

**HR Meet  
Community**

**2022**

**Minimum Workload of  
Lecturer, Assistant  
Professor, Associate  
Professor and Professor**

**2022**

**Research**

**Teaching  
Innovation**

**Work – Community Service  
and Reputation**

**Work – Income  
Return**

**Minimum Teaching Load**

**180** hrs./year

**Minimum Requirements for Other  
Types of Work**

**Lecturer – Pre-Level**  
**Assistant Professor – Level 1**  
**Associate Professor – Level 2**  
**Professor – Level 3**

**Minimum Teaching Load**

**90** hrs./year

**Special Track**

**Minimum Requirements for Other  
Types of Work**

**Lecturer – Level 2**  
**Assistant Professor – Level 3**  
**Associate Professor – Level 4**  
**Professor – Level 5**

## No. of Students for Teaching Load Calculation

Undergraduate	
< 10	0.25
10 – 15	0.5
>= 16	1
(No. of Students)	(Hour-Lecture)

Graduate	
< 3	0.25
>= 3	1
(No. of Students)	(Hour-Lecture)

Course with a Large No. of Students	
51 – 100	1.1
101 – 150	1.2
151 – 200	1.3
201 – 250	1.4
>= 251	1.5
(No. of Students)	(Hour-Lecture)

**1 Hour =**

## **Workload for**

**Projects, special projects, art projects, senior theses, or courses under the same criteria, which are entitled with the other names but NOT allocated for extra payment**

### **Undergraduate**

**– Not more than 6 projects per academic year will be calculated as teaching load**

**The workload can be counted as Work-Income Return Load with 5,000 THB per project.**

### **Graduate**

**Not counted for teaching load calculation**

# Minimum Requirements for Other Types of Work

**1** piece of work can be claimed by **2** persons

**\*** For research papers,  
the author  
must be the

- first
- corresponding
- last author.

