



**UNIVERSITI
MALAYA**

*Faculty of Computer Science
and Information Technology*



FSKTM STRATEGIC PLAN 2021 – 2025

FCSIT VISION & MISSION

VISION

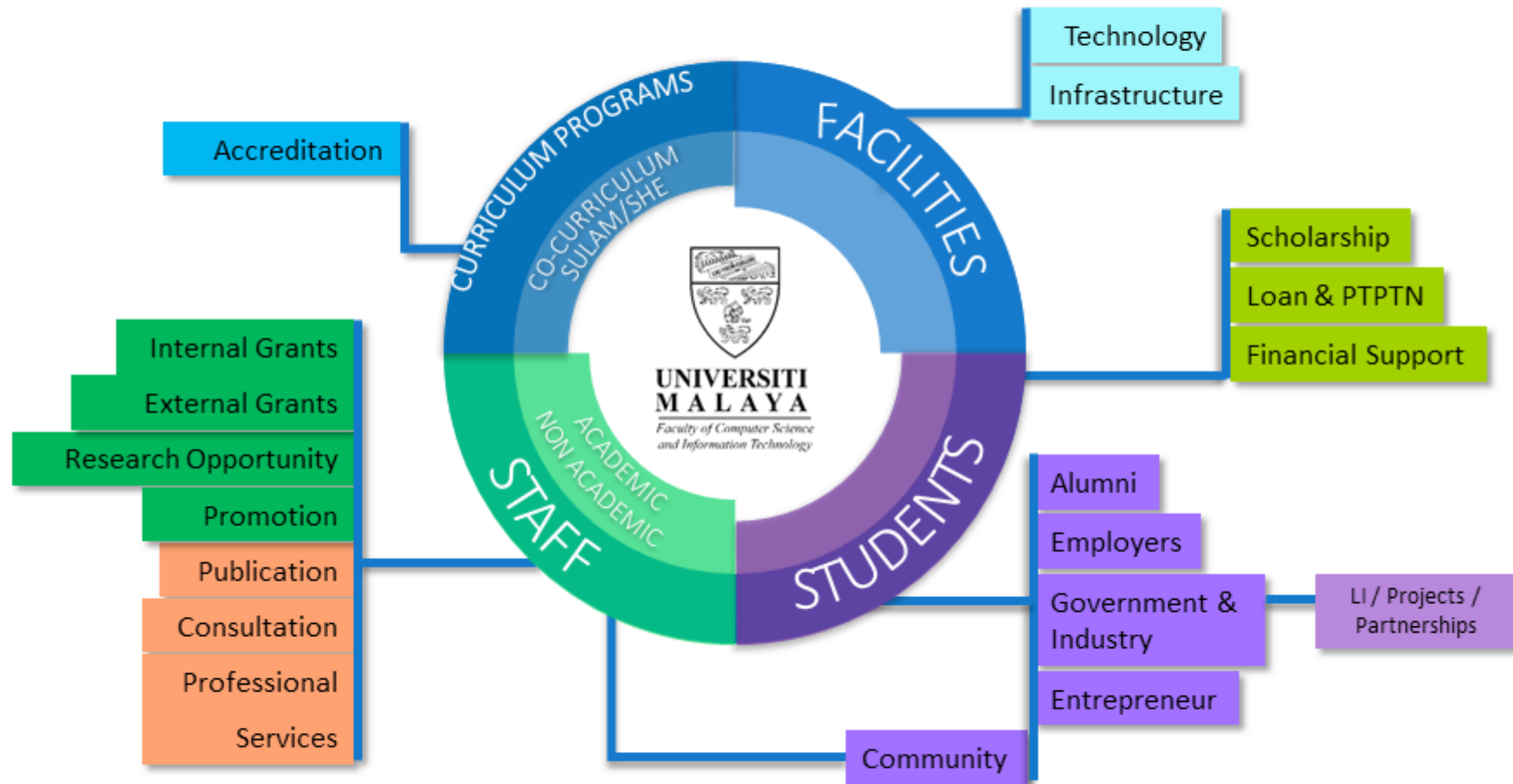
A globally-influential faculty,
enriching lives & shaping the
future through computing
technology.

