

## APPENDICES

### Appendix A: The Rajabhat University Act (2004)



Bhumibol Adulyadej REX.

Given on the 10<sup>th</sup> Day of June, RE. 2547

Being the 59<sup>th</sup> Year of the Present Reign

His Majesty King Bhumibol Adulyadej has been graciously pleased to proclaim that:

Where it is expedient to establish Rajabhat University in place of Rajabhat Institute, be it therefore enacted by the King, and by and with, the advice and consent of the Parliament, as follows:

Section 1. This Act shall be called the "Rajabhat University Act, RE. 2547".

Section 2. This Act shall come into force as, and from the day following the date of its publication in the Government Gazette.

Section 3. Rajabhat Institute Act, RE. 2538, shall be annulled.

Section 4. Rajabhat Institute established under Rajabhat Institute Act, RE. 2538, shall become Rajabhat University here forthwith. Rajabhat University shall be called, in accordance with the original name of Rajabhat Institute, as per the List annexed hereto. Each Rajabhat University shall be regarded as a juristic person and as a government sector under the Law of Budgetary Means, reporting to the Office of the Board of Higher Education. Section 5. Herein; "University" refers to Rajabhat University. "University Council" refers to Rajabhat University Council. "Academic Council" refers to the Academic Council of Rajabhat University

"Campus" refers to an educational zone of the University where there are at least two units of Faculty, Institute, Bureau, College, Center, Government Sector or Agency otherwise called and comparable to Faculty as may be established by the University Council.

"Faculty and Government Official Council" refers to the Faculty and Government Official Council of Rajabhat University .

"Minister" refers to the Minister taking charge and control of the execution of this Act.

Section 6. Minister of Education shall take charge and control of the execution of this Act, and shall be competent to regulate ministerial regulations and proclaim them for performance hereto.

The ministerial regulations shall take effect after they have been promulgated in the Government Gazette.

## Chapter 1.

### General.

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Section 7. The University is an institute of higher education for local development in order to help reinforce national intelligence, revive the learning force, promote local wisdom, create artistry for secure and sustainable prosperity of the people, take part in managing, maintaining, utilizing natural resources and environment on balance and sustention basis under the objectives of providing education, enhancing advanced knowledge and professionalism, providing lessons, researching, providing academic services to society, improving, transferring, and developing technology, maintaining arts and culture, generating teachers and enhancing the academic standing of teachers.

Section 8. In order to attain the objectives mentioned in Section 7, the roles and responsibilities of the University shall be established as follows.

- (1) To seek and reach for reality of technical excellence based on local wisdom, Thai wisdom, and international wisdom.
- (2) To generate graduates with knowledge and conscience, consciousness on Thai nationality and culture, love and attachment with local, and promote lifelong learning in the community in order to help local people keep up with innovation. Number and quality of the graduates generated shall be harmonious with the National Graduate Generation Plan.
- (3) To reinforce knowledge and understanding of value, consciousness, and pride of local and national culture.
- (4) To learn and reinforce strength of community leaders, religious leaders, and local politicians for democratic consciousness, conscience, ethics, and community and local development administration with the capability for common interest.
- (5) To reinforce strength of teaching profession, generate and develop teachers and educational personnel for proper quality and standard of advanced profession.
- (6) To coordinate, cooperate, and assist universities, communities, local government, and other organizations, locally and internationally for local development.
- (7) To study and seek for direction of local technology and modern technology development in harmony with the way of life and occupation of local people, and seek the direction of promoting management, maintenance, and utilization of natural resources and environment on a balanced and sustained basis.
- (8) To study, research, promote, and pursue royal projects on performing missions of the University for local development.

Section 9. The University may neither reject any application for studying filed by any person, nor stop nor suspend any student's studying for the actual reason that such a person has not enough money to pay the tuition fee.

Section 10. The University may be divided into the following Government Sectors.

- (1) Office of the Rector.
- (2) Campus Office.
- (3) Graduate College
- (4) Faculty.
- (5) Institute
- (6) Bureau.

(7) College.

The University may have any Centre, Government Sector, or Agency otherwise called and comparable to Faculty in order to attain the objectives mentioned in Section 7.

Office of the Rector and Campus Office may be divided into Division, Government Sector, or Agency otherwise called, and comparable to a Division.

Graduate College, Faculty, and College may be divided into Office of the Dean, Division, Government Sector, or Agency otherwise called and comparable to a Division.

Institute, Bureau, Centre, Government Sector or Agency otherwise called and comparable to Faculty may be divided into Office of the Director, Division, Government Sector, or Agency otherwise called and comparable to a Division.

Office of the Dean, Office of the Director, Division, Government Sector or Agency otherwise called and comparable to Division may be divided into Service, Government Sector or Agency otherwise called and comparable to a Service.

Section 11. Establishment, combination, and dissolution of any Campus Office, Graduate College, Faculty, Institute, Bureau, College, Centre, Government Sector or Agency otherwise called and comparable to Faculty shall be enacted in Ministerial Regulations.

Divisions into the Office of the Dean, Office of the Director, and Division, Government Sector or Agency otherwise called and comparable to Division shall be enacted in Ministerial Announcement and promulgated in the Government Gazette.

Dividing into Service, Government Sector or Agency otherwise called and comparable to Service shall be enacted in a University Announcement.

Section 12. Subject to the objectives in Section 7, the University may admit any institute of higher education or other institute to join the University and is competent to grant any degree, diploma, or certificate of any level to graduates from such joining institute.

Admission or dissolution of admission on any institute of higher education or other institute shall be subject to the Articles of Association of the University and promulgated in the Government Gazette.

Control on any institute of higher education or other institute having joined the University shall be subject to the Articles of Association of the University.

Section 13. In addition to the fund established in the National Budget, the University may earn the following revenues.

- (1) Interest, fees, penalty, and service charges of the University.
- (2) Money and properties donated to the University.
- (3) Revenues or benefits earned from usage of Royal Store administrated, looked after, or utilized by the University.
- (4) Subsidy distributed by Local Government or other subsidy earned by the University for its operation.
- (5) Revenues or benefits earned from investment and from the University's properties.
- (6) Other revenues or benefits.

The University shall be competent to administrate, look after, maintain, use and make profit from the University's properties as Royal Store Land under the Royal Store Land Law and other properties.

