

Proposed Potential Policy on the Acquisition for the President of Rajabhat University

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Abstract

The purpose of the research was to propose the potential policy on the acquisition for the President of Rajabhat University. Samples and target group in collecting data were 379 educational personnel of Rajabhat University. The study of recruitment expectations was gathered from 7 experts. The validation of the recruitment was verified through a focus group discussion by 25 stakeholders. Data were conducted by using a 5-rating scale questionnaire, in-depth interview, observation, and public hearing. Statistical analysis included percentage, mean, standard deviation, and content analysis. Results on the expectations of the recruitment highlighted the President of Rajabhat University was considered to serve as the supreme superior and take charge of the administrative management of each University. Method of acquisition and qualifications of the President needed participation of all sectors of the University's personnel to appoint qualified candidates. Nomination committee should be from all government sectors. Selecting process should be fair, transparent, and accountable. Proposed policy on the acquisition for the President of Rajabhat University contained the following components: the nomination committee should include the representative from Center, qualifications of candidates should be less than

60 years of age and hold the academic title at least the Assistant Professor, the period of selecting process should be completed in 90 days, the list of nominees should be either appointed or self-appointed, the nomination process should be appointed from each Faculty and Government Official Council, the selecting process should be either elected or appointed. The consideration of the nomination committee and the University Council should proceed the selecting process fairly, honestly, and equitably.

Keywords: Proposed policy, President of Rajabhat University, Effective Performance

Introduction

Rajabhat University is the institute of higher education established for local development, reinforce national intelligence, revive the learning force, promote local wisdom, create artistry to secure and sustainable prosperity, and encourage people to take part in managing, maintaining, and utilizing natural resources and environment on balance and sustention basis. The objectives in providing education include enhancing advanced knowledge and professionalism, teaching, conducting research, providing academic services to society, improving, transferring, and developing technology, maintaining arts and culture, generating teachers, and enhancing teaching profession for proper quality. (Royal Thai Government Gazette, 2004: 2-3).

In terms of management structure and administrative organization, most Rajabhat University are divided into the following Government sectors: University council, office of the President, campus office, graduate college, faculty, institute, bureau, college, or agency otherwise called and comparable to faculty. Generally, the President serves as the supreme superior to take charge of the administrative management as well as to perform duties and responsibilities in order to attain the University's objectives. Powers and duties of the President are promulgated in the Rajabhat University Act B.E. 2547 such as, to administer the University operation, supervise personnel, financial, and other assets of the University, prepare the University development plan, comply with disciplines, ethics, and professional manners of civil servants in the University, present the annual report, promote and support the operation and students' activities, represent the University in general, and perform other duties in accordance with the law, rules, procedures, announcement, and Articles of Association of the University and the University Council. Importantly, the President has power and authority to appoint and remove the Assistant to the President, Dean, Vice-dean, Deputy Institute Director, Deputy Bureau Director, Deputy Center Director, Deputy Chief of any Government

Sector or Deputy Chief of any Agencies otherwise called and comparable to Faculty, and Special lecturer (Royal Thai Government Gazette, 2004: 13-14).

According to Rajabhat University Act B.E. 2547, the President is appointed by His Majesty the King upon recommendation by the University Council. Rules, methods of acquisition, and qualifications of a qualified President are subjected to the Articles of Association of the University. The selecting process requires the participation by the University's personnel and local people related to the University's operation. Qualifications of the President are prescribed in the Act, including being a person with knowledge and skill, attaining a degree no lower than bachelor degree, having experience with administration for not less than 5 years in university, and having assumed the position of Director of University Council of any other higher education institute recognized by the University Council. The President is assumed his office for four years each term and can be re-appointed by His Majesty the King for not more than two terms of office consecutively. Although, the acquisition for the President is promulgated by the Act, each University is allowed to prescribe methods of acquisition and qualifications of the President. Therefore, the process of selecting and recruiting of the President are various depending on rules, regulations, procedures, and requirements prescribed by each University (Janreang, 1994).

