

## VC New Year Address 2014



**Global UTM: Kesepakatan,  
Keterangkuman, Keterlibatan**

***UTM Global: Consensus,  
Inclusiveness and Engagement***

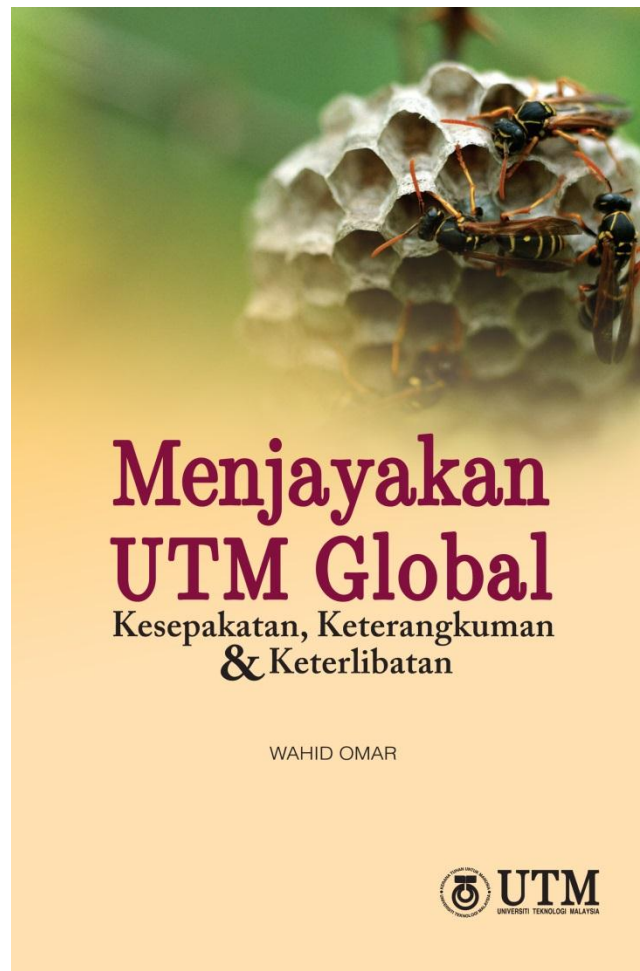
**Wahid Omar**

6 January 2014

4 R' Awal 1435 H

Bertemu mesra, berkongsi rasa, mencambah minda # 1, 2014

# 2014



# The Presentations

- **Our** roles and responsibilities
- What have **we** contributed and **our** tasks ahead
- **Our** achievement in 2013
- **Our** strategies and plans in 2014
- **Our** aspirations

# Bab 1

## Peranan Universiti



# University: Our roles and responsibilities

# Our Philosophy

The **divine law of Allah is the foundation** for science and technology. UTM strives with **total and unified effort to attain excellence in science and technology** for **universal peace and prosperity** in accordance with His will

## Vision

To be recognised as a **world class** centre of academic and technological excellence

## Mission

To be a leader in the development of human capital and innovative technologies that will contribute to the nation's wealth creation

Teaching and  
learning

Research, discovery,  
commercialisation

talent

Creativity and  
innovation

technology

Skills

Problem  
solving and  
analysis

Human Capital

transformation

Develop whole  
student

Integrate Heart  
and mind

Personal growth  
and development

National  
competitiveness

Wealth creation

Economic power

Emotion and  
spirituality



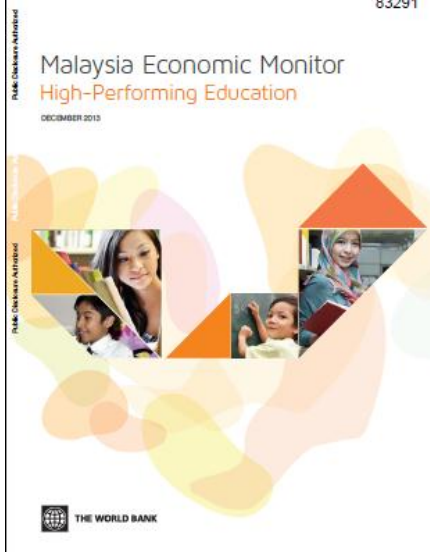
knowledge



My Lord! Increase me in knowledge



83291



...A nation's human capital, which is largely built by its education system, is a **fundamental driver of economic growth**. Education systems build cognitive skills, equipping workers with knowledge that makes them more productive and allows innovations to emerge

