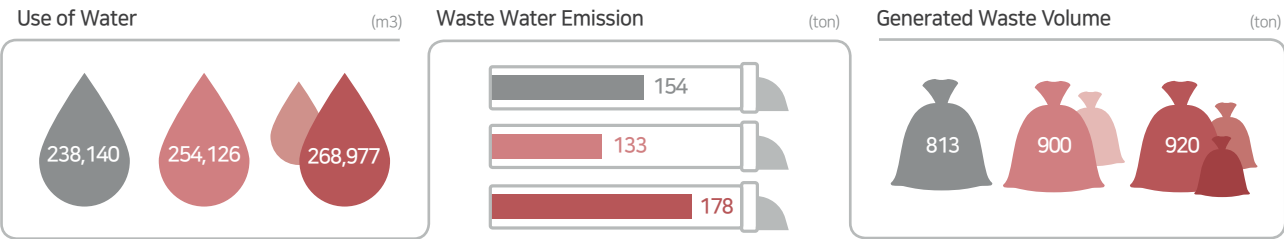
Electricity Usage (kwh)
20,597,566
22,316,665
22,571,334

City Gas LNG (tCO2eq)
1,269,660   694,715   745,816

Kerosene (TJ)
175,315   128,139   119,626

Water and Waste

Use of Water (m3)
238,140   254,126   268,977

Waste Water Emission (ton)
154
133
178

Generated Waste Volume (ton)
813   900   920

* The report is prepared according to the school year from March to February of the following year.

03
Appendix

1. Major Achievements of Sustainability Management

2. Third Party's Assurance Statement

3. GRI Standards Index

4. Exchanges with Foreign Universities

5. Membership

6. Awards

7. Reader Survey

Major Achievements of Sustainability Management

Economic Achievements

(Unit: KRW 1million)

Institute Accounting (Operation Statement)

Items	2015	2016	2017
Revenues			
Operation Revenues	199,930	193,595,464	204,170,623
· Tuition and Enrollment Fees	134,019	129,073,938	125,252,789
· Capital Transfers	13,771	16,639,105	16,014,251
· Donations	1,953	2,699,536	2,789,857
· Government Subsidies	32,562	31,676,640	47,127,067
· Capital Transfers from the Industry-Academic Cooperation Team and School Enterprises	356	399,480	1,000,000
· Ancillary Revenue	13,120	10,831,574	10,519,684
· Non-educational Revenue	4,146	2,275,191	1,466,975
Returned Capital Reserved for Proper Purpose Projects	12,543	10,682,913	10,539,215
Total Revenues	212,473	204,278,377	214,709,838
Expenses			
Operation Expenses	206,591	197,074,291	198,761,772
· Salaries	100,344	94,597,076	93,097,415
· Administrative and Operational Expense	35,971	33,993,313	35,970,817
· Research and Student Expense	69,628	67,862,381	69,106,528
· Non-educational Expense	646	621,521	587,012
· Capital Transfers	0	0	0
Returned Capital Reserved for Proper Purpose Projects	12,667	10,465,257	10,429,616
· Replacement of Endowment	5,501	1,732,388	8,925,171
· Replacement of Net Surplus	0	1,998,000	3,046,000
· Net Surplus	-12,286	-2,995,559	-360,721
Total Expenses	212,473	204,278,377	214,709,838

Social Achievement

Institute Accounting (Balance Sheet)

Items	2015	2016	2017
Assets			
Current Assets	74,024,887	74,204,081	81,413,927
· Investments and Other Assets	61,004,270	60,952,470	65,329,585
· Fixed Assets	167,173,319	162,618,706	160,742,260
· Total Assets	302,202,476	297,775,257	307,485,772
Liabilities			
Current Liabilities	64,326,013	63,303,969	67,605,633
· Short-term Borrowings	0	0	0
· Deposits Received	2,104,533	1,891,446	1,615,298
· Advance Received	62,221,480	61,412,523	65,990,335
· Other Current Liabilities	0	0	0
Fixed Liabilities	490,200	563,854	563,854
· Endowments	237,386,263	233,907,434	239,316,285
Total Liabilities and Endowments	302,202,476	297,775,257	307,485,772

Social Achievement

Staff Status

Classification			2015	2016	2017
Staff Members	No. of Staff	Quota	366	366	366
		Current No. of Staff	278	275	280
	Gender	Male	192	189	188
		Female	86	86	92
	With Disabilities		15	13	12
	Type of Employment	General	141	143	136
		Technical	56	57	56
		Special	11	12	11
		Functional	2	1	0
		Contract	68	62	77

Faculty Status

Classification				2015	2016	2017
Professor (persons)	Undergraduate	Full-time	Professor Male	297	299	307
			Professor Female	47	49	60
			Associate Professor Male	130	126	113
			Associate Professor Female	45	47	52
			Assistant Professor Male	104	86	109
			Assistant Professor Female	67	57	55
		Part-time	Adjunct Lecturer Male	58	62	58
			Adjunct Lecturer Female	22	26	24
			Invited Lecturer Male	62	53	69
			Invited Lecturer Female	54	51	66
			Part-time Instructor Male	185	166	135
			Part-time Instructor Female	198	170	138
			Others Male	300	294	294
			Others Female	44	50	59
	Graduate	Full-time	Professor Male	24	25	26
			Professor Female	2	2	2
			Associate Professor Male	14	15	14
			Associate Professor Female	5	6	6
			Assistant Professor Male	6	4	5
			Assistant Professor Female	8	6	5
		Part-time	Adjunct Lecturer Male	10	9	8
			Adjunct Lecturer Female	4	3	2
			Invited Lecturer Male	5	5	4
			Invited Lecturer Female	10	9	10
			Part-time Instructor Male	40	38	42
			Part-time Instructor Female	60	65	58
			Others Male	0	2	2
			Others Female	0	1	1

