

Meet the Director #5  
Thursday, 17<sup>th</sup> January 2019

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“The challenging goals are to continue advancing the quality of research, which creates value for the society, and to continue developing efficient management system that, in turn, provides the staff with stability and sustainable progress”

Meet the Director provides an opportunity for MB staff and students to communicate, raise questions, share or exchange their ideas. In Meet the Director V, participators were able to raise questions or share their ideas directly to the Institute Director, in real-time, using Slido (via slido.com). This served as a communication platform that informed the staff of the Institute’s direction, so that all could work towards mutual goals. The two main topics of discussion were 1) Support from the Institute for staff career advancement and 2) Suggestions on students’ learning methods and teaching strategies.

The Director started the event with congratulatory remarks to the MB staff who have achieved the following milestones in their career:

Academic career advancement:

1) Assistant Professors: Assist. Prof. Dr. Duangrudee Tanramluk and Assist. Prof. Dr. Alisa Tubsuwan

2) Researcher II: Dr. Chutikorn Nopparat and Dr. Supattra Treeratrakool

Awardees/Honorees

1) Assoc. Prof. Dr. Panat Anuracpreeda on receiving the 2018 Outstanding Royal Golden Jubilee (RGJ)-PhD Alumni Award in Biological Sciences

2) Prof. Dr. Bantit Chetsawang on receiving the 2018 Mahidol Alumni Achievement Award in Academic/Research track

3) Dr. Pranee Fucharoen on receiving the 2018 Mahidol Thayakorn Award

TRF Index 5/5 (Molecular Biology) The Institute won Thailand Research Fund (TRF) Academic Excellence Award, for the fourth time in a row (since 2010). This time, we ranked first with the highest index score (5.0) in Biochemistry/Molecular Biology/Genetics.

Next, the Director informed MB staff of the Institute policy and other related issues such as

### 🕒 Policy on the Institute support for career advancement

The framework for the Institute support for career advancement are composed of 3 levels:

Level	Description	Goal
<b>Level 1</b>	Develop skills required for routine jobs, according to a Job Description or assignments	Quantity and quality of the assigned works that finish on time and satisfy relevant persons
<b>Level 2</b>	Specialized personnel development projects such as projects related to Green Office policy or HR-related projects, which include Supervisory Level Program (MU-SUP), Executive Development Program (MU-EDP), etc.	Quantity and quality of acquired skills, which extend beyond the current Job description, facilitate other staff and promote the Institute development
<b>Level 3</b>	Advancement in academic career or professions	Application for academic career/ profession advancement, which will increase benefits and opportunity for self-development such as position allowances, opportunity for funding, etc.

### 🕒 Respectful Workplace Policy

To promote positive working environment, work efficiency and a sense of belonging among staff, including the Institute's and the University's image as a happy workplace, the Institute has declared a Respectful Workplace Policy and Workplace Conduct Guidelines. The Policy and Guidelines discourage any form of harassment in a workplace, with the aim to create a friendly working environment or atmosphere that is not awkward, trying or uncomfortable.

## 🕒 MB Vision and Missions

The Institute aims to become a world-class research institute in the field of molecular biosciences. To this end, three characteristics of being world-class institute were defined and translated into an operational framework. First, Academic Excellence, the Institute seeks to produce outstanding research, learning strategies, technological know-how and innovations. Second, Sustainable Income and Revenue, the Institute seeks to generate income that is sufficient for sustainable growth and development of the organization. The last one is Sustainable Human Resource, which deals with a sense of belonging and pride among staff. This year, the Institute plans to enhance the Center for Biomedical Instrument research capability by increasing manpower, modernizing the Center working area, and shifting the direction of research. With this scheme, the Center will transform into the Institute's leading research center, capable of comprehensive medical science research, which includes recombinant protein or biologics product production, development of drug delivery system and design of relevant biomedical devices. This scheme also corroborates with the University policy for the Institute to become a research incubator for new generation of researchers and for highly capable and ready-to-use researchers.

The Institute has strategies that align with Thailand National Strategies, especially Strategy 1—National Security. This is because the Institute research and innovations, such as vaccine research, directly address the nation stability. Moreover, the Institute medical and health science research also responds to Mahidol University 20-Years Strategic Plan 2018-2037, which aims for the University to become internationally recognized in excellence in research and innovation and in teaching methods that deliver highly skilled students equipped with 21st Century skills. To achieve these goals, four strategies were conceived to improve the University position in research and innovation. These are (1) New Frontier Research—to expand the research and innovation scope that will reveal new discoveries or development of new theories, (2) Industrial Impact, (3) Cultural Impact and (4) Social Impact. These four strategies must be concurrently executed to strengthen the University position in research and innovations.

In this regard, the Institute focuses on new discoveries or improvement, encourages research that are applicable to the society, and initiate staff career development, which will enable staff to become highly skilled and happy workers (Happy Workplace).

## 🕒 20-years Mahidol University Strategic Plan and the Institute Policy and Primary Objectives

To comply with 20-years Mahidol University Strategic Plan, the Institute focuses on the following targets in executing the Institute missions:

### ■ Teaching

The Institute must develop study programs that align with the social trend and fulfill the country needs. Students should be able to complete such program within the normal program duration and become highly skilled workers that are able to compete in an international setting. Graduates should be able to find a position and are able to fulfill the roles required for such position. Moreover, teaching staff are qualified, in term of qualification and potentiality, according to National standard.

Nevertheless, the Institute must take into consideration technological changes that could affect methods of teaching. With this in mind, certain teaching styles may require changes to accommodate students' needs. These are, for example, audio-visual system in lecture rooms, laboratories, high-end research equipment and facilities, library and other learning and co-working spaces. On top of this, each study program offered at the Institute should have its own curricular prominence, for example, a study program known for vaccine development or large-scale proteins or biologics production.

### ■ Research

Research is the Institute highly prioritized mission. The aim is to increase high quality research published in international journals, academic services that meet the needs of the public or industry and external funding from a private sector or from international agencies. Research at the Institute should bring about findings or innovations that are visible to the society and applicable to real world situations, which will eventually lead to intellectual property and the registration of intellectual property rights that is capable of addressing the society basic needs. In doing so, the Institute will acquire competitive edge that grants a spot among the World leaders in research.

### ■ Workforce

The key strategy in the Institute personnel management and development is to allocate suitable number of personnel, dependent upon the Institute current circumstances. Accordingly, the Institute has devised a system that allow staff to

foster job-related skills, as well as proactive strategies in increasing the number of academic staff with advanced academic position, and a standardized, efficient and effective measures for staff workload and academic works evaluation.

Toward the end of the event, the Director took in ideas and questions from the audience shared via Slido. These cover several topics, for example, the Institute working plan in academic and supporting staff career advancement, University staff contract extension, welfare and management system, learning space renovation, and shared facilities organization and management.

Ideas or feedbacks from all MB staff are extremely helpful for the operation and management of Institute onward that will strengthen the Institute competitive position in an international setting. In contending for an internationally recognition as a world class institute, the Institute must strive to generate a body of knowledge and innovations, derived from teaching, and to generate research output that not only drive the economy forward but also benefit the community, society and country.