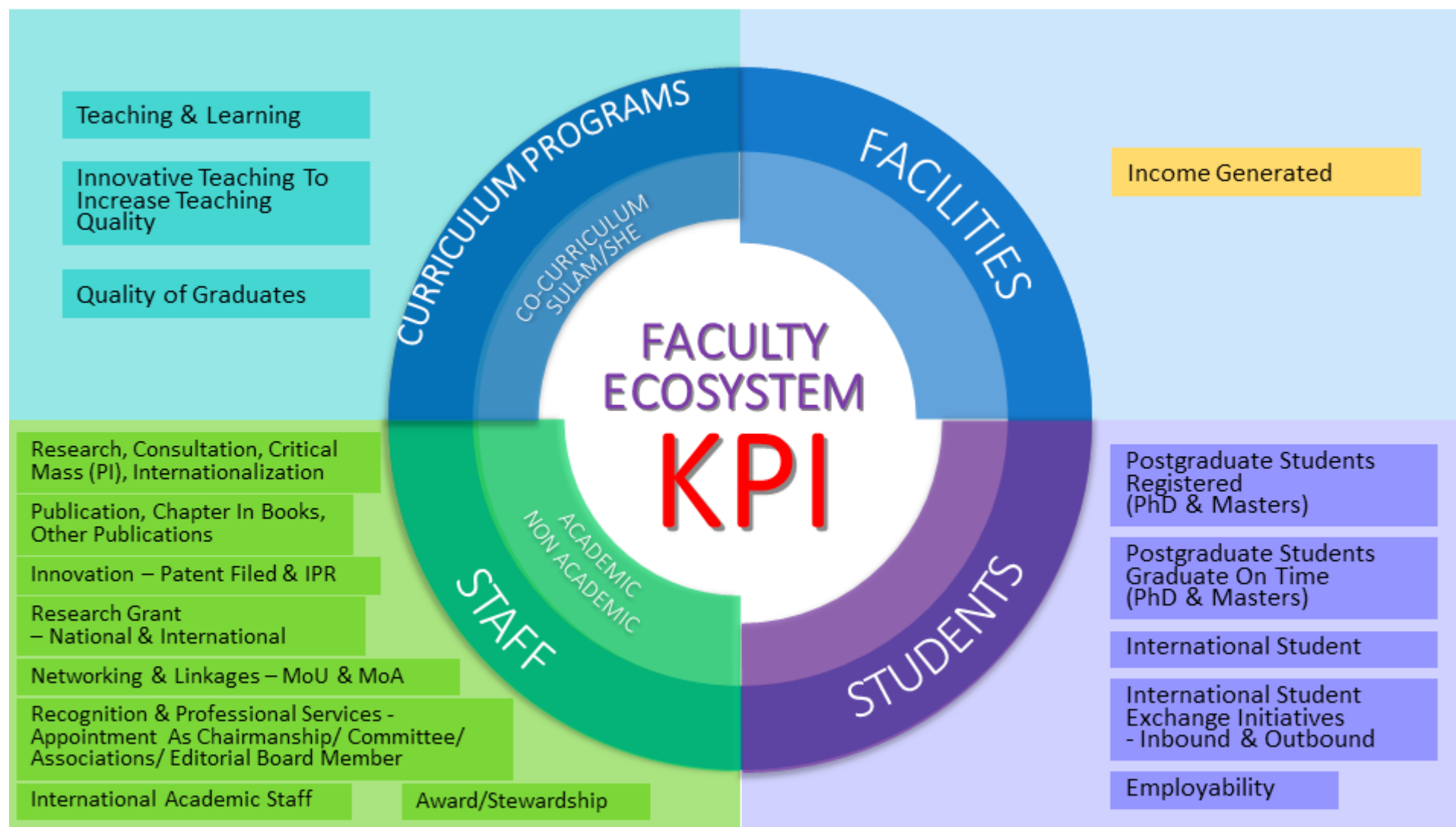
MISSION

To enrich lives and shape the future for the nation and humanity through education, research and technopreneurship.



FACULTY ECOSYSTEM





STUDENTS

Globally-Influential Faculty

Definition:

Academia with Strength and Dominance to Create a Positive Impact that Brings World Recognition in Teaching, Research, Knowledge Transfer and International Outlook

Empowerment:

The process of becoming stronger and more confident, especially in controlling one's life and claiming one's rights

Enriching Lives

Definition:

Enhancing Communities through Intellect and Technology for a More Fulfilling and Meaningful Life

Student Services & Welfare:

Services: the action of helping or doing work for someone.

welfare: statutory procedure or social effort designed to promote the basic physical and material well-being of people in need.

Shaping the Future

Definition:

Building the Nation and Training the Leaders of Tomorrow

Development:

Development: a specified state of growth or advancement.

