

Summary of MUIC Announcement regarding Academic Product Scores and Rewards

(Reference: ประกาศวิทยาลัยนานาชาติ มหาวิทยาลัยมหิดล เรื่อง หลักเกณฑ์การประเมินผลงานทางวิชาการ และการพิจารณาเงินรางวัล สำหรับผลงานทางวิชาการของพนักงานวิทยาลัยนานาชาติ พ.ศ. ๒๕๖๐)

The objective of this policy of scores and rewards for academic products is to align the interests of MUIC's faculty and staff members with that of the college. In particular, creation of academic products should lead to advancement in academic positions for each individual as well as promote the college's scholarly status through intellectual contributions, as required by MUIC's Performance Agreement with Mahidol University (MU). Thus, it is imperative that faculty and staff members strive to create academic products that will be recognized at the highest possible level by scholars in their respective fields. For MUIC, academic product scores are used in considering financial rewards, annual performance, and faculty tracks for MUIC's faculty and staff members.

Academic Product Score (with full credit*) = Weight × Quality

		Quality			
		Excellent	Very Good	Good	Below Good
		5	4	3	0
Weight	1.0	5.0	4.0	3.0	0
	0.8	4.0	3.2	2.4	0
	0.6	3.0	2.4	1.8	0
	0.5	2.5	2.0	1.5	0
	0.4	2.0	1.6	1.2	0
	0.2	1.0	0.8	0.6	0

*Full credit means that the faculty or staff member has contributed at least 50% in creating the academic product and/or is the corresponding author (in the case of journal article or conference proceedings paper).

WEIGHT

- The specific definition, format, distribution, and quality characteristics of the 22 academic products in the fields of Humanities, Social Sciences, and Arts can be found in the Handbook - MU 2011 (Reference 1).
- The academic products for each weight are as follows:
 - 1.0:** authored book; review article; journal article; dictionary/encyclopedia/other similar products (single author); literature; performing arts/music; architecture/ design/ painting/ sculpture/ graphic arts/ related fields; patent (invention); and software (complete creative process/pioneering idea).
 - 0.8:** research report; collected articles by a single author; manual/handbook; and scholarly edition.
 - 0.6:** conference contribution; chapter/chapters in book; editorial work; translation with editorial work, and public lecture/inaugural lecture/memorial lecture/lecture series.
 - 0.5:** collected articles by a group of scholars; Festschrift; and annotated bibliography.
 - 0.4:** dictionary/encyclopedia/other similar products (more than one author); patent (design); and software (further development of existing product).
 - 0.2:** book review/article review/review of exhibition/review of performance.
- For MUIC, each division can propose additional academic/scholarly products to be considered by the Research Committee.

QUALITY

4. The quality levels for each of the 22 academic products in Humanities, Social Science, and Arts are described in Handbook – MU 2011 (Reference 1). They are classified as Excellent, Very good, Good, Below Good or Needs Improvement with corresponding values of 5, 4, 3, and 0 respectively.
5. For MUIC, the quality level for academic products in general, is determined by the degree of distribution and the level of recognition by scholars in respective fields. In particular, academic products that are commonly produced and/or recognized by world-leading academic/research institutions (eg., by universities ranked in the top 40 according to QS) will be considered as 'Excellent'. Academic products that are internationally distributed and/or accepted (eg., by universities ranked in the top 400 according to QS) will be considered as 'Very good'. Academic products with local, domestic, or national level distribution and/or acceptance (eg., by universities ranked in the top 700 according to QS) will be considered as 'Good'.
 - a. For journal articles, those listed in the Web of Science (Core Collection) database or ranked Q1 in any Subject Category by SCImago Journal Rank (SJR) will be considered as Excellent (5). Those listed in international databases approved by MOE such as Scopus, will be considered as Very good (4), while those listed in either Groups 1 or Group 2 of Thailand Journal Citation Index (TCI) will be considered as Good (3). And starting from January 1, 2018, journal articles that are listed in Web of Science (Core Collection) must also have a Journal Impact Factor (JIF) or be ranked in Q1 or Q2 in any Subject Category by SCImago Journal Rank (SJR).
 - b. For full papers in conference proceedings, Excellent apply to conference proceedings that are listed in one of the MOE-approved international databases. Very good and Good apply to conference proceedings that are characterized as international and national according to MOE regulations and/or other applicable criteria/standards.
 - c. For authored books, Excellent apply to those that are produced by academic publishers that are recognized at the highest level, eg., those ranked either A, B, or C in the SENSE Ranking of Academic Publishers. Very Good apply to academic books that are produced by internationally recognized publishers, eg., university presses of institutions ranked in the top 400 according to QS. Good apply to those that are produced by nationally recognized publishers, eg., university presses of institutions ranked in the top 700 according to QS.

