



# STRATEGIC PLAN 2018-2022

Faculty of Tropical Medicine, Mahidol University

**VISION** / To be the World Class Tropical Medicine Research Institute

**MISSION** / To Strive for Excellence in Research, Education and Health Services in Tropical Medicine



## TropMed Core Value



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## 19 Main Indicators for the Faculty of Tropical Medicine

Indicators	Units	Fiscal Year				
		2018	2019	2020	2021	2022
Research with global and social impact						
1. Amount of research funding support per academic year per academic staff awardee (fiscal year)	Million baht /person	1.2	฿ 2.5, as for MU KPI			
2. Research Quantity and Quality						
2.1 Number of articles published in international journals per calendar year	Items /person	2.5	฿ 2.5, as for MU KPI			
2.2 Number of quality research publications and citation index in the previous 5 years	Article	15	฿ 2.5, as for MU KPI			
2.3 Articles published in ISI Journal Database (Quartile 1) (top 25%)	Percentage	65	75	85	≥ 90	
2.4 Faculty's H-Index	Unit	≥ 50				
3. Number of research outputs translated into policy or commercial demand	Units	2	2	2	2	2
Outcome-based education for globally-competent professionals.						
4. Number of program proposals for AUN-QA Accreditation at ASEAN Level.	Program	2	4	6	8	8
5. Joint degree programs.	Program	-	1	-	-	1
6. Number of new students	Person	80	100	100	110	110

Indicators	Units	Fiscal Year				
		2018	2019	2020	2021	2022
7. Number of academic staff/students with foreign Exchange activities.						
7.1 Students						
7.1.1 Inbound	Person	15	15	20	20	25
7.1.2 Outbound	Person	20	30	35	35	40
7.2 Teacher/Academic/Support Staff						
7.2.1 Visiting Professor/ Inbound	Person	13	15	15	15	20
7.2.2 Outbound	Person	10	12	15	15	20
8. Number of students receiving national/ international awards.	Person	5	5	5	5	5
Leaders in Treatment of Tropical Diseases and Academic Services.						
9. HA Accreditation.	PASS	HA	HA	HA Advance		
10. Number of new tropical disease centers with research focus.	Center	1	1	-	1	-
11. Number of domestic and international cases.	Times / Year	≥ 3,000				
12. Total hospital revenues > than expenditures.	Million Baht	30	35	40	45	50
13. Customer satisfaction score (maximum score = 5).	Score	4.7	4.8	4.8	4.9	4.9
Good Governance for Sustainable Quality Organization.						

Indicators	Units	Fiscal Year				
		2018	2019	2020	2021	2022
14. Decrease in number of internal/ external complaints.	Percent	10	10	10	10	10
15. Organizational commitment score (maximum score = 10).	Score	7.5	7.8	8	8.2	8.5
16. Percentage of employees who have developed and progressed in their career path. - Academic staff. - Support staff.	Percent	10 10	10 10	10 10	10 10	10 10
17. Income > than expenditure. (before depreciation) (Departmental Income).	Million Baht	≥ 50				
18. EdPEX evaluation results.	Score	300	350	360	370	380
19. Percentage assessment result/ score according to university ecological indicators (maximum score = 18).	Score	16	17	18	18	18

## Strategy I : Research with global and social impact.



Goals/Strategies		Project / Action Plan
Goal 1 Sustainable Organizational Research Culture.		
Strategy 1 Cultivate and promote innovative research culture that has impact on society, health, and the economy, with particular focus on emerging and re-emerging tropical diseases, and tropical diseases among the elderly.	1. Announce research culture policy	
	2. Create expertise database	
	3. Enable research environment	
Goal 2 Produce sustained high-quality research that informs/promotes the development of health, social and economic policy.		
Strategy 2 Be open to potential researchers from all over the world and researcher development.	4. Capacity building (Proposal writing, manuscript writing, grants management).	
	5. Research Integrity & Compliance Project.	
Strategy 3 Research funding system.	6. Fund Seeking Project.	
Strategy 4 Provide suitable infrastructure support to maximize researcher performance.	7. Research infrastructure development project.	
Goal 3 Extend the scope of research to address global changes likely to create major future public-health problems.		
Strategy 5 Expand research to domestic/ international target areas with tropical disease problems.	8. Create networks with other institutes to support expansion of the research base.	
Goal 4 Become World Research Hub in Tropical Diseases.		
Goal 6 Expand research partnerships with international institutions/ organizations.	9. Business Talk (Pre-Post JITMM Networking).	
	10. Reactivation of MOUs and collaborations.	
Goal 5 Conduct research linking to academic entrepreneurship.		
Goal 7 Create business partnerships to enhance research in domestic/ international government/ private sectors. Support new studies that lead to innovative solutions to problems.	11. Business partnerships that support research.	