The University's revenues are not required to be remitted to the Ministry of Finance under the Treasury Reserves Law and Budgetary Method Law.

Section 14. Immovable properties donated to the University or purchased or exchanged with the University's revenues, as from the effective date of this Act, shall not be deemed the Royal Store land and shall belong to the University.

Section 15. The University's revenues and assets shall be managed for benefits under the University's objectives, according to Section 7.

Money and assets donated to the University shall be managed under the terms stipulated by donors, and in accordance with the University's objectives. When it is necessary to modify the said terms, the University shall be given consent by donors or heirs thereof. In case where there are no heirs or the heirs are not apparent or forthcoming, approval shall be required by the University Council.

## Chapter 2 Implementation

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Section 16. Each University shall have a University Council consisting of the following.

- (1) Chairman of University Council to be graciously appointed by His Majesty the King.
- (2) Ex Officio Directors of University Council, i.e. Rector, Chairman of Faculty Council and Government Officials, and Chairman of the Board of University Operation Promotion.
- (3) Four Directors of University Council elected from holders of the position of Associate Rector, Dean, Institute Director, Bureau Director, Centre Director, Chief of Government Sector or Chief of Agency otherwise called and comparable to Faculty.
- (4) Four Directors of University Council elected from permanent faculties of the University and not holders of positions under (3).
- (5) Eleven Qualified Directors of the University Council to be graciously appointed by His Majesty the King from the third party upon recommendation by the Chairman of the University Council and Directors of University Council under (2), (3), and (4). Such Qualified Directors shall be specialized in education, humanity, social sciences, science and technology, law, budget and finance, personnel administration, local government, religion, art and culture, and others as the University Council may think fit. Half of the said Directors shall be appointed from the educational service area of each University.

The University Council shall appoint one Associate Rector, not coming from Director of University Council under (3), to assume the position of Secretary of University Council upon recommendation by the Rector.

The University Council shall elect one of its Qualified Directors to serve as its Vice Chairman in order to take charge of the functions of the Chairman of the University Council when the Chairman is unable to perform his duty or there is no holder of the position of Chairman of the University Council.

Qualifications, rules, and how to acquire the Chairman of University Council and Directors of University Council under (3), (4), and (5) shall be subject to the Articles of Association of the University.

Section 17. Chairman of University Council and Directors of University Council under Section 16 (3), (4), and (5) shall assume their office for three years each term.

Other than retirement from their office on completion of the term mentioned in the first paragraph, the Chairman of the University Council and the Directors of the University Council under Section 16 (3), (4), and (5) shall leave their office in the following cases.

- (1) Death.
- (2) Resignation.
- (3) Not qualified to be Chairman of University Council, or Director of University Council of that type.
- (4) Imprisonment by final judgment of imprisonment.
- (5) Removed by University Council due to misconduct, defectively performing duty, or defective competency.
- (6) Becoming bankrupt.
- (7) Being incompetent or quasi-incompetent.

Retirement from office under (5) shall be subject to the resolution, by two-thirds of the existing number of Directors of University Council.

In case of the Chairman of University Council or any Director thereof, under Section 16 (3), (4), or (5), retiring his office prematurely, and the vacancy having been replaced, the person so replacing shall retain the office during such time only as the previously assuming person, whom he is replacing, and is entitled to retain the same duration as that person. However, if the remaining term of office is less than ninety days, nobody may be sought to replace the vacancy. The University Council consisting of the existing Directors of University Council shall be considered competent and will perform their duty under Section 18 as listed.

In case of the Chairman of the University Council, or any Director thereof under Section 16 (3), (4), or (5) retiring from their office upon completion of the term, and the vacancy as such having not yet been replaced, the Chairman or Director so retiring shall continue to perform his duty until such vacancy is replaced.

The Chairman of the University Council or any Director under Section 16 (3), (4), and (5) shall be replaced within ninety days, as from the date such person is retiring from office.

Section 18. The University Council shall have powers and duties to supervise the general businesses of the University, and particularly the following powers and duties:

- (7) To establish the University's policy and approve the University's Development Plan, in terms of education, research, provision of academic services to the society, generating and enhancing teachers' academic standing, maintenance of arts and culture, environment and natural resource conservation.
- (8) To enact rules, procedures, announcement, and Articles of Association of the University, and possibly assign any Government Sector of the University to enact rules, procedures, announcement, and Articles of Association for such Government Sector or Agency for each subject.
- (9) To supervise educational standards, educational quality assurance, curriculum of the University, and follow up and evaluate the operation of the University.
- (10) To approve granting of Degrees, Advanced Certificates of Graduation, Certificates of Graduation, Diplomas, and Certificates.
- (11) To approve establishment, combination and dissolution of Campus Office, Graduate College, Faculty, College, Institute, Bureau, Centre, Government Sector or Agency otherwise called and comparable to Faculty, and division of such Government Sector or Agency thereof.
- (12) To approve admission and dissolution of admission on any academy of higher education or other institute.
- (13) To approve curriculum in harmony with the standard established by the Board of Higher Education.
- (14) To consider to submit for His Majesty the King and to graciously appoint and remove the Chairman of the University Council, Qualified Directors of University Council, Rector, Professor or Special Professor.
- (15) To appoint and remove any Associate Rector, Dean, Institute Director, Bureau Director and Centre Director, Chief of Government Sector or Chief of Agency otherwise called and comparable to Faculty, Renowned Professor, Associate Professor, Special Associate Professor, Assistant Professor, and Special Assistant Professor.
- (16) To appoint and remove Chairman and Directors of University Operation and Promotion.
- (17) To approve budget and expenses from revenues of the University.
- (18) To enact procedures and regulations in relation to administration of finance, provision of revenues and interest from the University's assets without being discrepant or contrary to any law or resolution of the Cabinet related.

- (19) To review and implement personnel administration of the University under the Law of Regulations governing Civil Servants in Higher Education Academies, and as may be entrusted by the Civil Service Commission in Higher Education Academy.
- (20) To appoint any committee, sub-committee, or any person to review and propose any subject or entrust them to take any action under the powers and duties of the University Council.
- (21) To review and approve any subject in relation to the operation of the University as may be proposed by the Rector or the Academic Council, and possibly entrust the Rector or the Academic Council to take any action under the powers and duties of the University Council.
- (22) To promote, support, and seek for how to develop the University and cooperation with other institutes.
- (23) To perform other duties in relation to the University's activities not specifically assigned to anybody.