# THE GLOBAL COMPETITIVENESS INDEX 2012–2013 RANKINGS AND 2011–2012 COMPARISONS

Country/ Economy	Rank	Score (1–7)	Rank among GCI 2011–2012 sample	GCI 2011–2012 rank
Switzerland	1	5.72	1	1
Singapore	2	5.67	2	2
Finland	3	5.55	3	4
Sweden	4	5.53	4	3
Netherlands	5	5.50	5	7
Germany	6	5.48	6	6
United States	7	5.47	7	5
United Kingdom	8	5.45	8	10
Hong Kong SAR	9	5.41	9	11
Japan	10	5.40	10	9
<b>Malaysia</b>	<b>25</b>	<b>5.06</b>	<b>25</b>	<b>21</b>

GRAPHIC: THE MALAYSIAN INSIDER

## **Bab 2**

# **Menelusuri UTM: Masa Lalu, Masa Kini dan Masa Depan**

# **What have we contributed and our tasks ahead**





1904 – Started as Treacher Technical School



1941 – Elevated to a Technical College

1975 – Established as a University

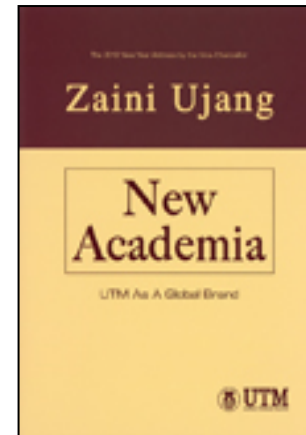


# UTM Graduates

(1972-2013)

Degree	JUMLAH
Doctoral	1,225
Masters	16,826
PG Diploma	3,571
Bachelors	87,062
Diploma	50,989
<b>Total</b>	<b>159,673</b>

# ...2008 – 2013....



### WCU Plan 2001-2010

- Discovery University
- Prime Minister's Quality Award

### Guoman 2004

- Revisit

### Langkawi 2006

- Revisit
- National Intellectual Property Award

### Tioman 2008

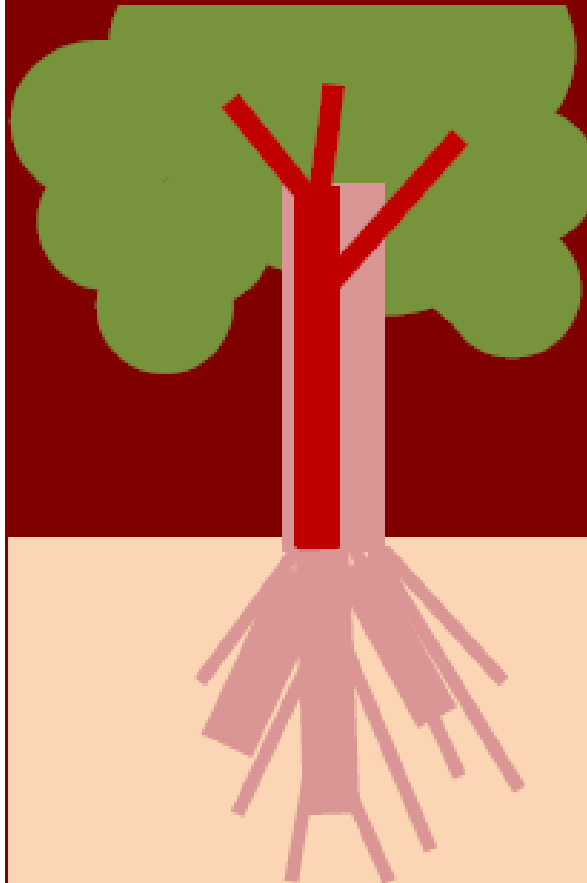
- Strengthen plan
- Alignment with national plan
- THES Ranking
- Top recruiter review