Note: The Research Committee reserves the right to apply additional criteria and/or standards as deemed appropriate to evaluate academic products, including association of publishers, journals, and organizers to those previously on Beall's List of Predatory and Publishers and Journals. Academic products that are not commonly produced and/or recognized by world-leading academic/research institutions (eg., by universities ranked in the top 40 according to QS) may be evaluated as 'Below Good'.

SCORE

6. The score for each academic product is determined by the multiplication of its weight by its quality as in the examples provided in Handbook – MU 2011 and presented in the table above. For example, the score for a journal article (Weight 1.0) that is listed in the Scopus database (Quality 4) is equal to $1.0 \times 4 = 4.0$ points. To be eligible for a score, the academic product must be in its final form, i.e., a journal article must have already been published online with DOI or in print with volume, issue, and page numbers. The academic product must also have MUIC as the affiliation of the faculty/staff member (with exception of work that was published/distributed before or within one year from the starting date of employment).
7. The full score for an academic product as calculated above (by multiplying its weight and quality) assumes that the faculty/staff member has contributed at least 50% and/or is the corresponding author of the work (for journal articles

and full conference proceeding papers). A non-corresponding author with less than 50% contribution will receive a prorated score. For example, a non-corresponding author who has contributed 20% in a Scopus journal article will receive a score of $(20\%/50\%)*4.0 = 1.6$ points.

8. For journal articles that are both ranked in the 90th percentile or higher according to Web of Science's Journal Impact Factor (JIF) in any Subject Category and in the 90th percentile or higher in any Subject Category of SCImago Journal Rank (SJR), one exception for every three years will be allowed if the faculty/staff member cannot provide a signed contribution declaration form (for the case of multiple collaborators). More specifically, the faculty/staff member will receive 5.0 points for such a product (no more than once for every three years), but will not be eligible for any financial reward.
9. Academic products other than journal articles that are ranked in the 90th percentile or higher in any Subject Category of SCImago Journal Rank (SJR) will receive 5.0 points, while those in the 50th percentile or higher will receive 4.0 points (in case of at least 50% contribution and/or corresponding authorship).
10. Faculty/staff members must request for the score/reward of an academic product within 90 days after its distribution in final form (counting from the first date on the print version for journal articles). The score for an academic product will be valid starting no later than the distribution date.

For example, a journal article is published online with DOI on January 1 and is then later published in print in the July-August issue. The faculty/staff member can request for a score/reward from January 1 to September 28 (within 90 days from July 1). The score will be effective from January 1 if the request date is between January 1 and June 30, but will be effective from July 1 if the request date is between July 1 and September 28.

REWARDS

11. To be eligible for a financial reward, an academic products must be submitted in its final form with MUIC as the affiliation of the faculty/staff member.
12. For all MUIC faculty and staff members, an academic product receiving a score of 5.0, 4.0, and at least 3.0 is eligible for a 100,000 baht, 50,000 baht, and 30,000 baht reward *per product* respectively. In addition, for MUIC staff members (only), an academic product receiving a score of at least 2.4 and at least 1.8 is eligible for a 25,000 baht and 20,000 baht reward *per product* respectively.
13. The rewards specified above assumes that the faculty/staff member has received full credit for the work. As in the case of scores, a non-corresponding author with less than 50% contribution for an academic product will receive a prorated reward. For example, a faculty/staff member who has contributed 20% (and is not a corresponding author) in the creation of a Scopus journal article will receive $(20\%/50\%)*50,000 = 20,000$ baht.
14. Also, in the case of more than one MUIC collaborators for an academic product, the reward will be divided among the collaborators according to their percentages of contribution. For example, suppose that Employee A, Employee B, and another researcher outside of MUIC has collaborated in creating a Scopus journal article with 50%, 30%, and 20% contribution respectively, where Employee B is the corresponding author. Both Employee A and Employee B will receive the same full score of 4.0 points. However, Employee A will receive $50\%/(50\%+30%)*50,000 = 31,250$ baht, while Employee B will receive $30\%/(50\%+30%)*50,000 = 18,750$ baht.
15. A journal article that is listed in the 90th percentile or higher in any Subject Category according to Web of Science's Journal Impact Factor (JIF) is eligible for a 200,000 baht reward. And starting from January 1, 2018, such journal article must also be ranked in the 90th percentile or higher in any Subject Category by SCImago Journal Rank (SJR).

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