Problem

One of the problems affecting the effectiveness of the University's operation was the dysfunctional process of the President recruitment (Rohitsathian, 2017). The conflicts between a group of the University's personnel who supported and opposed the President impeded the University's development. The operational plans, policies, and administrative management were delayed and disorganized because of the protest against the President. There were vacant positions in some Universities that the Presidents were withdrawn by the University Council and found lawsuit against each other (Archawa-umrung, 2010). As the institute of higher education that established for the advancement of national intellectual, the issue of the President acquisition needed to be solved and suggested for the potential methods of recruitment. This study, therefore, aimed to propose the policy on acquisition for the President of Rajabhat University.

Methodology

General Background of Research

The main purpose of the research was to propose the potential policy on the acquisition for the President of Rajabhat University. Data were conducted in 4 stages, including documentary analysis, potential policy proposed on the President acquisition based on data analysis and synthesis, focus group discussion, and public hearing. The theoretical framework of study was on the available document and research related to the regulations and rules subjected to the Articles of Association of the University and promulgated in Rajabhat University Act B.E. 2547. The proposed policy regarding the expectations on the President acquisition was discussed and verified by the specialists for the validity and reliability. Public hearing seminar was held for the confirmation by stakeholders and local people related to the University operation.

Sample

The research recruited 379 of Rajabhat University's personnel as the sample group in gathering data for the potential policy on the President acquisition. Participants were invited voluntarily to complete the questionnaire regarding the expectations and qualifications of the President nominee. The in-depth interview was conducted from 7 specialists who were President and vice-president in a university, and had experience with the administration and educational management in a university or any other higher education institute recognized by the University Council.

Instrument and procedures

The research instrument used for data collection was a 5-rating scale questionnaire constructed by the researcher. Document and research related to the acquisition and qualifications of the President were analyzed and synthesized to construct each item on the questionnaire. The research instrument was presented to 5 specialists for content validity and assessed for the Item Objective Congruence Index (IOC). The items with the IOC over .60 were selected for the questionnaire criterion. The questionnaire was revised and tested with 30 university personnel who were not in the example group of the study. The Item Total Correlation was used to verify the discrimination (r). The items with high discrimination were selected. The reliability for the questionnaire constructed was .95 assessed by Cronbach on the Alpha Coefficient (Srisa-ard, 2002).

Data collection procedures were carefully gathered according to the purpose of the study. The questionnaire and consent form were mailed to the example group of the study to participate voluntarily. The participants completed the questionnaire and returned the response to the researcher. Research responses were checked for the completion. The returning request was sent for the remained questionnaire. Data were entered to the statistical program.

Data analysis

The research was designed to gather data quantitatively and qualitatively. Statistical analysis used to analyze quantitative data included mean, percentage, and standard deviation. Content analysis was used to analyze qualitative data. Data recorded from focus group discussion and public hearing seminar were decoded by statistical program. Data were categorized by properties and concepts according to the purpose of the study. Tentative recommendations for the President acquisition were proposed as the results of each aspect from the interpreting data.

Results

Research results were as follows:

Results on the expectations of the recruitment indicated that the President of Rajabhat University was considered to serve as the supreme superior and take charge of the administrative management of each University. The President was expected to perform duties in order to attain the roles and responsibilities as the institute of higher education for local development, reinforce national intelligence, revive the learning force, promote local wisdom, and create artistry. Method of acquisition and qualifications of the President needed participation of all sectors of the University's personnel to appoint qualified nominees. Nomination committee should be from all government sectors. Selecting process should be fair, transparent, and accountable.

The overall result verified by specialists on the potential process of the recruitment and selection of the President showed at high level. Considered results of each aspect ranged from the highest potential were the period of selecting process and the qualification reviewed by the University council. The lowest aspects were the recruitment components and the amount of nomination committee.

Results on focus group discussion and public hearing indicated the proposed policy on the acquisition for the President of Rajabhat University contained the aspects of following components:

The nomination committee should include the representative from Center, including Dean, Associated dean, and Directors of Academic Council, Faculty and Government Official Council, Graduate College, and Government sector or Agency otherwise called and comparable to Faculty. The President of University Council should serve as a chairman.

