Publish & Flourish
Research Environment / Eco-system

Kursus Transformasi Minda

Prof. Dr. Mohd Ali Hassan
Universiti Putra Malaysia
alihas@upm.edu.my

22 January 2019

The Important Issues:

1. Job specs for lecturers (3Ps +++)
2. R&D – input and output (SKT / KPIs)
3. How to achieve more with less (funding)?

>>> how to make it happen in UPM as RU?

Job Specifications

Job Specs for Academic Staff in RU

8 P ++:
1. **Pengajaran***
2. **Penyelidikan***
3. **Penyeliaan**
4. **Penerbitan**
5. **Paten**
6. **Pengkomersilan**
7. **Perkhidmatan Profesional***
8. **Pentadbiran**

Lecturer Effort Hours?

>>> need to re-align, with the right balance
>>>>> seiring dan seimbang!

Your Expectation?
- alignment -

Are you ready to be transformed?

What is your expectation from this session?

… frustration is a function of expectation

… everyday.. results or reasons ?

Learning Outcome
– in the context of RU –

Scope:

1. What is a good eco-system to publish and flourish?
2. Why do we need a good research eco-system?
3. How do we create a good research eco-system?

Learning Outcome :

>>> to become a better.. researcher,
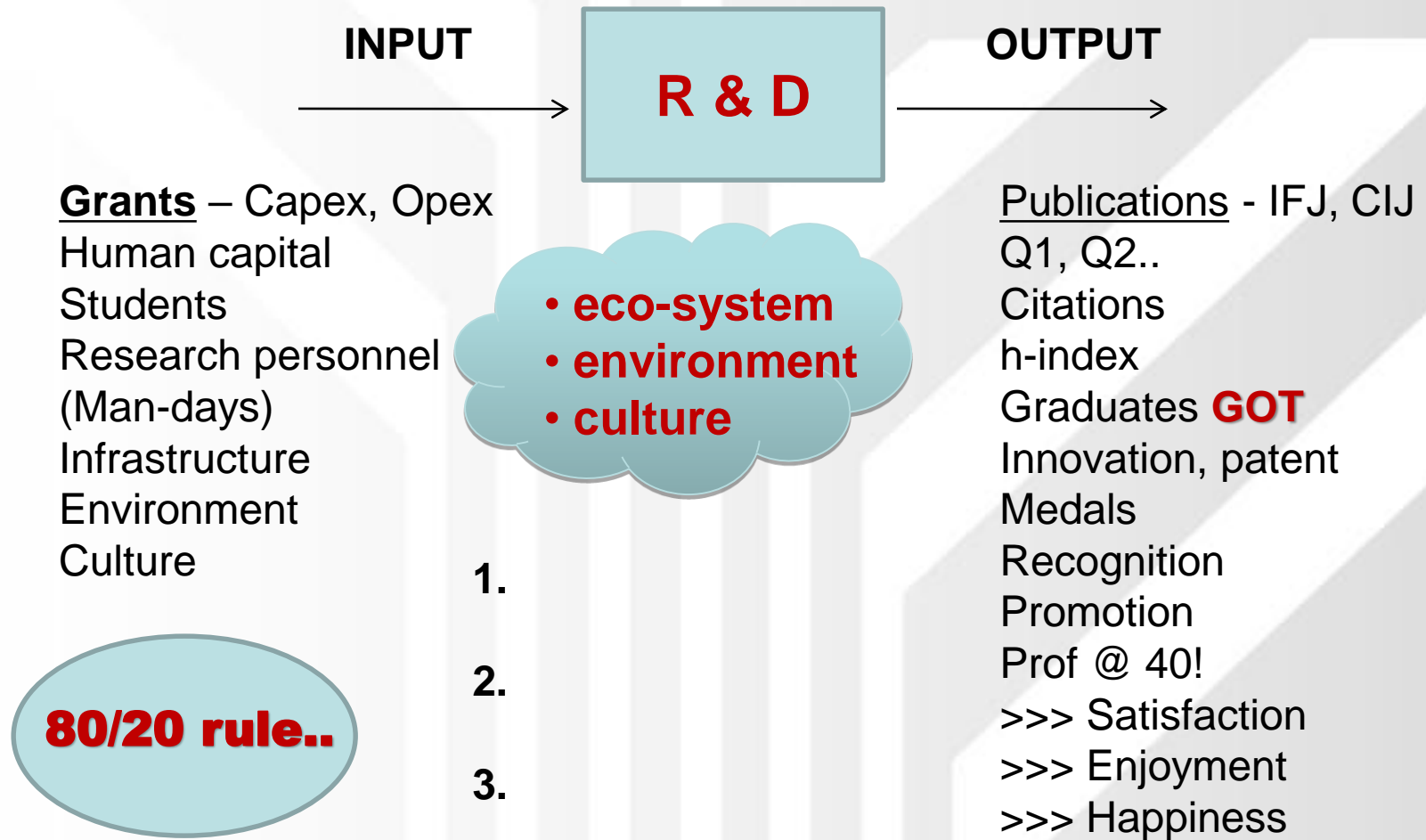supervisor
teacher!

