

Manpower Development Plan 2023 – 2036

Faculty of Hospitality and Tourism, Prince of Songkla University

1. Academic Staff

Development needs of academic staff are determined by the management by comparing the desired qualities of academic staff and the current state of qualifications of the existing academic staff. The management team regularly assesses the training needs based on the changes in the environment, trends, the industry and the students' needs. The academic staff is also encouraged to discuss and suggest staff development needs and programs to the management. The following activities/programs in Table 1 are available at FHT to all its academic staff members.

Table 1 Academic staff development activities

Development Activity/Program	Details
External training and staff development allowances	15,000 Baht budget per person per year that can be used for any approved self-development programs. The amount can be accumulated for 2 years
Internal research training programs	Organised annually by FHT research office
Internal pedagogical training programs	Organised annually by FHT academic office
Industry training and immersion program	Lecturers may apply to undertake industry training, internship, or industry immersion program during summer each year.
Allowances for academic conference presentation/participation	60,000 Baht per year for overseas conference for presentation, and 50,000 Baht per year for overseas conference for participation (available to lecturers who meet criteria) and 25,000 Baht per year for domestic conference participation/presentation.
Allowances for external research training	Lecturers may request additional allowances (on top of annual staff development allowances) for external research training participation
Internal research grants	Regular research grants, fast track research grants, and other grants offered by FHT Research Fund
Scholarships for PhD/Master program studies	Scholarships by FHT are available to FHT lecturers upon request within 2021 – 2024 period
Staff mobility/exchange programs	Exchange with partner universities in Asia and Europe for teaching or research for short period
Visiting professor scheme for FHT researchers to collaborate	Incoming world class visiting professors for 1 – 6 months at FHT, whom FHT researchers can collaborate on research and publication
New lecturer orientation and development package	New initiative by FHT targeting new lecturers and lecturers who require support.

Development Activity/Program	Details
	The package includes orientation program, pedagogical training, buddy program, and mentoring program
Academic rank	Assistant Professor, Associate Professor, Professor Each lecturer can apply when he/she meets criteria
PSU Teaching Professional Standard Framework (PSU TPSF)	Each lecturer can apply for PSU TPSF when he/she meets criteria
UK Fellow Professional Standard Framework (UK PSF)	New initiative by FHT to fund and support FHT lecturers to apply for UK PSF

Table 2 reports academic staff development details. FHT focuses on supporting to achieve higher academic rank, further study especially the PhD program, PSU TPSF and UK PSF.

Table 2 Academic staff development details

No.	Name	Department		Employment status		Education			Academic rank				Higher academic rank application submission plan	Further study		PSU TPSF	UK PSF
		Hospitality	Tourism	Permanent	Temporary	Ph.D.	Master Degree	Bachelor Degree	Lecturer	Assistant Professor	Associate Professor			Ph.D.	Master Degree		
1	Tatiyaporn Jarumaneerat	/		/		/				/		/	2024			Level 2	Fellow
2	Krittabhas Khwanyuen	/		/			/		/			/	2025	2021-2023			
3	Kanapot Kalnaovakul	/		/			/		/			/	Applying 2023	2021-2023			
4	Patthawee Insuwanno	/		/			/		/			/	2025	2021-2023		Level 1	
5	Chatchawan Wongwattanakit	/		/		/			/			/	2024				
6	Kris Sincharoenkul	/		/			/		/			/	Applying 2023			Level 1	Fellow (in process)
7	Nareeya Weerakit	/		/		/				/			2023				
8	Patcharapimon Apithambundit	/		/			/		/				2024				
9	Chainun Chaiyasain	/		/			/			/			2024			Level 3	
10	Pathummalai Pattaro	/			/		/		/								
11	Piraporn Jindawattanapong	/			/		/		/				2025		2023		
12	Ilian Assenov	/		/		/				/			2024				
13	Veronica Aguilos	/		/			/		/				2024				
14	Kevin Fuchs	/		/			/		/				Applying 2023	2021-2023			
15	Ramil Ravanes	/			/	/			/				2024				

No.	Name	Department		Employment status		Education			Academic rank				Higher academic rank application submission plan	Further study		PSU TPSF	UK PSF
		Hospitality	Tourism	Permanent	Temporary	Ph.D.	Master Degree	Bachelor Degree	Lecturer	Assistant Professor	Associate Professor			Ph.D.	Master Degree		
16	Md Karim Rabiul	/		/		/			/				2024				
17	Mohsin Raza	/		/		/			/				2025				
18	Daniel Eason	/			/			/	/				2025		2023		
19	Nichapat Sangkaew	/			/		/		/				2025	2022-2024			
20	Kullada Phetvaroon		/	/		/				/		/	Applying 2023			Level 2	Fellow
21	Pornpisanu Promsivapallop		/	/		/				/		/	Applying 2023			Level 3	Senior Fellow
22	Prathana Kannaovakun		/	/		/					/	/				Level e3	Senior Fellow
23	Chayanon Phucharoen		/	/		/				/		/	2024				
24	Colin Gallagher		/		/			/	/			/	2025		2023-2024	Level 1	
25	Kristina Stosic		/	/			/		/			/	2024				
26	Aphirom Promchanya		/	/		/			/				2024				
27	Sumattaya Thammajak		/	/			/		/				2024				
28	Panuwat Phakdee-auksorn		/	/		/					/		2027				
29	Kamontorn Prompitak		/	/			/		/				2024				
30	Surarak Wichupankul		/	/			/		/				2025	2021-2023			
31	Pisit Tuntipisitkul		/	/		/			/				2025				