### APEX 2008

- Apex Track 1 (2008)
- Preliminary Transform Plan



# Rebranding Key Amal Indicators (KAI)



## Tangible KAIs

- Publications
- Research
- PG programs
- Education
- Intellectual property
- RU-compliance etc

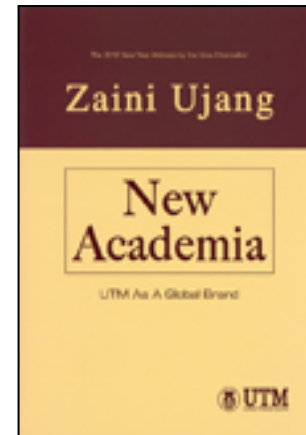
World  
class  
university

## Intangible KAIs

- Teamwork, ukhuwah
- Knowledge culture
- Integrity, passion
- Entrepreneurship
- Taqwa, amal soleh etc

Barakah  
Synergy  
**Jannah**

# ...2008 – 2013....



# Transformations

- 2009 – 2011 – mind set transformation
  - mind set and culture
    - creativity, innovative, entrepreneurial, global, GOP
  - Attained RU status
  - PG focused
  - Sustainability (green, eco-tourism campus)
  - Additional physical facilities, CICT

# Transformations

- 2012 – 2013: UTM Global Plan 2020
  - BOS
  - New Academia
  - Soul of academia
  - Collaborations with top universities
  - We move forward as RU (KAI for RU)
  - HCBP
  - Financial sustainability
  - business and unlocking assets (KL Residence, UTM-KPJ Hospital etc)



DNA INSTITUSI		KAEDAH, TINDAKAN, PENJELASAN
<b>Keutamaan</b>		
1	<b>Matlamat yang Jelas</b>	Visi, Misi, Petunjuk Amal Utama (KAI)
2	<b>Berstrategi (<i>Strategic Minded</i>)</b>	<i>Strategi Laut Biru</i> (BOS)
3	<b>Budaya Kerja Berprestasi Tinggi</b>	Sasaran <i>Top 50</i> bidang teknologi dan kejuruteraan (2020)
<b>Proses</b>		
4	<b>Akademia Baharu</b>	Inovatif, <i>Entrepreneurial</i> , Global
5	<b>Global</b>	<i>Global Outreach Programs, Synergy Projects, Sunrise Projects</i> , Mahasiswa dan Staf Antarabangsa
6	<b>Unggul</b>	Mesra–Ilmu, Mesra–Mahasiswa, Mesra–Industri, GOP, Kajian Kes HBS, Budaya Endowmen, Holistik
<b>Sumber</b>		
7	<b>Lean, Efisien, dan Integriti</b>	Budaya dan Etika Kerja, <i>Lean Six Sigma</i>
8	<b>Konsultatif dan Inklusif</b>	<i>Engagement, Empowerment</i> , Autonomi PTJ, <i>idea@utm.my</i>
9	<b>Gaya Hidup Sihat, Bahagia, dan Lestari</b>	Sukan, Kelab Keluarga, Budaya Kerja Berpasukan, Program “I Love UTM”

*Sumber:* Dipetik daripada buku “Menyubur Kembali Jiwa Akademia.” hlm. 68.