Indicators:

- Students in Global Computing Workforce and Industrial Attachment

- Wellbeing and wellness
- Student Networks and Linkages

- Student involvement in grand challenges

INDICATOR 1: **Number of Students In Global Computing Workforce and Industry Attachment (Empowerment)**

TARGET

2021 : 1%

2022 : 2%

2023 : 3%

2024 : 5%

2025 : 7%

REQUIREMENT : Identify relevant multinational industry

OBSTACLE: Technical skill and soft skill following the international level, trade secret, industrial proprietary data

STRATEGY: Industry involvement in the academic program

IMPACT: Students recruitment in the global workforce

ACTION PLAN

Industry Involvement In The Academic Program/Curriculum

IMPLEMENTATION

- Guest Speaker
- Industry Visit
- Career Day/Booth During Faculty Events
- Industry Engagement/Mentoring (In Latihan Ilmiah)
- 2u2i

PIC

TDID/TDIT/Chief Liaison Officer/LI coordinator/
FYP Coordinator/IPPI

.....
Industrial Collaboration

- MOU-MOA
- Industrial Problem Research

.....
TDIT/ TDP/ Lecturers

INDICATOR 2: Wellbeing and Wellness (Student Services & Welfare)

TARGET

2021 : 24 person

2022 : 20 person

2023 : 15 person

2024 : 10 person

2025 : 5 person

REQUIREMENT : a) Voluntary students participation b) Identified students

OBSTACLE: a) Compact/inflexible timetable b) "Special" students

STRATEGY: Implement merit based program, closed program for inferior students (group), 1-1 session

IMPACT: Improve grade, lesser number of student under observation and drop-outs

ACTION PLAN

IMPLEMENTATION

PIC

Sharing Data On Students Performance/Status

- Students details shared before every semester to the PIC

Faculty Office/TTTR/ Department Academic Advisor

Monitoring Session

- 2 group support sessions every semester for under observation and drop-outs
- 1 to 1 session for dropouts

TDID/TDIT/ HOD/TTTR/ Department Academic Advisor

Student Social Enterprise Program

- Student Kiosk
- B40 Food coupon

TDID/TDP/
Dean's Office

Student Health Support

- Sickbay
- Open gym
- Indoor sports facilities
- Game rooms (variety of indoor game)

TDP/TDID/
PEKOM

Student Idea Articulation Platform

- Student speaker / performing corner

TDP/TDIT/TDID/
PEKOM/PG Club

INDICATOR 3: Student Network and Linkages (Student Services & Welfare)

TARGET				
2021 : 10	2022 : 15	2023 : 20	2024 : 25	2025 : 30

REQUIREMENT : Identify professional bodies and involved industries

OBSTACLE: Registration fee of becoming professional student member

STRATEGY: To create the knowledge sharing culture

IMPACT: Expand student network and linkages to the professional level, certified professionals

ACTION PLAN	IMPLEMENTATION	PIC
Awareness and Empowerment	<ul style="list-style-type: none">Establish and strengthen PG and UG club	TDID/TDIT/ PEKOM/PG Club/HOD
Identify Professional Bodies	<ul style="list-style-type: none">Register and connect to professional bodies	TDID/TDIT/Lecturers
Industry Engagement	<ul style="list-style-type: none">Programs and seminars	TDP/LI Coordinator/ Lecturers

INDICATOR 4: Student Involvement In Global Grand Challenges (Development)

TARGET				
2021	2022	2023	2024	2025
Awards: 5 Students Involvements: 20	Awards: 7 Students Involvements: 25	Awards: 9 Students Involvements: 30	Awards: 11 Students Involvements: 35	Awards: 13 Students Involvements: 40

REQUIREMENT : Identify potential students, create the culture of competitive and innovation

OBSTACLE: Lack of voluntary students

STRATEGY: To identify the talents and potential

IMPACT: Experiencing the challenges, winning awards, grants and global challenges

ACTION PLAN	IMPLEMENTATION	PIC
Identify Talents	<ul style="list-style-type: none"> Trainings and highlights on the available challenges Workshop on ideation and exposure Ideation platform/ stage for student 	TDID/TDP/TTC/ PEKOM/ PG Club
Identify Potential Competition	<ul style="list-style-type: none"> Identify competition from industries and universities 	TDID/TDP/TTC/ PEKOM/ PG Club
Publicize To The Faculty (Students And Staff)	<ul style="list-style-type: none"> Disseminate information to students in social media, classes or meetings SOP on competition (fundings, proposal, approval, report) 	TTC/PEKOM, PG Club/TFC

STAFF

INDICATOR 1: No. of Outstanding National and Global Talent

REQUIREMENT : To increase number of outstanding national and global talent

OBSTACLE: Lack of resources (financial)

STRATEGY: To recruit highly qualified national and global talent

IMPACT: Increase the university ranking

ACTION PLAN

Create a talent pool program
(RA / Post-Doc, Fellows, Lecturers)

IMPLEMENTATION

- Identify potential national and global talent based on the comprehensive successor plan
- Create non-monetary incentive to attract outstanding talents to apply

