

Translation



Mahidol University Announcement

Principles and Remuneration Rates for Adjunct Professor with Research Published in Journals in the International Databases B.E.2565 (2022)

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Whereas it is expedient to support strong research execution, strengthen the potential and reputation of the University, respond to the quantitative indicators of the research papers published by the University, and to foster the cooperation between Mahidol University and its educational partners; this can be achieved by providing support for Adjunct Professors with the aim of steadily increasing the number of published papers and to produce high-quality research publications with at least two research papers published each year. These research publications must be in the top ten percentile, as ranked by SCImago Journal Rank (SJR), and to publish in the academic journals in the top international databases such as Scopus or Web of Science.

By virtue of Article 14.3.12 and Article 15 of the “Mahidol University Announcement on Regulations and Methods to Receive, Maintain, Disburse, Pay, and Control Money B.E.2551 and its revision, which is under Section 38 of the Mahidol University Regulations on Budget and Financial Administration B.E.2551 and its revision, the following Announcement shall be enacted by the President.

1.The Announcement of Principles and Remuneration Rates for Adjunct Professor with Research Published in Journals in the International Databases, B.E.2565 (2022) dated on the 24th of March 2022 shall be canceled and replaced by this Announcement.

2. In this Announcement,

The term “University” refers to Mahidol University.

The term “Executive Board” refers to the Executive Board of Mahidol University.

The term “Host Affiliate” refers to faculties, institutes, colleges, centers, offices, campuses, or other designated departments called as other names equivalent to a faculty and the establishment project which is responsible for undergraduate and postgraduate studies,

conducting research, and implementing their research results for commercialization and academic services.

The term “Adjunct Professor” refers to a person who is not affiliated with Mahidol University and has experience and expertise in academic, research, or academic services in a specific field. Being appointed by Mahidol University as an Adjunct Professor to conduct research, innovation development, technologies transfer, provide academic services, teaching, curriculum development, provide consultation on educational, research, and academic advice for students, staff members, and lecturers of Mahidol University, he/she could work full-time or part-time without compensation.

The term “Research Paper” refers to a research paper that is published in an academic journal listed in the top international database.

3. Remuneration Rates

Remuneration shall be paid to the Adjunct Professor who publishes at least two research papers per year in academic journals listed in the top international database as below:

3.1 Monthly remuneration of 60,000 baht per person, or the rate determined by the Executive Board as deemed appropriate for a period not to exceed 12 months.

3.2 An international round-trip air ticket (economy class) to Mahidol University to conduct research papers in the amount of actual expenses but not exceeding 80,000 baht per person. This is a one-time payment per person.

In this regard, the Adjunct Professor is entitled to claim the remuneration in the following year when two of his/her research papers have been published.

4. Qualifications of Person Entitled to Remuneration

4.1 Being an Adjunct Professor appointed by Mahidol University with experience and expertise in one of the following Life Sciences and Medicine fields:

- (1) Medicine
- (2) Biological Sciences
- (3) Biology and Biochemistry
- (4) Clinical Medicine
- (5) Infectious Diseases

- (6) Microbiology
- (7) Immunology
- (8) Pharmacology and Toxicology
- (9) Public Health, Environmental Health, and Occupational Health
- (10) Biotechnology and Applied Microbiology
- (11) Pharmacy and Pharmacology
- (12) Molecular Biology and Genetics

4.2 Having a research paper published in the SciVal database under any field as stated in Section 4.1 in the past five (5) years, **with the average percentage of Scholarly Output, Field-Weighted Citation Impact (FWCI), and h-index or h5-index not lower than the average of the indicator specified in the details of attachment No. 1.**

4.3 If the qualifications of the Adjunct Professor are not in accordance with Section 4.2, qualification requirement modifications will be decided by the Executive Board.

