

**LIBAT URUS YBRS.
TIMBALAN NAIB CANSOLOR
(AKADEMIK &
ANTARABANGSA)
BERSAMA STAF AKADEMIK
BAHARU**

**1 APRIL 2026
DEWAN SENAT**





PHILOSOPHY

The divine law of Allah is the foundation of knowledge. In line with His Will, UTM strives with total commitment to attain excellence in science, technology and engineering for the well-being and prosperity of mankind

OUR MISSION

Develop Holistic Talents and Prosper Lives
Through Knowledge and Innovative Technologies

OUR VISION

A Premier University Providing World-Class
Education and Research

- **Established in 1972**
- **Public Research University**



UTM HISTORY

Our Pride and Dignity

1904

Teacher
Technical School,
Weld Road

1972

National Institute of
Technology (ITK)
University Status

1975

Universiti
Teknologi Malaysia
(UTM)

2010

Research University
(RU) Status

2022

50 Years
Anniversary

2025

UTM Ascend
2026-2030



UTM IN NUMBERS

32,004

23,891
3,739
4,414
4,852

Students

Undergraduate Students
Master Students
PhD Students
International Students

4,837

1,632
1,473
3,205

Staff

Academic Staff
Academic Staff with PhD
Professional and Support Staff

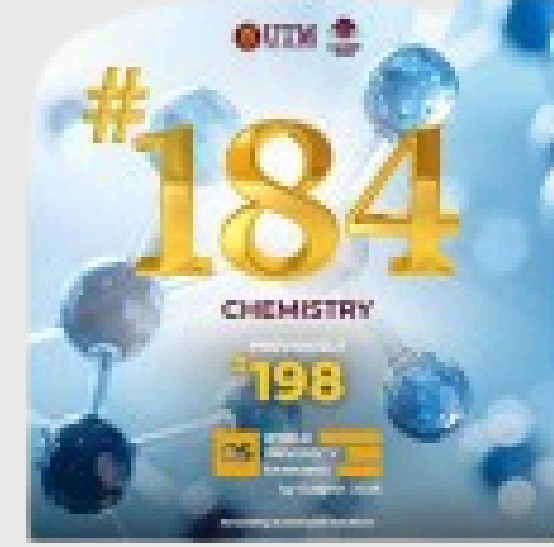
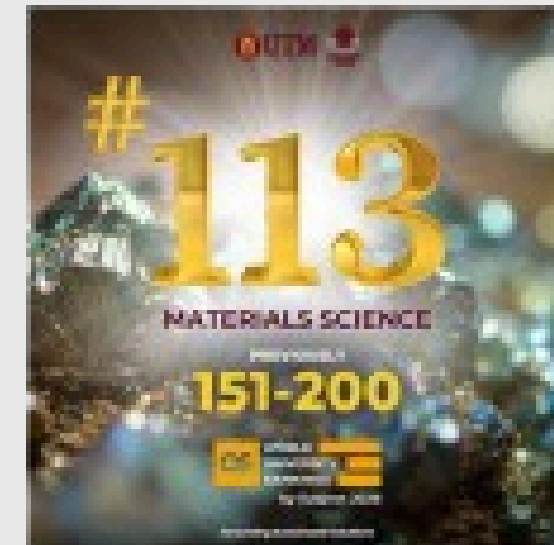
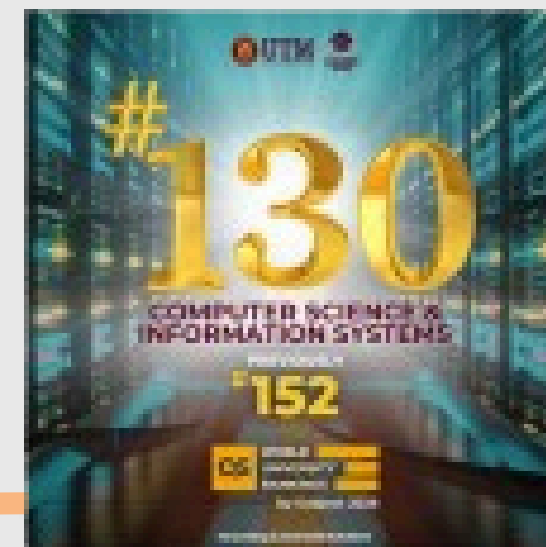
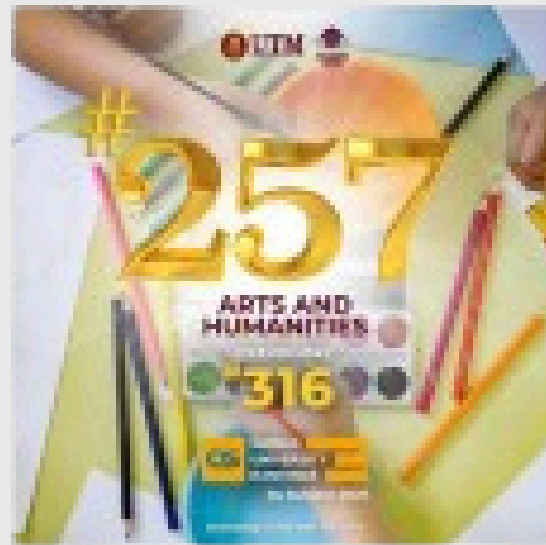
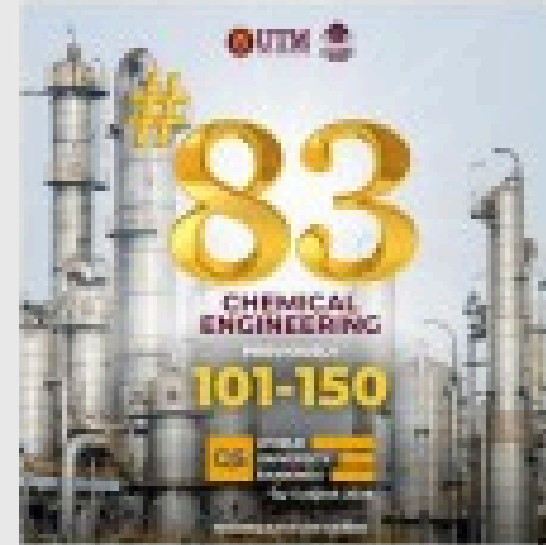
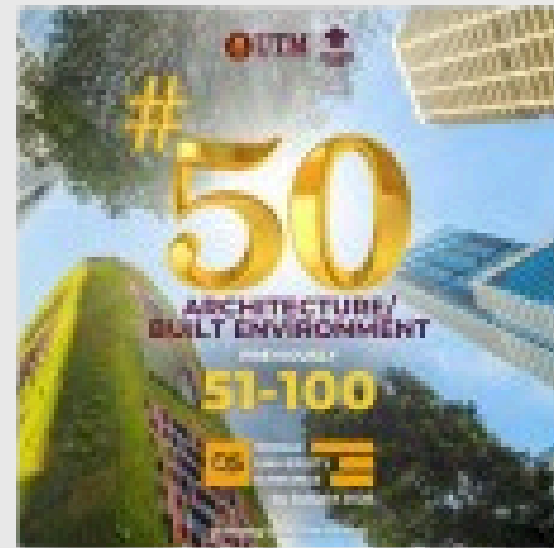
248,247

235,438
12,809
102

Alumni

Local Alumni
International Alumni
Countries

UNIVERSITI TEKNOLOGI MALAYSIA GLOBALLY-RENOWNED



**UTM RISES FURTHER IN QS
WORLD UNIVERSITY RANKINGS
BY SUBJECT 2026**

UNIVERSITI TEKNOLOGI MALAYSIA GLOBALLY-RENOWNED



UTM DOMINATES WITH MULTIPLE #1 AT NATIONAL LEVEL BASED ON QS WUR BY SUBJECT 2026

Welcome to

**UNIVERSITI
TEKNOLOGI
MALAYSIA**

KERANA TUHAN UNTUK MANUSIA

My journey so far...

What's Next?