PIC

Dean and HOD

.....
Leverage on visiting professor /
lecturer scheme

- Offer them a minimum 1 year tenure

Dean and HOD

INDICATOR 2: No. of Influential Talents

TARGET				
2021 : 10	2022 : 10	2023 : 10	2024 : 10	2025 : 10

REQUIREMENT : To increase level of skills and competencies among our staff

OBSTACLE: Lack of resources

STRATEGY: To identify and train potential talents

IMPACT: To increase the university ranking

ACTION PLAN	IMPLEMENTATION	PIC
Continuous monitoring of staff competencies	<ul style="list-style-type: none"> Maintain staff competencies matrix to identify current and future needs Form and implement a mentor-mentee program to groom potential talents Conduct yearly monitoring session for each staff 	KPP, HOD
Organize structured program for competencies and skill development	<ul style="list-style-type: none"> Conduct/choose relevant international/ national workshop for competencies development Academic (leadership, research and writing skills) Non-academic (leadership, management and self-development) 	HOD
Provide upskill development opportunities	<ul style="list-style-type: none"> Provide platform to disseminate information on available training programs Organize courses with software houses for crucial skill 	TDP
Provide orientation program for new staff	<ul style="list-style-type: none"> For academic staff For support staff 	HOD/KPP

INDICATOR 3: Availability of Comprehensive Succession Plan

TARGET

2021 : 1

2022 : 1

2023 : 1

2024 : 1

2025 : 1

REQUIREMENT : To ensure the continuity of available expertise and capable successor

OBSTACLE: Lack of proper planning

STRATEGY: To conduct structured planning and monitoring of expertise and capable successor

IMPACT:
 (1) To ensure continuous service delivery
 (2) To close the gaps between current and future workforce capability

ACTION PLAN

Periodic monitoring of expertise

IMPLEMENTATION

- Identify potential retiring staff within 5 years
- Identify required expert areas for replacement using lecturer/academic scheme (SLAB/SLAI)
- Identify required experts for current and new program

PIC

HOD

Organize expertise and training program for faculty members

- Identify potential staff for management training program
- Identify suitable programs for the candidate staff (INTAN leadership and managerial program)

HOD

FACILITIES

INDICATOR 1: High Quality Training

TARGET				
2021	2022	2023	2024	2025
Revenue: RM300k	Revenue: RM350k	Revenue: RM400k	Revenue: RM450k	Revenue: RM500k

REQUIREMENT : Establishment expert database or portfolio

OBSTACLE: Lack of certified or expert trainers

STRATEGY: To proactively promote Hub of Computing Expertise

IMPACT: Increase the university reputation

ACTION PLAN	IMPLEMENTATION	PIC
Publicize Faculty Experts	<ul style="list-style-type: none">Establish mass media connectionIncrease staffs involvement in business podsProactively promote faculty experts	Deputy Dean (R&D) Office/ Technovations
To be an Authorized Training Centre (ATC)	<ul style="list-style-type: none">To partner with various certification bodies (e.g., Adobe, Microsoft, Apple, Google)To certified faculty staff through Train-the-Trainer Programme	Deputy Dean (R&D) Office/ Technovations

INDICATOR 2: Technopreneur Establishment

TARGET				
2021	2022	2023	2024	2025
2 Start-up	2 Start-up	4 Start-up	4 Start-up	5 Start-up

REQUIREMENT : Change paradigm towards technopreneurial culture

OBSTACLE: Lack of fostering technopreneurial culture

STRATEGY: To establish support for technopreneurship practices

IMPACT: Increase university income

ACTION PLAN	IMPLEMENTATION	PIC
Groom students/staffs to become Technopreneur	<ul style="list-style-type: none">To conduct Technopreneurship day (Talk, Workshop)Nurturing program for technopreneurship.To collaborate with UMEC, UMCIC, MaGIC, Cradle and respective organizations	Deputy Dean (R&D) Office/ Technovations
Start-Up Establishment	<ul style="list-style-type: none">To organize start-up pitch competitionInvolvement with industries as mentorIdentify venture capital firmTo provide incubators in new building to support incubation program	Deputy Dean (R&D) Office/ Technovations

INDICATOR 3: No. of Commercialized Products / Services

TARGET

2021

20 products/ services
(Revenue: RM400,000)

2022

25 products/ services
(Revenue: RM500,000)

2023

30 products/ services
(Revenue: RM600,000)

2024

35 products/ services
(Revenue: RM700,000)

2025

40 products/ services
(Revenue: RM800,000)

REQUIREMENT :

- Liaison officers for commercialization
- Business plan market analysis and industrial matching
- Industry partnership

OBSTACLE:

- Awareness of staff and student interest on technopreneurship
- Lacking experts on business plan writing and preparation, database for market analysis and insufficient industrial linkage to research project

STRATEGY: To answer the needs of the future technology

IMPACT: Increase university applied research productivity

ACTION PLAN

To Identification of products and services that have high potential to be commercialized

IMPLEMENTATION

- Collection of proof of concepts from completed research.
- Apply for pre-commercialization grant (Technofund, Innofund, Pre-Seed, U-CIP Catalyst)
- Product development.

