

Brain Pool Program Announcement

2015. 12



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I

Overview

1**Objectives**

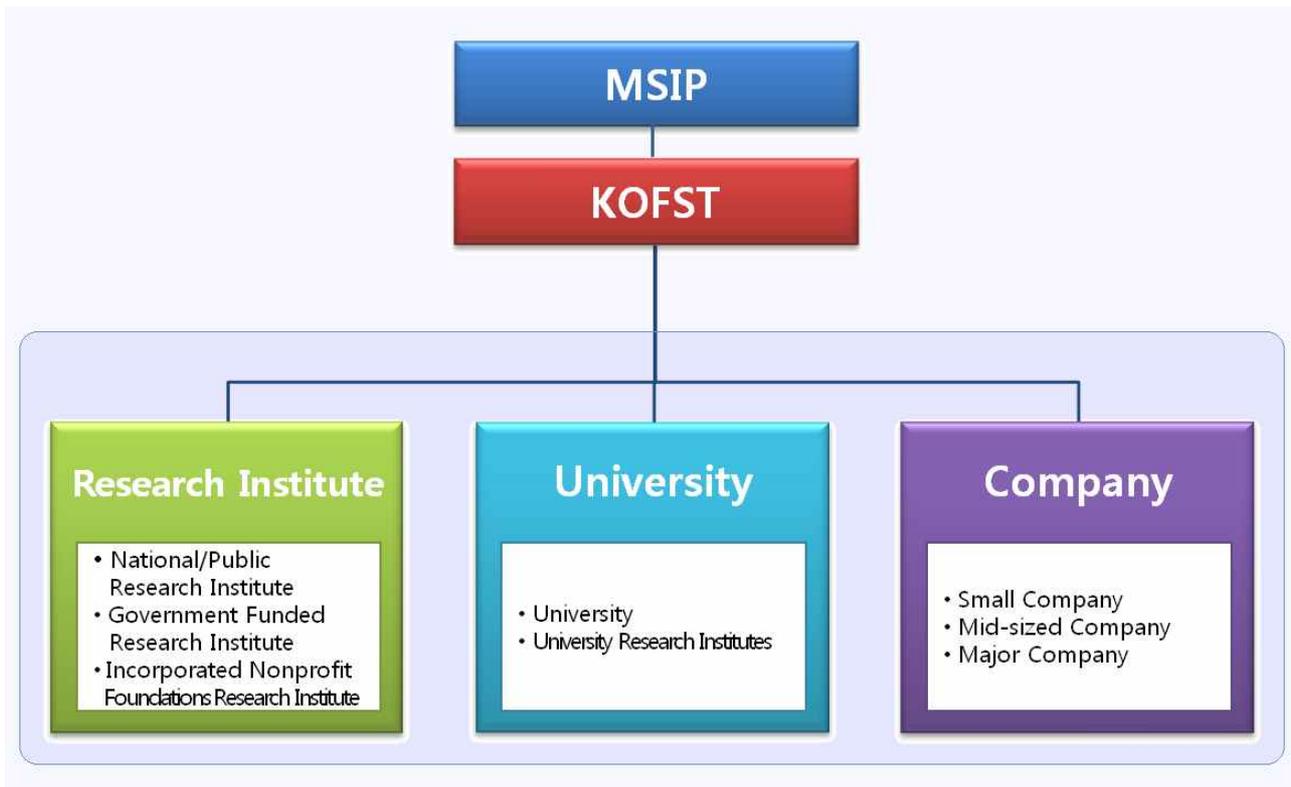
- Brain Pool Program(hereinafter referred to as "Program") is aimed at attracting "renowned foreign scientists/engineers and Korean scientists/engineers residing overseas" so that they come to and work in Korea, thereby their contribution can fortify Korea's national competitiveness in this globalized and informatized world. These invited scientists and engineers are expected to help Korea develop advanced technologies at the research and development stage through acquiring cutting-edge science and technologies at an early date.
- The Program aims to enhance the R&D level of Korea by attracting foreign scientists with quality experience and knowledge to the domestic R&D field. Through various joint research activities done by researchers from home and abroad, the Program is expected to build a long-term international cooperation network.
- Another aim of the Program is to contribute to achieving the national policy goal of joining the ranks of advanced S&T countries, by enhancing domestic S&T level through bringing more distinguished researchers to fill the vacancies at the national research institutes, universities and industries.

2**Authorizing Legislation**

- Article 18(Facilitating Internationalization for Science and Technology) of the Framework Act on Science and Technology
- Article 2(Invitation to Korea and Utilization of Overseas Korean Scientists and Engineers and Foreign Scientists and Engineers) of the Rules on International Science and Technology Cooperation

3 History of the Program

| | |
|-----------|---|
| Jul. 1993 | As the technology development strategy under the "Five-year Plan for New Economy," the Brain Pool Program was designed to invite distinguished scientists from overseas and encourage them to work in Korea. |
| Jan. 1994 | A system for the Brain Pool Program was established and the program manual was confirmed. |
| Feb. 1994 | The Brain Pool Program was launched. |
| Oct. 2002 | Measures to manage the Brain Pool Program by integrating similar programs were set up. |
| 2003 | The Brain Pool Program and the Exchange of S&T Manpower Program was integrated. |
| Feb. 2003 | Terms and conditions for operation of the Brain Pool Program were revised due to the integration of the programs. |
| Oct. 2004 | The supervisory right of the Brain Pool Program was shifted from the Korea Science and Engineering Foundation(KOSEF) under the auspices of the Ministry of Science and Technology(MST) to the Korea Research Foundation(KRF) under the Ministry of Education & Human Resources Development(MEHRD) |
| Jul. 2009 | The supervisory right was shifted to the National Research Foundation(NRF) since it was launched by a merger of KOSEF, KRF and KICOS. |
| Nov. 2010 | KOFST was designated as a dedicated agency for the Brain Pool Program and has managed it so far. |



| Agency | Roles and Tasks |
|--|---|
| The Ministry of Science, ICT, and Planning(MSIP) | <ul style="list-style-type: none"> • Management of overall proposal(establishment of basic plan for proposal) • Securing of budget and establishment of policy direction of the BP |
| Lead Agency (KOFST) | <ul style="list-style-type: none"> • Management and operation of Proposal(establishment of action plan, proposal selection/evaluation/management, etc.) • Proposal contract and budget expenditure • Analysis of research outcome and spread of achievements |
| Host Research Institutes (research institutes including government funded research institutes, university and corporate research institute, etc.) | <ul style="list-style-type: none"> • Research activities, management of research funds, etc. • Confidentiality of proposal and compliance with research ethics • Support for settlement such as providing accommodations to foreign scientists/engineers |