Courses Status

Classification	2016	2017
No. of Opened Classes	3,850	3,833
No. of Attendants	235,156	227,813

Scholarships

Year	External (unit: persons, KRW 1 million)				Internal (unit: persons, KRW 1 million)				Total	Scholarship per Student
	National	Local Autonomous Body	Organizations and Others	Excellence	Low-income	Labor	Staff Members	Others		
2015	27,335	449	945	5,197	8,960	621	769	5,394	49,670	3.04
2016	26.941	365	790	4,826	5,719	597	777	8,514	48,529	3.07
2017	29.273	207	684	4,609	6,543	584	653	7,963	50,516	3.32

Technology Transfer Revenues and Patent Application and Registrations

Year	Technology Transfers		Patent Applications and Registrations			
			Domestic		International	
	No. of Cases	Revenue (KRW 1,000)	Application	Registration	Application	Registration
2015	69	158,981	84	35	1	0
2016	114	573,190	106	63	4	0
2017	64	238,769	72	68	7	0

Research Achievement

Classification	2015	2016	2017
Intramural Research Projects (cases)	421	401	335
Intramural Research Grants (KRW 1 million)	2,055	2,115	1,888
No. of Articles Published in Scholarly Journals (cases)	1,222	1,477	840

Community Services

Classification		2015	2016	2017
Rate of Participation in community services (%)	Student	117.6%	151.8%	107.5%
	Faculty	97.6%	99.5%	96.8%
	Staff	107.2%	45.5%	59.6%

Environmental Achievements

Greenhouse Gas Emissions and Energy

Classification		2015	2016	2017
Greenhouse Gas Emissions	Greenhouse gas emissions (tCO 2 eq)	12,852	12,337	12,582
	Use of energy (TJ)	260	250	255
Use of fuel for major sources of energy	Use of electricity (kwh)	20,597,566	22,316,666	22,571,334
	LNG city gas (㎥)	1,269,660	694,714	745,814
	Kerosene for heating (L)	175,315	158,139	155,636

Water and Waste

Classification		2015	2016	2017
Water	Use of water (㎥)	176,093	254,126	230,406
	Discharge of water waste (ton)	136	139	191
Waste	Discharge of generic waste (ton)	813	900	920

* The report is prepared according to the school year from March to February of the following year.

Conservation of Biodiversity

Classification		2015	2016	2017
Conservation of biodiversity	Plants (species)	2,000 species of 430 genera and 150 families	2,000 species of 430 genera and 150 families	2,000 species of 430 genera and 150 families
	Vulnerable species	23 species of 21 genera and 16 families	23 species of 21 genera and 16 families	23 species of 21 genera and 16 families
	Endangered species	8 species of 6 genera and 6 families	8 species of 6 genera and 6 families	8 species of 6 genera and 6 families
	Critically endangered species	6 species of 6 genera and 5 families	6 species of 6 genera and 5 families	6 species of 6 genera and 5 families
	Species of least concern	14 species of 14 genera and 11 families	14 species of 14 genera and 11 families	14 species of 14 genera and 11 families
	Species managed by the forest bioresources manager	100 species of 1 genus and 1 family	100 species of 1 genus and 1 family	100 species of 1 genus and 1 family

THIRD-PARTY ASSURANCE STATEMENT

Dear Wonkwang University Management and Stakeholders,

INTRODUCTION

The Korean Standards Association (hereinafter "the Assurers") was commissioned by Wonkwang University to perform a third-party Assurance Engagement of '2017 Wonkwang University Sustainability Report' (hereinafter the "Report"). The Assurers present independent opinions based on the feasibility of the data contained in the Report. Wonkwang University has sole responsibility for content and performance contained in this Report.

INDEPENDENCE

As an independent assurance agency, The Assurers does not have any commercial interest in businesses of Wonkwang University apart from undertaking a third-party assurance on the Report. We have no other contract with Wonkwang University that may undermine credibility and integrity as an independent assurance agency.

ASSURANCE STANDARDS AND LEVEL

This Assurance Engagement followed the AA1000AS (2008) assurance standards to provide Moderate Level assurance. We checked the three principles of inclusivity, materiality, and responsiveness in combination with information credibility of the Report. We also verified whether the Report content was created in accordance with the GRI standard.

ASSURANCE TYPE, SCOPE AND LIMITATIONS

We performed a Type 2 Assurance Engagement in accordance with AA1000AS. This implies that we verified the accuracy and quality of the statements made by Wonkwang University and the sustainability performance data included in this Report. The scope of verification is a period from Jan 1, 2017 to Dec 31, 2017. The scope of this Assurance Engagement primarily includes the systems and initiatives undertaken by Wonkwang University including its sustainable management policies, goals, projects, standards and performance during the reporting period defined in the Report. While the environmental and social data as well as financial data was verified, the scope of review concerning stakeholder engagement was limited to the materiality test process.