PIC

Deputy Dean (R&D)
Office

Licensing or spin-off matured commercial or technology

- To plan several spin-off companies/licensing based on the different niche research areas identified in the "Identification" stage.
- Nurturing program for technopreneurship.
- Industrial matching

UMCIC
Technovations

INDICATOR 4: No. of Specialized Computer Labs

TARGET				
2021	2022	2023	2024	2025
-	-	-	20 (New Building)	- (New Building)

REQUIREMENT : Dedicated labs for teaching and learning purpose in line with the in-trends computing technology

OBSTACLE: Logistics problem

STRATEGY: To establish collaboration with technology provider

IMPACT: Increase university reputation as the world class facilitator

ACTION PLAN	IMPLEMENTATION	PIC
Determine and develop new infrastructure for the faculty	<ul style="list-style-type: none"> To design or develop new building architecture for high computing technology clusters 	Dean, Deputy Dean (R&D) & JPPHB
Determine and develop simulated working environment (Incubator)	<ul style="list-style-type: none"> To design and develop specific lab with highly reputable tech-IT provider 	UMCIC, Dean, Deputy Dean (R&D)

INDICATOR 5: New Intelligent / Smart / Conducive Learning Environment

TARGET

2021

-

2022

-

2023

-

2024

No. of teaching lab : 6
No. of dedicated lab : 30

2025

-
(New Building)

REQUIREMENT : A new building with spaces for teaching lab, dedicated lab, space for rent, students & staffs 'stress-free' / 'hangout' space

OBSTACLE: Crowded space that cannot support the increase of labs and other spaces due to massive students' intake and new staffs

STRATEGY: To provide conducive intelligent learning environment

IMPACT: To increase student learning ability

ACTION PLAN

Identify work process in establishing new building

Equip the building with conducive facilities & dedicated labs

Market spaces for rent and incubation programme

IMPLEMENTATION

- Working closely with JPPHB and Legal unit

- Design and equip with quality facilities
- To partner with industries to equip the room and lab with hi-tech equipment

- Identify and approach potential companies
- Incubator under incubation programme for students/staffs

PIC

Dean,
Deputy Dean (R&D) & JPPHB

Dean,
Deputy Dean (R&D) & JPPHB

Dean,
Deputy Dean (R&D) & JPPHB

ACADEMIC UNDERGRADUATE

Shaping the Future

Definition:

Building the Nation and Training the Leaders of Tomorrow

Enriching Lives

Definition:

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Globally-Influential Faculty

Definition:

Academia with Strength and Dominance to Create a Positive Impact that Brings World Recognition in Teaching, Research, Knowledge Transfer and International Outlook

Performance Indicators

Employability Rate & Period

NEW No. of Industry Engagement

NEW Num of Certification

NEW Internationalization and Networking (Inbound)

NEW Num of Graduate Students Attributes

NEW Num of Innovative Teaching and Learning Approach

Global League Ranking by Subject

NEW Internationalization and Networking (Outbound)

INDICATOR 1: Employability Rate & Period

TARGET				
2021	2022	2023	2024	2025
10	10	10	10	10

REQUIREMENT : To develop Holistic and Balanced Graduates

OBSTACLE: Curriculum not diverse with industry needs

STRATEGY: To incorporate industry collaboration with undergraduate program

IMPACT: Increased percentage of graduate employability rate for undergraduates

ACTION PLAN	IMPLEMENTATION	PIC
Faculty Career Fair	<ul style="list-style-type: none"> Set-up booth and exhibition - Sem 2: March - May 	Deputy Dean (Undergraduate)
Invite company to interview students before graduate	<ul style="list-style-type: none"> Industry Talk & Interview sessions - Sem 1: Oct - Dis - Sem 2: Feb 	Deputy Dean (Undergraduate)
Groom students to become Technopreneur (Soft skills)	<ul style="list-style-type: none"> Technopreneurship course - Sem 1 : Oct - Sem 2 : March 	Deputy Dean (Undergraduate)
Periodic monitoring on employability status	<ul style="list-style-type: none"> Every quarterly 	Deputy Dean (Undergraduate)