4.4 Being in good health without any contagious diseases.

5. Characteristics of Research Paper

The Adjunct Professor receiving remuneration under this Announcement must conduct at least two research papers per year (one paper per six (6) months) with the following characteristics:

5.1 A research in any field listed in Section 4.1 that was conducted during the time that the person is the Adjunct Professor with details as follows:

(1) The research paper is conducted in a research project and with a project leader who is a lecturer or a researcher affiliated with Mahidol University.

(2) The research paper shall have the Affiliation Name “**Mahidol University.**”

(3) The research paper is disseminated and accepted for publication that does not duplicate a project or research topic funded by other funding sources.

(4) The research paper has a research project that receives funding from internal or external funding sources and has a period of funding to cover the period for which remuneration is requested.

5.2 The research paper identifies the Adjunct Professor as the First Author, the Second Author, or Corresponding Author with lecturers or researchers of Mahidol University.

5.3 The research paper is published in academic journals listed in the top international database, such as Scopus, Web of Science, or any comparable international database. Moreover, the journal must be in the top 10 percent as ranked by SCImago Journal Rank (SJR) in the field under which the research paper is published.

5.4 The research paper is accepted for publication within one year from the timeframe set by Mahidol University.

6. Required Documents

6.1 A completed application for requesting remuneration on published research papers of the Adjunct Professor affixed with a 1-inch photograph (Form IR-AP1). The signature of the Adjunct Professor, along with that of a lecturer or a researcher affiliated with Mahidol University who will jointly publish the research paper must be provided.

6.2 CV and evidence indicating the work of the Adjunct Professor as stated in Section 4.2

6.3 A scope of work and a brief plan for conducting the research paper

6.4 A copy of the first page of the Adjunct Professor's passport

6.5 A copy of the letter of approval from the original affiliation of the Adjunct Professor to work at Mahidol University

6.6 A copy of the research project that has been approved for funding and evidence of the grant approval

6.7 A copy of the appointment announcement as the Adjunct Professor for Mahidol University

7. Procedures for Requesting Remuneration

7.1 The Host Affiliate shall inspect the qualifications of the Adjunct Professor and submit a letter of nomination for the Adjunct Professor. The documents under Section 6 shall be attached and sent to the University through the International Relations Division, Office of the President.

7.2 The Executive Board shall have the power to determine the rate of remuneration provided to the Adjunct Professor, based on the qualifications of the person entitled to receive remuneration under Section 4 and the supporting documents of the request per Section 6.

7.3 The University will announce the names of the recipient, the rate of remuneration, and the timeframe to conduct the research papers through the website of the International Relations Division and notify the Host Affiliate via the MUSIS system.

7.4 To disburse remuneration under this Announcement, the University shall transfer the fund to the Host Affiliate to be managed and paid to the Adjunct Professor as follows:

(1) The University will divide the monthly remuneration per Section 3.1 into two installments as below:

The 1st installment: the 1st-6th monthly remuneration shall be paid when the University announces the list of the recipient. The Host Affiliate must send a letter of disbursement, signed by the head of the Host Affiliate or the authorized persons, to the University.

The 2nd installment: the 7th-12th monthly remuneration shall be paid when the Host Affiliate submits a copy of a publication acceptance letter of at least one research paper of the Adjunct Professor, along with a letter of disbursement to the University.

In this regard, the Host Affiliate shall pay monthly remuneration to the Adjunct Professor on a monthly basis.

(2) The University shall reimburse the cost of an international round-trip air ticket (economy class) as stated in Section 3.2 to the Adjunct Professor upon receiving the letter of disbursement from the Host Affiliate, along with the proof of payment to the University.

8. Traveling to Conduct Research Paper at Mahidol University

8.1 If the Adjunct Professor is required to travel to perform duties at Mahidol University, the Host Affiliate shall facilitate the application for a work permit and VISA, as well as the renewal process of the VISA and work permit for the Adjunct Professor, and the Host Affiliate shall be responsible for all related expenses incurred.

8.2 If the Adjunct Professor is required to postpone the travel schedule, the Adjunct Professor will notify the Host Affiliate for consideration. The Host Affiliate shall then propose the changed travel date to the University for approval. The Adjunct Professor must receive approval from the University before departing.