METHODOLOGY

The Assurers collected data, information, and evidence via following method

· Review and analyze media coverage on Wonkwang University sustainability management
· Investigate issues of sustainability reporting selected by the Assurers in consultation with Wonkwang University
· Visit in Wonkwang University head office of the Wonkwang University and interview sustainability managers and employees in charge of individual issues
· Review systems and processes that were used in improving the performance of sustainability management and preparing the Report
· Crosscheck between financial performance data in the Report and the data in the Assurers' report on Wonkwang University's financial statements and disclosures
· Track and examine internal documents and basic data

RESULTS AND OPINIONS
[Principles and Process]

The Assurers have reviewed the content of the draft report and offered our opinions, and the report has been revised accordingly. The Assurers have not found any material errors or inappropriate statements regarding the content of this report. The Assurers offers the following opinions on "2017 Wonkwang University Sustainability Report".

Inclusiveness

Has Wonkwang University include stakeholders in the process of strategically responding to issues of sustainability management?

The Assurers have verified that Wonkwang University encouraged stakeholders' involvement in the process of sustainability management and that the Wonkwang University is operating a variety of channels for communication with stakeholders such as management, faculty, staff, student, government, the company and local community. We have not found any important group of stakeholders overlooked on the above-mentioned process. Wonkwang University has communication channels to the stakeholder group to ensure that the ideas of stakeholders are reflected in their management activities.

Materiality

Has Wonkwang University included material information in the Report to help stakeholders make informed decisions?

The Assurers have verified that Wonkwang University has not omitted or excluded material information for stakeholders. In addition, it is found that Wonkwang University conducted materiality assessment for key issues that are derived from internal and external environmental analysis and reported on its actual results.

Responsiveness

Has Wonkwang University appropriately responded to stakeholder requirements and interest in the Report?

The Assurers confirmed that Wonkwang University had reflected the opinions of stakeholders in the Report and had strived to respond to their requirements and interests. In addition, there is no evidence showing that Wonkwang University's response to material stakeholder issues was falsely reported.

GRI STANDARDS APPLICATION

The Assurers have verified that the Report was prepared in accordance with the Core Option of GRI Standards. Based on the data provided by Wonkwang University, contents in relation to Universal Standards and Topic-specific Standards are confirmed facts.

Universal Standards

The Assurers have verified that the Report is complied with the requirements of Core Option of GRI Standard.

Topic-specific Standards

The Assurers have verified that specified disclosure list on Material Aspect that was deduced disclosure list determination process.

PINIONS AND RECOMMENDA-TIONS
[Performance and Issues]

The Assurers offer the following proposal to implement strategies in sustainability management in response to the issues with coherence at an organizational level in Wonkwang University.

Economic performance

Based on the creativity and interdisciplinary convergence, Wonkwang University has envisioned to become the core university of Asia through nurturing talented students with intelligence and virtue, to achieve the goals of strengthening convergence compatibility of 4th Industrial Revolution, nurturing talents upon social demand and active global networking. Due to the forecast in drastic changes in educational environment as well as the government policies, the Assurers advise Wonkwang University to respond the fluctuation in management environment must be strengthened and to be prepared for integrated response in the long-term point of view.

Environmental performance

It is positive to find that educational institute is managing environmental data as part of the social responsibility. In response to severe environmental crisis, Green Campus is chosen as the core theme to take relevant measures. In the future, it is advised to implement systematic indices management through core indicis record standards and instructions. Implementation of standardized data collection and demonstration will assure the report with improved quality.

Social performance

Wonkwang University is one of the leading universities to implement sustainable management and publish sustainability report regularly. Wonkwang University also shows the effort to include wide range of stakeholders for the sustainable development and growth of the institute. In the future, it is advised to internalize sustainable management within the organization and improve the performance. For constant improvement in core topics, the Assurers advise to apply management approach system that satisfies GRI Standards. The Assurers found that wide range of efforts are made in terms of technological innovation, talent.