DVCAI

2025
49 yrs old

Professor VK07

2020
44 yrs old

DS54

2010
34 yrs old

DS52

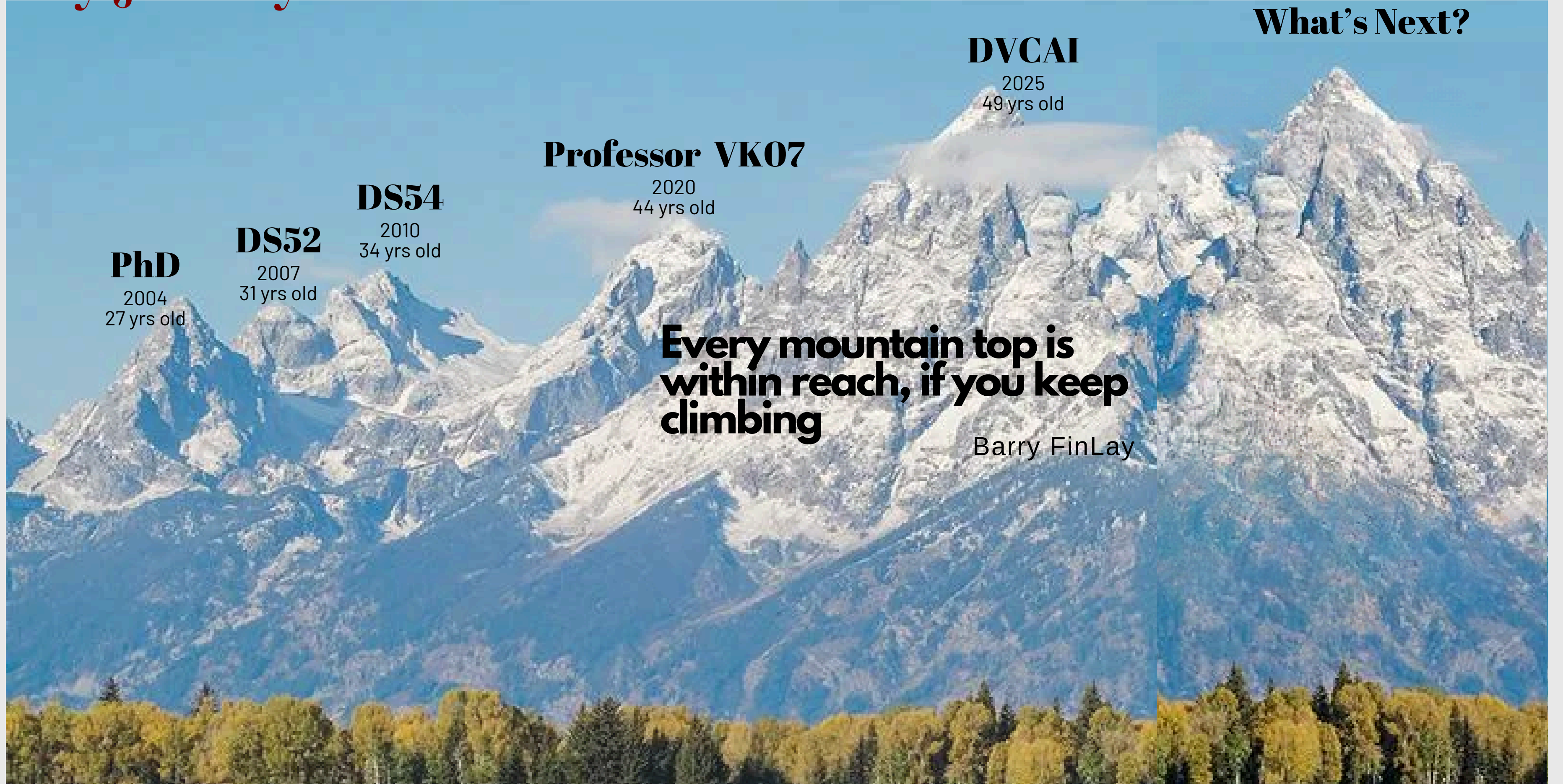
2007
31 yrs old

PhD

2004
27 yrs old

**Every mountain top is
within reach, if you keep
climbing**

Barry FinLay




10 KEY PILLARS OF THE FUTURE-ORIENTED LECTURER

1  **ACADEMIC IDENTITY**
define niche

2  **STRATEGIC CAREER PLANNING**
STRATEGIC CAREER
start with end in mind

3  **IMPACTFUL RESEARCH**
COMMUNITY
beyond publication


4  **ACADEMIC COLLABORATION**
team science & industry


5  **GLOBAL VISIBILITY**
GLOBAL VISIBILITY
international presence

6  **FUTURE-ORIENTED TEACHING**
Education 4.0/5.0

7  **DIGITAL & AI LITERACY**
leverage tools for efficiency

8  **INNOVATION & COMMERCIALISATION**
translate to patent & spin-off

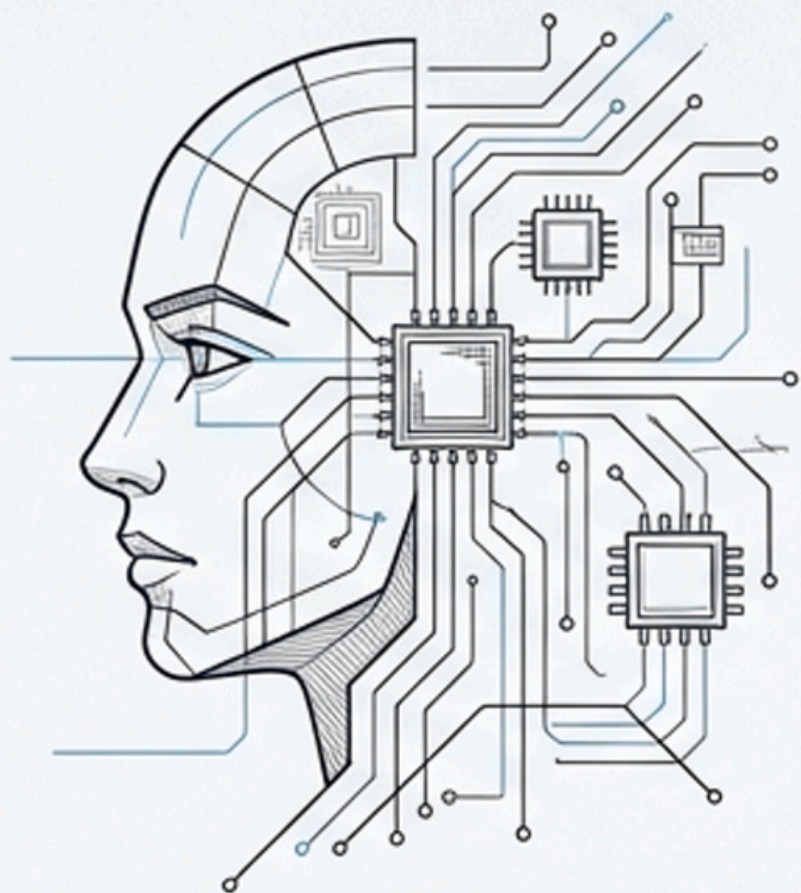
9  **VALUES & HUMANITY**
prioritize ethics & empathy

10  **ADAPTABILITY & LIFELONG LEARNING**
learn, unlearn, relearn

KEY MESSAGE: Global Scholar + Innovator + Educator + Nation Builder.

The AI Revolution

Intelligence is commoditized; wisdom and synthesis are the new premium.



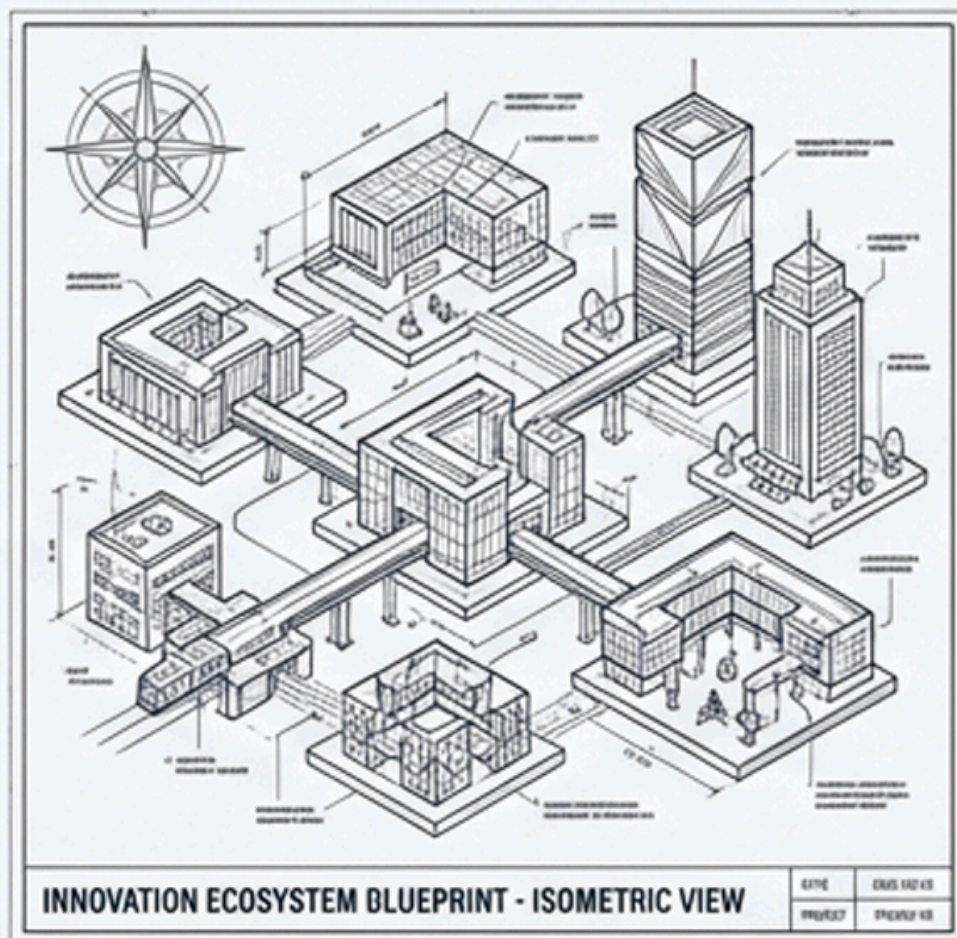
Hyper-Global Competition

Borders are invisible; academic impact is measured globally.



Industry Integration

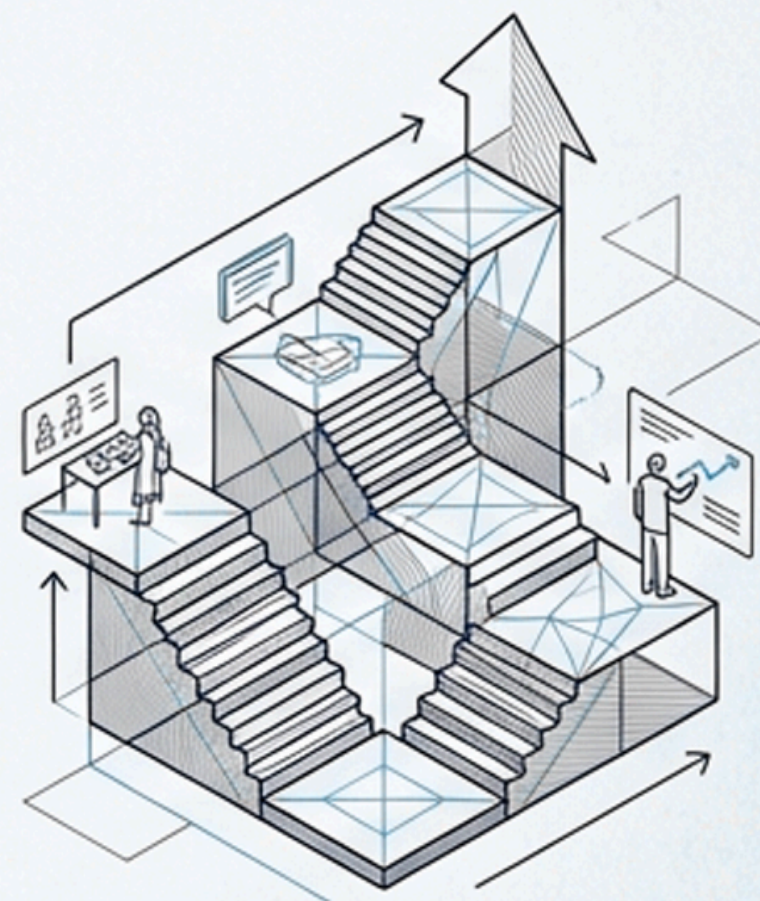
The ivory tower is obsolete; agile ecosystems are essential.



A 16:9 slide

Education 4.0/5.0

Moving from passive knowledge transfer to experiential co-creation.