Section 19. The meeting of the University Council shall be subject to the Articles of Association of the University.

Section 20. The Academic Council shall be established in each University and consist of the following.

- (1) Chairman of Academic Council, i.e. Rector.
- (2) Directors of Academic Council elected by permanent faculties from the management or permanent faculties on basis of one director from one Faculty.
- (3) Directors of Academic Council appointed from the qualified third party in the number equal to that under (2).

Qualifications, rules, and how to elect the Directors of Academic Council under (2) and (3), as well as the meeting and operation of the Academic Council shall be subject to the Articles of Association of the University.

The Academic Council shall appoint one Associate Rector to serve as Director and Secretary of Academic Council upon recommendation by the Rector.

Section 21. Directors of the Academic Council shall assume their office for two years each term, and may be re-appointed but for not more than two terms of office consecutively.

Other than retirement from their office on completion of the term mentioned in the first paragraph, the Directors of Academic Council shall leave their office in the following cases.

- (1) Death.
- (2) Resignation.
- (3) Not qualified to be Chairman of Academic Council or Director of Academic Council.
- (4) Imprisonment by final judgment of imprisonment.
- (5) Becoming bankrupt.
- (6) Being incompetent or quasi-incompetent.

In case of any Director of the Academic Council retiring his office prematurely, and the vacancy having been replaced, the person so replacing shall retain the office during such time only as the previously assuming person, whom he is replacing, and is entitled to retain the same duration as that person. However, if the remaining term of office is less than ninety days, nobody may be sought to replace the vacancy. The Academic Council consisting of existing Directors of Academic Council shall be considered competent and will perform their duty under Section 22 as listed.

In case of any Director of the Academic Council retiring their office upon completion of the term and the vacancy as such having not yet been replaced, the Director so retiring shall continue to perform his duty until such vacancy is replaced.

Section 22. The Academic Council shall have the following powers and duties.

- (1) To review and propose vision, establish academic policy, curriculum and courses of study, and educational evaluation in accordance with the objectives and responsibilities of the University.
- (2) To review and propose operation in terms of teaching research, teaching evaluation, and educational quality assurance.
- (3) To review and propose granting of Degree, Advanced Certificate of Graduate, Certificate of Graduate, Diploma, and Certificate.
- (4) To review and propose establishment, combination and dissolution of Faculty, Institute, Bureau, Centre, Government Sector or Agency otherwise called and comparable to Faculty, and propose division of such Government Sector or Section in such Agency.
- (5) To review and propose admission on any higher academy or other research institute.
- (6) To review and comment on appointment and removal of any Professor, Associate Professor, and Assistant Professor.
- (7) To review and comment on appointment and removal of any Special Professor, Renowned Professor, Special Associate Professor, Special Assistant Professor, and Special Lecturer.
- (8) To seek how to develop education, research, provision of academic services to the society, technology improvement, transfer, and development, maintenance of arts and culture, local development, generating and enhancing teachers' academic standing, environment and natural resources conservation.
- (9) To propose direction of coordination, mobilization for local development, interuniversity agreement on academic cooperation, coordination on usage of personnel, resources, and skills on duty performance by the University for local development.
- (10) To review and comment to the University Council on academic operation of the University.
- (11) To propose comment on follow up, inspection, and evaluation of the academic performance of the University.
- (12) To provide consultation to the Rector and perform other duties as may be entrusted by the University Council or the Rector.
- (13) To appoint any committee, sub-committee, or any person to take any action under the powers and duties of the Academic Council.
- (14) Section 23. Faculty and Government Official Council shall be established in each University and consist of Chairman and Directors elected from permanent faculties and government officials of the University.

Composition, number, qualifications, rules and method of acquisition, term of office and retirement from office of Chairman and Directors under the first paragraph, and the meeting of the Faculty and Government Official Council and calling for meeting of faculties and government officials shall be subject to the Articles of Association of the University.

Section 24. The Faculty and Government Official Council shall have the following duties.

- (1) To provide advice and suggestion on the University's operation and development to the Rector or University Council.
- (2) To seek direction for cooperation to enhance and develop potential of faculties and government officials on duty performance according to professional ethics.
- (3) To protect the University's interest and perform other duties as may be assigned by the Rector or University Council.
- (4) To call for meeting of faculties and government officials to review the University's activities and to propose comments to the University Council.

- (5) Duty of the Faculty and the Government Official Council shall be considered official duty performance. Any action duly taken during duty performance shall be protected and shall not result in disciplinary action.

Section 25. Each University shall establish the Board of University Operation Promotion consisting of Chairman, Chairman of Student Council, President of Student Organization, and a number of Qualified Directors appointed by the University Council from persons specialized in education, humanity, social sciences, science and technology, law, budget and finance, personnel administration, local government, religion, art and culture, and others as the University Council may think fit. Half of the said Directors shall be appointed from the educational service area of each University.

Composition, number, qualifications, rules and method of acquisition, terms of office and retirement from office of Directors, the meeting, and operation by the Directors shall be subject to the Articles of Association of the University.

Section 26. The Board of University Operation Promotion shall have the following duties.

- (1) To promote, support, provide advice and suggestions to the University in order to develop the University's operation.
- (2) To propose and comment on higher education management development policy and plan for local development.
- (3) To promote provision of scholarship for needy students, and to have the opportunity to study in the University and to support equality of education.
- (4) To promote and support creation of relationships and learning between the University and the people.

Section 27. The Rector shall be sought to serve as supreme superior and take charge of the administration of each University, and the Associate Rector or Assistant Rector, or the Associate Rector and Assistant Rector, in any number, as may be established by each University Council, may be sought to perform duties and take charge as assigned by the Rector.

Section 28. The Rector shall be graciously appointed by His Majesty the King upon recommendation by the University Council from the qualified persons under Section 29.

Rules, method of acquisition, and qualifications of the Rector shall be subject to the Articles of Association of the University. Selecting process shall be based on the following:

- (1) Being person with knowledge, skill, and qualifications in accordance with the objectives and responsibilities of the University, and recognized by the University's personnel and local people related to the University's operation.
- (2) Selecting process shall focus on participation by the University's personnel and local people related to the University's operation.

