

m. Executive summary of academic and support manpower plan

The manpower plan for academic and support staff including recruitment, training, and assessment are set up.

The short-term and long-term personnel plans were identified to meet the vision and mission of the Faculty and the University. The number of staffs qualified to meet five missions of the Faculty cover teaching, research, academic services, arts and cultural, including good governance. The performance and competency evaluation focus on effectiveness and efficiency to achieve the goals, the performance of each position, service quality, and good behavior in operations.

Academic staff plan is considered including number, quality, and specialty training. The significant criteria based of Thailand Nursing and Midwifery Council regulations were cited. For example, the proportion of the faculty member and student not more than 1:6 for full time equivalent student and 1:8 for practicum. The quality of the faculty members covers Master's degree graduation, one-year teaching experience and two-year nursing practicum. In addition, the proportion of the Doctoral's degree and total faculty members should not be less than 35% . At present, the Faculty of Nursing, SWU, meet the criteria above. However, the attrition rate of the faculty members during the past couple years was used to plan for new faculty member recruitment.

The support staff is also plan for enough, qualification, and necessary specialty skill to response the Faculty's need. Three specific specialty staff including academic services, LRC, Audiovisual and Information Technology are provided in the Faculty. The librarian from the central library is also provide for the students and faculty member.