5 Directions of the BP Selection

- The BP selects a proposal which proves that it is an essential task for the advancement of science and technology in Korea and will contribute to extending the spectrum of the domestic S&T field by inviting and working with foreign excellent scientists who are actually needed in the research field.
- In order to establish an international cooperation network through joint research, the BP provides researcher pool so that the Program can be one of the grand-scale international joint research projects.
- The Program works to promote balanced development of academia, industry, and research institutes and to create synergy effects by applying a quota system to induce broader participation of the industrial companies.

6 Applicable Projects and Fields

- Applicable projects are those which need outstanding scientists and engineers from overseas and are strategically necessary for Korea to advance its science and technology.
- Applicable fields are all areas which are essential for the national strategic development.

| Area | Specific Area |
|---|---|
| Pure Science | Mathematics, Physics, Chemistry, Biology, Earth Science, Measurement and Instrumentation, Standards and Astronomy |
| Mechanics, Materials and Aerospace | Mechanics, Naval Architecture, Aviation, Space and Materials |
| Electricity, Electronics, Information Communications Technology | Electricity, Power, Electronics, Computer, Communications, Optical Engineering and Applied Physics |
| Chemical Engineering and Bioscience | Applied Chemistry, Chemical Engineering, Bioengineering, Agriculture, Fishery and Health |
| Resources, Ocean, Environment, Construction, Energy | Resources, Ocean, Environment, Construction and Nuclear Power and energy |
| S&T Policy and Other Areas | Cognitive/Emotional Science, Science and Technology Policy/Society, etc. |

7**Eligibility**

- Foreign/overseas Korean scientists and scientists living abroad and holding Doctoral degree with 5-year or more of R&D experience outside Korea can receive the incentives from this program.
 - In the case that corporate research institute is the host organization, people who have five-year or more of on-site R&D experience in the overseas industry can apply for this program whether he/she has a doctoral degree or not.

8**Applicable Organizations and Required Activities for Invited Scientists/Engineers**

- Applicable Organizations
 - Government funded research institutes
 - National/Public research institutes
 - Universities and university research institutes
 - Incorporated nonprofit foundations' research institute
 - Research institutes of the incorporated nonprofit foundations which were established by a certain industrial entity will follow the aid standards of the corporate research institutes.
 - Corporate research institutes which are registered to the Korea Industrial Technology Association(KOITA)
- Required Activities for Invited Scientists/Engineers

Invited scientists and engineers are to join the existing or new R&D team and perform joint research activities.

 - During the Program period, they work at the host institution on a full-time basis.
 - If a researcher works at a university, he/she may teach one subject, if necessary, to the extent that the purpose of the Program is not violated. He/She may attend seminars or academic meetings and give presentations. Giving technical advise to other institutions or donation for education are allowed.

9 Invitation Period

- In principle, the invitation period is from 6 to 12 months.
 - The invitation period may be extended according to the budget limitation.
 - The invitation period can be renewed maximum twice by 12 months, up to three years.
 - ※ For the third year, the host research institution provides 50% of the research expenditure.
 - ※ When the invitation period is divided, the in-between period shall not exceed six months. When a proposal requires an invitation period of less than six months, the period cannot be divided.

10 Support Grant Criteria

- **Research Expenditure(living expenses):**
 - The research expenditure is provided after taking into account the following criteria: a foreign scientist/engineer's research experience, salary in his home country, number of publication in the SCI enlisted journals, number of patent ownership, necessity and utilization level of the scientist/engineer and potential impact from inviting him/her to work in Korea.
 - For companies' affiliate research institutes, KOFST will provide 90% of the research expenditure for small and medium-sized enterprises and 70% for mid-sized companies and 50% for conglomerates excepting a business group subject to limitations on cross-shareholding and guarantee for debt.
(SMEs will cover the remaining 10% of the research expenditure with 30% covered by mid-sized companies and 50% by conglomerates.)
- **Invitation Expenditure[airfare, moving expenses, insurance premium]:**
 - Airfare: Economy class round trip airfare will be provided to the coming scientists/engineers and also to their spouse if they stay longer than 6 months.
 - Moving expenses: If a scientist works longer than 12 months,

- his/her moving expenses will be provided when he/she leaves Korea considering the region where his/her home country is located.
- Insurance premium: Only foreign scientist/engineer will be subject to injury and sickness insurance and three insurances excepting employment insurance from four major insurances.
 - Injury and Sickness Insurance: Host research institutes purchases the insurance scheme.
 - Three Major Insurances: National pension(excluding out-of-pocket expenditure of invited scientist/engineer), national health insurance and industrial accident compensation insurance can be covered as well.
 - ※ Premium can be covered within the invitation budget limit, and if it goes beyond the limit, host research institutes will pay the rest.

11 | **Payment of the Support Grant**

- Research Expenditure(living expenses):** KOFST will provide research expenditure for invited scientists/engineers to the host organization when he/she comes to Korea and the host organization submits his entry report and signs the grant agreement with KOFST.
 - The host organization will pay the expense to the invited researcher every month.
- Invitation Expenditure:** When the grant agreement between KOFST and the host organization is signed, the invitation expenditure will be paid along with the research expenditure.
 - The host organization has to settle the received research and invitation expenses within one month after the end of the invitation period and return the balance to KOFST.