## Other Types of Work

**Research**

**Teaching Innovation**

**Work-Community Service Reputation**

**Work-Income Return**



## Scores

**Pre-Level**

**0**

**Level 1**

**2**

**Level 2**

**4**

**Level 3**

**6**

**Level 4**

**8**

**Level 5**

**10**

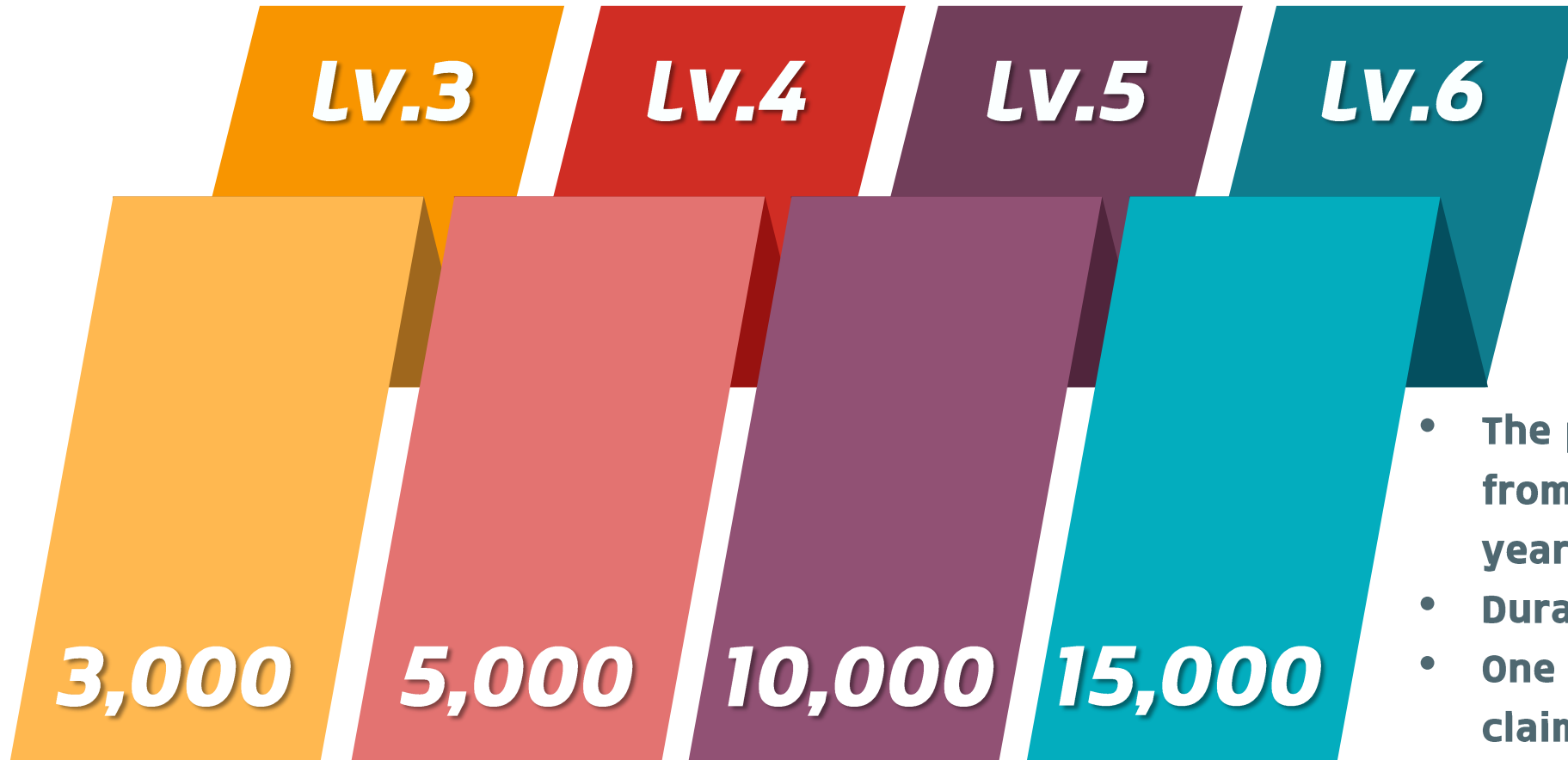
**Level 6**

**12**

## Special Payment



Work to be claimed must not be used to be claimed for other types of payment.



- The payment can be claimed from 1<sup>st</sup> of October of each year, onwards.
- Duration: 12 months
- One piece of work must be claimed by one person.



**DISRUPTIVE**  
**PERFORMANCE-**  
**BASED**  
**PAYMENT**

**DPBP**

# Report of **DPBP** Average Score of 4 Types of Work

# 2021

Rank	Faculty/College	Average Score of 4 Types of Work	Teaching Hours	Research	Teaching Innovation	Work-Income Return	Work – Community Service and Reputation
1	Materials Innovation and Technology	3.97	177.82	15.23	0.23	0.08	0.36
2	Industrial Education and Technology	3.04	263.35	7.85	2.16	1.12	1.01
3	Science	2.98	245.08	9.90	0.59	0.80	0.62
4	Engineering	2.81	290.97	7.38	1.20	1.50	1.15
5	International Academy of Aviation Industry	2.41	122.63	7.00	1.13	1.50	0.00
6	Food Industry	2.12	151.83	7.21	0.33	0.42	0.52
7	Agricultural Technology	1.91	203.66	5.94	0.53	0.80	0.36
8	Information Technology	1.89	178.69	5.03	1.32	0.22	1.00
9	KMITL Business School	1.89	265.03	4.00	1.57	1.57	0.42
10	Chumphon Campus	1.86	298.05	5.65	0.13	1.24	0.42
11	Medicine	1.75	101.50	5.24	1.63	0.11	0.00
12	Architecture, Art and Design	1.72	243.40	0.32	3.31	0.58	2.65
13	Advanced Manufacturing Innovation	1.06	84.75	3.39	0.00	0.83	0.00
14	Music Science and Engineering	1.05	128.70	1.00	3.20	0.00	0.00
15	Innovation and Industrial Management	0.94	142.50	0.00	3.75	0.00	0.00
16	Liberal Arts	0.73	362.98	0.57	1.54	0.08	0.71
17	Dentistry	0.00	0.00	0.00	0.00	0.00	0.00