Traditional Academic

Focus:
Siloed Discipline

Metric:
Publish or Perish

Teaching:
Sage on the Stage

Network:
Local Institutional

Mindset:
Static Expertise

Future-Ready Scholar

Focus:
Transdisciplinary Problem-Solving

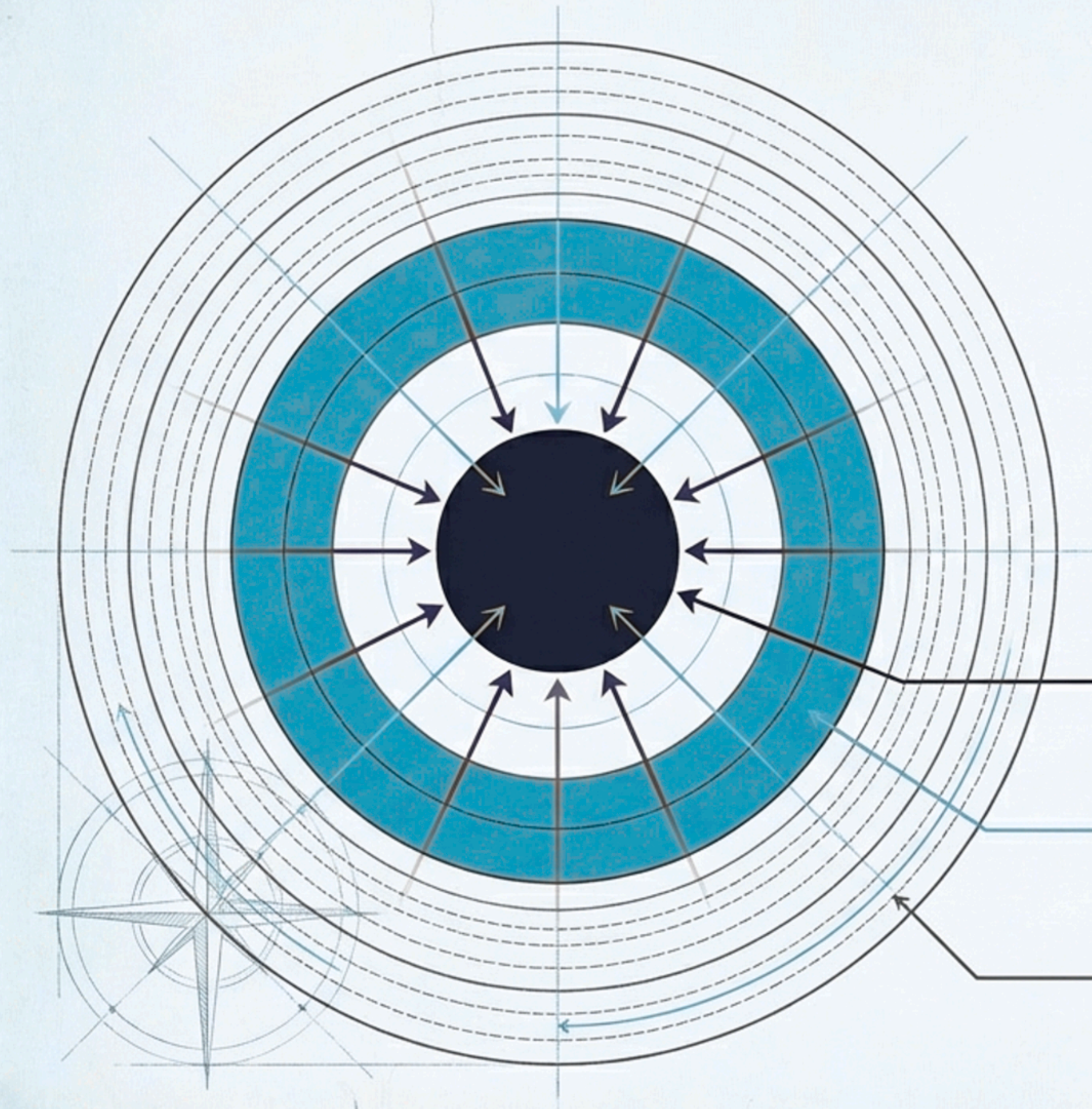
Metric:
Impact and Innovation

Teaching:
Guide and Co-Creator

Network:
Global Digital Visibility

Mindset:
Radical Adaptability

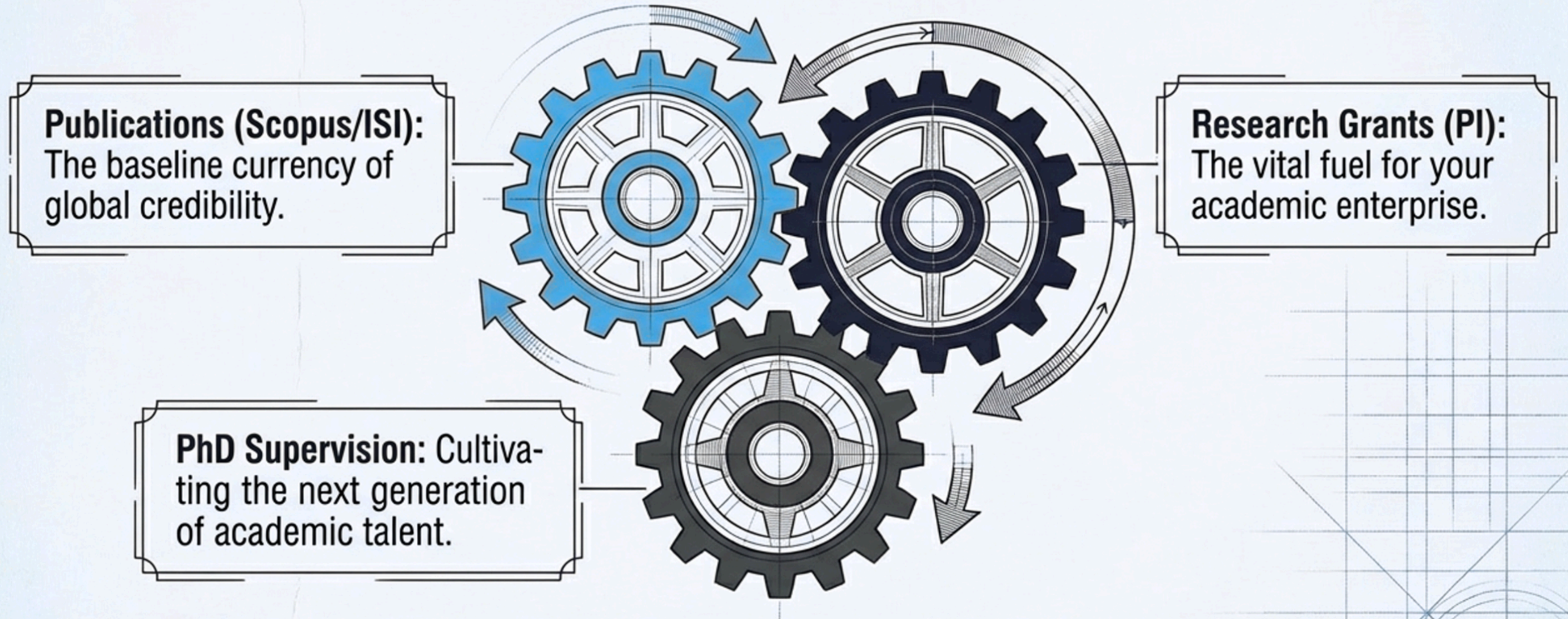
Your Trajectory, Our Vision: ASCEND 2030



The Symbiosis: When individual goals align with the ecosystem, resources multiply.

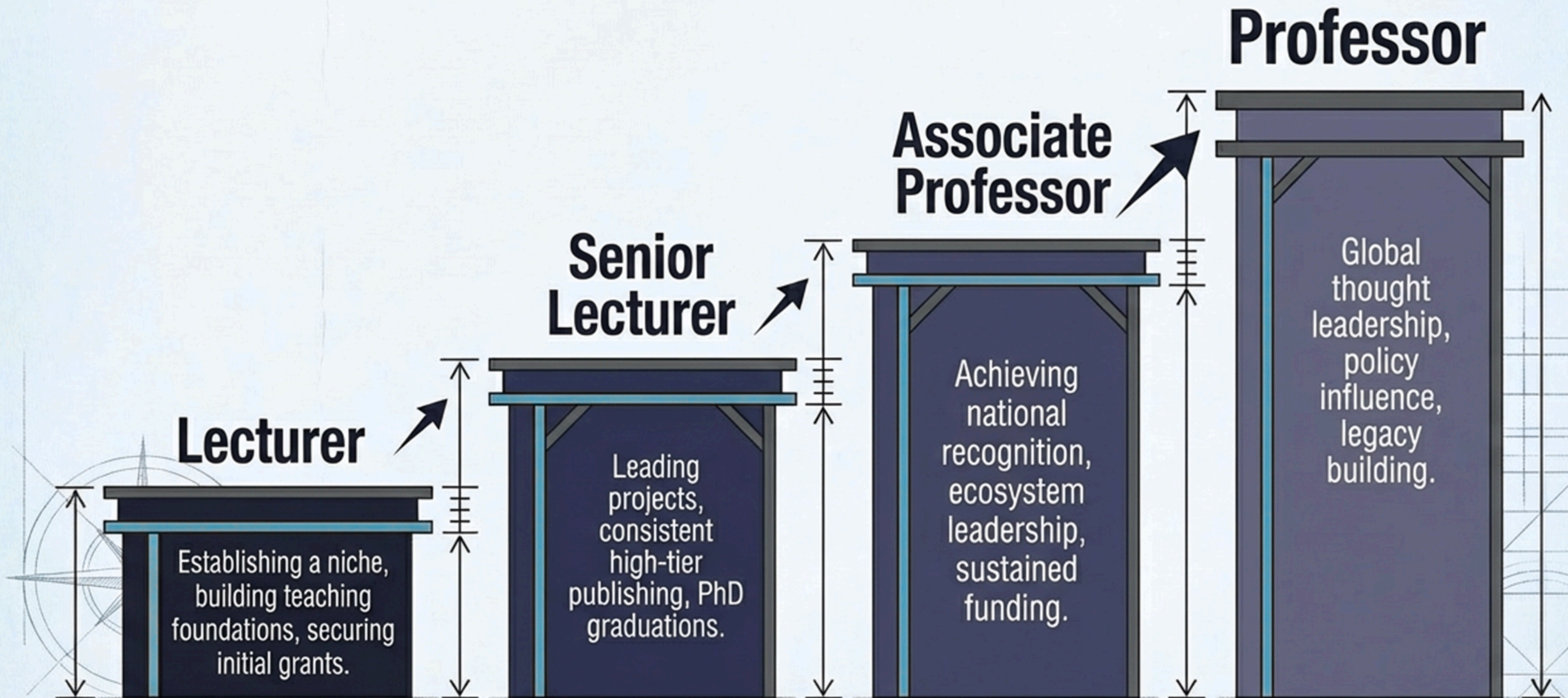
- Individual Impact: Your unique niche and daily academic rigor.
- Institutional Strategy: Driving the university's ASCEND 2030 vision.
- National Agenda: Contributing to the nation's socioeconomic transformation.

Core Academic KPIs: The Currencies of the Realm



The Reality: These are non-negotiable outcomes, not the entirety of the job.