Section 29. The Rector shall be a graduate with no lower than bachelor degree, or comparable, from a university, or any other higher education institute recognized by the University Council, and having provided lessons, or having experience with administration for not less than five years in a university, or any other higher education institute, recognized by the University Council, or having assumed the position of Director of University Council or Council of any other higher education institute recognized by the University Council, or assuming the position, or having assumed the position, of Professor, with other qualifications and without prohibition as may be prescribed in the Articles of Association of the University.

Section 30. The Rector shall assume his office for four years each term, and may be graciously re-appointed by His Majesty the King for not more than two terms of office consecutively.

Other than retirement from his office mentioned in the first paragraph, the Rector shall leave his office in the following cases:

- (1) Death.
- (2) Resignation.
- (3) Removed by the University Council due to misconduct, or defectively performing duty, or defective competency.

- (4) Having committed a gross disciplinary offence and been punished or ordered to retire from government office due to a blemish, or flaw due to and because of a gross disciplinary inquiry.
- (5) Imprisonment by final judgment of imprisonment.
- (6) Becoming bankrupt.
- (7) Being incompetent or quasi-incompetent.

Retirement from office under (3) shall be supported by votes of not less than two-thirds of all the existing number of Directors of University Council.

Section 31. The Rector shall have the following powers and duties:

- (1) To administer the University's operation in accordance with the law, rules, procedures, announcement, and requirements of the Government, and the University in accordance with the policy and objectives of the University.
- (2) To supervise personnel, finance, store, premises and other assets of the University in accordance with the law, rules, procedures, announcements and requirements of the Government and the University.
- (3) To prepare the University Development Plan and perform policy and operational plans, and follow up and evaluate the operating activities of the University.
- (4) To comply with disciplines, ethics, and professional manners of civil servants in the University.
- (5) To represent the University in general.
- (6) To present the annual report in terms of the University's businesses to the University Council.
- (7) To appoint and remove the Assistant Rector, Vice Dean, Deputy Institute Director, Deputy Bureau Director, Deputy Centre Director, Deputy Chief of any Government Sector or Deputy Chief of any Agency otherwise called and comparable to Faculty, and Special Lecturer.
- (8) To promote and support the operation by the Academic Council, Faculty and Government Official Council, and promote students' activities.
- (9) To perform other duties in accordance with the law, rules, procedures, announcement, and Articles of Association of the University, or as may be assigned by the University Council.

Section 32. The University Council shall appoint the Associate Rector upon recommendation by the Rector from persons qualified under Section 29.

The Rector may appoint the Assistant Rector from civil servants in the University who graduate with no lower than a bachelors degree, or comparable, from a university or any other higher education institute recognized by the University Council, and having provided lessons, or being experienced in administration for not less than three years in a university or any other higher education institute recognized by the University Council. The Rector shall be competent to remove the Assistant Rector.

When the Rector retires his office, the Associate Rector and Assistant Rector shall retire their office as well.

Section 33. In cases where the Rector is absent, or cannot perform his duty, the Associate Rector shall stand in for functions. If there are several Associate Rectors, the one entrusted by the Rector shall be in charge of the functions. If the Rector fails to entrust anyone, the most senior Associate Rector shall be in charge of the functions.

If no one takes charge of the functions of the Rector, under the first paragraph, or the one in charge of the functions cannot perform the duty, or no one holds the position of Rector, the University Council shall appoint a qualified person under Section 29 to take charge of the functions of Rector, but for not more than one hundred and eighty days.

Section 34. In a Campus, the Campus Office shall be established and an Associate Rector shall command and take charge of the administration of such Campus on behalf of the Rector, as assigned. A number of Assistant Rectors may be established by the University Council to perform duties and to take charge, as assigned by the Rector.

Section 35. In a Graduate College, the Dean shall command and take charge of the operation of the Graduate College, and a number of Assistant Deans may be established by the University Council to perform duty and take charge as assigned by the Dean.

Section 36. In a Faculty or College, the Dean shall command and take charge of the operation, and a number of Vice Deans may be established by the University Council to perform duty and take charge as assigned by the Dean.

Section 37. The University Council shall appoint the Dean from graduates with no lower than a bachelor degree, or comparable, from a university, or any other higher education institute, recognized by the University Council, and having provided lessons, or having experience with administration, for not less than three years in a university, or any other higher education institute recognized by the University Council.

The Rector shall appoint the Vice Dean upon recommendation by the Dean from person qualified as the Dean, and the Rector shall be competent to remove the Vice Dean upon recommendation by the Dean.

Section 38. The Dean shall assume his office for four years, each term, and may be re-appointed but for not more than two terms of office consecutively. Section 30, 2nd Paragraph and 3rd Paragraph, shall apply to the Dean's retirement from office before maturity *mutatis mutandis*.

When the Dean retires his office, the Vice Dean shall retire his office as well.

Section 39. Follow up, inspection, and evaluation of the performance of the Dean shall be subject to the Articles of Association of the University, and Section 4 shall apply thereto, *mutatis mutandis*.

Section 40. In a case where the Dean is absent, or cannot perform his duty, or no one holds the position of Dean, the Rector shall appoint a qualified person under Section 37, 1st Paragraph, to take charge of the functions of the Dean, but for not more than one hundred and eighty days.

Section 41. In an Institute, Bureau, and Centre, Government Sector or Agency, otherwise called, and comparable to Faculty, the Director, Chief of Government Sector or Chief of Agency shall command and take charge of the operation of such Government Sector or Agency. One or more Deputy Director, Deputy Chiefs of Government Sector or Deputy Chiefs of Agency may assist the operation as may be assigned by such Director, Chief of Government Sector or Chief of Agency.

A Board for every Government Sector under Section 34, Section 35, and Section 36, and every Government Sector or Agency under the first paragraph, shall be established. Composition, number, qualifications, rules and method of acquisition, powers and duties, term of office and retirement from office of Directors, and the meeting of the Board of such Government Sector and organization in such Government Sector shall be subject to the Articles of Association of the University. Not less than one-third of the Directors shall constitute Qualified Directors appointed from the third party.

Section 42. Holder of the position of Rector, Dean, Director, Chief of Government Sector or Chief of Agency otherwise called and comparable to Faculty, as well as holder of the position of Deputy and Assistant of the said positions, shall perform his duty on full time basis and shall not hold more than one position at the same time.

Holder of one position under the first paragraph may be in charge of the functions of another position as such, but for not more than one hundred and eighty days.