## Strategy II : Outcome-based education for globally-competent professionals.



Goals/Strategies	Project / Action Plan
Goal 1 Programs in tropical diseases and related fields are unique, modern, and emphasize skills and real-life experience.	
Goal 1 Course modifications /new courses and academic planning for new curricula. To be modern and consistent with global changes, and focus on practical experience.	1. Joint Degree Program.
	2. Online Course/ E-learning.
	3. Educational technology project.
Goal 2 Sustainable Tropical Diseases Learning Center.	
Strategy 2 Seek and develop collaborative networks to support outbound lecturers.	4. International collaboration for teaching excellence of BSTM.
	5. Global connectivity.
Strategy 3 Enhance academic skills in tropical diseases and lecturers' teaching style, including soft skills and lifetime learning.	6. Develop study materials and digital media for tropical diseases.
Goal 3 Produce graduates who meet the needs of domestic and foreign employers; graduates who have the capacity for lifetime self-study/learning.	
Strategy 4 Exploring and applying graduates' needs/ stakeholder analysis for curriculum improvement.	7 Stakeholder satisfaction and interest survey (stakeholder) in academic perspective.
	8. โครงการประชาสัมพันธ์การตลาดในประเทศ (Road Show)
Goal 4 International Accreditation Program.	
Strategy 5 International accreditation process, such as AUN-QA.	9. 15-minute AUN-QA Project.
Goal 5 Develop BSTM "Office of Automation": professional, up-to-date, accurate and fast.	
Strategy 6 Facilitate and develop academic services to support conducive environment for teaching and learning.	10. BSTM office automation.

### Strategy III : Leader in Tropical Health and Academic Services.



Goals/Strategies	Project / Action Plan
Goal 1 To Achieve Excellence in Tropical-Disease Medical Services.	
Strategy 1 Becoming the regional tropical diseases diagnostic and treatment center.	1. Dengue and malaria patient tracking system.
	2. “One-stop service “ project
	3. Tropical-disease consultations.
	4. Hepatitis B and Liver Diseases Centre.
Strategy 2 Reference Center for Tropical Diseases.	5. TropMed Bio-archive Centre.
Goal 2 International Tropical-Diseases Training and Travel-Medicine Center.	
Strategy 3 Personnel expertise and excellence in domestic/ international travel-medicine services.	6. Domestic/ international travel-medicine service excellence.
	7. Development of hospital personnel to provide services in tropical diseases and travel medicine.
Strategy 4 Travel medicine training / short course(s).	8. Design travel medicine training/ short course/ special course curriculum.
Strategy 5 Create travel medicine partnerships to connect with the tourism industry.	9. Travel-Medicine Training for Tourist Guides Project.
Goal 3 Upgrade the Hospital for Tropical Diseases with excellent services and build customer engagement.	
Strategy 6 Reinforce TropMed service culture of excellence in medical services.	10. Reinforce TropMed service culture of excellence in medical services among personnel at all levels. Design working plan to achieve service standards.
Strategy 7 Establish service delivery standards.	11. Online registration and appointments.
	12. Hospital satisfaction management and Complaints in Hospital services.
	13. Create effective clinical practice guidelines for tropical diseases.
Goal 4: Provide excellent academic services that meet international standards, and which improve quality of life, especially health and wellbeing.	
Strategy 8 Promote collaboration between internal and external units to build Interdisciplinary academic services.	14. Interdisciplinary seminar/ training and academic management project.



	Goals/Strategies	Project / Action Plan
	Strategy 9 Encouraging innovative academic/ or professional services that can drive quality-of-life improvement, according to societal needs.	15. Research funding projects for the design of innovative services (R to I).

## Strategy IV : Good Governance for Sustainable Quality Organization.



Goals/Strategies	Project / Action Plan
Goal 1 Ensure a qualitative/ quantitative balance in the availability of human resources, including staff commitment and culture consistent with TropMed culture.	
Strategy 1: Analyze short-term and long-term manpower and personal development. Create a recruitment system that matches the strategic plan.	1. FTE (Full-time equivalent).
	2. Development of recruitment system.
Strategy 2 : Hire quality personnel who have values, culture, and competencies, that align with the direction of the organization.	3. Personnel capacity-development project.
	4. English language for personnel project.
	5. Information and communication technology enhancement project.
	6. Soft skills development for lecturers and support staff.
	7. TropMed the organization <i>for the nation</i> of PEACE.
	8. Entrepreneurship training project.
Strategy 3 Succession plan/ mentorship.	9. Succession plan/ mentorship.
Strategy 4: Promoting ecological university (ECO University).	10. Promoting social responsibility.
	11. Excellence in physical and environmental resources management.
Goal2 Stability and financial sustainability. To support TropMed's mission, strategies, plans and activities.	
Strategy 5: Financial planning and analysis.	12. Property management project.
	13. Development of "SMART OPD" Services
	14. Increase students in Certificate Assistant Nurse Program
Goal 3 Data-Driven Decision/ ICT-Based Organization.	
Strategy 6: Develop IT and secure office automation.	15. Build ICT infrastructure.
	16. Integrated information management system.
Goal 4: To raise the profile of the Faculty nationally and internationally.	
Strategy 7: Effective internal communication.	17. Customer service management.
Strategy 8: Create good corporate image.	18. Social engagement.
Strategy 9: Pro-active PR Plan.	17. Pro-active public relations and marketing plan to promote corporate image.

Goals/Strategies	Project / Action Plan
Goal 5 TQC accreditation by 2019.	
Strategy 10: Total Quality Management (TQM) Plan	18. TropMed QA Workshop.
	21. 1 person 1 Innovation.
	22. KM Database.
	23. TropMed War Room.

## Summary of FTM Draft Strategic Plan 2018-2022

สรุป Summary	เป้าประสงค์ Goals	กลยุทธ์ Strategies	โครงการ Projects	ตัวชี้วัด Indicator
I: Research with global and social impact.	5	7	11	3
II: Outcome-based education for globally-competent professionals.	5	6	10	5
III: Leader Tropical Health and Academic Services.	4	9	15	5
IV: Good governance for sustainable quality organization.	5	10	23	6
Total	19	32	59	19