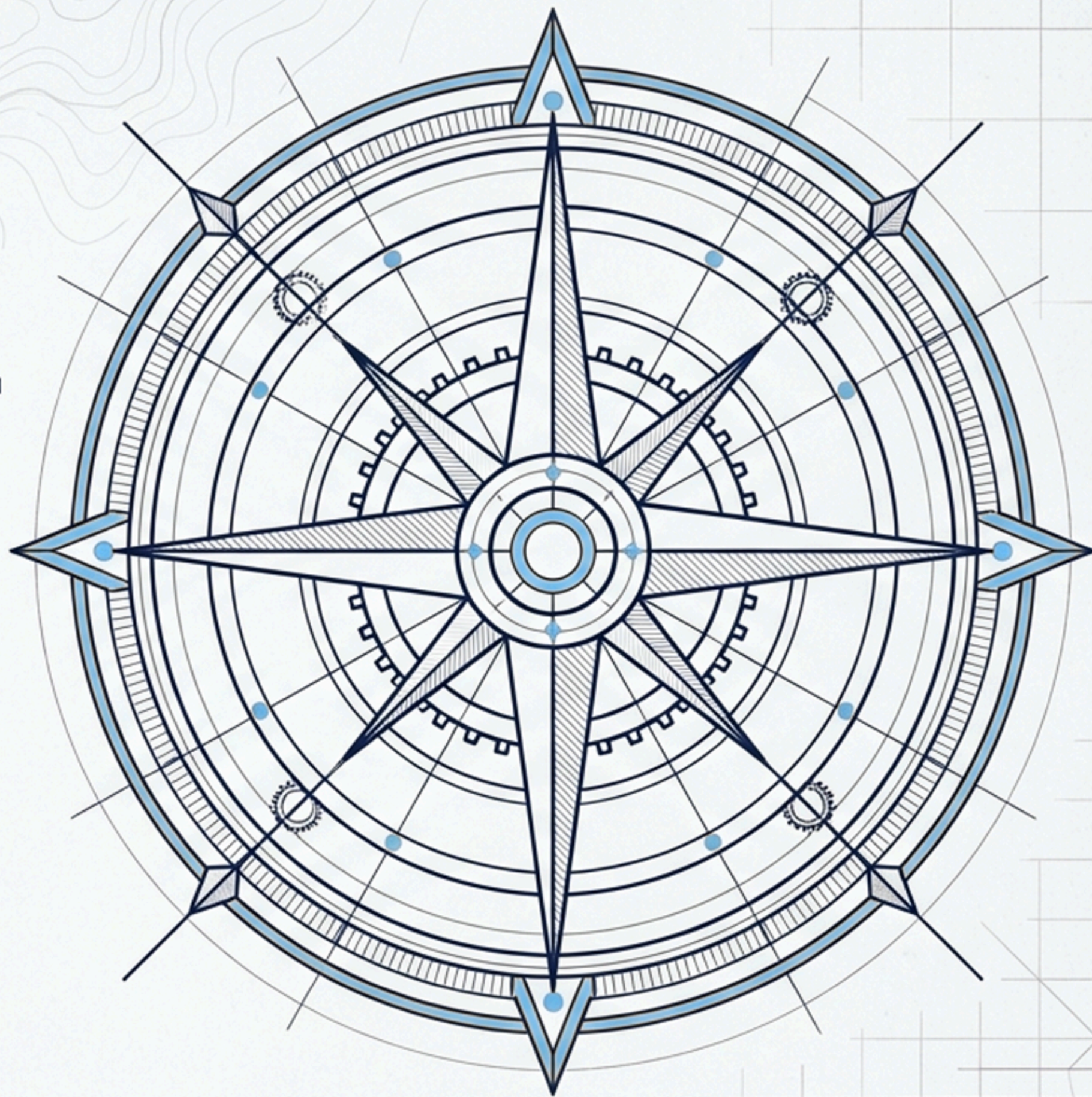
Milestones of Mastery: Lecturer to Professor



Building a Future-Oriented Academic Career

Navigating the New Academic Reality

- Mastering the 10 Pillars of Future-Readiness
- Ascending from Lecturer to Global Thought Leader



Architecting Your Purpose

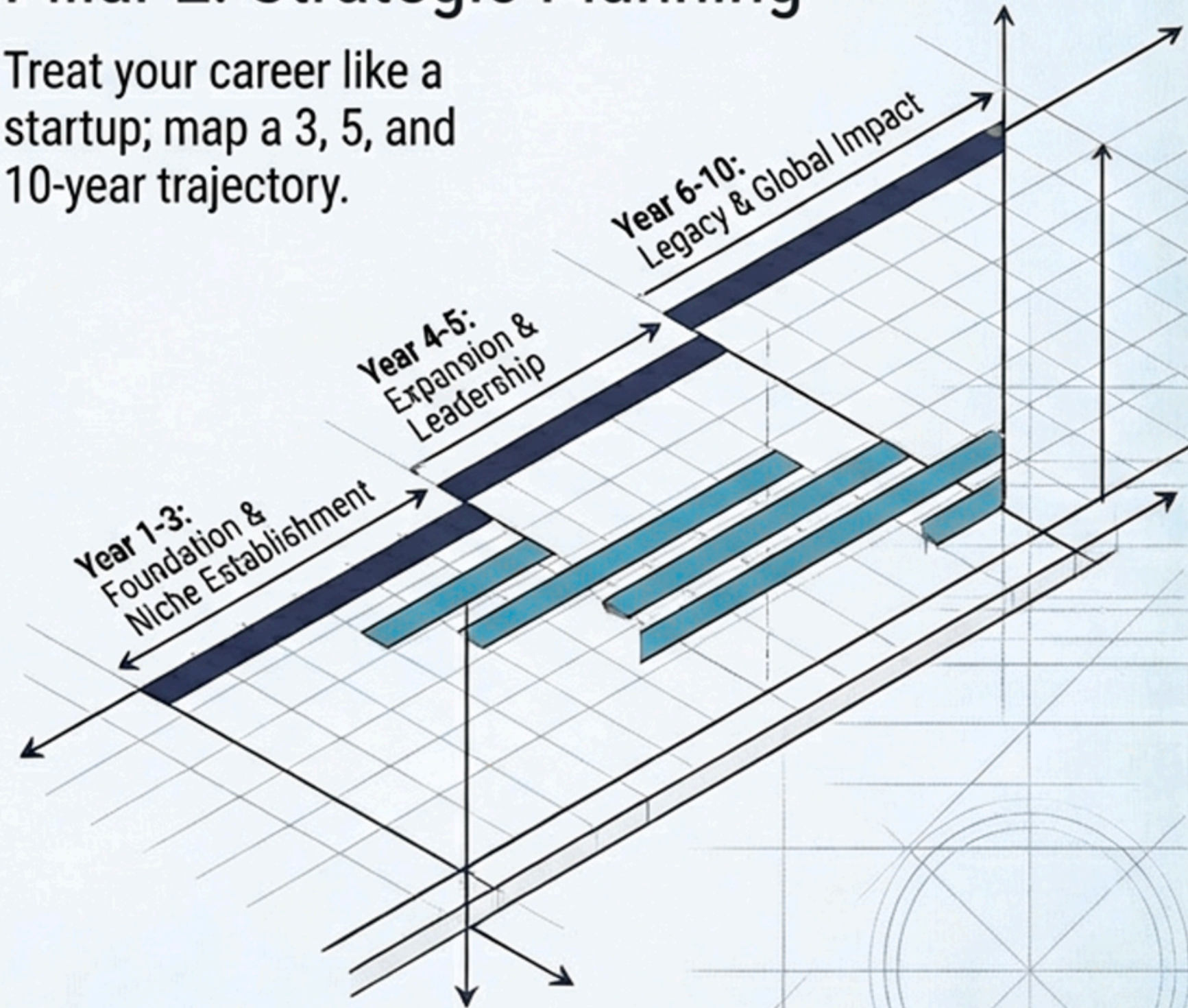
Pillar 1: Academic Identity

Define a hyper-specific, differentiated niche.
Own a defined problem space.



Pillar 2: Strategic Planning

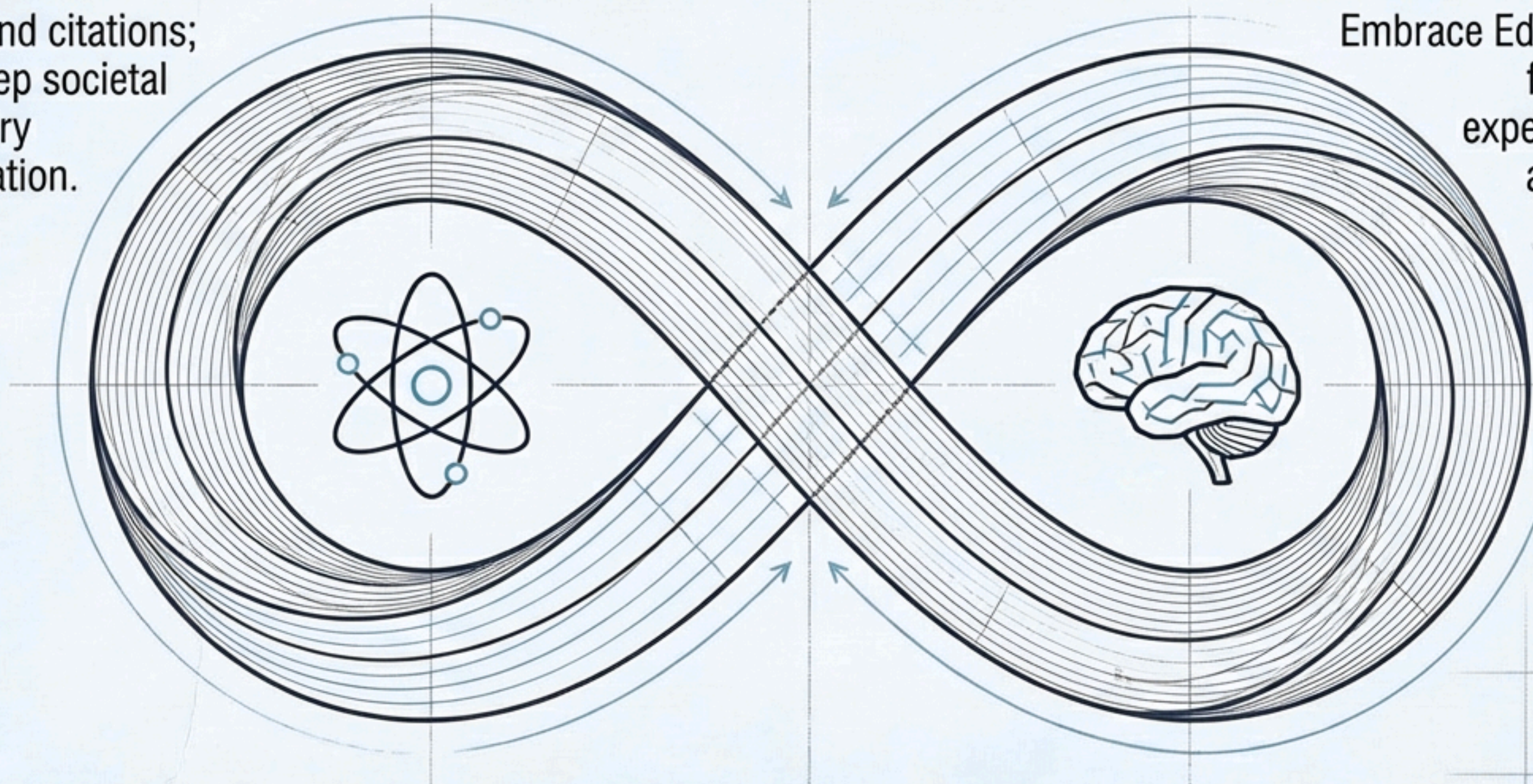
Treat your career like a startup; map a 3, 5, and 10-year trajectory.