The qualifications of the candidate should less than 60 years of age, attained no lower than doctoral degree, hold the academic title at least the Assistant Professor, had experience with administration as Dean in university or any other higher education institute, recognized by the University's personnel and local people related to the University's operation.

The period of selecting process needed to complete in 90 days from the date of the nomination committee designated.

The list of qualified candidates needed to be agreed with the rules and regulations promulgated in Rajabhat University Act B.E and the Articles of Association of the University. Candidates should be a person with knowledge, skills, and qualifications in accordance with objectives and responsibilities of the University. Being a person recognized by the University's personnel and local people related to the University's operation. The method of selection should be either appointed or self-appointed.

The nomination process should be appointed from each Faculty and Government Official Council with the selection of either elected or appointed. The consideration of the nomination committee should discuss exhaustively regarding qualified candidates. Each qualified candidate should be allowed to present and discuss visions regarding the University's operation.

The University Council committee should proceed the selecting process fairly, honestly, and equitably.

Discussion

The research developed and proposed the policy on the acquisition for the President of Rajabhat University. The expectations in accordance with the Rajabhat University Act B.E. 2547, laws and regulations related were discussed and highlighted. Results indicated the importance of the President of Rajabhat University as the supreme superior to take charge of the administrative management and the University's operation. The President performed powers and duties to achieve the University's objectives as the higher education institute for local development, reinforce national intelligence, revive the learning force, promote local wisdom, create artistry, reach for reality of technical excellence based on local wisdom, Thai wisdom, and international wisdom.

The essential role emphasized was to reinforce strength of teaching profession, generate teachers and educational personnel for proper quality and standard of advanced profession. Archawa-umrung (2010) suggested guideline for successful performance of higher education institute depended on the administrative structure and management reform. The important key was focused on the role of the President in creating the organizational culture to empower the University's personnel to perform the assigned duties effectively.

The process in recruitment the President, therefore, should involve all Government Sectors and University's personnel participation. Janreang (1994) analyzed the method of the President of Rajabhat University acquisition and claimed that the appropriate and acceptable method for the public institute was the designation and opinion polls whereas the private institute was specified only the designation. According to the study, the candidate qualifications should align with roles and responsibilities promulgated in Rajabhat University Act and the Articles of Association of the University. The qualified candidates needed the acceptance as academic leadership with vision, integrity, and management ability. The study of Fisher and Martha (1990) indicated the President's characteristics should demonstrate on 3 leadership behaviors, including good relationship with subordinates, well performance, and continuous cooperation in community and society. In addition to the study, the President with potential performance needed to sustain qualifications in morality, ethic, and honesty as well as in creative thinking and collaborative work with others for the University development.

Results on the proposed policy indicated the nomination committee were absolute influential on the process of selection and nomination of the President. The nomination committee needed to include the representative from University Council, Dean, Directors of Academic Council, Faculty and Government Official Council, Graduate College, Government sector or Agency otherwise called and comparable to Faculty, teachers, and President of alumni association. The University Council should determine the completion and revision of the President acquisition in order to create trustfulness and reliability from the University's personnel. Conflicts between a group of supporters and opponents should be reduced by the independent organization that aimed specifically at the achievement of University's objectives without the intervention of political influence.

Conclusion

The research proposed the policy for the acquisition of the President of Rajabhat University. Data were collected quantitatively and qualitatively to verify the potential method in recruiting the President. Results of the research offered guideline for Universities to consider the implementation of the policy proposed

on the acquisition of the President. The President of Rajabhat University served as the supreme superior who took charge of the administrative management and the University's operation. The process of selection and qualifications for the acquisition of the President were crucial and needed participation and involvement of all government sectors. Results emphasized the significant role of the nomination committee in creating transparent and accountable process as well as determining the qualifications of the candidates. Results also suggested that qualified candidates who demonstrated the qualifications as prescribed in Rajabhat University Act and expectations required by University Council, University's personnel, and local people related to the University's operation would perform duties and responsibilities as the President of Rajabhat University successfully.

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