12 | **Evaluation**

- Evaluation of the Proposals**
 - Step 1: Requirements Review
 - Review of the eligibility of the host organization and qualification

- of invited scientists/engineers and required documents
- Step 2: Experts Review[Evaluation and Selection sub-Committee for Each Scientific Field]
 - Review the feasibility of the proposals and the eligibility of the foreign scientists/engineers
 - Evaluate and recommend proposal items and foreign scientists/engineers to the Chief Evaluation and Selection Committee
- Step 3: Comprehensive Review[Chief Evaluation and Selection Committee]
 - Review the recommendation from the Evaluation and Selection sub-Committee for Each Scientific Field
 - Considering the budget of research expenses and invitation period, the Committee will make final selection of the candidate foreign researchers.
- Proposals left out of the selection can be re-submitted for evaluation after complementing or replacing the project item or candidate researchers.
- When already invited researcher extends his stay for another term, still another proposal should be made and evaluated with same criteria and procedure.
- Selection Process

| Process | Procedure | Details |
|---|--|---|
| Call for Proposals | Opening a Call for Proposals/ submission of proposals | <ul style="list-style-type: none"> - Opening a call for proposals - Submission of proposals |
| Proposal Evaluation (3 steps) | Requirements Review | - Review on the eligibility of the host organization, period, candidate scientists, required documents |
| | Experts Review | - Five Evaluation and Selection sub-Committees for Each Scientific Field: pure science; mechanics, materials and aerospace; electricity, electronics, ICT; chemical engineering and bioscience; and resources, ocean, environment, construction, energy |
| | Comprehensive Review | - The Chief Evaluation and Selection Committee will have a comprehensive deliberation by field. |

Evaluation of the Results of the Program

Three R&D experts will assess the performance of the invited scientists/engineers at the end of the agreed invitation period by

receiving a results report and the host organization can apply the experts evaluation results.



Process

| Process | Procedure | Details | Activity |
|--------------------------------------|--|--|---------------------------|
| Planning BP | Making a Plan | - Establishment of a detailed implementation plan | MSIP KOFST |
| ↓ | | | |
| Call for Proposals | Opening of a Call for Proposals/ submission of proposals | - Opening of a call for proposals - Reception of proposals | KOFST |
| ↓ | | | |
| Proposal Evaluation (3 steps) | Requirements Review | - Review on the eligibility of the candidate scientists and required documents | |
| | Experts Review | - Evaluation and Selection sub-Committee for Each Scientific Field | |
| | Comprehensive Review | - Chief Evaluation and Selection Committee | |
| ↓ | | | |
| Selection Announcement | Selection Announcement | - Notification of the selection to the applicant (host research institution) - Notice on decided amount of expenditures | Host Research Institution |
| ↓ | | | |
| Consultation on the Result | Submission of Consultation Results | - Consultation on the terms and conditions upon the invitation with the to-be-invited researcher - Deliver the result of the consultation to KOFST | Host Research Institution |
| ↓ | | | |
| Entry Report | Entry Report Submission | - Submission of the entry report when the foreign scientist enters into Korea - Kick-off of the joint research based on the agreement | KOFST |
| ↓ | | | |
| Agreement Conclusion and Grant Award | Conclusion of the Agreement | - Conclusion of the agreement between KOFST and the host research institution - Payment of the expenditures(e.g. research grant, invitation expenses) | Host Research Institution |
| ↓ | | | |
| Project Management | Submission of Outcomes Report | - Submission of the outcomes report after the end of the invitation period - Settlement of the expenditures and returning the balance to KOFST - Submission of the materials related to national R&D | KOFST |
| ↓ | | | |
| BP Management and Evaluation | Evaluation of BP Management Results, BP Achievement Management | - Financial management of the overall BP budget and expenditures by project - Outcomes report evaluation and follow-up measures - Management of the BP's achievement such as useful research outcomes and statistical database | KOFST |



Program Guideline

1

Application

□ How to Apply

- PI of the host organization will register the application on the website. (<http://ultari.org> ↗ BRAIN POOL)
 - The host organization recommends the candidate researcher suitable for the applicable project and submits the application.



Recommendation for the researcher by the host organization(PI)

Preparation of the requested documents about the project and the researcher

On-line registration of the application by PI

□ Required Documents

- Application form on the research project and candidate foreign scientist
 - Research proposal
 - **Application form** for foreign scientists/researchers
 - **Personal records, Curriculum Vitae**(research experience and achievements)
 - **The number and list of theses published in SCI enlisted journals**
 - **Patents**(the number of patents and the patents license number)
 - **Certificate of the final academic degree**, certificate of the current employment or verification of the final employment
 - **Income statement** for the last one year
 - **Acceptance letter** from the invited researcher
- Corporate research institutes certificate issued by KOITA(for corporate research institutes only)
- Small and Medium sized Enterprises certificate issued by Small Medium Business Administration and company brochure(for Small and Medium sized Enterprises only)

FAQ

Q What is the project in the BP program?

A – The project has an established business plan with secured budget by winning some contracts from the central or local governments and companies. In case of companies, internal project for technology development and commercialization is included.

– The Purpose of BP program is to provide an R&D project led by a PI with one foreign excellent scientist/researcher so as to improve the research outcomes and to establish an international cooperative network.

Q Can scientists with foreign nationality staying in Korea apply for the grant?

A Both foreigners or Koreans originally residing overseas can apply for the Program even if they are staying in Korea. Scientists with Korean nationality can apply for this Program only when he/she stays in foreign countries at that moment.

Q Can I invite foreign scientists for lectures?

A The Program is aimed at promoting R&D in Korea. Inviting a foreign expert for only lecture cannot get support from the Program. However, it is possible for an invited to give a lecture for one course or donation for education.

Q Can a conglomerate's affiliate research institute apply for the Program?

A Any research institute of the companies, which do not belong to the “Business Group subject to the limitations on cross-shareholding” announced by the Fair Trade Committee is eligible for application, and thereby able to apply for the program. However, KOFST will only provide 50% of the research expenses and the remaining 50% must be covered by the company.

Q If I want to invite a foreign scientist who does not hold a doctorate degree, can he/she be invited for the Program?

A Universities and research institutes cannot apply for the Program to invite someone who do not hold the doctorate degree at all. However, company's research institute can apply for the program even if the candidate foreign research does not have a doctorate degree: Provided, That he/she has to have enough experience of technology R&D for at least five years.

Q Is there any case when I cannot apply for the Program even with a doctorate degree?

A All foreign scientists should have five-year experience since they became doctors, otherwise, they cannot pass the requirements review. Even if five years have passed since one received a doctorate degree, if he/she comes to Korea for Post-Doc

Program, he/she cannot be a beneficiary for the BP program.(Corporate research institute is an exception.)