Creating Knowledge, Cultivating Minds

Pillar 3: Impactful Research

Look beyond citations;
aim for deep societal
and industry
transformation.



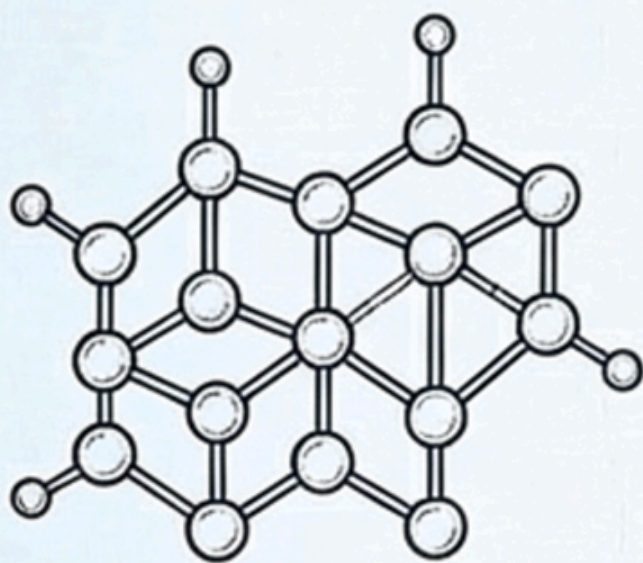
Pillar 6: Future-Oriented Teaching

Embrace Education 4.0/5.0;
focus heavily on
experiential learning
and co-creation.

Scaling Through Connection

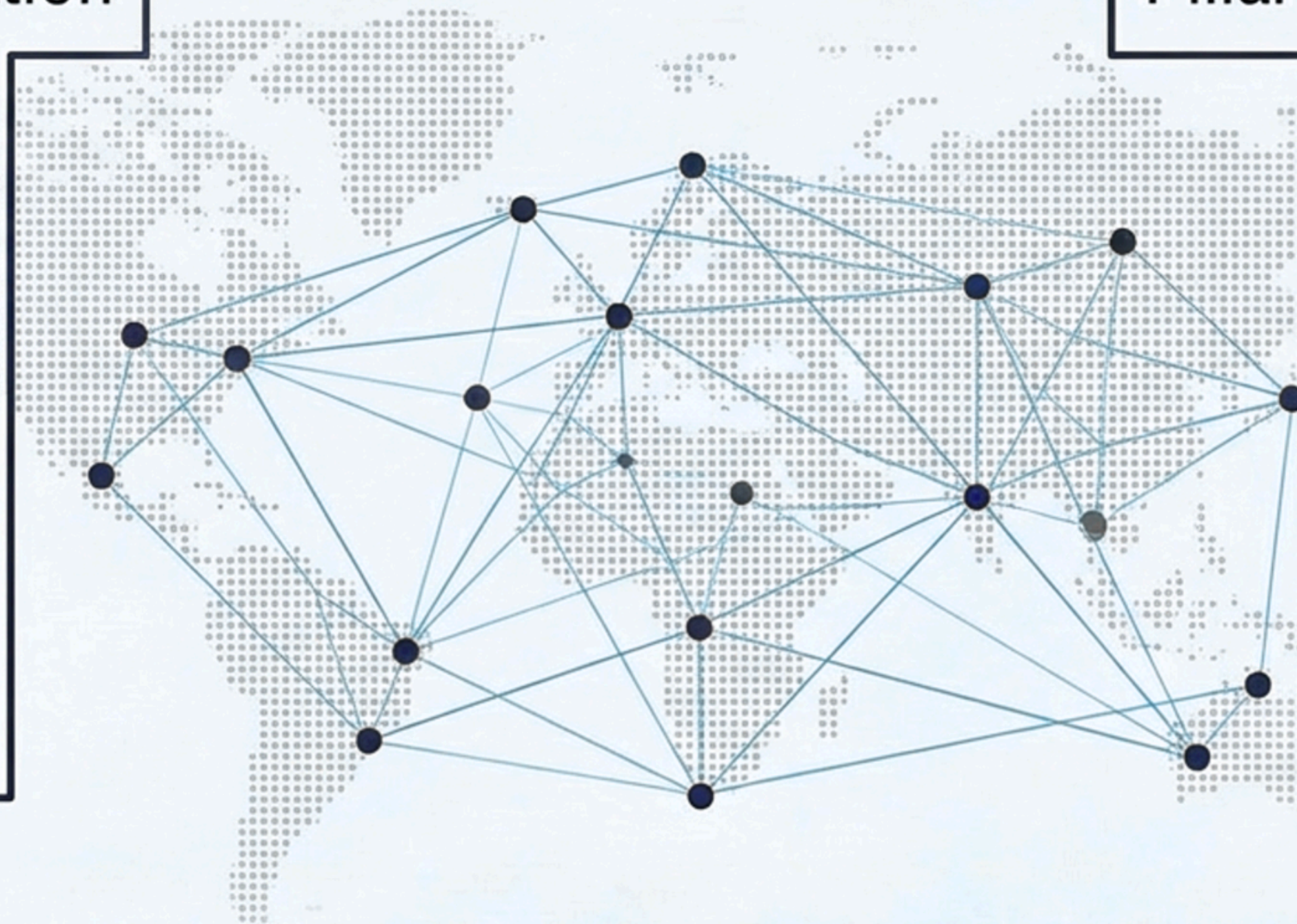
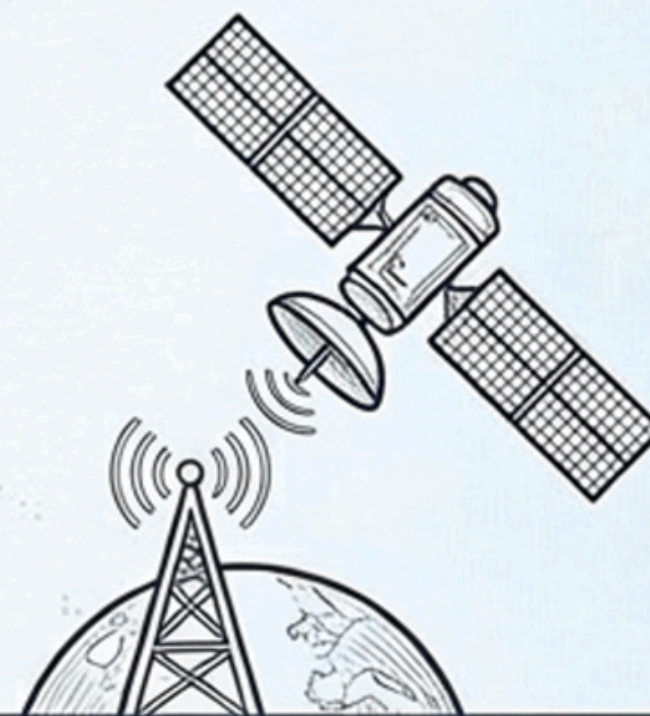
Pillar 4: Collaboration

Embrace 'Team Science'; cross disciplinary boundaries and partner relentlessly with industry.



Pillar 5: Global Visibility

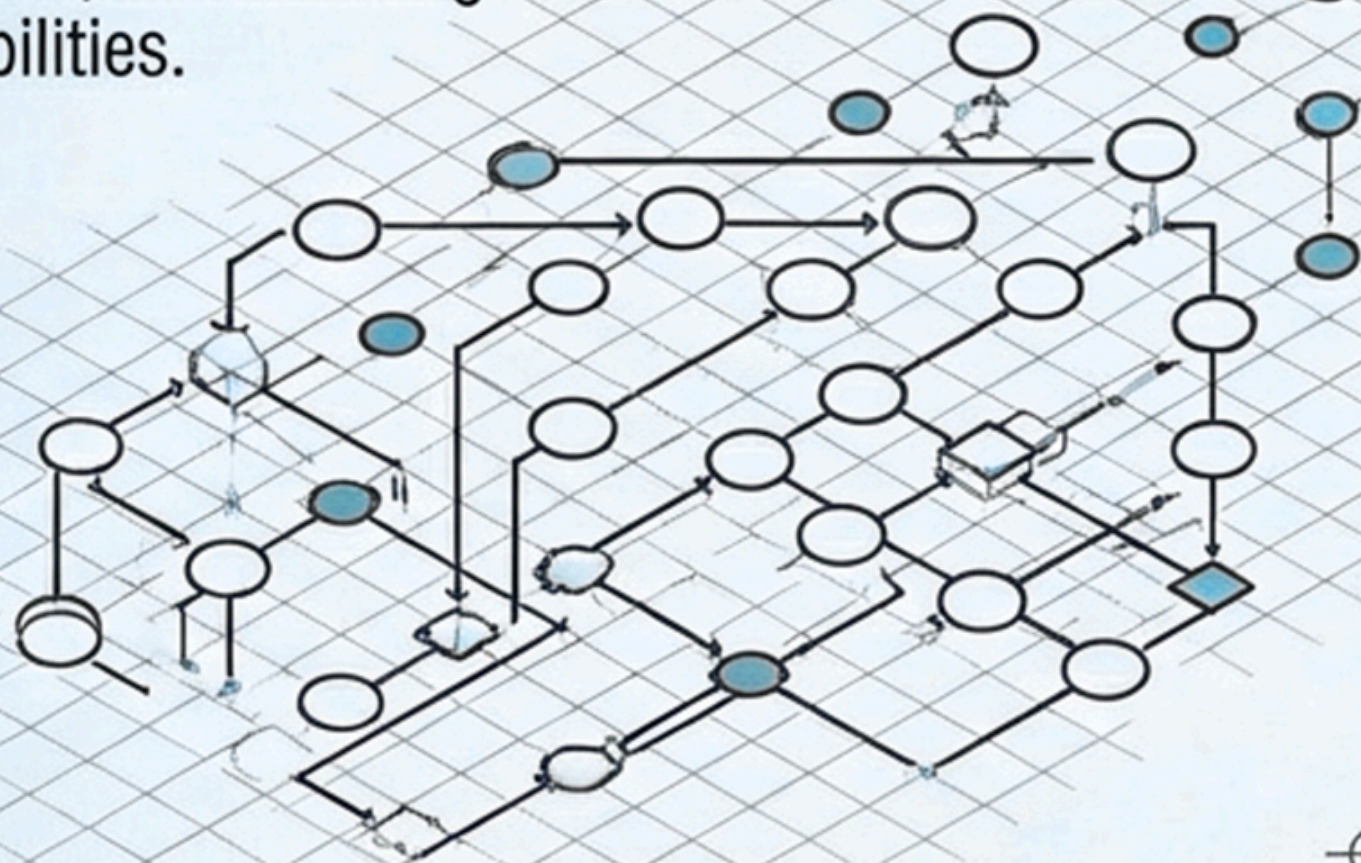
Build a robust digital presence; your work only matters if the world can easily find it.