In this regard, the Adjunct Professor can postpone the travel for a maximum of two occasions and must travel to perform their duty at Mahidol University within the timeframe for research paper preparation set by Mahidol University.

9. Performance Evaluation and Progress Reporting

9.1 The Host Affiliate shall assign work, advice, supervise, and follow up with the Adjunct Professor to produce research papers or conduct research in accordance with the objectives of research paper preparation.

9.2 The Host Affiliate shall evaluate the performance and report to the University on the progress of at least one research paper from the Adjunct Professor (Form IR-AP2) after six (6) months following the start date of the research preparation timeframe set by the University for the Executive Board's acknowledgment.

9.3 The Host Affiliate shall follow up, conduct a performance evaluation, and report the result of the Adjunct Professor's research paper publication (Form IR-AP3), along with a copy of the Adjunct Professor's publication acceptance letter of at least two research papers, to the University through the International Relations Division within 30 days after the end of the research preparation timeframe set by the University.

10. Termination of Remuneration

If the Adjunct Professor is unable to complete the research paper within the specified period or otherwise avoiding, abandoning, forsaking, or discontinuing the academic paper per this announcement without any necessity, including having cause for the Adjunct Professor position to be terminated during the preparation of research paper, the Host Affiliate shall submit a written notice to the University to authorize the termination of remuneration.

If the reason for the failed submission of the research paper within the specified period is caused by necessity or any other reasons for which the Adjunct Professor is not liable, the Adjunct Professor shall notify the Host Affiliate accordingly. The Host Affiliate then submits a letter explaining the reasons for such necessity to the University so they can consider extending the preparation period or provide direction as deemed appropriate on a case-by-case basis.

In this regard, during the period of consideration by the University, the Host affiliate shall postpone the payment of the remuneration per this Announcement until the University has notified the result in writing. If the University decides to terminate the remuneration payment, the Host Affiliate shall pay a portion of the monthly remuneration to the Adjunct Professor to which he/she is entitled to. The portion shall be calculated by the number of days if the termination of remuneration occurs during the month. After that, the Host Affiliate shall promptly summarize the remaining remuneration budget and return it to the University.

11. The payment of remuneration under this Announcement shall be disbursed from the University's revenue according to the 'Mahidol University Regulations on Budget and Financial Administration B.E.2551' and its revisions.

12. The President of Mahidol University has the final authority over this Announcement. In the event of any dispute, the judgment of the President shall be final.

The Announcement shall be effective immediately.

Announced on 7th April 2022

(Professor Dr. Banchong Mahaisavariya)
Rector of Mahidol University

Attachment No.1

Adjunct Professor with research papers published in the SciVal database under any field as stated in Section 4.1 in the past five (5) years, with the average percentage of Scholarly Output, Field-Weighted Citation Impact (FWCI), and h-index or h5-index not lower than the average of the indicator specified in the table below.

Life Sciences and Medicine fields	Scholarly Output	FWCI	h-index	h5-index
1. Medicine	32.95	1.75	26.60	9.62
2. Biological Sciences	18.20	1.53	27.51	7.50
3. Biology and Biochemistry	3.69	1.47	15.35	2.53
4. Clinical Medicine	34.64	1.74	26.02	9.69
5. Infectious Diseases	14.07	1.64	24.25	6.29
6. Microbiology	2.18	1.77	16.35	1.96
7. Immunology	70.21	2.15	63.71	18.46
8. Pharmacology and Toxicology	6.66	1.48	19.42	3.71
9. Public Health, Environmental Health and Occupational Health	6.94	1.49	26.05	3.63
10. Biotechnology and Applied Microbiology	1.55	1.66	13.53	1.55
11. Pharmacy and Pharmacology	7.19	1.49	19.67	3.90
12. Molecular Biology and Genetics	11.31	1.48	25.32	5.44