# UTM 2014 Transformational Journey



**Consolidating the foundations, adjustment to the plans, setting KAI for 2014 and implementations**

**Global UTM  
2020**

# Global UTM 2020

**Impact**

**Outcomes**

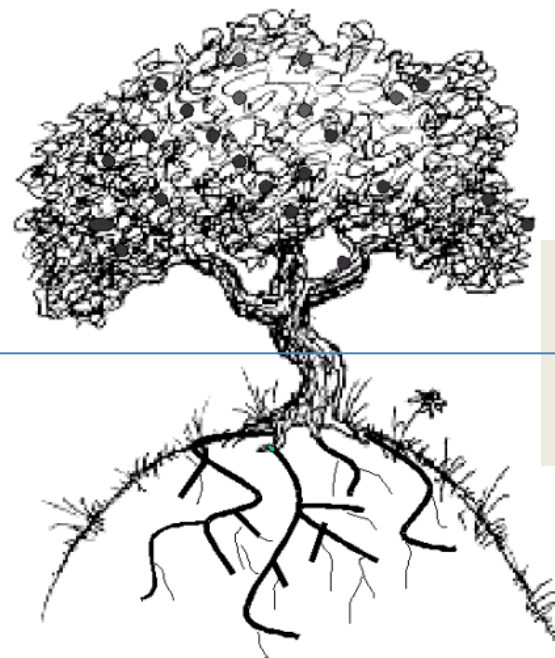
Measurable,  
Numbers

**Processes**

Synergy,  
Simplified

**Resources**

Lean,  
Optimum



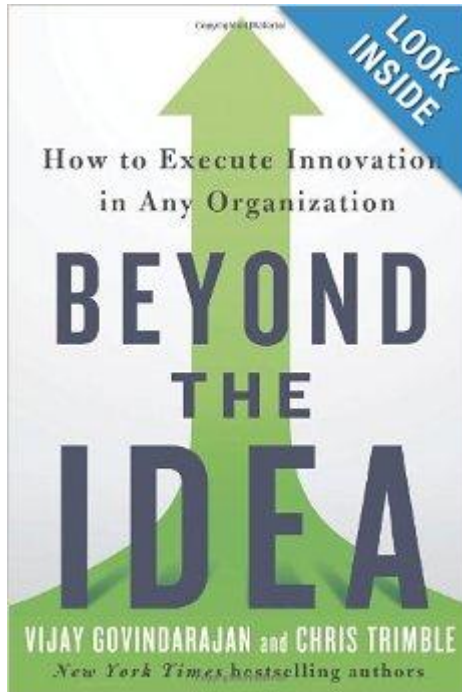
**UTM with  
a Soul**

**UTM DNA**

**innovative • entrepreneurial • global**







## Innovation

Idea is only the beginning

Team and resources

Knowledge and skills

Learning through disciplined experimentation

# Bab 3

## Pencapaian 2013



# Our achievement in 2013

	INDICATORS	2008	2010	2011	2012	2013	
						KAI	CURRENT
1	UTM ACHIEVEMENT UNDER MYRA	-	83.6*	100.3*	114.4*	100.0	<b>60.74**</b> (as at Sept 2013)
2	STAFF WITH PHD	737	819	1,018	1,143	1,500	<b>1,196</b>
3	SCOPUS JOURNALS	678	1,295	1,078	2,500	3,500	<b>2,001</b>
	ISI IMPACT FACTORS	153	400.6	802	2,000	3,000	<b>1336.06</b>
	SCOPUS CITATION	1,372	3,028	3,791	5,000	7,000	<b>7,429</b>
4	POSTGRADUATE (%)	25%	35.4%	46%	53%	55.7%	<b>55.6%</b>
	POSTGRADUATE NO.	4,850	7,595	10,888	12,883	13,156	<b>13,780</b>
	PHD STUDENTS NO.	1,269	1,927	3,439	4,445	4,951	<b>5,140</b>
	PHD GRADUATE ON TIME *	-	-	-	-	50%	<b>25.6%</b>
	POST-DOCTORAL FELLOWS	<10	<10	<20	<20	300	<b>94</b>
5	MEAN INTAKE CGPA (UG)	3.11	3.28	3.47	3.71	3.75	<b>3.78</b>
6	RESEARCH GRANT (RM M)	124	17.4	103	78	150	<b>59</b>
7	INTELLECTUAL PROPERTY	1,075	2,071	2,185	2,770	3,300	<b>3,308</b>
8	SPIN-OFF COMPANIES	57***	3	14	18	200	<b>17</b>
9	ENDOWMENT	0	0	31.9	50	70	<b>49.2</b>