Mastering the Future Frontier

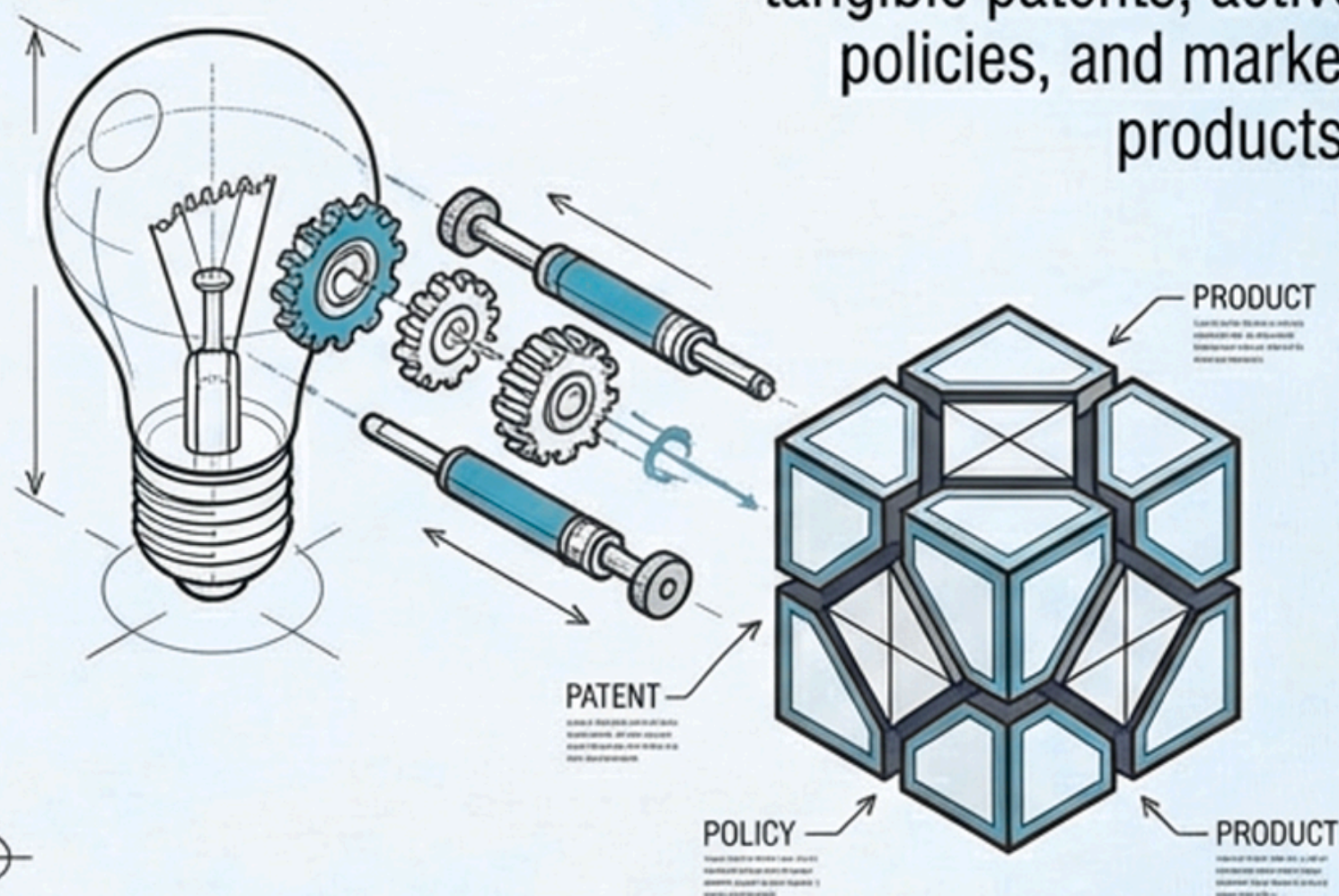
Pillar 7: Digital & AI Literacy

Use AI to augment your research synthesis, data analysis, and teaching capabilities.

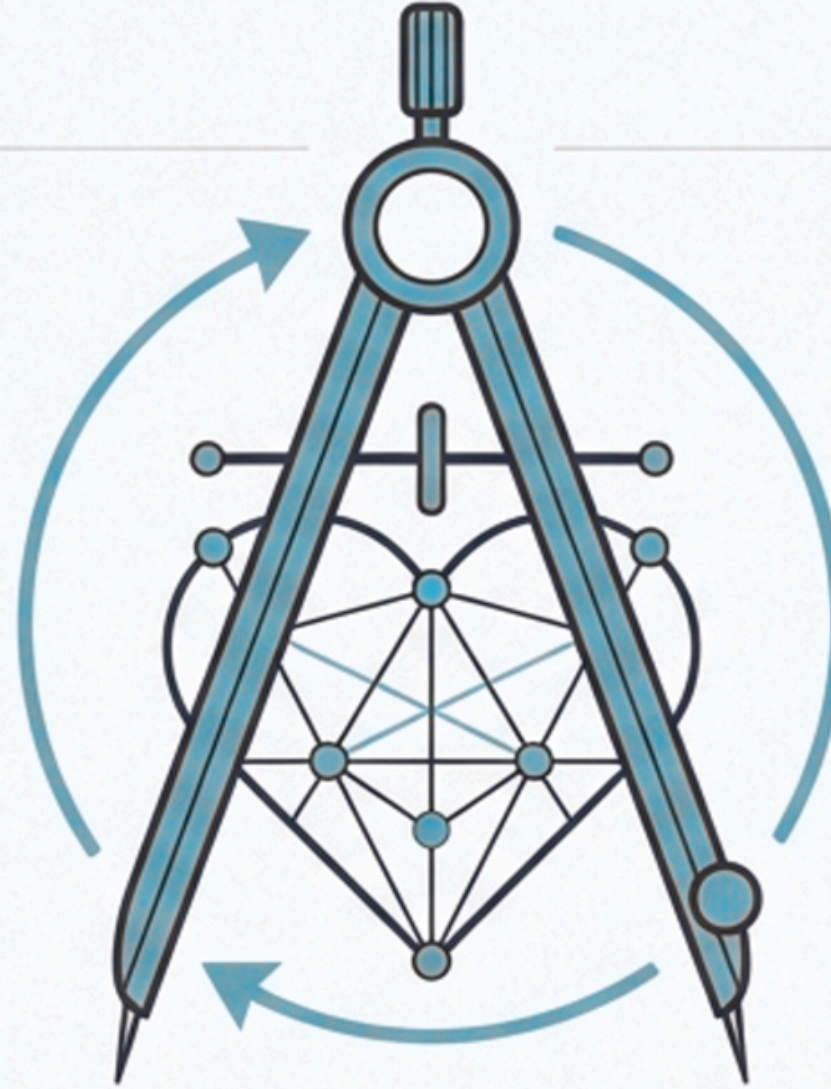


Pillar 8: Innovation & Commercialization

Turn academic theory into tangible patents, active policies, and market products.



The Human Element



Pillar 9: Values & Humanity

Maintain unwavering ethics, profound empathy, and integrity in a high-speed world.

Pillar 10: Adaptability

The only constant is disruption; commit deeply to relentless lifelong learning.

The Momentum Engine

Identity + Collaboration

naturally lead to highly successful Grant Proposals.

Publications + Visibility

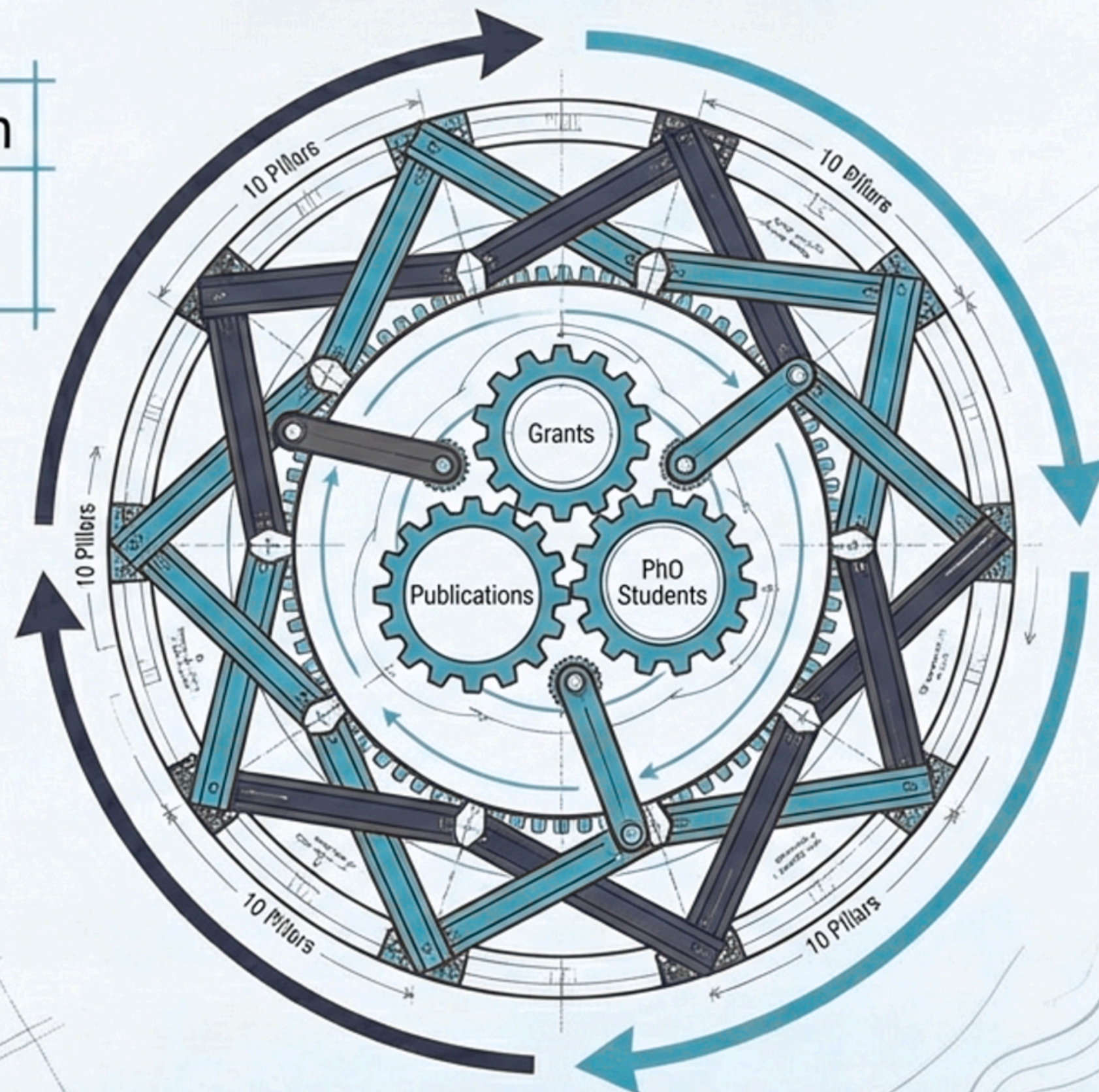
attract top-tier PhD Students.