September 2018
Sang-Jin Lee, **KSA Chairman & CEO**

AA1000
Licensed Assurance Provider
000-70

GRI INDEX

General Standard Disclosures					
G4	GRI-Standard	Index Descrption	ISO 26000	Page	Remarks
Strategy and Analysis					
G4-1	GRI 102-14	Provides a statement from the most senior decision-maker of the organizaton (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization's strategy for addressing sustainability.	4.7/ 6.2/ 7.4.2	6, 7	
Organizatonal Profile					
G4-3	GRI 102-1	Report the name of the organization.		10	
G4-4	GRI 102-2	Report the primary brands, products, and services.		10	
G4-5	GRI 102-3	Report the location of the organization's headquarters.		11	
G4-6	GRI 102-4	Report the number of countres where the organization operates, and names of countres where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.		20	
G4-7	GRI 102-5	Report the nature of ownership and legal form.		20	
G4-8	GRI 102-6	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).		10, 13-15	
G4-9	GRI 102-7	Report the scale of the organization, including: · Total number of employees · Total number of operations · Net sales (for private sector organizations) or net revenues (for public sector organiza- tions) · Total capitalization broken down in terms of debt and equity (for private sector organiza- tions) · Quantity of products or services provided		10,67	
G4-10	GRI 102-8	A. Report the total number of employees by `and gender. B. Report the total number of permanent employees by employment type and gender. C. Report the total workforce by employees and supervised workers and by gender. D. Report the total workforce by region and gender. E. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. F. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	6.3.10/ 6.4.1-6.4.2/ 6.4.3/ 6.4.4/ 6.4.5/ 6.8.5/ 7.8	10, 68, 91	
G4-11	GRI 102-41	Report the percentage of total employees covered by collective bargaining agreements.		69	
G4-12	GRI 102-9	Describe the organization's supply chain.		26,27	
G4-13	GRI 102-10	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: · Changes in the location of, or changes in, operations, including facility openings, closings, and expansions · Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) · Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination			None
G4-14	GRI 102-11	Report whether and how the precautionary approach or principle is addressed by the organization.		16-19	
G4-15	GRI 102-12	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.		94	
G4-16	GRI 102-13	List memberships of associations (such as industry associations) and national or interna- tional advocacy organizations.		95	
Identified Material Aspects and Boundaries					
G4-17	GRI 102-45	A. List all entities included in the organization's consolidated financial statements or equivalent documents. B. Report whether any entity included in the organization's consolidated financial state- ments or equivalent documents is not covered by the report.	5.2/ 7.3.2/ 7.3.3/ 7.3.4	21-22	

General Standard Disclosures					
G4	GRI-Standard	Index Descrption	ISO 26000	Page	Remarks
G4-18	GRI 102-46	A. Explain the process for defining the report content and the Aspect Boundaries. B. Explain how the organization has implemented the Reporting Principles for Defining Report Content.		24-25	
G4-19	GRI 102-47	List all the material Aspects identified in the process for defining report content.		24-25	
G4-20	GRI 103-1	For each material Aspect, report the Aspect Boundary within the organization, as follows: · Report whether the Aspect is material within the organization · If the Aspect is not material for all entities within the organization as described in G4-17, select one of the following two approaches and report either: a. The list of entities or groups of entities included in G4-17 for which the Aspect is not material or b. The list of entities or groups of entities included in G4-17 for which the Aspects is material - report any specific limitation regarding the Aspect Boundary within the organization	5.2/ 7.3.2/ 7.3.3/ 7.3.4	24-25	
G4-21	GRI 103-1	For each material Aspect, report the Aspect Boundary outside the organization, as follows: · Report whether the Aspect is material outside of the organization. · If the Aspect is material outside of the organization, identify the entities, groups of enti- ties or elements for which the Aspect is material. Also, describe the geographical location where the Aspect is material for the entities identified. · Report any specific limitation regarding the Aspect Boundary outside the organization.		–	None
G4-22	GRI 102-48	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.		–	None
G4-23	GRI 102-49	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.		–	None
Stakeholder Engagement					
G4-24	GRI 102-40	Provide a list of stakeholder groups engaged by the organization.		21-23	
G4-25	GRI 102-42	Report the basis for identification and selection of stakeholders with whom to engage.		21-23	
G4-26	GRI 102-43	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	5.3	21-23	
G4-27	GRI 102-44	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.		21-23	
Report Profile					
G4-28	GRI 102-50	Provide reporting period (such as fiscal or calendar year) for information provided.		2	
G4-29	GRI 102-51	Provide the date of most recent previous report (if any).		2	
G4-30	GRI 102-52	Provide the reporting cycle (such as annual, biennial).		2	
G4-31	GRI 102-53	Provide the contact point for questions regarding the report or its contents.		2	
G4-32	GRI 102-54 GRI102-55 GRI102-56	A. Report the 'in accordance' option the organization has chosen. B. Report the GRI Content Index for the chosen option. C. Report the reference to the External Assurance Report, if the report has been external- ly assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.	7.5.3/ 7.6.2	2	
G4-33	GRI 102-56	A. Report the organization's policy and current practice with regard to seeking external assurance for the report. B. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. C. Report the relationship between the organization and the assurance providers. D. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.		95-96	
Governance					
G4-34	GRI 102-18	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	6.2/ 7.4.3/ 7.7.5	20	
Ethics and Integrity					
G4-56	GRI 102-16	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	4.4/ 6.6.3	70	

Specific Standard Disclosures					
Material Aspects	Index Name	GRI-Standard	Index Name	ISO 26000	Page	Remarks

Economic						
Economic Performance	G4-DMA	GRI 103-1 GRI 103-2 GRI 103-3	Explanation of the material topic and its Boundary The management approach and its components Evaluation of the management approach		9-10, 66-67	
	G4-EC1	GRI 201-1	Direct economic value generated and distributed	6.8.1-6.8.2/ 6.8.7/ 6.8.9	90,91	
	G4-EC2	GRI 201-2	Financial implications and other risks and opportunities due to climate change	6.5.5	90,91	
	G4-EC3	GRI 201-3	Defined benefit plan obligations and other retirement plans		90,91	
	G4-EC4	GRI 201-4	Financial assistance received from government		66	
Indirect Economic Impacts	G4-DMA	GRI 103-1 GRI 103-2 GRI 103-3	Explanation of the material topic and its Boundary The management approach and its components Evaluation of the management approach		9-10	
	G4-EC7	GRI 203-1	Infrastructure investments and services supported		53, 58-59, 67	