# **HR Personnel Management**

**2019**

# Appointed before 28<sup>th</sup> August 2018

Associate Professor

Assistant Professor

Lecturer/Researcher

Within 7  
years

Within 5  
years


Wage raised with not  
more than 2 percent  
until appointed as an  
Associate Professor


**Terminated**

On 29<sup>th</sup> August 2023

# Appointed after 28<sup>th</sup> August 2018

 Associate Professor

 Assistant Professor

 Lecturer/Researcher



Within 7  
years

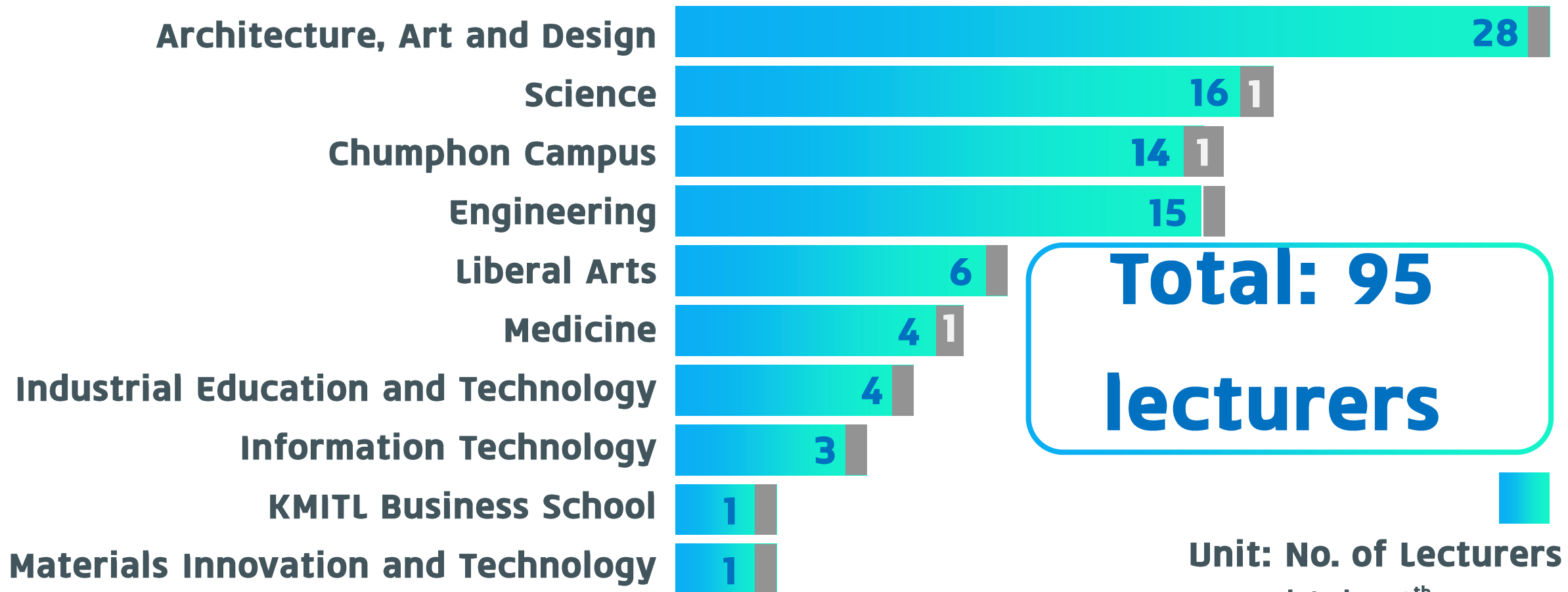
180 days  
before the  
2<sup>nd</sup> work  
contract is  
completed.

