

List 1: Information about Higher Education Institutions

List 1: No.1 (1.5) Administrative Structure

Guideline and Responsible Person(s)

Required period of data/information	Within sixty days from the end of the academic year, disclosed at least once a year, and when there is change
Explanation and guidelines for data/information disclosure	(1) Organizational structure of the management department (2) Work division structure chart, both legal and internal division. (3) Management style that shows innovation, such as educational management that is different from higher education standards Establishment of ad hoc or virtual divisions (4) Information about administrators of higher education institutions, including the president, vice-rector, dean, or equivalent. Along with the appointment announcement is attached in PDF file format for download.
Responsible person(s)	HR

Data Disclosure

Below is the data that will be disclosed on the Stamford website.

1.5 Administrative Structure

(1) Organizational structure of the management department

<https://www.stamford.edu/wp-content/uploads/2024/08/1.5-STIU-ORG-chart.pdf>

<https://www.stamford.edu/wp-content/uploads/2024/08/1.5-ManagementChart.pdf>

(2) Work division structure chart, both legal and internal division.

<https://www.stamford.edu/wp-content/uploads/2024/08/1.5-STIU-ORG-chart.pdf>

(3) Management style that shows innovation, such as educational management that is different from higher education standards Establishment of ad hoc or virtual divisions.

STIU demonstrates an innovative management style through:

Innovation in Education and Technology:

- **Investment in Educational Quality and Infrastructure:** STIU is committed to delivering high-value education through investments in educational quality and infrastructure. This includes leveraging advanced educational technologies and digital resources to enhance teaching methods and learning experiences.
- **Online and Flexible Learning Models:** STIU expands educational accessibility by offering online courses and flexible learning options, particularly targeting working adults and international students.

Strategic Resource and Collaboration:

- **Collaborations and Partnerships:** STIU adopts a collaborative approach by utilizing academic partnerships, industry collaborations, and alliances with other educational institutions to enhance educational and research opportunities and promote sustainable development.
- **Strategic Long-term Investments:** Through strategic investments, STIU aims to expand academic programs, enhance technological infrastructure, and explore new markets and student demographics for sustainable growth.

Adaptability to Change:

- **Adaptive Strategic Planning:** STIU's strategic goals and plans showcase its ability to adapt to environmental changes, ensuring the university remains competitive in the ever-evolving educational and business landscapes.
- **Focus on Ecological Principles:** In future planning, STIU is committed to adhering to ecological principles, emphasizing sustainability and efficient resource use.

(4) Information about administrators of higher education institutions, including the president, vice-rector, dean, or equivalent. Along with the appointment announcement is attached in PDF file format for download.

(4.1) List of names, history, experience, knowledge and abilities and term of office

Administrators of higher education institutions

<https://www.stamford.edu/wp-content/uploads/2024/08/1.5-List-of-office-Administrators.pdf>

<https://www.stamford.edu/wp-content/uploads/2024/09/1.5-Appointment-announcement-of-All-MGT-1.pdf>

<https://www.stamford.edu/wp-content/uploads/2024/08/1.5-ManagementChart.pdf>

(4.2) Regulations of higher education institutions Regarding the criteria Methods for acquiring administrators of higher education institutions

According to Thailand's Private Higher Education Acts, Stamford International University adheres to the following standards and methods in the selection and appointment of administrators:

1. **Qualifications for Administrators:** Administrators at Stamford International University must possess relevant professional qualifications and experience. Candidates are required to hold at least a master's degree and have substantial practical experience in their field. Additionally, administrators must demonstrate high ethical standards and leadership capabilities.

2. **Selection Process:** Stamford International University follows a transparent and fair selection process. The university conducts open recruitment to ensure that all qualified candidates have equal opportunities to apply. For internal promotions, the university has a clear recommendation procedure. Candidates must pass through internal committees for review to ensure fairness and transparency in the process.