Section 43. Persons shall be selected to be appointed as Dean, Director, Chief of Government Sector or Chief of Agency otherwise called and comparable to Faculty subject to the rules and method prescribed in the Articles of Association of the University.

Section 44. For the benefit of the administration of any Office, Graduate College, Faculty, Institute, Bureau, College, Centre, Government Sector or Agency otherwise called and comparable to Faculty, regarding the authority of ordering, permission, approval, operation, or any other operation as may be reasonable for the Rector to perform, or take action according to the law, rules, procedures, announcements, regulations, order, or resolution of the Cabinet for any subject. If such law, rules, procedures, announcements, regulations, order, or resolutions of the Cabinet, for such subject do not otherwise prescribe delegation, or does not prohibit the delegation, the Rector may delegate, in writing, the holder of the position of Dean, Director, Chief of Government Sector or Chief of Agency otherwise called and comparable to Faculty to perform duty on behalf of the Rector for such service in such Government Sector.

The person in charge of the functions under the first paragraph shall have powers and duties as may be assigned by the Rector.

Section 45. The person in charge of the functions defined hereunder shall have the same powers and duties of the person whom he acts for.

In case any law, rules, procedures, announcements, regulations, orders, or resolution of the Cabinet appoints any office holder as a Director, or prescribes that the person have any power and duty, the person in charge of the functions shall perform the duties of Director, or have the same powers and duties of such office holder during the term of taking charge of the functions.

### **Chapter 3.**

#### **Coordination and Mobilization for Local Development**

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Section 46. For the benefit of the coordination and mobilization for local development of higher education by the University, the Educational Coordination and Mobilization Agency shall be established in each University in order to prepare the interuniversity agreement on academic cooperation, coordination of usage of personnel, resources, and skills for the mission performance by the University.

Section 47. To implement Section 46, the Board of Higher Education shall prepare the inter-university agreement and the Joint Board from every University shall be established. The Joint Board from every University shall have the following duties.

- (1) To provide study for direction of development and promote duty performance by the University for local development.
- (2) To propose Higher Education Management Development Policies and Plans for Local Development to each University Council.
- (3) To support consolidation in order to enhance performance to the objectives and responsibilities of the University for local development.
- (4) Composition, number, qualifications, rules and methods of acquisition, term of office and retirement from office of Directors, and the meeting and methods of operation by the Joint Board, from every University shall be subject to the Announcement of the Office of the Board of Higher Education.

Section 48. For the benefit of promotion and support of the research for local development, the Joint Board from every University shall coordinate for cooperation on research exchange of knowledge, creation of wisdom for problem solution and local development.

### **Chapter 4**

#### **Follow Up, Inspection, and Evaluation**

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Section 49. The Board of Follow Up, Inspection, and Evaluation shall be established in the University, consisting of Chairman and Qualified Directors from the third party appointed by the Chairman of the University Council upon approval by the University Council.

Composition, number, qualifications, rules and method of acquisition, terms of office, retirement from office, and the methods of the operation by the Board shall be subject to the Articles of Association of the University.

Section 50. The Board of Follow Up, Inspection, and Evaluation of the University shall have powers and duties to inspect, follow up, and evaluate the efficiency and effectiveness of the expenditure of educational and research budget as follows.

- (1) To follow up, inspect, and evaluate the performance by the University and the Rector in consideration of general opinion relating to the duty performance by the University and the Rector for evaluation.

- (2) To report the result of follow up, inspection, and evaluation of the performance by the University and the Rector, and propose comment to the University Council every year.

## Chapter 5 Academic Positions

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Section 51. The University's permanent faculties shall hold the following academic positions.

- (1) Professor.
- (2) Associate Professor.
- (3) Assistant Professor.
- (4) Lecturer.

Professors shall be graciously appointed by His Majesty the King upon recommendation by the University Council.

Qualifications, rules, and how to appoint and remove the permanent faculties mentioned in the first paragraph shall be subject to the Law of Procedures governing Civil Servants in Higher Education Institute.

Section 52. Special faculties shall hold the following academic positions.

- (1) Special Professor.
- (2) Special Associate Professor.
- (3) Assistant Special Professor.
- (4) Special Lecturer.

The Special Professor shall be graciously appointed by His Majesty the King, upon recommendation by the University Council from non-permanent faculties of the University.

Qualifications, rules, and how to appoint and remove the special faculties under the first paragraph shall be subject to the Articles of Association of the University.

Section 53. The University Council may appoint any Professor with knowledge, capability, and specialty, who has retired his office without offences, as the Renowned Professor of the branch where he is specialized for honour.

Qualifications, rules, and how to appoint the Renowned Professor shall be subject to the Articles of Association of the University.

Section 54. Any person holding the position of Professor, Special Professor, Renowned Professor, Associate Professor, Special Associate Professor, Assistant Professor, and Assistant Special Professor shall be entitled to apply the position of Professor, Special Professor, Renowned Professor, Associate Professor, Special Associate Professor, Assistant Professor, or Assistant Special Professor, as the case may be, as his title of academic standing perpetually.

Abbreviation of the title mentioned in the first paragraph may be applied as follows.

Professor Abbreviation: Sor.

Special Professor Abbreviation: Sor. (Special)

Renowned Professor Abbreviation: Sor. (Renowned)

Associate Professor Abbreviation: Ror Sor.

Special Associate Professor Abbreviation: Ror Sor. (Special)

Assistant Professor Abbreviation: Phor Sor.

Assistant Special Professor Abbreviation: Phor Sor. (Special)

## Chapter 6

### Degree and Academic Standing Mark

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Section 55. There are 3 levels of degree as follows.

Doctorate Degree ..... Abbreviation: Dor.

Master Degree ..... Abbreviation: Mor.

Bachelor Degree ..... Abbreviation: Bor.

Section 56. The University is competent to grant degrees of academic branches where courses are provided by the University.

Determination of degrees for any academic branch and abbreviation for such academic branch shall be enacted in the Royal Decree.

Section 57. The University Council may enact a regulation for a graduate to be granted with bachelor degree with 1st class honour or 2nd class honour.

Section 58. The University Council may enact a regulation for an Advanced Certificate of Graduate, Certificate of Graduate, Diploma, and Certificate for any academic branch as follows.