Wage raised with not  
more than 2 percent  
until appointed as an  
Associate Professor

**Terminated**

# Academic institute staff who must be appointed as an Assistant Professor

within 28 August 2023



Unit: No. of Lecturers

Updated on 9<sup>th</sup> June 2022

**Appointing for an Academic Title  
Based on Announcement of Civil Service Commission  
on Higher Education on Criteria and Consideration  
Process for Appointing Academic Titles:  
Assistant Professor, Associate Professor and  
Professor, 2021**

**2021**



**01 Teaching Evaluation**

**02 Academic Work Engagement**

**03 Academic Work**

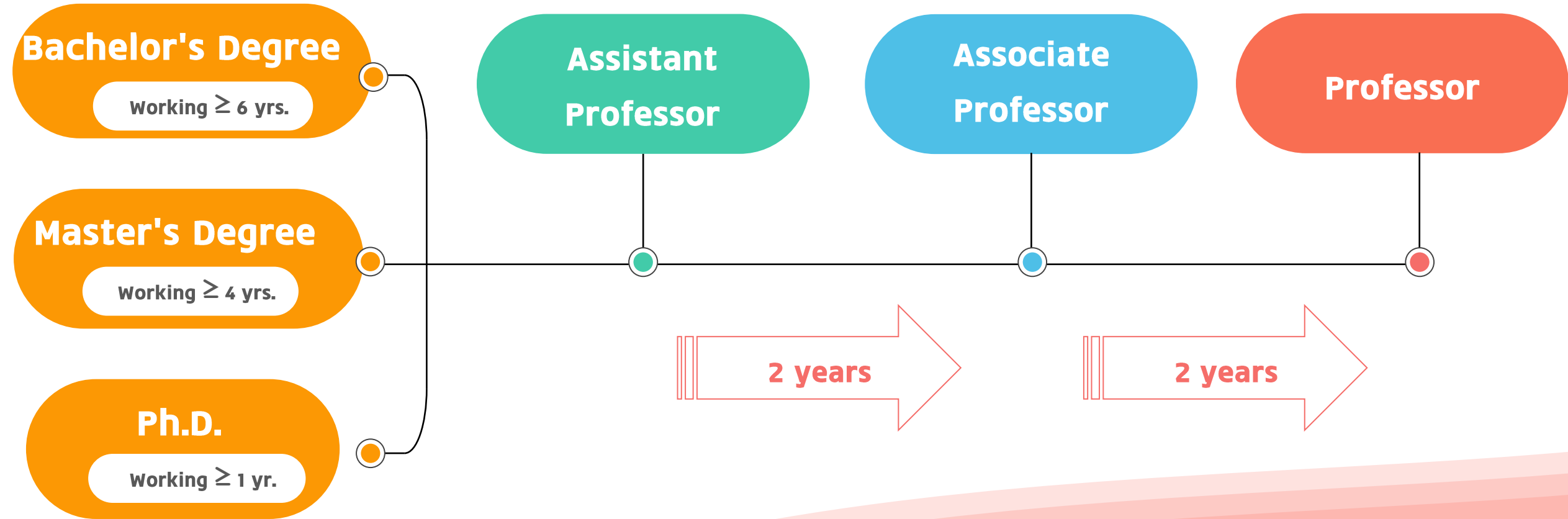
**04 Criteria for Academic Title Request**