No.	Name	Department		Employment status		Education			Academic rank				Higher academic rank application submission plan	Further study		PSU TPSF	UK PSF
		Hospitality	Tourism	Permanent	Temporary	Ph.D.	Master Degree	Bachelor Degree	Lecturer	Assistant Professor	Associate Professor			Ph.D.	Master Degree		
32	Rahphiphan Jiamthawibun		/		/		/		/				2024				
33	Wannarisa Watt		/		/		/		/				2025				
34	Mehri Yasami		/	/		/			/				2024				
35	Rimsha Khalid		/	/		/			/				2025				
36	Ahmed Salman		/		/	/			/				2025				

2. Support Staff

Similar to the academic staff, the development needs of support staff are determined by the management by comparing the desired qualities of support staff and the current state of qualifications of the existing support staff. The management team assesses the training needs and the additional required skills of support staff based on the changes in the external trends and environments as well as the changing requirements of internal operations. The support staff is also encouraged to discuss and suggest staff development needs and programs to the management. The following activities/programs in Table 3 are available at FHT to all its support staff members.

Table 3 Support staff development activities

Development Activity/Program	Details
External training and staff development allowances	10,000 Baht budget per person per year, which can be used toward self-development. The amount can be accumulated for two years.
Institutional research grants (internal grants)	The research grant is provided by FHT research fund upon request.
Internal training programs	Training programs are organised year-round including English (English for work and TOEIC preparation), IT, work operations efficiency and happiness and higher rank application preparation
Mentoring system by immediate supervisor	New staff will be mentored closely by their immediate supervisors.
Orientation program	Offered to all new staff to fully understand the organization, requirements and their role.
Staff rotation program	All staff members are offered staff rotation program so that they can fully understand and relate to the work and requirements of their related job positions and departments.
Higher job rank	Staff can apply when they meet the criteria. Job rank includes Practitioner Level, Professional Level, Senior Professional Level, and Expert Level.
Excursion	External excursion activity is organized annually by FHT Welfare Team.

FHT will focus on support staff development based on two key indicators including English (TOEIC Score) and higher job ranks based on improved work skills and expertise. Financial rewards are provided to the achievement of required TOEIC scores and higher job ranks (See Table 4). Training programs on these two indicators are in place in addition to other training programs and other staff development strategies indicated in Table 3.

Table 4 Support staff development details

No.	Name	Qualification	TOEIC Score	Remarks
1	Ms. Amornrat Sahapattanawana	Bachelor's Degree	695	<i>Head of Admin Office/PSU Lodge Manager</i>
2	Ms. Janyaluck Wichien	Bachelor's Degree	-	Practitioner level
3	Ms. Kanphitcha Thanakulpisit	Bachelor's Degree	-	Practitioner level
4	Ms. Nittaya Pratheepnathalang	Master's Degree	495	<i>Professional level</i>
5	Ms. Tiptida Martra	Bachelor's Degree	-	Practitioner level
6	Ms. Nopphakhun Tuntisuphawong	Master's Degree	650	Practitioner level
7	Mr. Sarawut Ruampanpong	Bachelor's Degree	-	Practitioner level
8	Mr. Poonsuk Bureerat	High School Certificate	-	Practitioner level
9	Ms. Arachapone Somkiatikul	Bachelor's Degree	685	Practitioner level
10	Ms. Chotima Witthayasirikul	Bachelor's Degree	905	Practitioner level
11	Ms. Prugsakarn Chuaychian	Bachelor's Degree	560	Practitioner level
12	Ms. Saowalak Sanguankham	Bachelor's Degree	-	Practitioner level
13	Ms. Saowaluck Chaiyawan	Bachelor's Degree	-	Practitioner level
14	Ms. Tippawan Tipkonglard	Bachelor's Degree	685	Practitioner level
15	Ms. Tanyarat Runjul	Bachelor's Degree	-	Practitioner level
16	Ms. Marion Micheler	Bachelor's Degree	690	Practitioner level
17	Ms. Supamas Tantipongwiwat (To start in August 2023)	Bachelor's Degree	830	Practitioner level
18	Ms. Nattanicha Chanthong	Bachelor's Degree	655	Practitioner level
19	Ms. Ratikarn Pechsalabkaew	Bachelor's Degree	535	Practitioner level
20	Mr. Korrawit Dawong	Bachelor's Degree	645	Practitioner level
21	Ms. Siriporn Muaksook	Bachelor's Degree	-	Practitioner level
22	Ms. Janpen Na-nakorn	Diploma	-	Practitioner level
23	Ms. Naphak Pattamachaisiri	High School Certificate	-	Practitioner level