Environmental						
Energy	G4-EN3	GRI 302-1	Energy consumption within the organization	6.5.4	88	
Water	G4-EN8	GRI 303-1	Water withdrawal by source	6.5.4	88	
Biodiversity	G4-EN13	GRI 304-3	Habitats protected or restored	6.5.6	62	
	G4-EN14	GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	6.5.6	62	
Emissions	G4-EN15	GRI 305-1	Direct (Scope 1) GHG emissions	6.5.5	88	
	G4-EN16	GRI 305-2	Energy indirect (Scope 2) GHG emissions	6.5.5	88	
Compliance	G4-EN29	GRI 307-1	Non-compliance with environmental laws and regulations	4.6		None

Social						
Employment	G4-LA1	GRI 401-1	TOTAL NUMBER AND RATES OF NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION	6.4.3	68	
	G4-LA2	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	6.4.4/6.8.7	69	
Training and Education	G4-LA9	GRI 404-1	Average hours of training per year per employee	6.4.7	46, 68	
	G4-LA10	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	6.4.7/6.8.5	69	
	G4-LA11	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	6.4.7	68	
Diversity and Equal Opportunity	G4-LA12	GRI 405-1	Diversity of governance bodies and employees	11123.3/ 6.3.7/6.3.10/ 6.4.3	68	
Local Communities	G4-SO1	GRI 413-1	PERCENTAGE OF OPERATIONS WITH IMPLEMENTED LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS	6.3.9/ 6.5.1-6.5.2/ 6.5.3/6.8	78-85	
Anti-corruption	G4-SO4	GRI 205-2	Communication and training about anti-corruption policies and procedures	6.6.1-6.6.2/6.6.3	70	
Counseling and Support System	G4-SO11	GRI 103-2	The management approach and its components	6.3.6/ 6.6.1-6.6.2/ 6.8.1-6.8.2	71	
Customer Safety	G4-PR1	GRI 416-1	PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES FOR WHICH HEALTH AND SAFETY IMPACTS ARE ASSESSED FOR IMPROVEMEN	6.7.1-6.7.2/ 6.7.4/ 6.7.5/6.8.8	64-65	
Product and Service Labeling	G4-PR5	GRI 102-43 GRI102-44	Approach to stakeholder engagement Key topics and concerns raised	6.7.1-6.7.2/ 6.7.6	54-55	
Compliance	G4-PR9	GRI 419-1	Non-compliance with laws and regulations in the social and economic area	4.6/ 6.7.1-6.7.2/ 6.7.6		None

Exchanges with Foreign Universities

No.	Region	Country	Institute	Main Agreement on Exchange	Date of Signing
1	Asia	Taiwan	中國文化大學國文	Professor and student exchanges	1972.11.22
2	Asia	Japan	佛教大學	Professor and student exchanges	1973.05.13
3	Asia	China	景德镇陶瓷学院	Professor, data, and information exchanges	1993.12.10
4	Asia	China	鲁东大学	Professor and student exchanges	1996.02.12
5	Asia	Japan	Chubu University	Academic exchanges and information exchanges	2000.04.21
6	Asia	China	曲阜师范大学	Language program, overseas study, faculty exchange training	2004.07.21
7	Asia	Japan	Daito Bunka University	Professor and student exchanges	2009.06.12
8	America	US	Virginia Commonwealth University	Join research on cooperative areas	2011.07.05
9	Europe	Ukraine	Kyiv National University	Student and faculty exchanges	2011.09.28
10	Asia	China	上海外國語大學	Research data exchanges	2011.11.24
11	Asia	China	天津外國語大學	Professor, student, and academic exchanges	2012.02.07
12	Asia	Kazakhstan	Kazakh Ablai Khan University of International relations and world languages	Exchange student, joint researches	2012.03.14
13	America	US	Angelo State University	Letter of exchanges on Korea-China legal studies, academic exchanges, seminars	2012.04.17
14	Asia	Japan	Toyo University	Student, staff, and research data exchanges	2012.12.20
15	Asia	Japan	Chubu University	Exchange student program, consultation on program details	2013.02.13
16	Asia	China	河北经贸大学	Research on operation of foreign language departments and teaching methods	2013.09.10
17	Asia	China	衡水学院	Doctorate degree programs, short-term language programs	2013.09.12
18	Asia	China	湖南师范大学	Academic exchanges, faculty and student exchanges	2014.02.25
19	Asia	China	湖南中医药大学	Academic exchanges, faculty and student exchanges	2014.02.25
20	Asia	China	景德镇学院	Education and academic exchanges	2014.11.10
21	North America	US	UMKC	MOA local teaching practice	2015.01.16
22	Oceania	Australia	Swinburne University	Cultural exchanges, professor and student exchanges	2015.03.05
23	Asia	China	牡丹江师范大学	Professor, student, and academic exchanges	2015.04.06
24	Asia	China	沧州师范大学	Friendship-based exchanges, student exchanges	2015.05.01
25	Asia	China	河北民族师范大学	Student Exchanges	2015.06.03
26	Asia	China	河南科技大学	Friendship-based exchanges, student exchanges	2015.12.18
27	Asia	China	邢台学院	riendship-based exchanges and doctoral degree agreement	2015.12.22
28	Asia	Taiwan	Taiwan Mingdao University	Education and academic exchanges	2016.04.14
29	Asia	Taiwan	唯心聖教學院	Education and academic exchanges	2016.04.14
30	Asia	Iran	University of Religions and Denominations	Education and academic exchanges	2016.04.27
31	Asia	China	广东食品药品职业学院	Education and academic exchanges	2016.05.05
32	Asia	China	广东白云学院	Education and academic exchanges	2016.05.06
33	Asia	China	吉林师范大学	Friendship-based exchanges, student exchanges	2016.05.18
34	Asia	China	长春中医药大学	Friendship-based exchanges, student exchanges	2016.05.19
35	Asia	China	长春职业技术学院	Friendship-based exchanges, student exchanges	2016.05.26
36	Asia	China	长春理工大学	Friendship-based exchanges, student exchanges	2016.06.11
37	Asia	China	南京工业大学	Friendship-based exchanges, student exchanges	2016.06.12
38	Asia	China	淮海工学院	Friendship-based exchanges, student exchanges	2016.06.14
39	Asia	China	盐城师范大学	Education, academic researches and student exchanges	2016.06.15