Q Can I apply for the Program when my foreign research partner works for the joint research program abroad with me?

A – The Brain Pool program is aimed at helping Korean scientists/researchers in domestic research institutes to have joint R&D with foreign scientists together in Korea. Therefore, the Program does not support joint research project taking place outside Korea.

– Also, if an invited foreign scientist goes overseas business trip too long(longer than 10% of the invitation period), he/she may reimburse for that amount of research grant.

Q Can a foreign scientist apply for the Program?

A All application and submission of report documents(e.g. entry report, changes in the project, research outcomes) should be done by a PI of the host organization.

Q Can I still apply for the Program although my proposal item is suspended?

A In principle, inviting foreign scientists/engineers can be done only when proposal item is in progress. Therefore, when the proposal item is put on hold, inviting scientists/engineers should be discontinued.

2 Evaluation and Selection

□ Evaluation

- Both research project proposals and candidate foreign scientists will be assessed at the same time. Among them, which earned 70 scores or above will go through a comprehensive evaluation and the final selection will be announced.
- Evaluation process: Requirements Review → Experts Review → Comprehensive Review

Step 1: Requirements Review

- Evaluator : KOFST
 - Evaluation items: requirements for host organizations, invitation(research) period, invited researcher and his eligibility, his workplace, required documents
- Note: Expected work period within the year, research proposal, existence of a detailed plan of the research project, whether the foreign scientist has five-year professional experience after obtaining his doctorate degree, whether the PI works with one foreign BP researcher, applicant information(personal records, final academic degree certificate, work experience certificate, income statement for the last one year)



Step 2: Experts Review

- Evaluator: the Evaluation and Selection sub-Committee for Each Scientific Field with about 10 experts by field
 - * ① pure science ② mechanics, materials and aerospace ③ electricity, electronics, ICT
 - ④ chemical engineering and bioscience ⑤ resources, ocean, environment, construction, energy
 - Evaluation Methods
 - Each thematic committee averages the scores after discarding the highest and lowest scores.
 - The committee recommends proposals to the Chief Evaluation and Selection Committee.
- Note: Members who are directly related to the proposals cannot be involved in the evaluation and decision making.



Step 3: Comprehensive Review

- Evaluator: heads of each Evaluation and Selection sub-Committee for Each Scientific Field, representatives of industries, research circle, the Ministry of Science, ICT & Planning, and KOFST
 - Evaluation Methods: the Committee reviews proposals recommended by the ESCF and makes the final acceptance decision.
- Note: The final decision will be based on the budget, research grants, invitation period, etc.

Notice of the Selection

- KOFST notifies the selection results to the host organizations and the candidate scientists/engineers.
- KOFST announces the results on the websites of KOFST and the Brain Pool program.

Conclusion of the Invitation Contract

- After the selection notice, the head of the host organization will have consultations on the contract(e.g. research support grant, invitation period) with the candidate scientists/engineers and conclude the agreement, notifying the results of the consultation to KOFST.

3

Report of the Entry into Korea and Signing of the Contract

Report of the Entry into Korea

- Entry Report Due: within seven days since invited foreign scientists/researchers entered into Korea
- Where to Report: Click on the website(<http://ultari.org> → BRAIN POOL) → PI log-in → submission of reports/registration of the entry report
- Documents to submit
 - Entry report
 - Photocopy of the page with the immigration stamps of the passport
 - Sworn statements
 - Contract on invitation signed by the scientists/engineers and the host organization
 - Contract on the Brain Pool program between KOFST and the host organization

Payment of the Support Grant(Expenditure)

- **Research Expenditure(Living Expenses)**
 - The research expenditure will be given on one-year basis.
 - The grant amount will be decided based on the criteria of the candidate's professional experience and research achievements; income in his home country; and scores given by the evaluation committee considering the necessity of inviting him and expected impact.
 - The grant amount will be decided based on the "Research Expenditure Criteria" but the Chief Evaluation and Selection

Committee can adjust the group considering the number of beneficiaries, invitation period and budget.

- A proposal becomes a candidate for special grade group when the host organization applies for the special grade group or when the Evaluation and Selection sub-Committee for Each Scientific Field recommends the proposal, and if the proposal receives 90 scores or above from the evaluation committee and belongs to Group B based on the research expenditure criteria, the Chief Evaluation and Selection Committee may review the case and adjust the grant amount within the budget range of Group A.
- The expenditure will be transferred to the host organization once it reports the entry(conclusion of the agreement with) of researchers to KOFST.
- For companies' affiliate research institutes, KOFST will provide 90% of the research expenditure for small and medium-sized enterprises and 70% for mid-sized companies and 50% for conglomerates excepting a business group subject to limitations on cross-shareholding and guarantee for debt with the remaining expenses covered by respective companies. (i.e. if the proposal belongs to Group C, out of total KRW 5,000,000, 90% or KRW 4,500,000 will be provided from the Brain Pool Program and the rest 10% or KRW 500,000 will be covered by the host organization(company).

《Research Expenditure Criteria》

(unit: KRW 1,000)

| Group | Monthly Expenses | Note |
|-----------------------------|------------------|--|
| Group A(90 points or above) | 6,000-10,000 | ※ Group A is a special grade group - It is decided after evaluating proposal items applied by the host organization or recommended by the Evaluation and Selection sub-Committee for Each Scientific Field. |
| Group B(90 points or above) | 5,500 | |
| Group C(80-89 points) | 5,000 | |
| Group D(70-79 points) | 4,500 | |
| Group E(60-69 points) | 4,000 | |
| Group F(50-59 points) | 3,500 | |
| Group G(below 50 points) | 3,000 | |

- **Invitation Expenditure**(Airfare, Insurance Premium, Moving Expenses)
 - Invitation expenditure will be paid to the host organization in accordance with the calculation criteria of the region/organization.
 - Within one month after the end of the invitation period, the host organization should settle invitation expenditure and return the balance to KOFST.
 - ※ When the organization reports the result, it submits supporting documentary evidence.