Grants + AI Literacy

fund and accelerate high-tier Publications.

PhD Students + Innovation

drive subsequent Impactful Research.



Blueprint for Your First 365 Days

Days 1–90

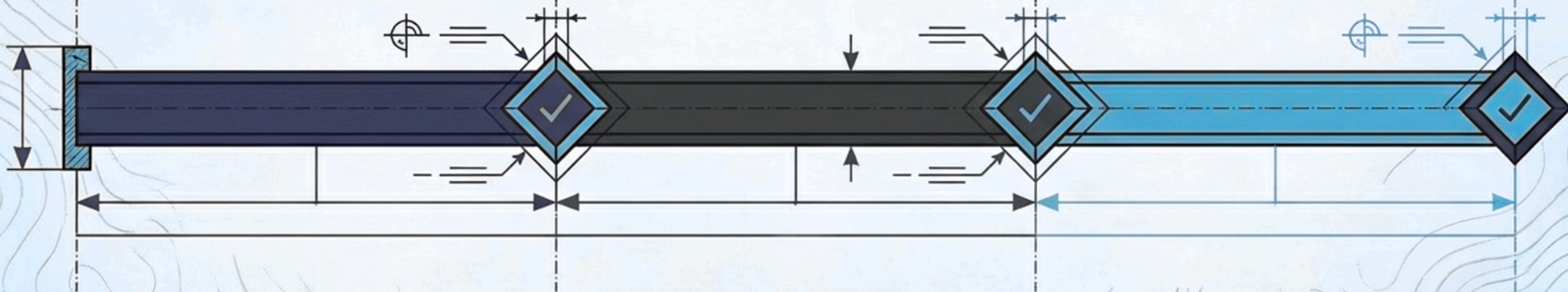
Define your specific niche, map your 3-year plan, and identify direct ASCEND 2030 alignments.

Days 90–180

Build your global digital profile; secure at least two cross-disciplinary collaborators.

Days 180–365

Submit your first PI grant proposal; integrate one major AI tool into your daily workflow.

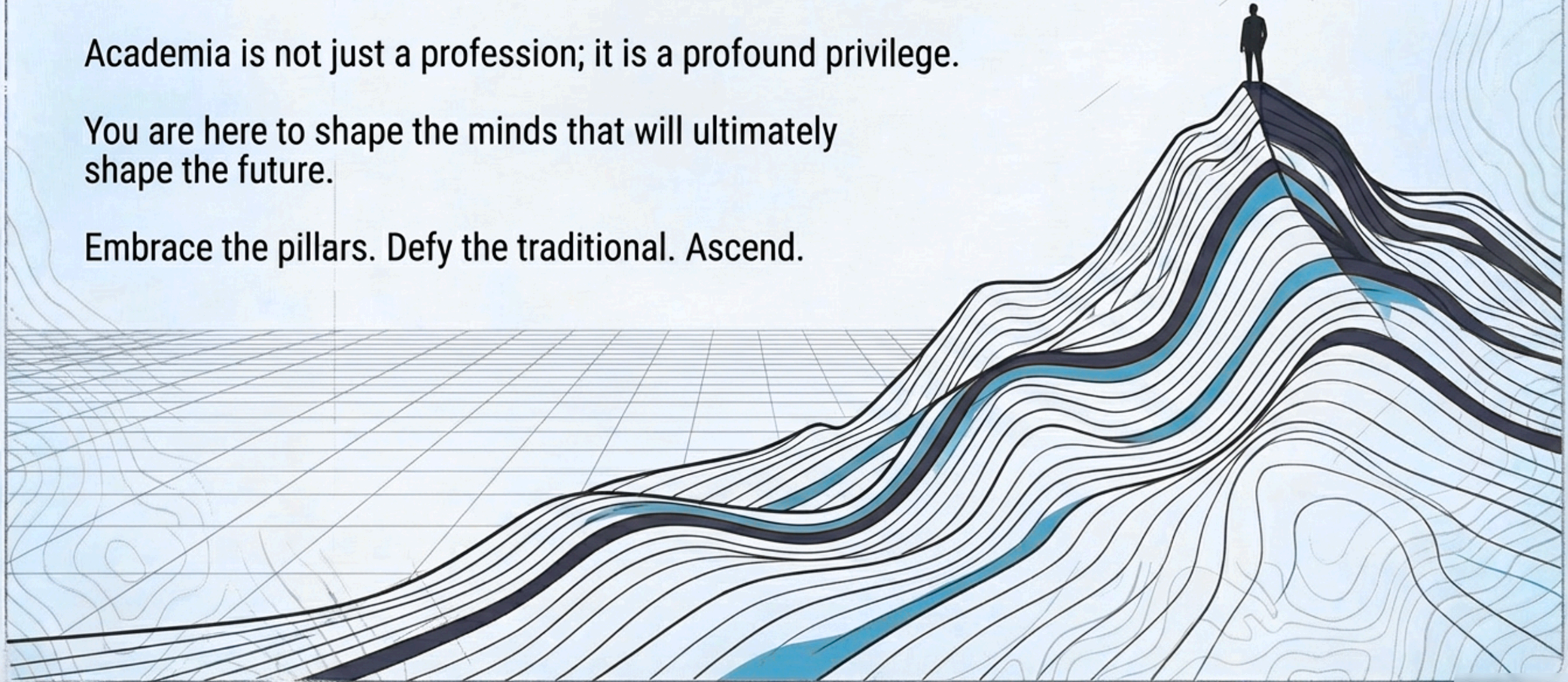


Your Legacy Begins Today

Academia is not just a profession; it is a profound privilege.

You are here to shape the minds that will ultimately shape the future.

Embrace the pillars. Defy the traditional. Ascend.





4 PILLARS OF DISTINCTIVE EMINENCE



**Lonjakan
Kebitaraan (Leap
in Niche
Excellence)**



**Kemampuan &
Kelestarian
(Sustainability)**



**Bakat Global
(Global Talent)**



**Kemanusiaan &
Kesejahteraan
(Humanity & Well-
being)**

6 STRATEGIC OBJECTIVES

S01



S01 - Global Standing & Innovation

- World-class excellence
- Impactful R&D

S02



S02 - Adaptive, Humanity-centric Learners

- Global recognition
- Humanity experience

S03



S03 - Financial Resilience

- Leverage assets
- Subsidiary growth

S04



S04 - Sustainable & Intelligent Campus

- Optimized resources
- Planetary health

S05



S05 - Institutional Sustainability

- Cost-efficient ops
- Talent succession

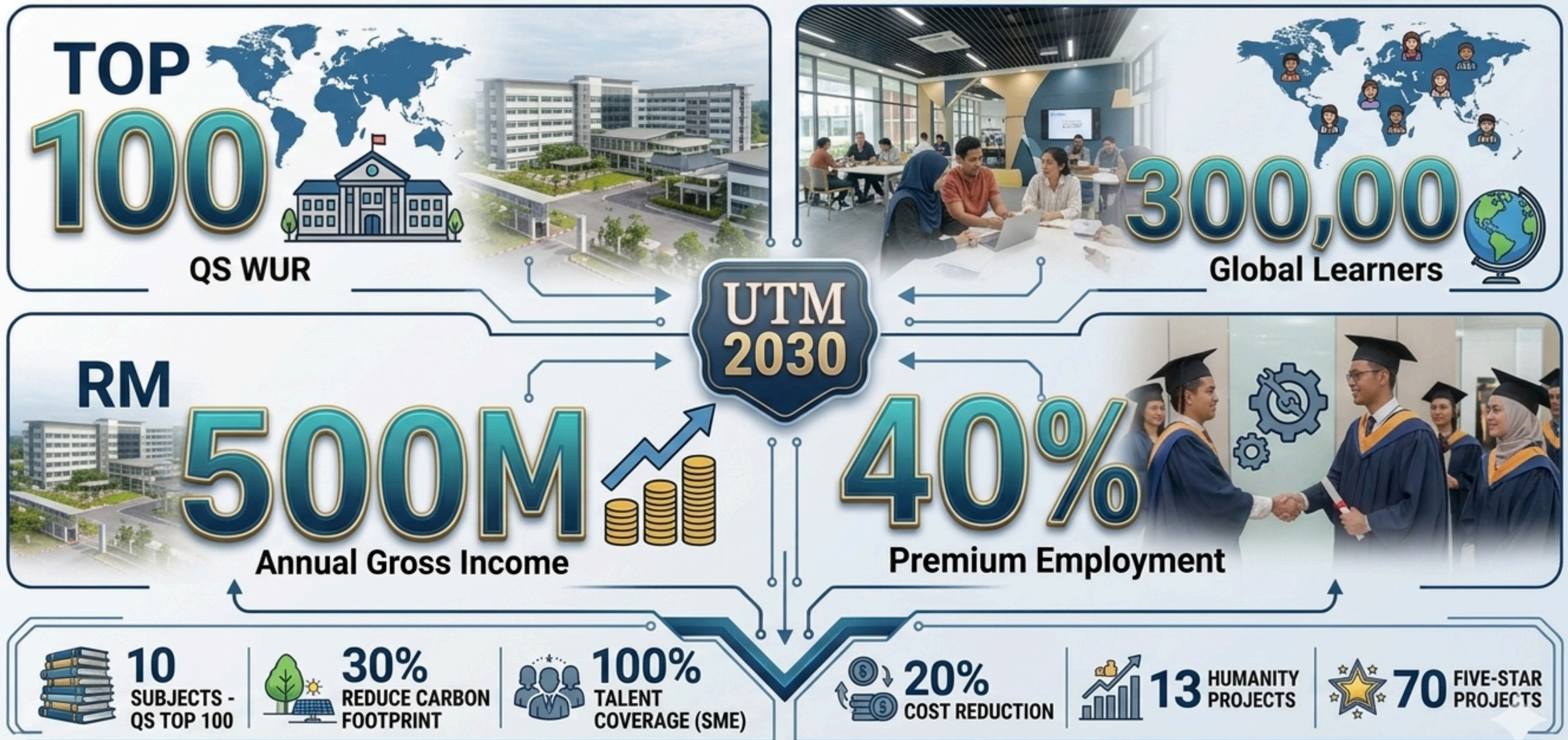
S06



S06 - Economic & Educational Transformation

- Strategic capacity
- Industry integration

UTM 2030 DESIRED STATES VISUALIZATION: A STRATEGIC BLUEPRINT



From academic excellence to sustainable operations and community transformation, every action builds our unified future.



STARTING REALITY (LECTURER'S EARLY JOURNEY)



LECTURER'S EARLY REALITY (Focusing on Thrive, not Survive)



[1] Focus Now:
Many focus on "Survival"
Many focus on "survive"
(Teaching & minimum KPIs)

Survive, Minimal KPIs, Teaching



[2] SASARAN UTM
Target to thrive as
a Global Scholar
(Thrive as a global
academic leader) → Thrive

At Universiti Teknologi Malaysia
→ target to thrive as a global scholar



MINDSET SHIFT (PERUBAHAN MINDA)



[3] Role: Educator | Researcher |
(Educator | Researcher | Nation Builder).