**05 Experts (Readers)**

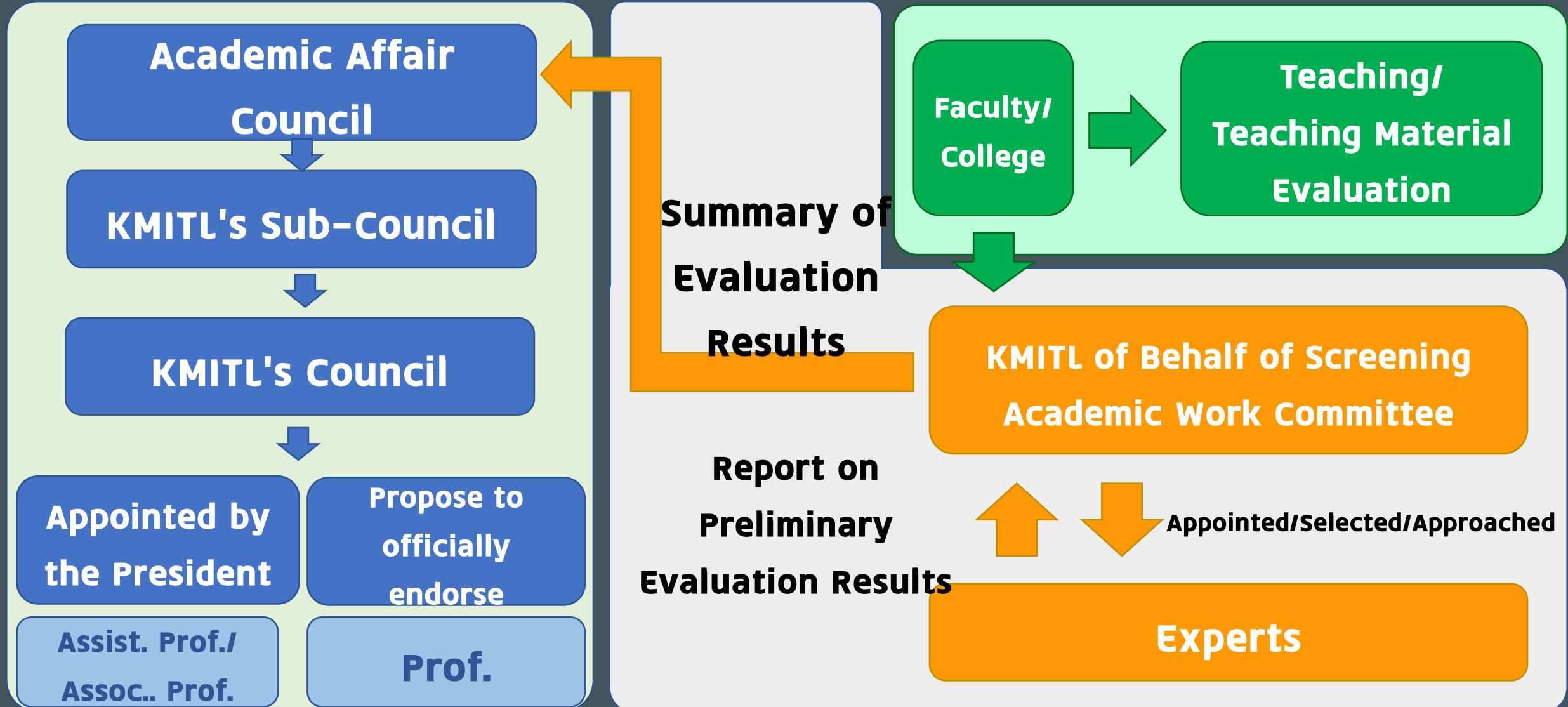
**06 Procedure for Academic Title Appointment**



# Qualifications



# Procedure for Academic Title Request



**01**

## **Teaching Evaluation**

**Had working hours of teaching in the university's programs per academic year, equivalent to not less than 3 credits, in the Semester System**

**In the case of having working hours from various courses OR with various lecturers, the person, who is making such a request for the teaching evaluation, must present materials/document evidence of all the courses OR all the topics assigned as a lecturer of the course, which shall be combined and calculated altogether as not less than 3 credits, in the Semester System.**

01

# Teaching Evaluation

## Assistant Professor

- The quality of teaching is in the **"skillful"** level.
- The quality of materials/documents used for teaching evaluation **meets the requirements of the Council of Higher Education Institutions.**

## Associate Professor

- The quality of teaching is in the **"highly skillful"** level.

