

## M. Executive summary of academic and support manpower plan

### A. Manpower plan for Academic Staff

The Faculty of Physical Education has prepared the manpower plan in the long term (5 years) and in the short term (1 year). The administrative section is assigned to prepare the manpower plan, consisting of personnel environment, such as increasing capacity and manpower, recruiting new personnel and benefits of personnel and personnel engagement (Exhibit 6.1-1). The working team has held a meeting to clarify and assign the mission to academic staff and support staff for clear understanding of duties. The head of the department or the office director are responsible for checking and following up the operation at each stage of the plan. The results are presented to the faculty administrators to improve and correct the operation plan to be more efficient (Figure A.1 Academic Staff Planning) such as core competency in the performance of lecturers, covering teaching, research, academic services and preserving arts and culture in accordance with the main mission framework of the division as well as the analysis of manpower, Final Time Equivalent Student FTES for the past 5 years, and the ratio of lecturers to students in order to plan for re – deployment for the retirees.

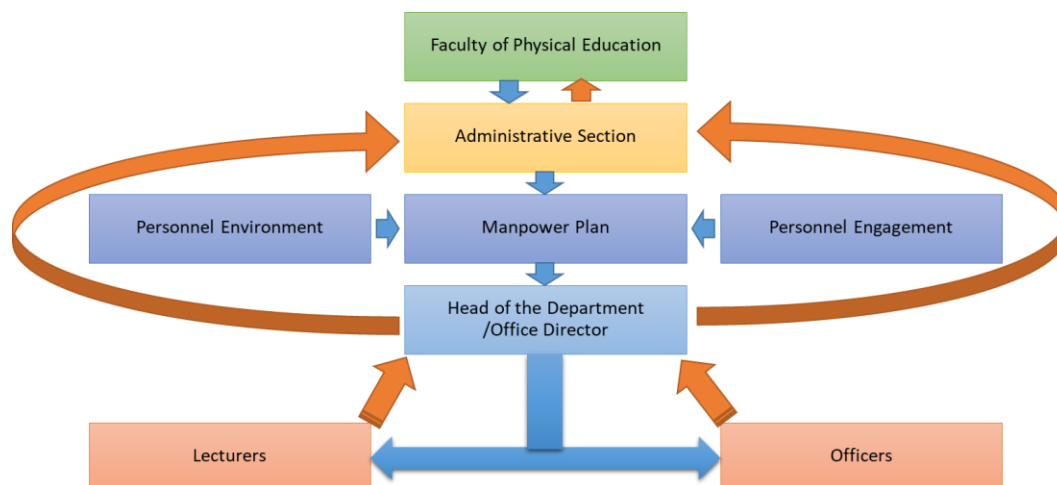


Figure A.1 Academic Staff Planning

The academic staff members of SPS are competent and qualified in their field of expertise. Currently, the academic staff of the SPS is consisted of full time staff. There are 17 academic staff in total that are deployed. 5.88% of the academic staff is professors and 35.29% is associate/assistant professors. From the total academic staff, 20% of the cohort has obtained PhD. The specific fields of expertise and category of the SPS academic staff can be shown in the table below.

## The number of academic staff and Expertise and professional recognition from domestic organizations

Category	Male	Female	Total		Percentage of PhDs
			Headcounts	FTEs	
Professors	-	1	1	-	100 %
Associate/Assistant Professors	4	2	6	-	100 %
Full-time Lecturers	5	5	17	196.53	80%
Part-time Lecturers	-	-	-	-	-
<b>Total</b>	<b>9</b>	<b>8</b>	<b>17</b>	<b>-</b>	<b>88.23 %</b>