No.	Region	Country	Institute	Main Agreement on Exchange	Date of Signing
40	Asia	Vietnam	Ho Chi Minh City University of Foreign Languages and Information Technology	Friendship-based exchanges, student exchanges	2017.02.17
41	Asia	China	江西科技师范大学	Friendship-based exchanges, student exchanges	2017.04.13
42	Asia	Vietnam	Thai Nguyen University	Academic exchanges, product development, commercialization	2017.04.24
43	Asia	Kazakhstan	Kazakh National Agrarian University	Friendship-based exchanges, student exchanges	2017.05.24
44	Asia	Kazakhstan	AGROPLUS	Friendship-based exchanges, student exchanges	2017.05.25
45	Asia	Vietnam	Can Tho University	Friendship-based exchanges, student exchanges	2017.05.26
46	Asia	China	辽地集团	Global industry-academic cooperation	2017.06.16
47	Asia	China	江西师范大学	Friendship-based exchanges, student exchanges	2017.06.22
48	America	Mexico	MOONMOOWON	International agreement on Taekwondo	2017.06.26
49	Asia	Palestine	Palestine Bethlehem Korean Cultural Center	Industry-academic work cooperation and joint venture promotion	2017.08.18
50	Asia	Japan	Seigan Japanese Academy	Overseas foreign language program and internship program	2017.09.01
51	America	Canada	Centennial College	Overseas foreign language program and internship program	2017.09.01
52	Asia	Vietnam	University of Social Science and Humanities	Education and academic exchanges	2017.10.26
53	Asia	China	The University of Akron	Education and academic exchanges	2017.11.07
54	Asia	Mongolia	Mongolian University of Life Sciences	Education and academic exchanges	2017.12.05

Memberships

Organization	Responsible division
Korean Association of Private University Presidents for	Protocol Division
Korean Council for University Education	Protocol Division, Secretariat Division
Jeonbuk Association of Economic Forums	Protocol Division
Jeonbuk Association of University Presidents	Protocol Division
Planning Administrator's Council of Korean Universities	Division of Development Strategy
Korean Association of University Dean of Planning	Division of Development Strategy
Korean University Evaluation Association	Division of Planning Assessment
The Association of Financial Management of Private Universities	Division of Budget Management, Finance Division
Korean University Academic Deans Association	Division of Bachelor Support
Honam University Academic Deans Association	Division of Bachelor Support
Korea University Service Center Association	Division of Bachelor Support
National Council of University Academic Affairs Administrators	Division of Bachelor Support
Korean Association of University Registration Administrator	Division of Bachelor Support
National Council of University Academic Affairs Administrators and Staff	Division of Teaching Staff Personnel
Korean Association of University Registration Administrators and Staff	Division of Teaching Staff Personnel
College Counselling for University Students	Counseling Division
Jeonbuk Metropolitan Mental Health Center	Counseling Division
Korea Association of University Dean of Student Affairs	Student Affairs Department
Jeonbuk Association of University Dean of Student Affairs	Student Affairs Department
Korea Association of University Student Affairs Directors	Student Affairs Department
Honam Jeju Association of University Student Affairs Directors	Student Affairs Department
Korean Association of Scholarship and Student Loans	Scholarship and Welfare Department
Association of Students with Scholarship and Loans of Gwangju, Jeonnam, and Jeonbuk Universities	Scholarship and Welfare Department
Korean Council for Employment Managers	Employment Support Division
Korean Association of Admission Deans	Undergraduate Admissions Department
Association of Gwangju, Jeonnam, and Jeonbuk Admission Deans	Undergraduate Admissions Department
Korea Administrator Association For University Admission	Undergraduate Admissions Department
Korea Association for University Admission Counselling	Undergraduate Admissions Officer Room
National Council of University Deans of International Exchange	International Exchange Division
Korean Association of International Educators	International Exchange Division
Korean Association of Foreign Student Administrators	International Exchange Division
Tianjin Forum (Yellow Sea and Balhae Forum)	International Exchange Division
Korean Council for University Administrative Affairs and Personnel Managers	Secretariat Division, Personnel Affairs Division
Private Pension Private Universities	Personnel Affairs Division
The Korea Association for University Continuing Education	Operation and Management Division
Korean Council for University Continuing Education Managers	Operation and Management Division
The Honam Association of Financial Management of Private Universities	Finance Division
UNGC Network Korea	Division of Development Strategy