## Professor

- The teaching evaluation is not required.
- The person who is making the request shall have the working hours of teaching in the university's programs,

- The person who is making a request shall be involved in the academic work, with the conditions as follows (Attachment 3.1):
  - being the first author
  - being the essentially intellectual contributor
  - the corresponding author
- Only just the first author and the corresponding author shall have the rights to verify the academic work of all the authors.
- Two forms are needed for academic work submission: 1) a form for the person who is making the request and 2) a form for the first author and the corresponding author to verify the academic work.
- In the case of using the work of his/her thesis advisee as academic work, the person who is making a request shall be:
  - the thesis advisor
  - an initiator, a supervisor, and as essential contributor to the analysis as well as the synthesis of the academic work.



- The person who is making the request is allowed to use one third of the academic work published **not more than 5 years ago** before the date of the appointment of the previous academic title.  
(No. 5.2 and No. 5.3)
- The person who is making the request is allowed to use the academic work, which was used for any academic title request (No.21), with the conditions as follows:
  - The request must be proceeded **within 5 years since the approval/disapproval of a particular academic title request was announced.**
  - The request shall be made **for the equivalent/inferior academic title** in the same field.
  - In the case of the quality of the academic work used for previous request **meets the requirements**, reconsideration is not required by the same/new person making the request.
  - In the case of the quality of the academic work used for previous **request does NOT meet the requirements**, but there is additional evidence showing the extensive benefits/citations, the academic work can be used for new academic request with the new quality evaluation.
- The three levels quality of the academic work are **the B level, the A level, and the A+ level.**

# Criteria for Academic Title Request

## Assistant Professor

### Qualifications

- Has been working as a lecturer **6-4-1 years/year** (with Bachelors Degree - Master's Degree - Ph.D.)
- Had the quality of teaching as the "skillful level"

- Has at least 2 pieces of academic work with the quality of the B level (the good level according the former criteria)
  - two research papers OR
  - one research paper and academic work of other typeOR
  - one research paper and one book/textbook

(The person making the request must be the first author or the corresponding author at least one piece of work.)



# Criteria for Academic Title Request

## Qualifications

## Associate Professor

- Has been appointed as an assistant professor for 2 years
- Had the quality of teaching of the "highly skillful level"

### Method 1: With a textbook/book

- **Two research papers OR One research paper + One piece of academic work of other type, with the quality of the B level.**

(The person making the request must be the first author OR the corresponding author at least one piece of academic work.)

- **One textbook/book**

(The person making the request must be the first author.)

### Method 2: Without a textbook/book

- **Three research papers OR Two research papers + One piece of academic work of other type: two papers of the A level quality AND one paper of the B level quality**

(The person making the request must be the first author OR the corresponding author at least two pieces of academic work )





# Criteria for Academic Title Request

## Associate Professor

**Method 3: No appointment of reviewers is required (Field of science and engineering)**

**At least 10 pieces of academic work, published in the Q1 or Q2 of the SCOPUS Database, are required.**

- **The person making the request must** be the first author OR the corresponding author of at least 5 pieces of academic work.

- At least 500 citations must be made from the academic work.

- At least 8 h-indexes are found from the academic work.

- The person making the request was the leader of at least 5 research projects (excluding the research project funded by the income of the faculty).

**Method 3: No appointment of reviewers is required (Field of business administration, social science, and humanity science)**

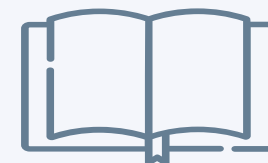
**At least 5 pieces of academic work, published in the SCOPUS Database, are required.**

- **The person making the request must** be the first author OR the corresponding author of at least 3 pieces of academic work.

- At least 150 citations must be made from the academic work.

- At least 4 h-indexes are found from the academic work.

- The person making the request was the leader of at least 5 research projects (excluding the research project funded by the income of the faculty).



04

## Criteria for Academic Title Request

### Professor



#### Qualifications

- Has been appointed as an associate professor for 2 years
- Had the working hours of teaching as a full-time lecturer

#### Method 1 With a textbook/book

- ⊕ 5 research papers with the A level quality
- ⊕ 1 research paper and 4 pieces of academic work of other types

with the A level quality of all the 5 papers

(The person making the request must be the first author  
OR the corresponding author of at least 2 papers.)