《Airfare and Insurance Premium Criteria》

(unit: KRW 1,000)

| Country/Region | New Beneficiaries (Airfare + Insurance Premium) | | Insurance Premium in the case of period extension | |
|---|--|--------|--|--------|
| | 6-9M | 10-12M | 6-9M | 10-12M |
| Japan, China, Taiwan | 5,300 | 6,200 | 3,300 | 4,400 |
| Southeast Asia | 5,700 | 6,600 | | |
| India, West Asia, Middle East | 6,700 | 7,600 | | |
| North America(West coast), Australia, Europe, Russia | 8,900 | 9,600 | | |
| North America (Middle and East coast) | 9,700 | 10,600 | | |
| Latin America, Africa | 11,700 | 12,600 | | |

- Airfare

- Scientists/engineers and also their spouses are to receive airfare/tickets. The spouse cannot get the benefit if the scientist/engineer stays less than six months.
- The provided airfare will be that of the round trip, direct line, and economy class ticket. If the scientist/engineer bought his tickets with his personal expenses, the lesser amount will be counted.
- Airfare for the temporary return to his home country due to the change in the working plan(e.g. contract period is extended, shortened, or divided) will not be provided.
- If the scientist/engineer cannot work for the project due to injury, sickness, or death, two family members including his/her spouse can receive plane tickets to return to their home country, if necessary.

- Plane tickets will not be provided if foreign scientists/engineers stay in Korea.
- **Insurance premium:** Only scientists/engineers will be subject to injury and sickness insurance premium and three major insurances excepting employment insurance from four major insurances.
- Injury and Sickness Insurance: host organization will purchase the insurance policy.
- Three Insurances: national pension(excluding out-of-pocket expenditure of invited scientist), national health insurance and industrial accident compensation insurance can be covered as well.
- ※ Premium can be covered within the budget limit, and if it goes beyond the limit, host research institutes will pay the rest.
- **Moving Expenses:** If the invited scientist/engineer works longer than 12 months, moving expenses will be provided at the time of the departure from Korea.

《 Moving Expenses Criteria 》

(unit: KRW 1,000)

| Country/Region | Moving Expenses Grant |
|--|-----------------------|
| Japan, China, Taiwan | 500 |
| Southeast Asia | 600 |
| India, West Asia, Middle East | 800 |
| North America(West coast), Australia, Europe, Russia | 1,100 |
| North America(Middle and East coast) | 1,300 |
| Latin America, Africa | 1,600 |

FAQ

Q What is the support grant from the Program?

A When the Program provides grant for foreign scientists/researchers, it means the program supports certain amount of research and invitation expenditure.

- Research Expenditure: Monthly salary for invited scientists/researchers
- Invitation Expenditure: Airfare for the invited (If one stays longer than 6 months, the spouse can be provided with the airfare as well.) + Injury/sickness insurance premium + moving expenses (Only if one stays longer than 12 months)

Q Does this program provide indirect cost?

A The BP program does not cover indirect cost.

Q When foreign scientists cannot get reimbursed for airfare?

A Plane tickets will not be provided if invited scientists/engineers stay in Korea. If the invited scientist entered Korea one month prior to the start date of the invitation period (joint research project) or if he/she leaves Korea one month later from the end of the invitation period, the airfare cannot be provided by the Program.

Q How do you cover moving expenses?

A – If the invitation period lasts longer than 12 months, certain amounts of moving expenses will be provided by region.

- The moving expenses will be paid at departure of the invited after the end of the invitation period. If the invitation period was shorter than 12 months (due to early return or shortening of the joint research period), the moving expenses cannot be covered.

Q What kind of costs does a host research institute have to bear?

A – When it comes to companies' affiliate research institutes, there is a certain share to be contributed by the companies out of the total research support grant for the BP (Small and medium sized enterprises: 10%, mid-sized companies: 30%, conglomerate excepting a business group subject to limitations on cross-shareholding and guarantee for debt: 50%).

- The research institution should provide housing (rent).
- Invitation expenses exceeding the budget limit and other financial costs not covered by the Program must be borne by the host research organization. (e.g. shortfall of the R&D expenses, insurance premium that goes beyond the budget limit, etc.)

4

Submission of the Project Outcomes Report

□ Project Outcomes Report

- Deadline: Host organization will write and submit the report to KOFST within one month after the termination of the visiting period of the scientists/engineers.
- Submission: website(<http://ultari.org> → BRAIN POOL) → PI log-in → report submission/outcomes report registration
- Documents to submit
 - Outcome report and supporting materials
 - Certificate of entry/departure for the invited scientists/researchers issued by Korea Immigration Service
 - Statement of accounts/adjustment report of the research support grants as well as documentary evidence of research and invitation expenditure
 - Brain Pool program satisfaction survey results

□ Evaluation of the Project Outcomes and Notification of the Results

- After receiving reports of the research outcomes, KOFST will evaluate the usefulness of the project. If the project scores below 60 on average (Grade C or D), the results will be notified to the host research institute.
- Grade by evaluation scores

| Scores | 90-100 | 80-below90 | 60-below 80 | 50-below 60 | below 50 |
|--------|-------------|--------------|-------------|-------------|-----------|
| Grade | Superior(S) | Excellent(A) | Average(B) | Low(C) | Lowest(D) |

- Reflection of the evaluation result shown by the grade

| Evaluation Result | Reflection |
|-------------------|--|
| Grade S | - If the PI applies for follow-up research, he/she can get 5% of extra points for the proposal for two years. |
| Grade C | - May face due diligence and if the PI applies for follow-up research, the proposal will get 3% deduction in points or he/she may be banned to apply for the call for proposals for two years. |
| Grade D | - May face due diligence and if the PI applies for follow-up research, the proposal will get 5% deduction in points or he/she may be banned to apply for the call for proposals for two years. |