INDICATOR 2: No. of Industry Engagement

TARGET				
2021	2022	2023	2024	2025
20	25	30	35	40

REQUIREMENT : Involvement of industries in each of the undergraduate programmes

OBSTACLE: Continuous engagement with industries

STRATEGY: MoU / MoA

IMPACT: Students are more engaged with the industries

ACTION PLAN	IMPLEMENTATION	PIC
Industry talk for each course	<ul style="list-style-type: none"> Ensure industry talk for at least one topic for a particular course - Sem 1 & 2 	Deputy Dean (Undergraduate)/ HoDs / FYPs Coordinator
Monthly planning on industrial talk/workshop for all students	<ul style="list-style-type: none"> Planning from each department for industrial engagement - All year round 	Deputy Dean (Undergraduate)/ HoDs / FYPs Coordinator
Industry/Research-based FYPs	<ul style="list-style-type: none"> Compulsory involvement of stakeholders for FYPs - Sem 1 & 2 	Deputy Dean (Undergraduate)

INDICATOR 3: No. of Certification Per Programme

TARGET				
2021	2022	2023	2024	2025
1 Certification	1 Certification	1 Certification	2 Certification	2 Certification

REQUIREMENT : To upscale programme quality and visibility

OBSTACLE: Industry Commitment

STRATEGY: MoU / MoA

IMPACT: Quality and visible programme; Student Skills

ACTION PLAN	IMPLEMENTATION	PIC
Identification of Certification	<ul style="list-style-type: none"> Identify suitable certification - March 2020 Invite related industry for collaboration and engagement - Sem 1 & 2 	HoDs
Awareness and preparation for certification	<ul style="list-style-type: none"> Establish Committee - March 2020 Documentation - Nov 2020 Create awareness about certification to students - Sem 1 & 2 	HoDs

INDICATOR 4: Internationalization and Networking (No. of Inbound Students)

TARGET				
2021	2022	2023	2024	2025
131	136	141	146	151

REQUIREMENT : Offer more courses for inbound students and improve mobility programme coordination

OBSTACLE: Limitation of Facilities and infrastructure for on demand courses (Robotics, Virtual Reality etc), Lack of funding from university

STRATEGY: Improve facilities and infrastructure, established MoU/MoA with reciprocal agreement

IMPACT: Increased number of inbound students

ACTION PLAN	IMPLEMENTATION	PIC
3 courses per programme	<ul style="list-style-type: none"> Offer 3 courses for each programme for each semester - Sem 1 & 2 	Deputy Dean (Undergraduate) / HoDs / Mobility Coordinator
Established more MoU/MoA with Industries and Universities	<ul style="list-style-type: none"> Secure funding from other sources - All year round 	Deputy Dean (Undergraduate) / HoDs / Mobility Coordinator
Improve infrastructure and Facilities for teaching and learning	<ul style="list-style-type: none"> Identify on-demand subjects and upgrade teaching and learning facilities - Sem 1 & 2 	Deputy Dean (Undergraduate) / HoDs / Mobility Coordinator

INDICATOR 5: No. of Graduate Students Attributes

TARGET				
2021	2022	2023	2024	2025
20	30	40	45	50

- REQUIREMENT :**
GSA programmes for each department
- OBSTACLE:**
Getting students to participate
- STRATEGY:**
Awareness events to highlight on the importance of certain knowledge and skills needed in the job market
- IMPACT:**
Students are equipped with sufficient knowledge and skills obtained from the industries

ACTION PLAN	IMPLEMENTATION	PIC
Each department conduct number of GSA programmes per session	<ul style="list-style-type: none"> Identification/planning of events and PIC from the department. - Sem 1 & 2 	Deputy Dean (Undergraduate) / HoDs
.....
Specify GSA for Weak Students	<ul style="list-style-type: none"> Identification/planning of events and PIC from the department. - Sem 1 & 2 	Deputy Dean (Undergraduate) / HoDs
.....
Digital Tech Career Advancement Programme	<ul style="list-style-type: none"> Superstar Program / Student - CEO Faculty 	Deputy Dean (Undergraduate) / HoDs

INDICATOR 6: No. of Innovative Teaching and Learning Approach

TARGET				
2021	2022	2023	2024	2025
1 Innovative Approach	1 Innovative Approach	1 Innovative Approach	2 Innovative Approach	2 Innovative Approach

REQUIREMENT : To promote the use of innovative teaching and learning technology

OBSTACLE: Facilities, Staff Skills, Student Involvement

STRATEGY: To send staff for training

IMPACT: Innovative teaching and learning; Increase staff teaching skills

ACTION PLAN	IMPLEMENTATION	PIC
Identification of suitable courses	<ul style="list-style-type: none"> Identified courses implement T&L using alternative approach (active learning) - Sem 1 & 2 	Deputy Dean (Undergraduate) / HoDs
Staff Training	<ul style="list-style-type: none"> Identify suitable training - All year round Send staffs for training of innovative teaching and learning - All year round 	Deputy Dean (Undergraduate) / HoDs