- (1) Advanced Certificate of Graduation and Certificate of Graduation will be granted to any graduate who has completed courses of any academic branch after his degree.
- (2) Diploma to be granted to any graduate who has completed courses of any academic branch before his bachelor degree.
- (3) Certificate to be granted to any person who has completed any specific subject.

Section 59. The University is competent to grant an honorary degree to any person whom the University considers properly qualified for such degree, and conscientious with performance and useful to the public, but shall not grant the said degree to permanent faculties, position holders in the University, Chairman of the University Council, Directors of the University Council or Directors of University Operation Promotion. The honorary degree shall not be granted for exchange of any benefit.

Level and branch of honorary degree and rules of granting of honorary degree shall be subject to the Articles of Association of the University.

Section 60. The University may prescribe any academic standing hood or academic standing pin as a marking for academic standing of a grantee of degree, Advanced Certificate of Graduate, Certificate of Graduate, diploma, and certificate. Further, the University may prescribe an official hood for the Chairman of the University Council or Directors of the University Council, and an official hood for the Management and an official hood for the permanent faculties of the University.

Determination of nature, kind, class, and component of the academic standing hood, academic standing pin, and official hood shall be enacted in a Royal Decree.

Occasion and terms of using the academic standing hood, academic standing pin, and official hood shall be subject to the Articles of Association of the University.

Section 61. The University Council may prescribe any seal, emblem, or marking of the University to be enacted in the Royal Decree.

Section 62. The University Council may enact regulations for any uniform, marking, and apparel for students to be promulgated in the Government Gazette.

## Chapter 7

### Stipulated Penalty

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Section 63. Any person using the seal, emblem, academic standing hood, academic standing pin, official hood, uniform, marking, or apparel for students of the University without right to use, or represent in any respect that he holds any position in the University or has any degree, Advanced Certificate of Graduate, Certificate of Graduate, Diploma, or Certificate of the University, and trying to convince other people that he is entitled to use or have such position, or academic standing, shall be punished by imprisonment for not more than six months or by a fine of not more than fifty thousand baht or both imprisonment and fine.

Section 64. Any person who;

- (1) Falsifies or imitates any seal, emblem, or marking of the University or Government Sector or Agency thereof in any colour or manner,
- (2) Uses any false or imitated seal, emblem, or marking of the University or Government Sector or Agency thereof, or,
- (3) Uses or presents any seal, emblem, or marking of the University or Government Sector or Agency thereof on any object or product without approval by the University; Shall be punished by imprisonment for not more than one year or by a fine of not more than one hundred thousand baht or both imprisonment and fine.

If the person who has committed an offence under (1) commits the offence under (2) shall be punished according to (2) on single count of offences.

The offences under (3) are compoundable offences.

### Transitory Provision

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Section 65. All undertakings, assets, rights, liabilities, government officials, employees, force, budgets, and revenues of the Office of the Board of Higher Education for the part of the Office of the Rajabhat Institute Council, shall be transferred to each Rajabhat University under this Act, subject to the particulars required by the Minister, to be defined in the Ministerial Announcement, within sixty days as from the effective date of this Act.

The government officials transferred, under the first paragraph, shall be regarded as civil servants in higher education institutes under the Law of Procedures governing Civil Servants in Higher Education Institutes. At first, the said government officials shall hold the positions and be granted the same salary, rights and privileges until they are appointed to hold the positions under the Law of Procedures governing Civil Servants in Higher Education Institute.

Section 66. The holders of the positions of Chairman of Rajabhat Institute Council and Directors of Rajabhat Institute Council under Rajabhat Institute Act, RE. 2538, on the effective date of this Act, shall perform their duty as the Chairman of the University Council and Directors of the University Council under this Act, until the Chairman of University Council and Qualified Directors of University Council are graciously appointed by His Majesty the King, and Directors of University Council hereunder are elected, which shall not exceed one hundred and eighty days as from the effective date of this Act.

Section 67. Government Sectors of Rajabhat Institute, under Rajabhat Institute Act, RE. 2538, shall be considered Government Sectors till Government Sectors are divided hereunder, but not exceeding one hundred and eighty days as from the effective date of this Act.

Section 68. Holders of the positions of Rector, Dean, Director of Office of the Rector, Director of Research Bureau, Chief of Government Sector or Chief of Agency, otherwise called and comparable to Faculty under Rajabhat Institute Act, RE. 2538, on the effective date of this Act shall perform their duty in the position of Rector, Dean, Director of Office of the Rector, Director of Research Bureau, Chief of Government Sector or

Chief of Agency otherwise called and comparable to Faculty under this Act further, which shall not exceed one hundred and eighty days as from the effective date of this Act.

The holder of position of Deputy or Assistant to the holder of position under the first paragraph shall perform his duty in the said position further until the holder of position under the first paragraph retires from office.

The persons performing their duty in the positions under the first paragraph shall establish the Board of Government Sector under Section 41, 2<sup>nd</sup> Paragraph, as the case may be, within one hundred and eighty days as from the effective date of this Act.

Section 69. Professor, Special Professor, Associate Professor, Special Associate Professor, Assistant Professor, Assistant Special Professor, and Permanent Lecturer of each Rajabhat Institute on the effective date of this Act shall hold the positions of Professor, Special Professor, Associate Professor, Special Associate Professor, Assistant Professor, Assistant Special Professor, and Permanent Lecturer of each University further under this Act.

Special Lecturers of each Rajabhat Institute on the effective date of this Act shall hold the position of Special Lecturer of each University further under this Act till maturity date of appointment.

Section 70. Before the enactment of the law, rules, procedures, announcement, and requirements for the operation under this Act, the law, rules, procedures, announcement, and requirements enacted under Rajabhat Institute Act, RE. 2538, applicable on the effective date of this Act, shall apply mutatis mutandis as may not be contradictory or discrepant to this Act.

Counter-signed by

Police Lieutenant Colonel Thaksin Shinawatra

Prime Minister.