□ Settlement of the Research/Invitation Expenditure

- Deadline: Host organization will write and submit the report to KOFST within one month after the termination of the visiting period of the scientists/engineers.
 - Submission: website(<http://ultari.org> → BRAIN POOL) → PI log-in → report submission
 - Documents to submit
 - Adjustment report of the research support grants
 - On-line Transfer receipt of the Research Expenditure
 - Receipts for Airfare and Moving Expenses
 - Proof of Receipts for Injury/Sickness Insurance Premium
 - Receipts to verify payment for three major insurances(premium payment receipt, receipt of withholding tax, etc.)
 - The host organization should settle total amount of the invitation expenditure by attaching receipts for airfare, moving expenses, injury/sickness insurance premium, etc. to the expenditure report. The expenditure report with the outcome report should be submitted at the end of the invitation period, returning the balance to KOFST, if any.
 - Housing fee can be settled by attaching remittance receipts and the balance should be returned to KOFST.
 - If the scientist/engineer ends the contract or goes overseas business trip irrelevant to the applicable project, the days will be counted as paid vacation.
 - If the vacation days exceed the expected paid vacation days, he/she should return the research expenditure to KOFST, calculating on a daily basis(applyes a monthly basis if the break exceeds 30 days including non working Saturdays and public holidays).
- ※ ① As for calculation of the annual leave, days for entry/ departure will be counted as one day and 0.5 day each. Non working Saturdays and public holidays are not counted for annual leave.
- ② Host organizations are advised to manage the administration of the temporary leave of the invited scientists/engineers thoroughly since the organizations are to return the expenditure caused by scientists/engineers' overused paid

vacation days.

FAQ

Q How do I submit the project outcomes report?

A Within one month following the expiration of the invitation period, the PI shall submit the project outcomes report with evidence of research outcomes on-line.

- Documents to submit: project outcomes report, certificate of the entry/departure records of invited foreign scientists/researchers(the whole invitation period shall be included), statement of the accounts of grant, and BP satisfaction survey form.

Q Do I have to submit the project outcomes report only, following the expiration of the research project?

A - If the host organization receives less than 60 scores from the project outcomes report evaluation, complementary materials may be required to submit to KOFST. If there is any other request, materials to manage the outcomes from the BP program or materials for inspection and analysis for national R&D project should be submitted.

- If the outcomes are outstanding, additional materials to promote the outcomes may be required for spreading such achievements.

Q Does the project outcomes report evaluation results do anything with applying for the BP again?

A If the project outcomes report earns the Grade S(90 scores or above), when the PI applies for follow-up research, he/she can get 5% extra points for the proposal for two years. On the contrary, if the POR scores below 60, the project may face due diligence and when the PI and supervisor apply for follow-up research, they will get 5% deduction in points or be banned to apply for the call for proposals for two or three years.

Q How can I get good results from the evaluation of the project outcomes report?

A You can get good scores if you conduct joint research in full cooperation with the invited foreign researcher following the proposal and submit the project outcomes report containing the joint research outcomes(e.g. the number of publication in the SCI enlisted journals, number of patent pending, technology development), achievements since the signing of the MOU, and expected impact.

Q How do you settle the expenditure?

A - When the contract ends, the research expenditure will be settled as of the day of suspension. If a foreign researcher took holidays exceeding his/her paid vacation days, the exceeded amount should be returned to KOFST.

- Invitation expenditure should be settled under the Program management guidelines.

Q How can I return the balance?

A Within one month after the end of the invitation period, the PI have to submit the statement of accounts(including documentary evidence) on-line and return the balance to a designated account of KOFST.

Q Is there any case where items are not reimbursed?

A All items cannot be reimbursed unless receipts are submitted. Proof of the moving expenses should be the receipt issued by the moving helper companies in principle. However, a receipt remitted to the foreign researcher can be also accepted.

Change of the Plan for the Invited Researchers & Overseas Business Trip during the Contract Period

□ Change of the Plan for the Invited Researchers

- **When:** If there is any reasonable background to change the original plan, such as a change in PI or invitation period(e.g. extended, shortened, divided), the host organization may submit an application to ask the approval of the change in the project to KOFST.
- **How:** website(<http://ultari.org> ⇨ [BRAIN POOL](#)) → PI log-in → report submission/proposal change report registration
- **Documents to submit**
 - Application form for the change in the project plan
 - Proposal for the extended period
 - Performance data(outcome report)
- KOFST will review the application and notify the result to the host research institution.

Note: If the change is for extending the invitation period, the review will be done in the same way of evaluating new proposals.

□ Overseas Business Trip: Available within 10% of the invitation period

- **Deadline:** within seven days after the end of the trip, the report should be submitted to KOFST.
- **Submission:** website(<http://ultari.org> ⇨ [BRAIN POOL](#)) → PI log-in → report submission
 - A business trip of 10 days or shorter can be reported after the trip.
 - If accumulated business trip period exceeds the 10% of the invitation period or he/she has to go a business trip longer than 10 days, an overseas business trip plan should be submitted to KOFST before the trip to get approval.
- **Documents to submit**
 - Overseas business trip report: detailed itinerary on a hour basis
 - Photocopy of the page with personal information and the immigration stamps of the passport
- ※ ① The above policy applies to the case of personal reasons for temporary returning to his home country including the death of his parents, spouse or children. The trip can be acknowledged as an official trip exceptionally, if the report is submitted after the return.
- ② If the overseas trip is not be accepted as an official trip, the days may be deducted from the paid vacation. If the days exceeds the paid vacation days, that amount of expenses has to be returned to KOFST.

- Paid Vacation: the invited can go for vacation within the given days
 - Deadline: within seven days after the end of the vacation the report should be submitted to KOFST.
 - Submission: website(<http://ultari.org> → BRAIN POOL) → PI log-in → report submission
 - Documents to submit
 - Paid vacation report
 - Photocopy of the page with personal information and the immigration stamps of the passport
- ※ ① Paid vacation can be used only for working days(not national holidays or the institution's off days). If he/she uses longer holidays than he/she has been given, multiplying the exceeded days with living expenses per day, he/she has to return the calculated amount to KOFST.
- ② When the research project stops, paid vacation days will be re-calculated based on the final service days.

