

12/20/07

Announcement of the Mahidol University International College  
On the qualifications, Term of Reference and Compensation of Academic Personnel for  
the Position of Honorary Faculty  
Additional to the Personnel Selection for Regular Permanent Faculty

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As known, the Mahidol University International College (MUIC) has offered master degree program and the Mahidol University is leaving the bureaucratic system. To put the personnel management in accordance with the objectives and the forward policy as well as to improve the compensation management and welfare for personnel, MUIC, by the consensus of the conference of executives at the meeting no. 2/2007 on February 7th, 2007 and meeting no. 3/2007 on 10<sup>th</sup> April, 2007, has agreed to set criteria for selection of academic personnel for the position of honorary faculty as follows:

**1. Qualifications and credentials of honorary faculty**

**A. Educational Credentials**

1. Received master or doctoral degree in required subject from the University that is accredited by the Office of the Civil Service Commission (OCSC) and is domestically and/or internationally well-known.
2. Received bachelor degree with accumulate grade point average of not less than 3.15 and received at least B in Core Courses.
3. Received master or doctoral degree with accumulate grade point average of not less than 3.50 or equal.

**B. General Qualifications**

1. Excellent teaching and researching skill
2. High English proficiency with practical Thai proficiency
3. Devote full time to the business of the College as assigned
4. Published at least two papers in peer review journal with educational assessor.

Meanwhile, applicant and academic personnel whose educational credentials and general qualifications meet the above requirements may apply for conversion of his/her status to faculty in the honorary system.

**2. Minimum Duty, Responsibility and Condition**

**2.1 Teaching duty (40%)**

- 2.1.1 Bachelor degree level 3 subjects/year
- 2.2.2 Master degree level 2 subjects/year

In case that one does not teach master degree level, one may substitute 1 subject of master degree level by 1.5 subject of bachelor degree.

**2.2 Researching and publishing academic article (35%)**

2.2.1 researched and published academic works (at least) 2 on a national level and one on an international level annually.



2.3 Responsible for consultation on researches and projects of students (15%)  
annually

2.3.1 responsible for 4 projects/proposals of bachelor level

2.3.2 responsible for 2 projects/theses of master level annually

Substitution method compels 1 project/thesis of master level with 2 proposals of bachelor level. In case of co-advisor, the duty is considered as half.

2.4 Responsible for student consulting work, management, course development, performing committee task and others (10 %). One has to station at the office to perform consulting work, management, course development not less than 24 hours per week.

### 3. Employment Contract

Employment contract will be used when starting work. One will receive bonus annually equal to twice as much as the monthly salary. The employment conditions are as follows:

3.1 First contract dues in 1 year

3.2 Second contract dues in 2-3 year

3.3 To be assigned as permanent faculty requires at least 5 years working time with good performance and dedication for the organization.

4. Application for academic position and additional earning shall be in accordance with the criteria or announcement in existence with the academic remuneration as follows:

Position	Additional Earning
Assistant Professor	9,900 bath/month
Associated Professor	13,000 bath/month
Professor	20,000 bath/month

To apply for the academic position, one must possess principle qualifications as follows:

4.1 Assistant Professor

Qualifications - Bachelor degree with at least 9 years experience as instructor

- Master degree or equivalence with at least 5 years

experience as instructor

- Doctoral or equivalence with at least 2 years experience

as instructor

4.2 Associate Professor

Qualification - Holding an assistant professor position and instructor of Mahidol University at least 3 years consecutively.

### 5. Income Rate

5.1 First accepted rate for Doctoral starts at no less than 70,000 bath/month

5.2 There shall be an annual adjustment subject to the work assessment and increasing rate set by the decision of the Directing Committee between 5-10%

**6. Welfare and Other Rights** shall be in accordance with the criteria set by MUIC with the preliminary information as follows:

- 6.1 Maximum training fund domestically and internationally not exceeding 500,000 bath (4 funds annually)
- 6.2 Research fund
- 6.3 Entitlement to instructor development fund for domestic and international training/meeting/ seminar/ workshop
- 6.4 Welfare on health and life insurance
- 6.5 Required social security accumulated payment as stipulated by the law
- 6.6 Accumulated provident fund payment as specified by the regulation of MUIC.
- 6.7 Annual bonus according to 3.
- 6.8 Educational scholarship for descendant(s) of personnel for whose children studying in MUIC.

#### **7. On Leave**

The personnel shall take leave(s) as follows:

- 7.1 Business leave: the personnel may take leave in total of not exceeding 10 working days annually. The unused on leave of each year may be accumulated towards the following year but not exceed 20 working days.
- 7.2 Illness leave: not exceeding 15 working days annually
- 7.3 Maternity leave: not exceeding 90days with the payment of 45 days
- 7.4 Those who complete 3 years consecutive working period and never become ordained as a monk may take an ordain leave not exceeding 120 days with the payment of 30 days.

All the criteria and conditions not stipulated herein shall be in accordance with existing regulation(s), criteria, announcement(s) or order(s) of MUIC.

Announced on this 30 day of May B.E. 2550



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