Remarks: Reasons for promulgation of this Act are as follows. Section 36 of the National Education Act, RE. 2542, prescribes that the government academies, which provide education for degree, be juristic person. Further, they may be classified as Government Sector or an Agency to operate independently, and be able to develop their own administration and management system, with liquidity and academic liberty, and under supervision of academies under the law of organization of that academy. It is therefore expedient to require that Rajabhat Institute be a government academy that provides education for a degree, and be a juristic person as Rajabhat University to serve higher education institute for local development. Its objectives and responsibilities are to promote higher education leading to academic excellence based on local wisdom, Thai wisdom, and international wisdom in order to create and develop constituent knowledge, to generate graduates with knowledge and virtue, create consciousness on local and national values and culture, reinforce the strength of the teaching profession, coordinate cooperation among the University, the community, and other organizations for local development, study and seek the direction of development of local technology, and modern technology in harmony with the ways of life and occupations of local people, and study, promote, and pursue royal projects in consideration of participation by local people and society, in accordance with the Government Educational Administration and Provision Policy under the National Education Act, RE. 2542. It is therefore necessary to enact this Act.

### **List of Rajabhat Institutes Changed to Rajabhat Universities**

1. Rajabhat Kanchanaburi Institute.
2. Rajabhat Kalasin Institute.
3. Rajabhat Kamphaeng Phet Institute.
4. Rajabhat Chandrakasem Institute.
5. Rajabhat Chaiyaphum Institute.
6. Rajabhat Chiang Rai Institute.
7. Rajabhat Chiang Mai Institute.

8. Rajabhat Thepsatree Institute.
9. Rajabhat Thon Buri Institute.
10. Rajabhat Nakhon Pathom Institute.
11. Rajabhat Nakhon Phanom Institute.
12. RajabhatNakhon Ratchasima Institute.
13. Rajabhat Nakhon Si Thammarat Institute.
14. Rajabhat Nakhon Sawan Institute.
15. Rajabhat Ban Somdej Chao Phraya Institute.
16. Rajabhat Buri Ram Institute.
17. Rajabhat Phra Nakhon Institute.
18. Rajabhat Phra Nakhon Si Ayutthaya Institute.
19. Rajabhat Piboonsongkram Institute.
20. Rajabhat Phetchaburi Institute.
21. Rajabhat Walai Alongkom Institute under Royal Patronage, Pathum Thani Province .
22. Rajabhat Phetchabun Institute.
23. Rajabhat Phuket Institute.
24. Rajabhat Maha Sarakham Institute.
25. Rajabhat Yala Institute.
26. Rajabhat Rajnakarintra Institute.
27. Rajabhat Roi Et Institute.
28. Rajabhat Rambhai Barni Institute.
29. Rajabhat Loei Institute.
30. Rajabhat Lampang Institute.
31. Rajabhat Si Sa Ket Institute.
32. Rajabhat Sakon Nakhon Institute.
33. Rajabhat Songkhla Institute.
34. Rajabhat Suan Dusit Institute.
35. Rajabhat Suan Sunantha Institute.
36. Rajabhat Surat Thani Institute.
37. Rajabhat Surin Institute.
38. Rajabhat Muban Jomboeng Institute.
39. Rajabhat Udon Thani Institute.
40. Rajabhat Uttaradit Institute.
41. Rajabhat Ubon Ratchathani Institute.

## Appendix B: Participant Information Sheet



**The University of Sydney**

Faculty of Education and Social Work  
The University of Sydney  
NSW 2006 Australia

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**PARTICIPANT INFORMATION SHEET**  
**Research Project**

**Title: Change and change management in Higher Education in Thailand: A case study of Six Rajabhat Universities in Bangkok, Thailand.**

This study will investigate change and change management policies, processes and practices in Rajabhat universities in Bangkok, Thailand. It is hoped that the results of these case studies will be able to improve the organisational management of the Rajabhat universities and the outcomes may also be of use to other Rajabhat universities and the related government agencies in planning for the future.

The case studies will investigate how the new Rajabhat universities have coped with and managed change to meet the challenges of the present and the future. This thesis focuses on policies and practices of changes which have occurred and how the Rajabhat universities plan to survive in the new milieu of higher educational reform in Thailand.

The study is being conducted by Ms Kittivan Sinthunava and will form the basis for the degree of Doctor of Philosophy in Education at The University of Sydney under the supervision of Dr Kevin Laws, Associate Dean of Division in International Relations, Faculty of Education and Social Work. The study will involve two data collection techniques: (1) document analysis, and (2) interviews with a sample of Presidents and Vice-Presidents from the case study universities in Thailand.

Document analysis is designed as a first stage of enquiry into the ways in which universities are employing a new policy of the National Education Act (1999). Interviews will be tape-recorded with participants' consent and will be of approximately one hour duration. The interviews will be conducted in Thai language to facilitate participation and to ensure better understanding.

Being in this study is completely voluntary - you are not under any obligation to consent. You are free to withdraw your consent and to discontinue your participation in this study at any time without prejudice. All aspects of the study, including results, will be strictly confidential and only the researchers will have access to information on participants. The result of this study will be submitted to the University of Sydney for a PhD thesis being written in the Faculty of Education and Social Work.

When you have read this information, Ms Kittivan Sinthunava will discuss it with you further and answer any questions you may have. If you would like to know more at any stage, please feel free to contact Ms Kittivan Sinthunava, PhD Student, [K.Sinthunava@edfac.usyd.edu.au](mailto:K.Sinthunava@edfac.usyd.edu.au), +61 2 9351 2640.

**Any person with concerns or complaints about the conduct of a research study can contact the Senior Ethics Officer, Ethics Administration, University of Sydney on +61 2 9351 4811 (Telephone); +61 2 9351 6706 (Facsimile) or [gbriody@mail.usyd.edu.au](mailto:gbriody@mail.usyd.edu.au) (Email).**

*This information sheet is for you to keep.*

## Appendix C: Consent Form



**The University of Sydney**

Faculty of Education and Social Work  
The University of Sydney  
NSW 2006 Australia

### PARTICIPANT CONSENT FORM

I, ..... , give consent to my participation in the research project  
Name (please print)

TITLE: Change and change management in higher education in Thailand: A case study of six Rajabhat Universities in Bangkok.

In giving my consent I acknowledge that:

1. The procedures required for the project and the time involved have been explained to me, and any questions I have about the project have been answered to my satisfaction.
2. I have read the Participant Information Sheet and have been given the opportunity to discuss the information and my involvement in the project with the researcher/s.
3. I understand that I can withdraw from the study at any time, without affecting my relationship with the researcher(s) now or in the future.
4. I understand that my involvement is strictly confidential and no information about me will be used in any way that reveals my identity.