《 Paid Vacation Days for the Invited Scientists/Researchers 》

| Length of Service | Paid Vacation | Length of Service | Paid Vacation |
|-------------------|---------------|-------------------|---------------|
| till 3 months | 5 days | till 8 months | 14 days |
| till 4 months | 7 days | till 9 months | 16 days |
| till 5 months | 9 days | till 10 months | 18 days |
| till 6 months | 10 days | till 11 months | 19 days |
| till 7 months | 12 days | till 12 months | 20 days |

【 Paid Vacation Guidelines 】

1. The unused annual leave will be terminated at the end of the year and not be accrued for the next year. The new paid vacation days for the year will start, reflecting the service period.
 - Even though the invitation period extends, you cannot add 20 days for the first year and another 20 days for the second year to make 40 days of vacation nor use the vacation consecutively.
2. Paid vacation cannot be used at the beginning or at the end of the invitation period.
 - The invited researcher cannot return to his home country by cutting his service period counting the paid vacation.
3. When the scientist has used more than allowed paid vacation days, the days of excessive use shall be calculated as expenditure on a pro rata basis and be reimbursed to KOFST.
 - within 30 days: pro rata daily basis
 - exceeding 30 days: monthly basis(e.g. 40 days at once = one month and 10 days)
4. As for the pro rata daily basis, host organization's holidays, public and national holidays are not counted as vacation days. Entry and departure dates are counted as one day(0.5 day each).

FAQ

Q If there is any change to make in the joint R&D plan, how can the host organization do it?

A – When there is a need to change the PI or to extend, shorten or divide the invitation period, the R&D plan(proposal) can be changed.

- According to the procedure, the PI hands in the application to change the R&D plan with supporting evidence on-line and then KOFST evaluates the application and notify the host organization with the result.
- In the case of extending the invitation period, all evaluation procedure will be the same as assessing the new proposals.
- When the invitation period is divided, the in-between period shall not exceed six months. When a proposal requires an invitation period of less than six months, the period cannot be divided.

Q Can a change be made to the research project itself or the invited foreign scientist/researcher?

A If the host organization wants to change the project itself or the invited, since those elements are factors of the selection for the Program, those cases cannot be counted as making changes. After cancelling or suspending the project, the host organization may apply for the Program with a new proposal.

Q How do you distinguish whether the trip is for official business or vacation?

A – Only when the overseas business trip is directly related to the R&D project for the BP, it can be accepted as business trip. For personal trip, the scientist should use paid vacation(e.g. student consultation, the examination of a thesis, participation in conferences or events).

- The invited scientists/researchers can go for vacation whether in Korea or overseas freely within the paid vacation days according to the paid vacation days table.

Q Is there any limitation for overseas business trip?

A – The total days of the business trip should not exceed 10% of the invitation period. If a business trip is longer than 10 days or the accumulated days exceed 10% of the invitation period, to go for a business trip, the scientist should submit the overseas business trip plan to KOFST and get permission in advance.

- If he/she goes a business trip without obtaining permission in advance, the days will be counted as paid vacation. If there is no enough paid vacation days left, he/she should return the amount out of the research expenditure to KOFST.

Q How do I report the overseas business trip?

A The PI will submit the overseas business trip report(with evidence) on-line and KOFST will review the report and notify the host organization with the result.

Q Will the departure/entry date be counted as business trip days?

A Both departure and entry dates will be counted as one day(0.5 day each).

e.g. Leaving on Monday and entering on Friday: 1 day

Leaving on Monday and entering on Saturday: 1 day(rounding off)

Leaving on Saturday and entering on Monday: 0 day

□ Suspension and Clawback of the Support Grant

- The cases which bring the suspension of funding expenditure for the invited scientists/engineers are as follows:
 - When the invitation is judged to be a clear disadvantage for Korea (by criminal prosecution)
 - When the invited scientist/engineer causes the BP Program inconvenience or hampers the BP Program to achieve its aims on purpose(e.g. Activities to give rise to profit in other institution besides the host organization during the BP period)
 - When there is false information in the application form or any report
 - When the project receiving support from the BP program is suspended or the period gets shortened
 - When there is a request from the head of the host organization or the invited scientist/engineer
 - When the invited scientist/engineer gets employed by the host organization or other institutions
 - When the invited scientist/engineer faces difficulty to continue research activities due to a mental/physical disorder or death
 - When there are other reasons to cancel the agreement(e.g. Results of the on-site inspection)
- When the Chief Evaluation and Selection Committee decides to stop funding the project/researcher because of the cases above, paid expenditure shall be returned to KOFST from the host organization.

□ Compliance Activities for Host Organizations

- A head of the host organization(Industry-academic cooperation foundation) who invites and works with scientists/researchers from overseas holds full accountability for non-compliance with the Brain Pool Program policy. His/Her compliance activities are:
 - To comply with the related rules regulations including acts, enforcement decrees and other subordinate rules and guidelines

- To fulfill the contract concluded with KOFST upon working with the invited scientists/engineers.
- To provide foreign scientists/engineers with housing
- To purchase insurance policy to guarantee those invited scientists' safety and health
 - To cover the insurance premium exceeding invitation budget limit
 - To pay a certain share left out of the total research support grant(If the organization is company's affiliated research institute)

7 Management of the Research Outcomes

- Publications on research outcomes will be saved in our database and will be used, ensuring that they do not breach copyright law or other pertinent legislation.
 - Information will be accessible via "Full-text Service."
 - Information such as current status or statistics of the research projects will be provided.
- Reward for PI or joint researchers will be decided in accordance with the rules of the host organization.(Industry-academic cooperation foundation)
- Should be written on every publications of research outcome.**
(The following sentence "This work was supported by the Korean Federation of Science and Technology Societies(KOFST) grant funded by the Korean government(MSIP:Ministry of Science, ICT and Future Planning).")