List	Sport Authority of Thailand	Sports Association	Department of Physical Education	Thai Health Promotion Foundation	Department of Health	Sports Science Society of Thailand
1. Prof.Dr.Salee Supaporn			Specialist			
2. Assoc.Dr.Supranee Kwanboonchan		President				
3. Asst.Dr.Sonthaya Sriramatr	Specialist		Specialist	Specialist	Subcommittee	
4. Asst.Dr.Tanormsak Senakham	Specialist	Technical Chairman & Coach				Member
5. Asst.Dr.Supaporn Silalertdetkul			Specialist			Member
6. Asst.Dr.Prasit Peepathum	Specialist					
7. Asst.Dr.Witid Mitranun						Member
8. Dr.Pichit Mungnapo	Specialist	Coach				
9.Dr.Wacharee rittiwat		Specialist				Committee
10.Dr.Phichayawee Panurushtanon		Technical Chairman & Coach				
11.Dr.Nucharee Senakham						Member
12.Dr.Apanchanit Siripat	Specialist	Specialist				
13.Dr.Krirkwit Phongsri	Specialist					Member
14.Dr.Panuwat Wachirathanin			Specialist			
15.Dr. Achariya Anek	Specialist					Member
16. Miss Pariya Pariyavuth		Specialist				Member
17. Mr. Sirichat Punthipayanon						Member

The recruitment and selection system of academic staff has improved to be more concrete through the mechanism of the Department of Sport Science, Faculty of Physical Education and Human Resources Office of the University with the following process. The department analyzes manpower and determines the competences of the recruited personnel and the qualifications must be in accordance with the National Qualifications Framework for Higher Education set by the Office of the Higher Education Commission that the applicants must graduate with a doctorate degree in sports science in the needed field. The faculty and the department make an announcement of the recruitment and administer the recruitment. Upon selecting the required personnel, the qualifications and related qualifications will be examined before being announced as a faculty member that the ratio of academic staff to students must not exceed 1: 20. In addition, it also includes general qualifications according to the regulations of Srinakharinwirot University such as having good English language skills with standard test results (TOEFL not less than 500 points). The faculty also supports new staff by providing funds to support the development of knowledge and the ability of personnel so that they can receive further education trainings, welfare and career advancement depending on the individual's

ability in terms of both academic and administration aspects, such as the request of academic positions: assistant professor, associate professor and professor positions in order to create good values for both new and current personnel Figure A.2 Recruitment and promotion process.

The Department of Sport Science has held a meeting of at least 3 times per semester in order to allow the administration of the curriculum to be in accordance with the plan and to assign appropriate workload for each lecturer that is in accordance with their proficiency, such as organizing the courses for each lecturer and assigning projects to develop the potential of students. The program administration committee will be responsible for monitoring, summarizing and submitting the results of operations to the department and the faculty.