- ⊕ Textbook/Book with the A level quality

(The person making the request must be the first author.)

## Criteria for Academic Title Request

### Professor

**Method 2 Without a textbook/book** (Field of science and engineering)

**Must have at least 5 pieces of academic work**

① 5 research papers with 2 papers of the A+ level quality and 3 papers of the A level quality, OR

② 1 research paper and 4 pieces of academic work of other types: 2 pieces of work with the A+ level quality and 3 pieces of work with the A level quality, OR

(The person making the request must be the first author OR the corresponding author of 2 pieces of work with the A+ level quality and 1 piece of work with the A level quality.)

③ 10 research papers with the A level quality

(The person making the request must be the first author OR the corresponding authors of at least 6 papers))

**Method 2 Without a textbook/book** (Field of business administration, social science, and humanity science)

**Must have at least 3 pieces of academic work**

① 3 research papers with the A+ level quality OR

② 1 research paper and 3 pieces of academic work of other types with the A level quality level

(The person making the request must be the first author OR the corresponding author of 3 papers of the A+ level and of 1 paper of the A level.)

③ 3 textbooks or books with the A level quality

(The person making the request must be the first author of at least one textbook/book.)



**Method 3** No appointment of reviewers is required (Field of science and engineering)

At least 10 pieces of academic work, published in the Q1 or Q2 of the SCOPUS Database, are required.

- The person making the request must be the first author or the corresponding author of at least 5 pieces of academic work.

- At least 1000 citations must be made from the academic work.

- At least 18 h-indexes are found from the academic work.

- The person making the request was the leader of at least 10 research projects (excluding the research project funded by the income of the faculty).

**Method3** : No appointment of reviewers is required (Field of business administration, social science, and humanity science)

At least 10 pieces of academic work, published in the SCOPUS Database, are required.

- The person making the request must be the first author or the corresponding author of at least 10 pieces of academic work.

- At least 500 citations must be made from the academic work.

- At least 8 h-indexes are found from the academic work.

- The person making the request was the leader of at least 10 research projects (excluding the research project funded by the income of the faculty).



## Committee of Experts (Readers)

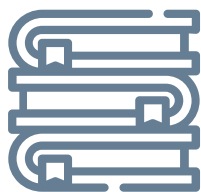
- The committee of experts (3 – 5 persons) must not and was not the institute staff. In the case that appointing the expert who used to be the institute staff member is needed, only just one expert is allowed, and the report of the rationale must be submitted to **OHEC**. The committee decision shall be made under majority rule (2/3, 3/3).
- **Special Method: Appointing the committee of experts  $\geq 3$  persons**  
The decision shall be unanimous.
- The committee of experts consists of 3 – 5 persons.
- In the case of making Assist. Prof. request, normal criteria shall be used (3/3).
- In the case of making Assoc. Prof. request, Method 1 shall be used, with the committee's results: 3/3.
- In the case of making Prof. request, Method 1 shall be used, with the committee's results: 3/3.



06

## Types of Academic Work Publication

### National academic journal



**The journal must demonstrate a continuous publishing history of at least 3 years.**

### International academic journal



**The journal must be included in the database approved by **OHEC**.**

### Proceeding publication



**The conference must be arranged by the professional/academic organization in that particular field, with a continuous history of conference organization of at least 5 years.**

***Disruptive  
Performance–  
Based Payment  
(DPBP) for  
Academic Staff***

**DPBP**

https://dpbp.kmitl.ac.th/login

dpbp.kmitl.ac.th/login

Go to website

<https://dpbp.kmitl.ac.th>



## ระบบประเมินคุณภาพบุคลากรสายวิชาการ (DPBP)

เข้าสู่ระบบ

อีเมล

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รหัสผ่าน

กรุณารอกกรหัสผ่าน

เข้าสู่ระบบ

Use your KMITL e-mail  
to Log in



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Q & A

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