Awards

University

Awards	Host	Year
Korean True Education Award	Korean True Education Award	2015
Selected as a leading university for PRIME (Program for Industrial needs-Matched Education)	Ministry of Education	
Excellence Award in Korea Fund and Asset Management	The Korea Economic Daily	
1st Rank in the 1st report area of Korea Sustainability Contest	Korean Standards Association	
Commendation, recognized as an excellent case for employment education	Korean Council for University Education, The PCYG	2016
Excellence Award in Jeollabuk-do R&D Industry-Academic Cooperation University Leading Project	Jeollabuk-do , Jeonbuk Technopark	
Award Certificate for Career Experience Institute and Free-semester Operation	Ministry of Education	
Grand Prize for the 11th National Sustainability Management	National Sustainability Management, Korea Sustainability Management Evaluation	
Korea Fund Asset Management Award (University fund division, Excellence Prize)	The Korea Economic Daily / Korean Standards Association	
Selected for the project "Design Convergence Venture Start-up School"	Korea Institute of Design Promotion	
Selected for LINC+	Ministry of Education	
Selected for K-MOOC Development	National Institute for Lifelong Education	
Designated for operation of King Sejong Institute	Ministry of Culture, Sports and Tourism	
51st Presidential National Baseball Championship	Korea Baseball Softball Association	2017
Selected for HK+	National Research Foundation of Korea	
Selected as the best university for Department of Military Science	Republic of Korea Army Headquarters	
Korea's Best Economic Leader Award, President Kim Do-Jong	Ministry of Trade, Industry and Energy	

Staff

Awards	Host	Winner	Belong	Year
Award Certificate	Minister of Education	Yoon Sung-Kno	Asset Management Division	
The 54th Firefighting Day Award Certificate	Ministry of Public Safety and Security	Lee Chul-Hee	Facilities Support Division	
Award Certificate	Jeollabuk-do Governor	Yu Yung-Bae	Education and Training Division	
Commendation for Fieldwork Training Contribution	Minister of Education	Kim Yong-Wu	Division of Planning Assessment	2016
Award Certificate	The National Folk Museum of Korea Director	Ahn Yeo-Jin	College of Liberal Arts	
Award Certificate	Minister of Education	Jung Yoon-Young	Division of Planning Assessment	
Award Certificate	Ministry of Education	Kwon Kyung-Hwan	Public Relations Division	
Award Certificate	Minister of Education	Kim Tae-Wan	Division of Teaching Staff Personnel	
Award Certificate	Minister of Education	Ahn Sang-Il	Undergraduate Admissions Officer Room	
Commendation for Self-evaluation	Minister of Education	Choi Kyung-Sik	Undergraduate Admissions Department	
9th Korea University Newsletter Award	Minister of Education	Kim Yong-Wuk	Industry-Academic Cooperation Team	
Award Certificate	Minister of Education	Lee Yoon-Won	Department of Planning	2017
Award Certificate	Minister of Education	Song Won-Ohk	Division of PRIME Project Planning	
Award Certificate	Minister of Education	Bae Moon-Hong	Division of Teaching Staff Personnel	
Award Certificate	Minister of Education	Nho Ju-Hyun	Division of Budget Management	