3. **Review and Approval:** All appointments of administrators must be reviewed and approved by the Board of Directors of Stamford International University. This process strictly complies with the relevant provisions of Thailand's Private Higher Education Acts to ensure the legality of the appointments. For key positions, the university coordinates with the Thai Ministry of Education and other relevant government agencies and seeks approval when necessary.

4. **Performance Evaluation:** Stamford International University regularly evaluates the performance of its administrators to ensure their performance aligns with the university's development goals. The results of these evaluations impact decisions regarding continued tenure, promotions, and rewards.

5. Compliance with Laws and Regulations: Administrators at Stamford International University are required to comply with Thai laws and regulations, especially the relevant provisions of the Private Higher Education Acts. The university has established a compliance department to oversee and ensure that all actions by administrators adhere to national legal requirements.

Through these measures, Stamford International University ensures that the selection and appointment of administrators meet the requirements of Thailand's Private Higher Education Acts while also maintaining the quality and professionalism of the university's governance.

(4.3) Important information regarding the criteria for evaluating the performance of duties of administrators of higher education institutions. A PDF file is also attached for download.

Important information regarding the criteria for evaluating the performance of duties of administrators at Stamford International University includes the following (ATT4. Criteria for Evaluating Administrator Performance):

<https://www.stamford.edu/wp-content/uploads/2024/08/1.5-Criteria-for-Evaluating-Administrator-Performance.pdf>

Alignment with Institutional Goals: Administrators' performance is evaluated based on how well they align with and contribute to the university's strategic goals and objectives. This includes achieving specific targets related to academic excellence, administrative efficiency, and institutional growth.

1. **Leadership and Management Skills:** Effective leadership and management skills are critical criteria. This involves assessing administrators' abilities to lead their teams, manage resources efficiently, and make strategic decisions that benefit the university.

2. **Compliance and Integrity:** Performance is evaluated on adherence to legal and regulatory requirements, including compliance with the Private Higher Education Acts and other relevant regulations. Integrity in managing university affairs and ethical conduct are also key factors.

3. **Stakeholder Engagement:** The ability to engage with and address the needs of various stakeholders, including students, faculty, staff, and external partners, is a significant criterion. This involves effective communication, responsiveness to feedback, and fostering positive relationships.

4. **Innovation and Improvement:** Administrators are assessed on their efforts to drive innovation and continuous improvement within their departments. This includes introducing new initiatives, improving processes, and adapting to changes in the higher education landscape.

5. **Financial Management:** Evaluations include reviewing how well administrators manage their budgets, allocate resources, and achieve financial targets. Effective financial management ensures the sustainability and growth of the university.

6. **Performance Metrics and Outcomes:** Specific performance metrics and outcomes related to their roles and responsibilities are used for evaluation. This includes achieving key performance indicators (KPIs) and other measurable objectives set by the university.

7. **Feedback from Peers and Subordinates:** Performance evaluations also consider feedback from peers and subordinates. This feedback provides insights into the administrator's leadership style, collaboration skills, and overall effectiveness in their role.

By using these criteria, Stamford International University ensures a comprehensive and objective evaluation of its administrators, which supports the overall effectiveness and success of the institution.

(4.4) Information on determining monthly compensation rates for administrators of higher education institutions. Please attach the announcement file in PDF format for download.

The compensation structure for administrators at Stamford International University is determined based on a combination of factors, including but not limited to the level of the position, scope of responsibilities, market conditions, individual qualifications, and performance. We ensure that the salary levels are generally consistent with industry standards and take into consideration best practices from both domestic and international education sectors in the decision-making process.

It is important to note that specific salary data is considered confidential and cannot be disclosed publicly. We place a high value on protecting employee privacy and ensuring that the compensation system is fair and reasonable.

<https://www.stamford.edu/wp-content/uploads/2024/08/1.5-List-of-office-Administrators.pdf>

<https://www.stamford.edu/wp-content/uploads/2024/09/1.5-Appointment-announcement-of-ALL-MGT-1.pdf>