Target: Professor @ 40!

ALIGNMENT

R&D in the context of UPM as RU:

1. Pursuing and pushing the boundary of knowledge
2. Discovery, innovation and wealth-creation
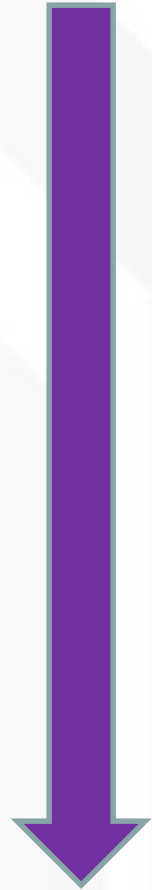3. Branding, positioning, rating, ranking

>>> academic excellence (numbers!)

>>>>> SKT, KPIs, promotion!

Research eco-system

INPUT

R & D

OUTPUT

Grants – Capex, Opex
Human capital
Students
Research personnel
(Man-days)
Infrastructure
Environment
Culture

- **eco-system**
- **environment**
- **culture**

1.

2.

3.

80/20 rule..

Publications - IFJ, CIJ
Q1, Q2..
Citations
h-index
Graduates **GOT**
Innovation, patent
Medals
Recognition
Promotion
Prof @ 40!
>>> Satisfaction
>>> Enjoyment
>>> Happiness

Understanding The Flow … 10 steps

1. Grants *
2. Students
3. Proposal
4. Supervision *
5. Publication
6. Thesis
7. GOT!
8. Promotion
9. Satisfaction
10. Happiness!

What Are The Issues?
- input, process, output -

1. What research? Good proposal? Collaborators?

2. Grants, students, facilities/space..

3. Timeline (2-4 years, students need to graduate!)

4. KPIs (Output)? <u>Publications</u>.. "publish & flourish"
   >>> jangan menganiaya dan jangan teraniaya..

5. The research <u>eco-system..</u> >>> the **TEAM!**

Making it happen
- the right balance -

1. Do your part.. >>> 7 habits.. (Steven Covey)

2. Mentor - mentee.. be a good team member!

3. Create the right eco-system..

   The 90-10 principle.. (Steven Covey)

   >>> it is in <u>YOUR</u> hands (90%)..

   >>>>> so take charge and ownership!

Publish & Flourish!

Semoga ALLAH berkati dan permudahkan..

Teaching

- 1 credit = 40 notional hours (NH)
- So, for a 3-credits subject = 120 NH
- In a year of 46 working weeks
  and 40 hours/week,
  lecturer need to log in = 46 x 40 = 1840 hours
- For 12 credits/year, LEH = 12 x 40 = 480 NH

>>> this is = 480/1840 = 26% LEH

Supervision

- 1 PhD student, LEH/week = 1 NH
- So, for 10 PhD students Equivalent per year

  = 1 x 10 x 46 = 460 NH

>>>   this is = 460/1840 = 25% LEH

So.. Teaching + Supervision = 51% LEH

Balance = 49% LEH (for research, JIM, etc.) ☺