8 Contact(Information)

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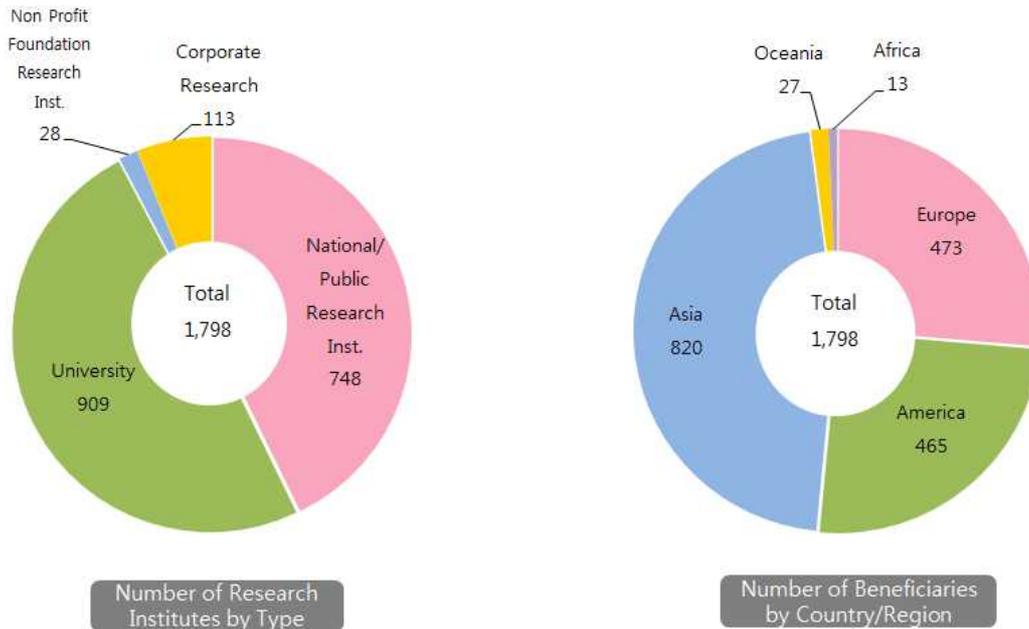
Homepage: <http://ultari.org> 🖱 BRAIN POOL

IV

BP Performance

1

Status of the Foreign Scientists Selected



2

Status of the Country(Regional)/Fields Selected

| Continent | Country | Field of Research | | | | | Total |
|-----------|-----------------|-------------------|----------------------|--------------------------|------------------------|--------------------------------|------------|
| | | Pure Science | Mechanics, Materials | Electricity, Electronics | Chemical Eng., Biosci. | Resources, Environment, Energy | |
| America | Mexico | | 1 | | 1 | 1 | 3 |
| | USA | 108 | 48 | 50 | 138 | 71 | 415 |
| | Brazil | 1 | | | | | 1 |
| | Canada | 12 | 7 | 3 | 12 | 11 | 45 |
| | Peru | | | | 1 | | 1 |
| | Subtotal | 121 | 56 | 53 | 152 | 83 | 465 |
| Europe | Greece | 1 | 1 | 1 | | 2 | 5 |
| | Netherlands | 2 | | 1 | 2 | 1 | 6 |
| | Denmark | | | | 1 | | 1 |
| | Germany | 8 | 3 | 1 | 9 | 10 | 31 |

| | | | | | | | |
|--------|-----------------|------------|-----------|------------|-----------|-----------|------------|
| | Romania | 5 | 1 | 8 | | | 14 |
| | Lithuania | | 1 | | | | 1 |
| | Moldova | | 1 | | | | 1 |
| | Belgium | | | | 1 | | 1 |
| | Bulgaria | 3 | | 4 | 1 | 1 | 9 |
| | Sweden | 2 | | | 4 | 2 | 8 |
| | Switzerland | | 2 | | 1 | | 3 |
| | Spain | 2 | 1 | | | 1 | 4 |
| | Slovakia | 1 | | | 1 | | 2 |
| | Estonia | | | 1 | | | 1 |
| | England | 8 | 3 | 3 | 5 | 4 | 23 |
| | Austria | 1 | | | | 2 | 3 |
| | Yugoslavia | | | | 1 | | 1 |
| | Italy | 1 | 1 | 1 | 3 | 1 | 7 |
| | Czech | 1 | 1 | | 1 | | 3 |
| | Poland | 4 | 2 | 4 | 3 | 1 | 14 |
| | France | 12 | 4 | 2 | 3 | 2 | 23 |
| | Finland | | | 1 | | | 1 |
| | Hungary | | 1 | | | | 1 |
| | CIS | 23 | 24 | 20 | 26 | 14 | 107 |
| | Russia | 38 | 25 | 48 | 17 | 23 | 151 |
| | Belarus | 1 | 3 | 3 | 1 | 7 | 15 |
| | Armenia | 2 | 1 | | | | 3 |
| | Azerbaijan | 1 | | | 2 | | 3 |
| | Ukraine | 10 | 8 | 11 | 2 | | 31 |
| | Subtotal | 126 | 83 | 109 | 84 | 71 | 473 |
| Africa | Egypt | 4 | 2 | | 2 | 3 | 11 |
| | Tanzania | | | | 1 | | 1 |
| | Tunisia | 1 | | | | | 1 |
| | Subtotal | 5 | 2 | | 3 | 3 | 13 |
| Asia | Nepal | 1 | | | | | 1 |
| | Taiwan | 1 | 1 | 1 | 2 | 1 | 6 |
| | Mongolia | | | | 6 | 1 | 7 |
| | Bangladesh | 3 | | | 2 | 1 | 6 |
| | Vietnam | 4 | 1 | 1 | | | 6 |
| | Sri Lanka | | 1 | | | | 1 |
| | Singapore | 1 | | 1 | 1 | | 3 |

| | | | | | | | |
|----------|-----------------|------------|------------|------------|------------|------------|--------------|
| | Iraq | 1 | | | | | 1 |
| | Iran | 1 | 1 | 1 | | 1 | 4 |
| | Israel | | 1 | | | | 1 |
| | India | 92 | 54 | 21 | 127 | 70 | 364 |
| | Indonesia | | 1 | | 1 | | 2 |
| | Japan | 33 | 25 | 4 | 32 | 14 | 108 |
| | China | 42 | 83 | 52 | 79 | 27 | 283 |
| | Thailand | | | | | 1 | 1 |
| | Turkey | 1 | | | 2 | | 3 |
| | Pakistan | 1 | | 2 | 4 | 1 | 8 |
| | Philippines | | | | 2 | 1 | 3 |
| | Hong Kong | | | | | 1 | 1 |
| | Uzbekistan | 5 | | | 5 | | 10 |
| | Kazakhstan | 1 | | | | | 1 |
| | Subtotal | 187 | 168 | 83 | 263 | 119 | 820 |
| Oceania | New Zealand | 2 | 1 | 1 | 3 | | 7 |
| | Australia | 5 | 4 | 3 | 4 | 4 | 20 |
| | Subtotal | 7 | 5 | 4 | 7 | 4 | 27 |
| 계 | | 446 | 314 | 249 | 509 | 280 | 1,798 |