INDICATOR 7: Global League Ranking By Subject

TARGET				
2021	2022	2023	2024	2025
51-100 QS	41-50 QS	31-40 QS	21-30 QS	Top 20 QS

REQUIREMENT :

- Academic Reputation (UG)
- Employer Reputation (UG)

OBSTACLE:

- Less number of International Academic Staffs
- Competition from other Universities for global ranking

STRATEGY: Increase promotion for academic programmes to highly developed countries

IMPACT: Improved subject ranking

ACTION PLAN

International Academic Promotion Programme

IMPLEMENTATION

- Marketing activities at international platform
- All year round
- Social media promotion - All year round

PIC

Deputy Dean (Undergraduate) /
Roadshow Committee

INDICATOR 8: Internationalization and Networking (No. of Outbound Students)

TARGET				
2021	2022	2023	2024	2025
131	136	141	146	151

REQUIREMENT : Increase number of outbound programmes and improve mobility programme coordination

OBSTACLE: Lack of funding from university

STRATEGY: Established MoU/MoA with reciprocal agreement

IMPACT:

- Increased number of outbound students
- Exposure to International Culture

ACTION PLAN

Established more MoU/MoA with Industries and Universities

IMPLEMENTATION

- Secure funding from other sources

PIC

Deputy Dean (Undergraduate) / HoDs/
Mobility Coordinator

ACADEMIC POSTGRADUATE & RESEARCH

INDICATOR 1: No. of Local Postgraduates

TARGET

2021
50

2022
70

2023
90

2024
120

2025
150

REQUIREMENT :

- Comparable funding support for local candidates
- Support from top-management to encourage for further studies
- Flexible postgraduates programs on computing technology
- Promote current undergraduate students to pursue study

OBSTACLE:

- Lucrative offer from job market compared to funding/scholarship offer
- Lack of support from employers for staff to pursue further studies
- Limited career path opportunities with postgraduate qualifications
- Limited number of undergraduate students pursuing study to postgraduate programs

STRATEGY:

- To establish smart partnership with GLC, private sector, government and semi-government
- Promote the importance of postgraduate studies to top-management through face-to-face and virtual marketing including digital marketing
- Introduce on demand micro credential programs
- Promote the importance of future postgraduate studies in the career path

IMPACT:

- Strengthen higher level knowledge of local talent
- Enrich and satisfy higher knowledge transfer
- Producing state of the arts products and services at global level

ACTION PLAN

Partnership with GLC or Government Sectors

Awareness Programs

Postgraduate micro credential programmes

Cross disciplinary postgraduate programmes

Bootcamp UG to PG

IMPLEMENTATION

- Establish connection with Syabas, PDRM, ATM, Maktab Perguruan

- Series of talks with the industries
- Marketing activities - Digital Marketing

- Develop computing technology related programs to cater for higher level executives

- Develop computing technology related programs to cater for candidates from different backgrounds

- Bootcamp: Turn excellent local undergraduates to postgraduates students

PIC

Deputy Dean (Postgraduate), HoD, Postgraduate Coordinator

Deputy Dean (Postgraduate), HoD, Postgraduate Coordinator

Deputy Dean (Postgraduate), Program Coordinators

Deputy Dean (Postgraduate), Program Coordinators

Deputy Dean (Undergraduate), Deputy Dean (Postgraduate) & Program Coordinators

INDICATOR 2: No. of International Students Intake For Postgraduate Programs

TARGET				
2021	2022	2023	2024	2025
50	60	70	80	90

REQUIREMENT :

- Finance support for promotional activities
- Staff Commitment for promotional activities

OBSTACLE/ CHALLENGES:

- Resources (time/money/energy) constraint;
- Competition from other Universities
- Stringent exit requirement
- Lack of scholarship

IMPACT:

- International recognition
- Academic reputation

ACTION PLAN	IMPLEMENTATION	PIC
To increase recruitment of international postgraduates;	<ul style="list-style-type: none"> • Join UM marketing promotion drive 	Deputy Dean
Intensifying the Promotion of International PG Students	<ul style="list-style-type: none"> • Organize official visits to universities • Create promotional materials (video, brochures, testimonial) to be posted/shared on the faculty website/facebook/youtube/ international alumni 	Deputy Dean Faculty's Postgraduate Club
	<ul style="list-style-type: none"> • Join international education expo 	Deputy Dean
Involve University/ International Alumni	<ul style="list-style-type: none"> • Involve international students (final year students and alumni) to help promote programmes. • Marketing & Recruitment Centre (MRC) to promote programmes. 	Deputy Dean

INDICATOR 3: Graduate on Time For Postgraduate Programs

TARGET				
2021	2022	2023	2024	2025
25%	26%	27%	28%	30%

REQUIREMENT :