**Signed:** .....

**Name:** .....

**Date:** .....

Ms Kittivan Sinthunava  
Telephone +61 2 9351 2640  
E-mail: [K.Sinthunava@edfac.usyd.edu.au](mailto:K.Sinthunava@edfac.usyd.edu.au)

## **Appendix D: Indicative Questions for Interviews**

### **Indicative questions for the Presidents and the Vice-Presidents**

1. How has the National Education Act (1999) and the Rajabhat University Act (2004) changed the way that your Rajabhat University operates? What new challenges do you now face?
  - a. How did the Acts transform policies in your university? Please give me some examples.
  - b. How did the Acts transform university structure? Tell me about the changes.
  - c. How did the Acts transform universities programs? Have you introduced any new programs?
2. What change management processes have been implemented in your university? How were they implemented?
3. Who was responsible for their implementation? What were the results of the implementation?
4. What are the implications of these changes and change management processes for the future of your university?

## Appendix E: Example of Interview Analysis

### The coding process used in this research

#### The raw data (translated).

Step 1: Start after the interview with the President of RB and following the processes of written field note noting important topics which were included an example of this sort of coding that shows in Table 3.1 (in Chapter 3), this interview in this block below, has been written and analysis following stages 1 to stage 4,

I do believe that Rajabhat Universities should also engage in research that is related to and that identifies and resolves problems of people in the local communities. If they cannot achieve this it should be questioned why Rajabhat Institutes became Rajabhat Universities. If Rajabhat Universities think that their only responsibility is to produce graduating students, they misunderstand their opportunities and waste the resources of the nation. I have to clearly state, now Thai higher education has a serious problem with lack of Thai knowledge. Especially, Thailand's higher educations are not conservation Thai knowledge. A number of people who work in Thai higher education institutions come from foreign universities and they copy everything from those universities to teach in Thai universities. Even though some lecturers are not graduates from abroad, they have been taught by people who have graduated from abroad and used text books from other countries too. In every university in Thailand they all copies structures, curriculum, textbooks from foreign universities. For example, the faculties of medicine in every established university, such as Chulalongkorn University and Mahidol University, they have all copied everything from universities in America and Europe. If you look at all hospitals in Thailand, both public and private, can you tell me how many hospitals use Thai knowledge about management and cure their patients? All the medical treatments come from abroad. Thai universities have not done anything for a long time for their own curriculum development. China is a good example when we discuss medical schools. In China faculties of medicine have been taught both Western and Chinese knowledge. Students have been offered choices about which medical techniques they want to study. If they want to study Chinese medicine, such as acupuncture, Chinese herbs which they can use to produce medicine, they can study in universities around their country. Acupuncture, which people know around the world, is one of the reasons why China keeps teaching Chinese medical techniques in their medical schools. What about Thai

universities? Do we have any knowledge that we teach in Thai universities which we claim that this is Thai knowledge? No universities can be said that what they teach is Thai knowledge, because we do not see anything from Thai knowledge that worthy to teach in Thai universities. But they perceive that knowledge from America and Europe is so worthy to use and believe. [...]

Step 2: After transcribe the whole interview into Thai language and note general themes within the transcripts. The list of concepts and the interview have been transcribed into English language by considering what it vividly represents by line by line and paragraph by paragraph analysis. (see **Table 3.1** for the explanation of Stages of analysis; stage 5 until stage 12)

How did the Act transform universities programs?	Indicative interview question
<p>I do believe that Rajabhat Universities should also engage in [research] that is related to and that identifies and resolves [problems of people in the local communities.] If they cannot achieve this it should be questioned [why Rajabhat Institutes became Rajabhat Universities.] If Rajabhat Universities think that their [only responsibility is to produce graduating students], they [misunderstand their opportunities and waste the resources of the nation.]</p> <p>I have to clearly state, now Thai higher education has a serious problem with [lack of Thai knowledge.] Especially, Thailand's higher educations are [not conservation Thai knowledge.] A number of people who work in Thai higher education institutions come from [foreign universities] and they copy everything from those universities to teach in Thai universities. Even though some lecturers are not graduates from abroad, they have been taught by people who have graduated from abroad and [used text books from other countries too.]</p> <p>In every university in Thailand they all [copies structures, curriculum, textbooks from foreign universities.] For example, the faculties of medicine in every established university, such as Chulalongkorn University and Mahidol University, they have all copied everything from universities in America and Europe. If you look at all hospitals in Thailand, both public and private, can you tell me how many hospitals use Thai knowledge about management and cure their patients? All the</p>	<p>The purpose of the new Rajabhat Universities:</p> <p><u>List of categories, concepts and themes</u></p> <p>Conducting research that is related to local people and communities</p> <p>Focusing on Thai knowledge</p> <p>Higher Education Institutions have to increase Thai knowledge into their courses</p> <p>Established Universities copy Western knowledge</p> <p>Thai universities do not have Thai knowledge. Most of them copy from Western Country</p>

<p>medical treatments come from abroad. [Thai universities have not done anything for a long time for their own curriculum development.]</p> <p>China is a good example when we discuss medical schools. In China faculties of medicine have been taught both Western and Chinese knowledge. Students have been offered choices about which medical techniques they want to study. If they want to study Chinese medicine, such as acupuncture, Chinese herbs which they can use to produce medicine, they can study in universities around their country. Acupuncture, which people know around the world, is one of the reasons why China keeps teaching Chinese medical techniques in their medical schools. What about Thai universities?</p> <p>Do we have any knowledge that we teach in Thai universities which we claim that this is Thai knowledge? No universities can be said that what they teach is Thai knowledge, because we do not see anything from Thai knowledge that worthy to teach in Thai universities. But they perceive that knowledge from America and Europe is so worthy to use and believe. [...]</p>	<p>Comparing with university in China, they developed their own knowledge.</p> <p>Rajabhat Universities will solve this problems and focus on Thai knowledge</p>
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Step 3: The list of the final concepts, ideas and categories both in Thai and English, were surveys by the researcher and grouped together under two major themes and a number of sub-headings in each theme. After all the interpretation of interviews has been completed, the writing up process began in Chapter 4.

Themes	Sub-headings
1. Responding to the changed environment	Human resource management and development Introducing new degree programmes Developing international relationships Financial considerations
2. Leaders' response to change	Leadership dimensions Underpinning Philosophy

