

KONKUK UNIVERSITY GENDER EQUALITY PLAN (2025–2030)

Policy Proposal

Submitted by: Office of Research Affairs & Industry–Academic Cooperation Foundation

Date: August 1, 2025

1. Executive Summary

Konkuk University (KU) recognizes that gender equality is a fundamental principle of academic excellence, social responsibility, and sustainable development. As of 2024, women constitute 41.3% of undergraduate students, 49.7% of graduate students, 22.5% of full-time faculty members, and 21% of professors holding administrative roles. In addition, women account for 28% of full-time employees, and the overall proportion of female staff is 24%.¹ These figures highlight the need for proactive measures to ensure equitable participation and advancement across all areas of university life.

This Gender Equality Plan (2025–2030) establishes a clear framework for enhancing gender balance, ensuring fair treatment, and creating an inclusive institutional culture. The plan aims to increase women's overall participation by 2030 while addressing barriers in recruitment, promotion, research, and leadership.

2. Policy Purpose and Objectives

The purpose of this policy is to:

- Promote equal opportunity and gender balance among all faculty, staff, and students.
- Embed gender equality principles in governance, management, and decision-making processes.
- Eliminate structural and cultural barriers that limit women's participation and advancement.
- Ensure compliance with national and international equality standards.

Main Objectives:

1. Strengthen institutional governance for gender equality.
2. Improve gender balance in recruitment, promotion, and leadership.
3. Support family-friendly policies and flexible work systems.
4. Promote gender equality in research, teaching, and learning.
5. Prevent gender-based harassment and discrimination.
6. Build a campus culture of inclusion and respect.

¹ Source: Public Announcement of University Information and Konkuk University Statistical Data

3. Governance and Implementation Structure

Unit / Role	Key Responsibilities
Office of the President	Overall policy approval, resource allocation, and leadership commitment
ESG Committee	Policy oversight, monitoring, annual report submission
Office of Human Resources	Staff development
Office of Research Affairs	Integration of gender equality in research and academic performance
Human Rights and Gender Equality Center	Training, awareness programs, and incident management

4. Strategic Priorities and Action Plans

Six strategic goals are defined for implementation during the period 2025–2030, each with targeted initiatives and measurable indicators.

5. Implementation Timeline

2025 – ESG Committee; align policy; baseline data collection

2026–2027 – Launch recruitment reform, mentoring, and training programs

2028 – Mid-term review

2029–2030 – Consolidate programs; final evaluation report

6. Monitoring, Evaluation, and Reporting

Monitoring Tools:

- Annual HR statistics (recruitment, promotion, pay)
- Staff and student equality surveys
- Annual Sustainability Report

Evaluation: Mid-term (2028) and final (2030) external reviews to measure progress and recommend policy renewal.

Reporting: The Office of Research Affairs and Human Resources will jointly submit the Gender Equality Report to the University Council and disclose results through the KU website and Sustainability Report.

7. Communication and Capacity Building

- Campus-wide communication campaign on gender equality awareness.
- Gender-sensitive leadership workshops for deans and directors.
- Continuous education on unconscious bias and inclusive practices.

8. Expected Outcomes by 2030

- Increase female staff members from 24% → 30%
- Increase female faculty members from 22.5% → 30%
- Increase female full-time employees from 28% → 35%
- Achieve at least 30% women in leadership positions

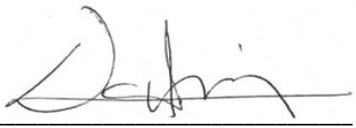
9. Resources and Budget

Funding for implementation will be allocated from the University Strategic Development Fund, Industry–Academic Cooperation Foundation project surpluses, and government programs supporting gender equality in higher education.

10. Approval and Review

This policy shall be approved by the Office of the President and come into effect in August 2025. The plan shall be reviewed every five years or earlier, if necessary.

Approved by:

A handwritten signature in black ink, appearing to read 'Jong Pil Won', is written over a horizontal line.

Jong Pil Won

President

Konkuk University