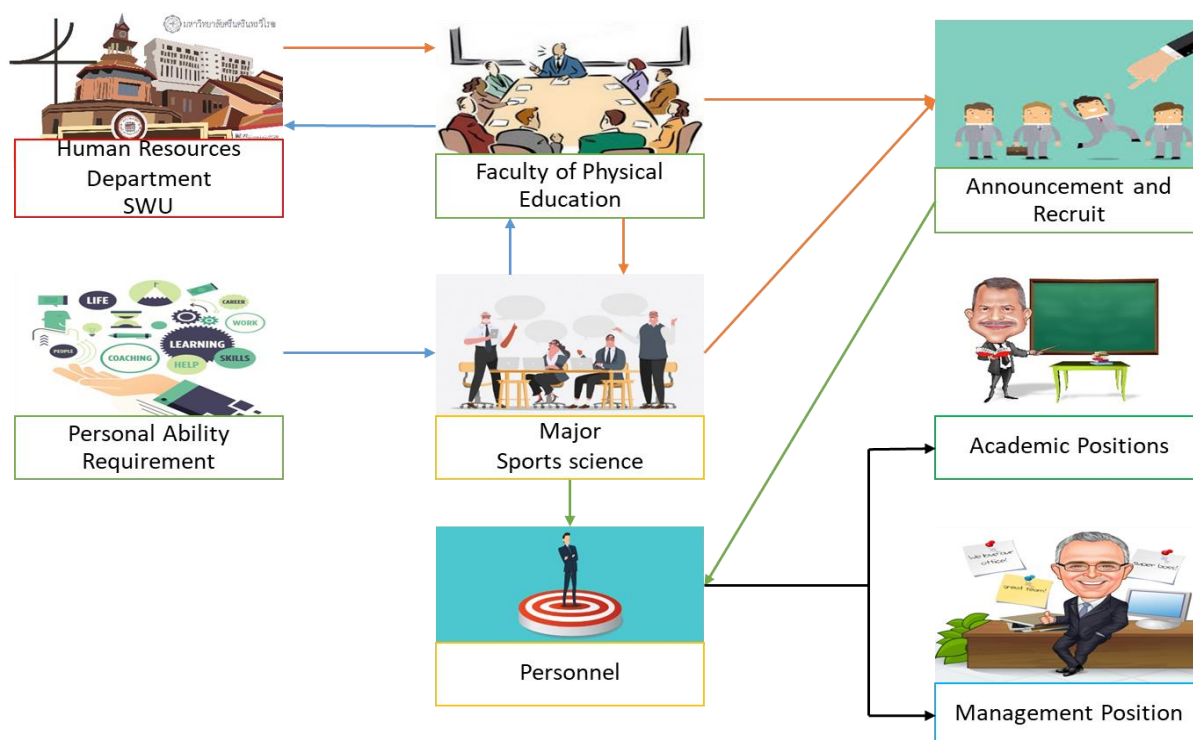
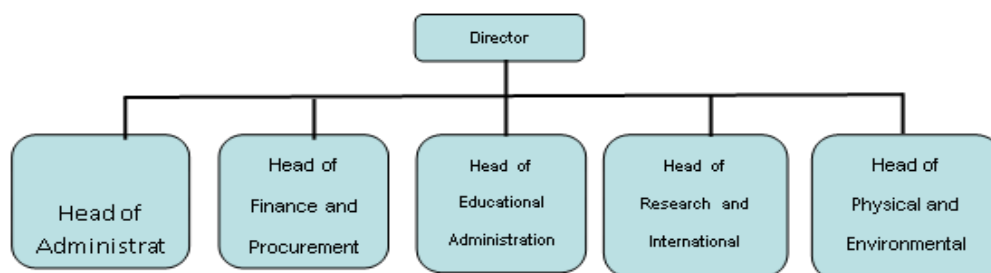


Figure A.2 Recruitment and Promotion

## B. Manpower plan for Supporting Staff

The Faculty of Physical Education has prepared a personnel development plan for a long term (5 years) and a short term (1 year). The structure of the support staff in the organization has changed according to the workflow so that the support staff can understand and implement the strategy of the faculty effectively for the maximum benefits as shown in Figure B.1



*Figure B.1 The workflow of FPE supporting staff*

Human resource management plan process of PE-SWU has considered the information from the organization's outline, the main mission, the curriculum and the number of students in order to analyze the workload and assess the competences of the staff according to their responsibilities. The overall manpower rate is considered, analyzed and used for human resource management plan (Figure B.2 Human resource management plan) in order to ensure that the number of staffs is sufficient for the work to achieve the goal.



*Figure B.2 Human resource management plan*

The recruitment and selection of new staff will be based on the regulations of university with regard to ethics and academic freedom. The performances are set as expected by the organization and publicized on the websites of the faculty and the university. In addition, the faculty has a plan to develop support staff continuously. Training and support for promotion and deployment are also administered to allow support staff to work effectively. Besides, the performance assessment of support staff is administered 2 times a year to promote salary once a year based on the criteria and methods of performance evaluation of the university staff. The performance assessment of support staff is divided into 2 parts: 1) 70% of the achievement of work which is derived from 40% of routine work, 10% of development work, 20% of strategic work and 2) 30 % of the competences in working.

In general, supporting staff of the SPS can complete all the tasks given based on their job descriptions. The competence of the supporting staff of the SPS can be considered sufficient based on the educational background of the staff, where the ratio is 1:17. The standard for this ratio is 1:50. SPS considered some challenges that supporting staff still need to increase the quantity and the quality of the staff, especially on supporting Internal Quality Assurance (IQA Unit) and technician on laboratory. Therefore, more trainings have been conducted. In addition, SPS continues to improve the management, so that the existing supporting staff can work optimally while continuing to ask for support from the university for additional supporting staff as well as proposing additional staff to the University management. One steps taken by the SPS to support the activities is by recruiting honorary staff to fulfill the normal distribution of supporting staff.