Misi Kolektif
(Collective Mission)

[4] measured by output, not effort
(Performance assessed through evidence, not effort)



Evidence > Effort
(Evidence > Effort)

EVIDENCE-BASED RESULTS

Performance Metrics
(Metrik Prestasi)



KPI TARGET
[5] Achieve impactful results

side-B
B



ASCEND 2030 (STRATEGIC FRAMEWORK)



ASCEND 2030 AS A COMPASS

Environment | Global | Sustainability | Humanity



[1] EVERY EFFORT MUST ALIGN WITH THE PILLARS
(Environment | Global | Sustainability | Humanity)

Alignment Strategy



[2] ASCEND 2030 ALIGNMENT STRATEGY
(Strategic Leverage of University Assets)

Research Excellence **Institutional Sustainability** **Talent Succession**

ACADEMIC KPI REALITY (Basis for Growth)

Without an initial strategy → risk of stagnation

ACADEMIC GROWTH BASIS
(Publication, Grants, PhD)

[3] Leverage these as the core foundation for progression



Foundational Metrics
(Foundational Metrics)

[4] MEASURED BY OUTPUT, NOT EFFORT
(Performance assessed through evidence, not effort)



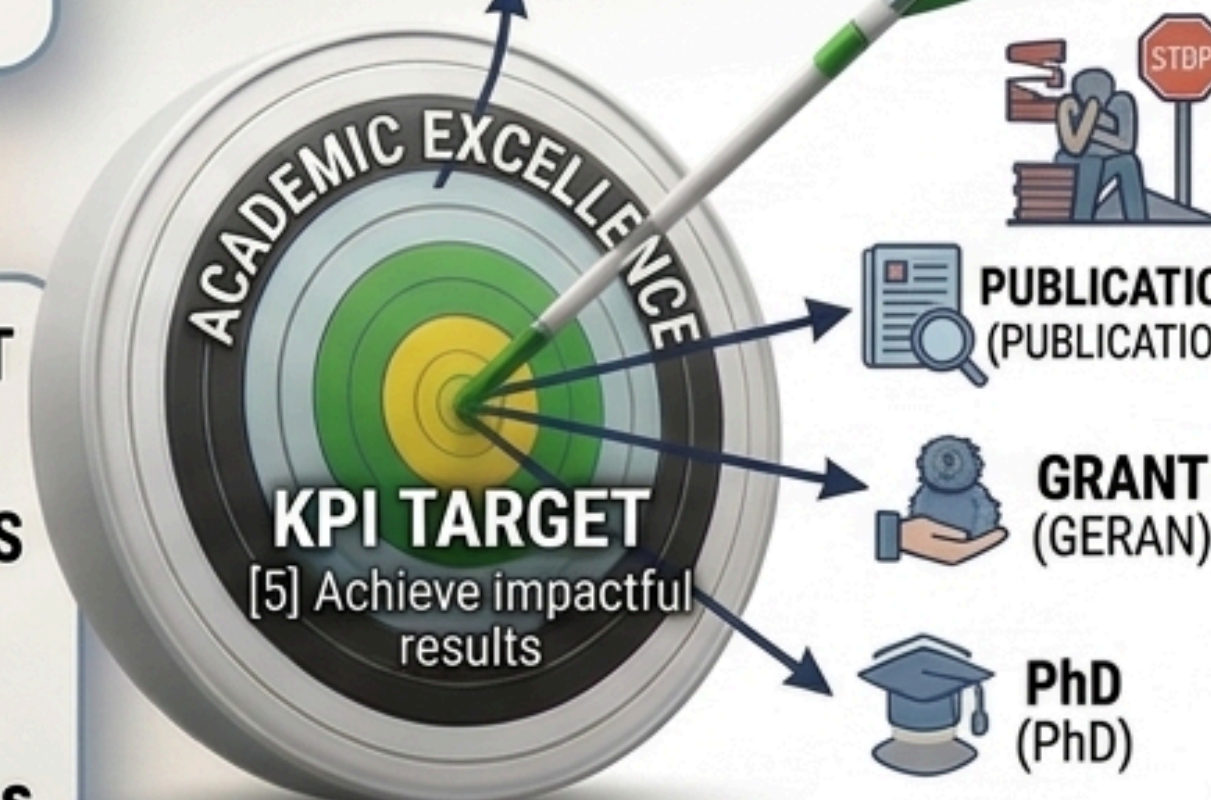
EVIDENCE-BASED RESULTS



Evidence > Effort **Performance Metrics**
(Evidence > Effort) (Performance Metrics)

ACADEMIC HUB

UTM GLOBAL SCHOLAR



KPI TARGET
[5] Achieve impactful results

KEY MESSAGE: Aligned Excellence, Impact, Global R
Dynamic UTM Ecosystem • Nation-Building Impact • Global Re



Strategy

STRATEGY & CULTURE



STRATEGY FOR NEW LECTURERS

1 Start with the end in mind (Associate Prof)

Forward Path

2 Build a niche + find a mentor

MENTORSHIP

3 Avoid solo work → focus on collaboration

TEAMWORK > SOLO

CULTURE OF COOPERATION

Success = collective effort

COLLECTIVE EFFORT GROWTH

Collaborate with faculty, industry & global partners

Faculty GLOBAL NETWORK Global



Global Partners





ACADEMIA AS A NATION'S ASSET

1 TALENT DEVELOPER

DEVELOPMENT PATH
Nurturing future leaders

2 ECONOMIC DRIVER

VALUE CREATION
Boosting national wealth

3 INNOVATION HUB

KNOWLEDGE TRANSLATION
Driving new solutions

KEY MESSAGE

PERSONAL CAREER
Success is your own journey

INDIVIDUAL RESPONSIBILITY
Career Tanggungjawab Individu

COLLECTIVE IMPACT
Impact is our shared goal

COLLECTIVE MISSION
Impact Misi Kolektif





VALUES & CLOSING

ACADEMIC VALUES & SOUL (Humanity and Excellence)



Integrity



Synergy



Sustainability



Excellence

KNOWLEDGE + VALUES = MEANINGFUL IMPACT



CLOSING (HIGH IMPACT)

◀ Risiko Stagnasi
Tanpa Strategi



The academic future is not waited for – but built.

- Start with today's action
- Build our academic future



◀ UTM GLOBAL SCHOLAR

ACADEMIC HUB ◀



PEKELILING PENTADBIRAN BIL. 4/2025

PENAMBAHBAIKAN SYARAT PENGESAHAN JAWATAN STAF AKADEMIK
UNIVERSITI TEKNOLOGI MALAYSIA

Pengesahan dalam perkhidmatan dilaksanakan berdasarkan Peraturan 29, Peraturan-peraturan Pegawai Awam (Pelantikan, Kenaikan Pangkat dan Penamatan Perkhidmatan) 2012 [P.U. (A) 1/2012]. Bagi membolehkan seseorang pegawai disahkan dalam perkhidmatan, pegawai perlu memenuhi semua syarat yang dinyatakan dalam skim perkhidmatan atau apa-apa syarat lain yang ditetapkan dari semasa ke semasa.

2. Mesyuarat Jawatankuasa Pengurusan Universiti (JPU) Bil. 23/2024 bertarikh 18 Disember 2024 telah bersetuju untuk menambah baik syarat pengesahan dalam perkhidmatan staf akademik. Penambahbaikan ini adalah selaras dengan keperluan memastikan kelangsungan UTM sebagai sebuah Universiti Penyelidikan yang mengambil serius terhadap pencapaian staf akademik dalam penyelidikan dan penerbitan.

3. Syarat tambahan pengesahan jawatan staf akademik yang telah diluluskan oleh Universiti adalah seperti berikut :

- i. Sekurang-kurangnya satu (1) Penerbitan (SCOPUS/WOS/ERA);
- ii. Sekurang-kurangnya satu (1) peranan sebagai Ketua Projek Penyelidikan (PI); dan
- iii. Pencapaian h-index (SCOPUS/WOS) sekurang-kurangnya satu (1).

4. Sehubungan dengan itu, syarat pengesahan jawatan staf akademik dalam Skim Perkhidmatan Pensyarah di UTM yang terkini adalah seperti berikut:

SYARAT UMUM

- i. Memenuhi tempoh percubaan sekurang-kurangnya satu (1) tahun dan tidak melebihi tiga (3) tahun;
- ii. Menghadiri dengan jayanya Program Transformasi Minda;
- iii. Lulus peperiksaan yang disyaratkan seperti yang ditetapkan skim perkhidmatan (jika berkaitan); dan
- iv. Diperakukan oleh Ketua Jabatan.

SYARAT TAMBAHAN YANG DITETAPKAN OLEH UNIVERSITI

- i. Mempunyai rekod kehadiran yang cemerlang;
- ii. Memperoleh markah penilaian prestasi sebanyak 80% dan ke atas, tertakluk kepada keputusan Pihak Berkuasa Melantik;

SYARAT PENGESAHAN JAWATAN STAF AKADEMIK

SYARAT UMUM

- i. Memenuhi tempoh percubaan sekurang-kurangnya satu (1) tahun dan tidak melebihi tiga (3) tahun;
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- iii. Menghadiri dengan jayanya Kursus *Baseline Competency for Differentiated Career Pathways* (BC4DCP);
- iv. Lulus Perisytiharan Harta;
- v. Sekurang-kurangnya satu (1) Penerbitan (SCOPUS/WOS/ERA);
- vi. Sekurang-kurangnya satu (1) peranan sebagai Ketua Projek Penyelidikan (PI); dan
- vii. Pencapaian h-index (SCOPUS/WOS) sekurang-kurangnya satu (1).

5. Penambahbaikan ini adalah berkuat kuasa mulai **1 Januari 2025** dan terpakai kepada semua staf akademik yang belum disahkan dalam perkhidmatan. Semua staf akademik adalah diminta untuk mengambil maklum mengenai perubahan ini.




Sekian dimaklumkan, terima kasih.

“MALAYSIA MADANI”

“BERKHIDMAT UNTUK NEGARA KERANA ALLAH”

Saya yang menjalankan amanah,

SYARAT TAMBAHAN UNIVERSITI

- i. Mempunyai rekod kehadiran yang cemerlang
- ii. Memperoleh markah penilaian prestasi, 80% dan ke atas, tertakluk keputusan Pihak Berkuasa Melantik
- iii. Menghadiri dengan jaya Kursus *Baseline Competency for Differentiated Career Pathways* (BC4DCP)
- iv. Lulus perisytiharan harta
- v. **Sekurang-kurangnya satu (1) Penerbitan (SCOPUS/WOS/ERA) **
- vi. **Sekurang-kurangnya satu (1) peranan sebagai Ketua Projek Penyelidikan (PI) **
- vii. **Sekurang-kurangnya pencapaian h-index (SCOPUS/WOS) **



UTM
UNIVERSITI TEKNOLOGI MALAYSIA

**TOGETHER
WE ARE
STRONGER**

Thank You