Faculty

Awards	Winner	Host	Year
Red Cross Award Certificate	Professor Choi Min-Kyu	Korean Red Cross	
Won-Buddhism Best Cultural Practice Award	Professor Kim Beom-Su	Won Buddhism	
Commendation for Merit	Professor Ko Seung-Geun	Korean Gem Trade Association	
Korea Diagnostics Excellence Award	Professor Jo Ji-Hyun	Korean Society for Laboratory Medicine	
Capstone Design Best Professor Award	Professor Lim Soon-Ja	National Academy Engineering of Korea	
Ministerial Award Certificate	Professor Won Do-Yeon	Ministry of Government Administration and Home Affairs	
Achievement Award 2016	Professor Kim Jun-Hee	Honam Mathematical Journal	
Ministerial Award Certificate	Professor Hwang Yong	Ministry of Health and Welfare	2016
Elite Reviewer Award	Professor Kim Bong-Cheol	Korean Association of Oral and Maxillofacial Surgeons	
Excellence Award for Disaster Emergency Medicine 2016	Professor Choi Jung-Woo	Ministry of Health and Welfare	
Jeollabuk-do Governor Award Certificate	Professor Choi Jung-Woo	Jeollabuk-do	
Korea Diagnostics Excellence Award	Professor Park Do-Shim	Korean Society for Laboratory Medicine	
Ministerial Award Certificate	Professor Lee Jae-Hoon	Ministry of Health and Welfare	
Korea Diagnostics Excellence Award	Professor Yoon Ghui-Hyun	Korean Society for Laboratory Medicine	
Best PS in K-ICT Technology Commercialization Festival 2017	Professor Kang Seon-Kyung	Institute for Information & Communications Technology Promotion	
Ministerial Award Certificate	Professor Kwon Yung-Dal	Ministry of Health and Welfare	
National Election Commission Award Certificate	Professor Kim Sung-Won	National Election Commission	
Ministerial Award Certificate	Professor Park Min-Hee	Ministry of Health and Welfare	
Ministerial Award Certificate	Professor Song Bong-Geun	Ministry of Health and Welfare	
Ministerial Commendation for Merit	Professor Choi Yu-Lim	National Health Insurance Service	
Prime Minister Award Certificate	Professor Choi Han-Gil	Prime Minister's Office	
Award Certificate	Professor Kim Jeong-Ki	Iksan-si	
Excellence Award in Jeollabuk-do Science Engineering Convention 2017	Professor Lim Soon-Ja	Jeollabuk-do	
Commendation for Merit in Jewelry Industry 2017	Professor Ko Seung-Geun	Korea Jewelry Design Association	
Commendation for Merit	Professor Ko Si-Yong	The Head of a Reformatory, Won Buddhism	2017
Best KAABA Paper Award	Professor Ko Jong-Sik	The Korean Academic Association of Business Administration	
KCEA Award Certificate	Professor Kim Ki-Young	Korea Central Esthetician's Association	
NAHEP Commendation for Merit	Professor Park Eun-Suk	National Association of Home Economics Professors	
Green Table Award Certificate	Professor Park Eun-Suk	Green Table	
Oriental Medicine Commendation for Merit	Professor Yoo Young-Soo	Jeollabuk-do Oriental Medicine Association	
KCJ Commendation for Merit	Professor Lee Young-Hoon	The Korean Society of Cardiology	
The Korean Society of Cardiology	Professor Jo Kyung-Ju	The Institute of Electronics and Information Engineers	
KHA Award Certificate	Professor Choi Do-Young	Korean Hospital Association	
Best Academic Award	Professor Choi Eun-Joo	Korean Academy of Infection Control in Dentistry	
Best Paper Award	Professor Choi Han-Gil	Korean Society of Environment and Ecology	
Appreciation Plaque	Professor Hong Sun-mi	Jeonju Youth detention center, Ministry of Justice	

Reader Survey

Your opinions are highly appreciated.

Wonkwang University looks forward to your opinions on the 2017 Sustainability Report. Your opinions and suggestions will be highly appreciated and reflected in our sustainability management practices and reports in the future. This will make a great contribution to Wonkwang University's efforts to fulfill its social responsibilities and develop in a sustainable manner.

1. Please choose the category you belong to.

☐ Student   ☐ Faculty   ☐ Staff   ☐ Central/Local government   ☐ Partner company

☐ Locals   ☐ NGOs/Civic group   ☐ Others (   )

2. Please choose the channel through which you are aware of this report.

☐ University website   ☐ Media such as newspaper   ☐ Web surfing   ☐ University employees   ☐ Seminar/Class

☐ Others (   )

3. Please indicate the purposes for which you use this report (You may choose more than one).

☐ To obtain information Wonkwang University   ☐ To know about sustainability management practices of Wonkwang University

☐ To compare and analyze characteristics of Wonkwang University against those of others   ☐ To use of research and educational purposes

☐ Others (   )

4. Choose the issues in which you are most interested in (You may choose more than one).

☐ I. Sustainability management of Wonkwang University   ☐ II-1. University specialization   ☐ II-2. Professionalism in education   ☐ II-3. Student services

☐ II-4. Cooperation for Mutual Growth   ☐ II-5. Social contribution   ☐ II-6. Green campus   ☐ II-7. University competitiveness

5. Please indicate the contents which you feel need to be complemented (You may choose more than one).

☐ I. Sustainability management of Wonkwang University   ☐ II-1. University specialization   ☐ II-2. Professionalism in education   ☐ II-3. Student services

☐ II-4. Cooperation for Mutual Growth   ☐ II-5. Social contribution   ☐ II-6. Green campus   ☐ II-7. University competitiveness

6. Is this report useful to your understanding of Wonkwang University's sustainability management?

☐ Very useful   ☐ Useful   ☐ So so   ☐ Not useful   ☐ Not useful at all

7. Please indicate your level of satisfaction with this report.

Understanding of information	☐ Very satisfactory	☐ Satisfactory	☐ So so	☐ Unsatisfactory	☐ Very unsatisfactory
Accuracy of information	☐ Very satisfactory	☐ Satisfactory	☐ So so	☐ Unsatisfactory	☐ Very unsatisfactory
Quantity of information	☐ Very satisfactory	☐ Satisfactory	☐ So so	☐ Unsatisfactory	☐ Very unsatisfactory
Design and composition	☐ Very satisfactory	☐ Satisfactory	☐ So so	☐ Unsatisfactory	☐ Very unsatisfactory

8. Please write down your opinions on Wonkwang University's sustainability management or the overall composition and contents of this report.

Submit to   (54538) 460 Iksan-daero, Iksan, Jeollabuk-do, Korea   TEL   +82-63-850-5761   FAX   +82-63-850-5759

Supplementary Information and Feedback

This report is accessible on the Wonkwang University Website. Please visit the site for more detailed information. For any comments and inquiries, use the survey questionnaire attached at the end of this report or contact information provided below.

www.wku.ac.kr

(54538) 460 Iksan-daero, Iksan, Jeollabuk-do, Korea   T. +82-63-850-5761   F. +82-63-850-5759

Division of Development Strategy in the Department of Planning, Wonkwang University