- Staff Commitment - supervision monitoring system
- High-tech computing facilities and equipments

OBSTACLE:

- High quality publication
- Part time students
- Lack of financial support

STRATEGY: To closely monitor the supervision process

IMPACT: Academic reputation nationally/internationally

ACTION PLAN	IMPLEMENTATION	PIC
Organize upskill workshops for students	<ul style="list-style-type: none">• Bootcamp - upskill training (refer to Indicator Y-Research)	Deputy Dean (Postgraduate)
Monitor the supervision process	<ul style="list-style-type: none">• Enforce the supervision monitoring system for students supervision/progress reports	Deputy Dean (Postgraduate)
Proactive intervention program	<ul style="list-style-type: none">• Identify potential GOTs and devise remedial plans	Deputy Dean (Postgraduate)
Award an incentive	<ul style="list-style-type: none">• Propose an incentive for GOT students/supervisors	Deputy Dean (Postgraduate)

INDICATOR 4: No. of Innovative Products

TARGET				
2021	2022	2023	2024	2025
1	2	3	4	5

REQUIREMENT : Innovative product development phases (with identified industry)

OBSTACLE: Product with no/ minimal innovative characteristics

STRATEGY: To synergize faculty-industry expertise for high innovation

IMPACT:

- Strengthen national economy
- The quality of local talent

ACTION PLAN	IMPLEMENTATION	PIC
Acquire real problems from industry and government	<ul style="list-style-type: none"> • Meeting with director/ head of industries/ government agencies. • Engage with Special-Interest-Group (SIG) Innovation hub/ International RnD centers • Staff upskill related to on demand industry problems 	Deputy Dean (Research)/ Researchers
Encourage proof of concept project	<ul style="list-style-type: none"> • Innovative Product Project Initiative/ Final Year Project • Active MoA/ RA in research grants/ funding • Crowdfunding/ crowdsourcing 	Deputy Dean (Research)/ Researchers
Initiate product commercialization	<ul style="list-style-type: none"> • Patent filing • Seek funding/ consultancy from government/ private sector 	Deputy Dean (Research)

INDICATOR 5: Amount of Diversified Research Funding

TARGET				
2021	2022	2023	2024	2025
RM 1 mil	RM 1.1 mil	RM 1.2 mil	RM 1.3 mil	RM 1.4 mil

REQUIREMENT : Acquire funding for research

- OBSTACLE:**
- Lack of awareness
 - Time constraints (due to internal review and screening processes)
 - Lack of funding allocation

STRATEGY: To increase the numbers of research funding from diverse sources

- IMPACT:**
- Increased research quality
 - Research talents

ACTION PLAN	IMPLEMENTATION	PIC
Identify industry partnership	<ul style="list-style-type: none">• Discussion with industries (define niche)	Researchers
.....
Improve research visibility (center of excellence, specific research labs, international conferences etc.)	<ul style="list-style-type: none">• Determine and develop critical niche area• Present research findings nationally and internationally	Deputy Dean
.....
Secure international research grant	<ul style="list-style-type: none">• Conduct workshop to produce high quality research proposal	Deputy Dean

INDICATOR 6: Consultation Activities

TARGET				
2021	2022	2023	2024	2025
2	3	4	4	5

REQUIREMENT : Identify Industries and Government agencies - needs and demands

OBSTACLE: Must go through tedious bureaucratic processes

STRATEGY: To encourage the researchers to engage with the industry for consultancy

IMPACT:

- Income generation
- Experts visibility

ACTION PLAN	IMPLEMENTATION	PIC
Streamline SOP	<ul style="list-style-type: none">• Convince university management to accept consultancy from other sources such as UM Technovation	Researchers/ Deputy Dean (Research)
Establish product Incubator	<ul style="list-style-type: none">• Set-up product incubator	Researchers/ Deputy Dean (Research)

INDICATOR 7: No. of Publication

TARGET				
2021	2022	2023	2024	2025
162	165	165	165	165

- REQUIREMENT :**
 - High quality researchers
 - Productivity in publishing ISI-indexed journal
- OBSTACLE:**
 - Lack of high quality researchers
 - Limited research fundings
- STRATEGY:**

To increase the number of high quality publication
- IMPACT:**
 - International visibility
 - Academic/ research reputation

ACTION PLAN	IMPLEMENTATION	PIC
Hire high quality Research Assistants/ Postdocs	<ul style="list-style-type: none"> • To seek for high quality researchers 	Researchers
Provide training to existing researchers	<ul style="list-style-type: none"> • Bootcamp - upskill trainings • Mentor-mentee/ Research group 	Deputy Dean (Research)/ Researchers