



Walailak University Announcement
On Criteria and Methods for Employment of Non-Thai Lecturers
Holding a Bachelor's Degree,
B.E. 2563

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Pursuant to the Walailak University Announcement on Personnel Management for Non-Thai Staff, B.E. 2563 has set educational degrees qualifying individuals to be selected and appointed a lecturer which are a minimum of Master's degrees or the equivalent. However, the university has made the English language a fundamental course for every curriculum, which is aligned with the university's demand for non-Thai lecturers specializing in English teaching and being native speakers.

By virtue of Section 24 of the Walailak University Act, B.E. 2535, No. 6 of the Walailak University Regulation on Personnel Management, B.E. 2561 and No.5 of the Walailak University Announcement on Personnel Management for Non-Thai Staff, B.E. 2563, resolution by the Personnel Management Committee in the meeting no. 6/2017 dated October 6, 2017 and resolution by the Personnel Management Committee in the meeting no. 3/2020, dated May 8, 2020, it is deemed appropriate to issue the announcement as set forth follows:

1. That this announcement shall be called "Walailak University Announcement on Criteria and Methods for Employment of Non-Thai Lecturers Holding a Bachelor's Degree, B.E. 2563".

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outside the university.**

2. This announcement shall take effect on the day following the announcement day onwards.

Other announcements, regulations or resolutions conflicting or negating with this announcement shall be replaced by this announcement.

3. In this announcement,

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| “University” | meaning | “Walailak University” |
| “President” | meaning | “the president of Walailak University” |
| “School” | meaning | “schools or sections being differently called but equivalent in rank with schools” |

4. The president shall take charge of this announcement and have authority to issue announcements or orders to carry out as stated in this announcement.

In case any disruptions or issues arise as a result of following this announcement, final decisions shall be at the discretion of the president. In case of inability to act in compliance with this announcement, the president has authority to make an exception on a case-by-case basis.

5. English speaking countries are those where English is mainly used in day-to-day communication and/or as an official language including:
- 1) The United Kingdoms
 - 2) Ireland
 - 3) Northern Ireland
 - 4) Scotland
 - 5) Wales
 - 6) Australia

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- 7) New Zealand
- 8) The United States
- 9) India
- 10) Pakistan
- 11) the Philippines
- 12) Singapore
- 13) Other countries as approved by the president

6. Non-Thai staff recruited and appointed a lecturer to teach English shall have the following qualifications:

- 1) Be a maximum of 50 years of age
- 2) Hold a bachelor's degree
- 3) Have a minimum of GPAX of 2.50
- 4) Be a Native speaker
- 5) Have gained a minimum of 2 year-experience in English teaching
- 6) Demonstrate moral quality, ethics and conducts as a respectable academic or researcher as required by the academic or professional organizations.
- 7) Exhibit determination to work and dedication to performing duties as required by the university
- 8) Be in good mental and physical health as proved by the medical checkup administered by doctors and medical certificates issued no more than 1 year by public medical institutes of the accredited equivalent.
- 9) Not have prohibited characteristics as provided in the Walailak University Announcement on Illnesses and Prohibited Characteristics for University Employees and Contract Staff, Medical Checkup and Psychological Tests, B.E. 2562 or the amended version.
- 10) Others qualifications as determined by the Personnel Management Committee in a university announcement.

7. Non-Thai staff meeting the qualifications as described in No.6 and No.7 shall be employed to teach English for a maximum of 1 year. Schools may propose

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for continuation to Employment Contract 2 and the successive numbers under the condition that the non-Thai staff fulfilled the appraisal criteria as follows:

- 1) Obtain no less than 4.00 on the teaching evaluation by students in accordance with the criteria and methods set by the university.
 - 2) Meet the passing standards of morality, ethics and conducts both as a respectable university employee and academic, set by academic or professional organizations.
 - 3) Exhibit appropriate behavior.
8. End of employment term as specified in the contract, termination of employment contract and other personnel management matters besides those provided in this announcement shall be as set by the Walailak University Regulation in Personnel Management, B.E. 2561 or as amended, as well relevant regulations and announcements.
9. Non-Thai lecturers under this announcement shall be entitled to the starting monthly pay rate of a bachelor's degree holder which is 75 percent of that for Master's degree holding academic staff – 21,000 THB. In addition, Experience allowance (if applicable) as provided in the Walailak University Announcement on Criteria and Methods for Determining Experience Allowance and Professional Allowance, B.E. 2562 or as amended shall be added to the base monthly pay.
10. Non-Thai lecturers under this announcement shall be entitled to extra remuneration which is not included in their base salary. The remuneration shall be combined with the starting monthly pay rate specified in No.9 excluding the experience allowance total 35,000 THB.
11. To hire non-Thai lecturers under this announcement, schools need to receive approval for the manpower plan from a committee as determined by the university. Under the circumstance of budget shortage in any fiscal years, the hiring shall be postponed to the next year unless the president approves hiring out of urgency and necessity.

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12. The school appoints a selection committee to select the candidates having qualifications as provided in this announcement and proposes the names to the president for approval in consultation with the school committee and the school's supervising vice -president.

Announced on June 4, 2020.

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(Prof. Dr. Sombat Thamrongthanyawong)
President of Walailak University