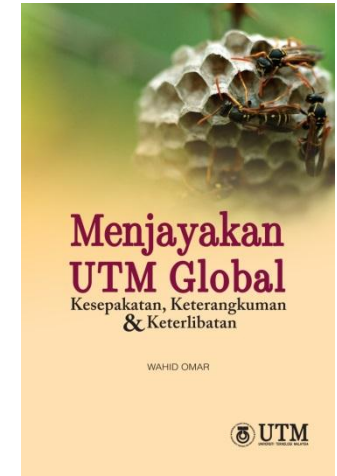
# UTM KAI IN BRIEF

## (Cut Off Date 16 Dec. 2013)

No.	KAIs	No. of KAIs	Percentage (%)
1.	Achieved Target	26	45.60%
2.	50% Achievement	13	22.81%
3.	<50% Achievement	14	26.42%
	<b>TOTAL</b>	<b>53</b>	<b>100</b>

# Bab 4

## Perancangan Strategik 2014

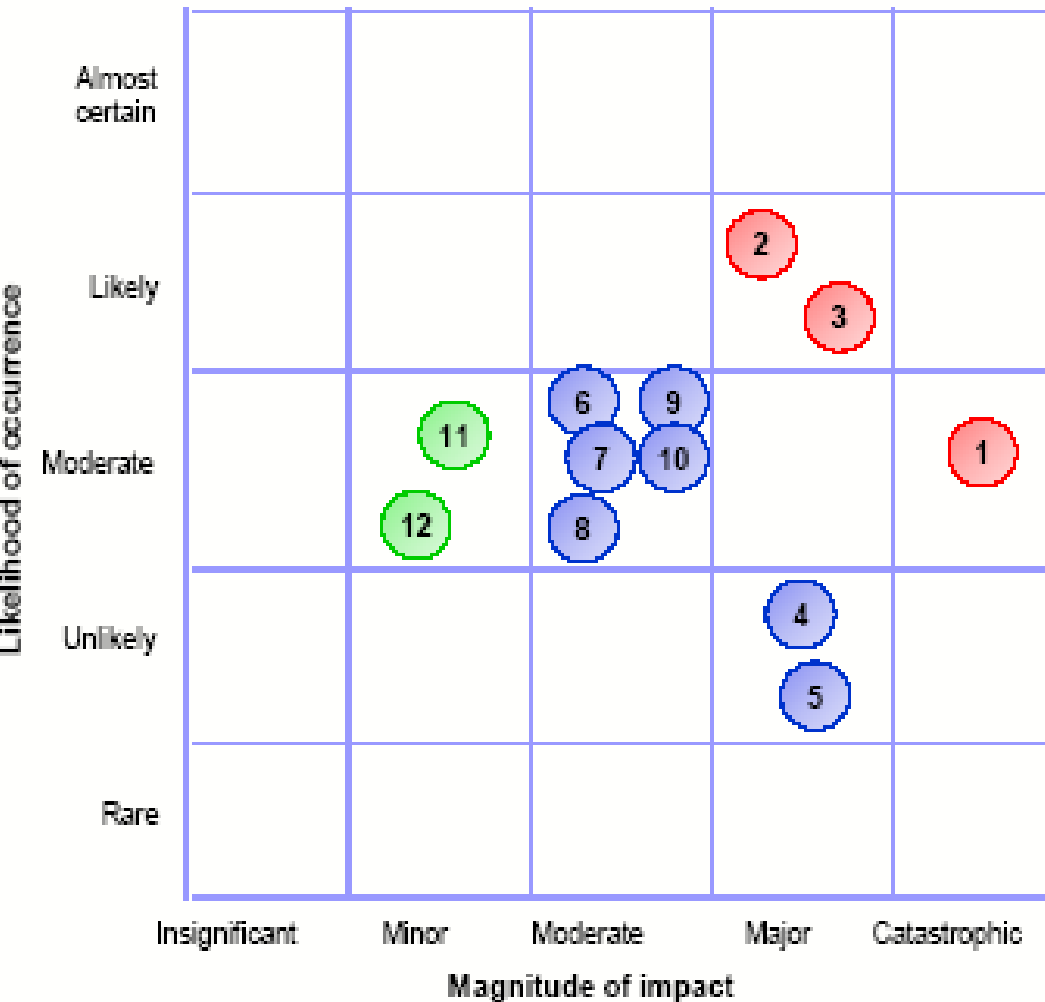


**Our strategies, initiatives and  
action plans in 2014**

Sector	Strategy 2014	Chief Owner
Research and Development	Consolidating UTM status as RU based on MyRA2	DVC PI
Academic	New Academia, enhancing academic eco system and Global reputation	DVC AI
Students	Total Campus Experience and Community Engagement	DVC SAA DVC D
Delivery System and Infrastructure	Enhancing campus infrastructure, ICT and University delivery system	DVC D Registrar PHB CICT Library
Financial Sustainability	Endowment, Financial Sustainability Framework, Assets and Business	DVC D Bursar

	INDICATORS	2014	2015	2020
1	MYRA2	100	100	100
2	STAFF WITH PHD	1,530	1,800	2,100
3	POSTGRADUATE NO.	13,500 (60%)	13,500 (60%)	13,500 (60%)
4	PHD STUDENTS NO.	5,500	6,000	7,000
5	POST-DOCTORAL FELLOWS	300	500	1,000
6	MEAN INTAKE CGPA (UG)	3.80	3.85	4.00
7	RESEARCH GRANT (RM M)	150	200	400
8	INTELLECTUAL PROPERTY	3,500	6,000	10,000
9	SPIN-OFF COMPANIES	200	400	1,000
10	ENDOWMENT	80	100	500

# Risk Profile for Strategic Risks



Risk no.	Summary risks	Preventable Risk*	Strategy Risk*	External Risk*
1	Research University status	✓		
2	Sustainability of current delivery system	✓		
3	Financial sustainability			✓
4	Compliance to accreditation requirements	✓		
5	Academic integrity	✓		
6	Business continuity in the event of disaster	✓		
7	Ability to maintain or improve university ranking	✓		
8	Social and ethical problems by students / staffs	✓		
9	Talent management and succession planning			✓
10	Viability of spin-offs, and commercialisation		✓	
11	Brand management strategy	✓		
12	Partnerships and alliances		✓	

Key:

High

Significant

Moderate

Low



# MERGING



UTM  
Quality  
Assurance



UTM  
Transformation  
&  
Risk  
Management  
Unit



QRiM

Centre for Quality &  
Risk Management  
UTM

Academic  
Quality

Services  
Delivery  
Quality

Risks

# REBRANDING



**CTL**

Centre for Teaching & Learning



**UTMLEAD**

UTM ACADEMIC LEADERSHIP

# RESTRUCTURING



UTM  
INTERNATIONAL

CHANCELLERY

UTMTEC

UTM Technology  
Entrepreneurship  
Centre

# Bab 5

## Aspirasi UTM Global 2020: *Ringan Sama Dijinjing Berat Sama Dipikul*





# Menjayakan UTM Global

Kesepakatan, Keterangkuman  
& Keterlibatan

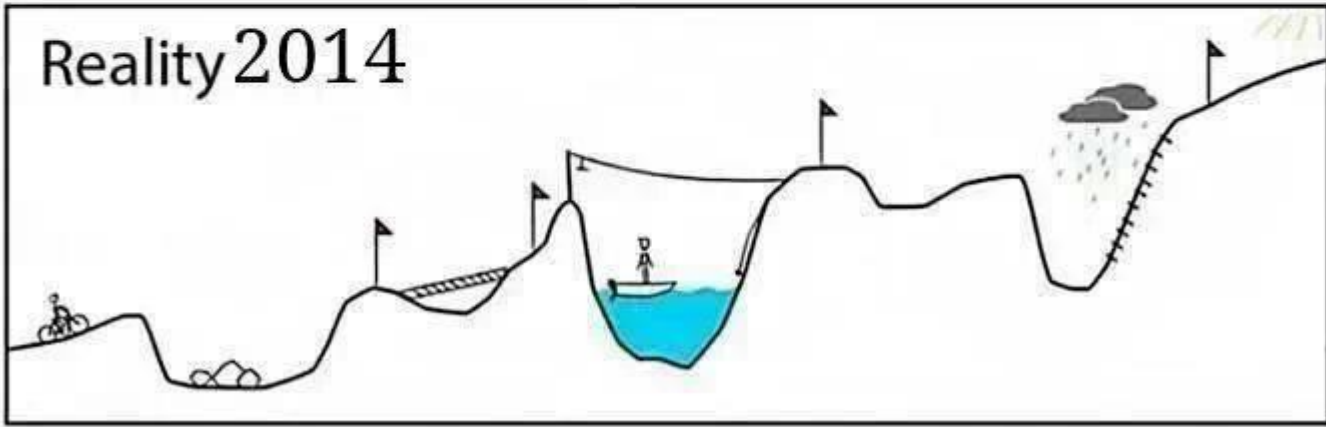
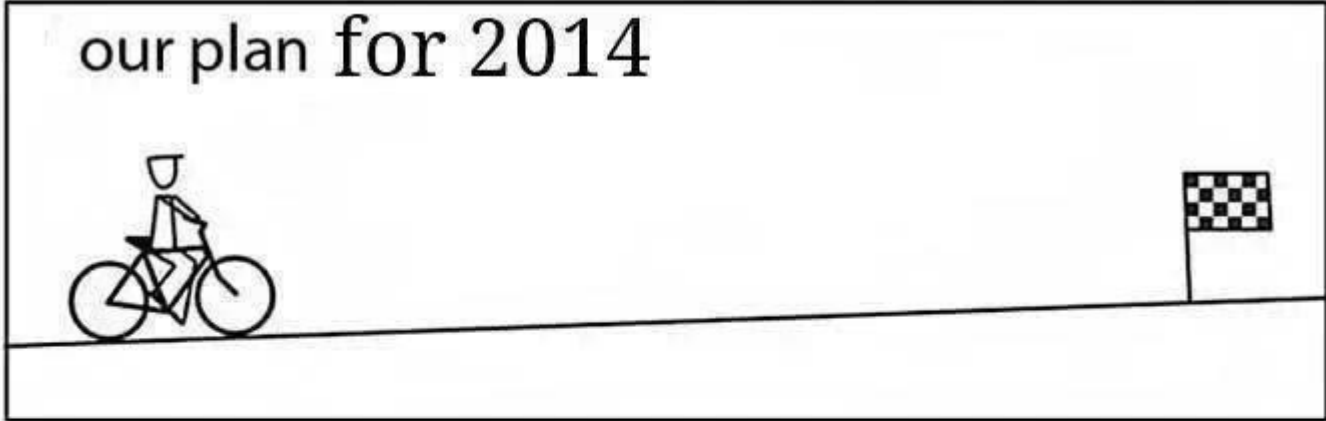
WAHID OMAR

# Consensus, inclusiveness, engagement

- Encourage 'free flow, multi-channel' communications
- Greater transparency and collective decision
- Encourage bottom-up initiatives vs top-down
- Promote soul, ownerships and sense of belonging
- Promote trust, respect and more intact, cross functional teams
- Promote productive, balanced, healthy and happy working environment
- 'real' engagement at all levels
- 'Facilitate' vs 'control' work culture

Challenging times are a frequent catalyst for organizations to seriously think about being **relevant** and **distinctive**. Being creative isn't enough. New ideas must be accompanied by new behaviours.

December 2013 Lawlor Focus





**“Sesungguhnya Allah tidak akan mengubah nasib suatu kaum kecuali kaum itu sendiri yang mengubah apa apa yang pada diri mereka ” QS 13:11**





