	Strategic Objectives		Initiatives	Description of Initiatives	Rationale	PIC	KPI	Targets			Budget			Timeline	Outcome	Remark on 20/8/2015
								2015	2016	2017	2015	2016	2017			
(1) Publication	P3.3, L2.2, F2.1	1	Internal Journal Initiative	Restructuring the internal journal under CICT and oversee by UTM Press. UTM Press will assist in Scopus/ISI indexing and other publication policies. Making sure the internal journal will remain sustainable in terms of articles and income generation.	● Double the number of highly cited researchers ● 80% of academic staff to have h index of 2 ● 60% publications in Q1 and Q2 journals	● RA Dean ● Faculty Dean ● Senior Director ● RMC Director (Dalam tindakan UTM Press)	● 12 journal indexed by Scopus within 5 years; 3 years Scopus + 2 years ISI ● Income generated RM 100 – 200k per year (+ 10 – 15% p.a.)	● 12 journal up and online ● RM100,000	RM110,000	● 6 journals indexed by Scopus ● RM121,000	RM100,000	RM0	RM0	on going	Indexed journal, UTM visibility / reputation, QS ranking, branding, self financing	Initiatif dipantau oleh UTM Press
	S6.1, P3.3, P3.1	2	Workshop on Conducting Quality Research	Workshop on best practice in research, tips/tricks, engaging other researchers, importance of collaboration, etc.	● Double the number of highly cited researchers ● 80% of academic staff to have h index of 2 ● 60% publications in Q1 and Q2 journals	● Faculty Dean ● RA Dean ● Institute/CoE Dean	1 workshop/year/RA	1 workshop	1 workshop	1 workshop	RM8,000	RM8,000	RM8,000	Start August 2015	● Increase citations of paper ● increase paper in Q1/Q2	-
	S6.1, P3.2, F2.1	3	Research Proposal Workshop	Workshop on not only writing a good proposal but also good presentation. Preferably held during the grant application period in which hand-on session will be facilitated.	● Double the number of highly cited researchers ● 80% of academic staff to have h index of 2 ● 60% publications in Q1 and Q2 journals	● RA Dean ● Faculty Dean ● Senior Director	● Proposal Bank: 1 proposal/2 staffs ● International grant (1/year/RMC) ● National/government grant (1/year/RA and faculty; 1/year/institute) ● Industry grant (1/year/RA)	● 150 proposals ● 1 International grant workshop ● 5 National / gov. grant workshop (RA) ● 22 National / gov. grant workshop (faculty) ● 6 National / gov. grant workshop (Institute / CoE) ● 5 Industry grant workshop (RA)	● 300 proposals ● 1 International grant workshop ● 5 National / gov. grant workshop (RA) ● 22 National / gov. grant workshop (faculty) ● 6 National / gov. grant workshop (Institute / CoE) ● 5 Industry grant workshop (RA)	● 300 proposals ● 1 International grant workshop ● 5 National / gov. grant workshop (RA) ● 22 National / gov. grant workshop (faculty) ● 6 National / gov. grant workshop (Institute / CoE) ● 5 Industry grant workshop (RA)	RM10,000	RM10,000	RM10,000	Start August 2015	Increasing quality of proposal	-
	S3.1, S6.1, P3.3	4	Workshop on Writing Highly Cited/High Quality Paper	Workshop focusing on the issue of writing Q1/Q2 articles and getting citations	● Double the number of highly cited researchers ● 80% of academic staff to have h index of 2 ● 60% publications in Q1 and Q2 journals	● Faculty Dean ● RA Dean ● Centre Dean	● 2 workshop/year on review paper writing ● 1 workshop/year on research paper	● 2 review paper workshop ● 1 research paper workshop	● 2 review paper workshop ● 1 research paper workshop	● 2 review paper workshop ● 1 research paper workshop	RM6,000	RM6,000	RM6,000	Start August 2015	● Increase citations of paper ● increase paper in Q1/Q2	-
	S6.1, P3.3, L2.2	5	Book Chapter Initiative	Compulsory for academic staff to contributes to book chapters publication. Incentive available from UTM Press.	● Encourage and increase the number of staff involve in publications ● Re-channel PS/PSM not qualify for journal publication ● Indexing in Scopus (citations considered in h-index, etc.)	● Faculty Dean ● RA Dean ● Institute/CoE Dean	● 2 chapter/staff/year ● 1 book series/faculty, indexed in Scopus	● 1 chapter/staff ● 1 book series/faculty	● 2 chapter/staff ● 1 book series/faculty	● 2 chapter/staff ● 1 book series/faculty	RM200,000	RM200,000	RM200,000	on going	● Increase volume of book chapters ● contributing score in MyRA	training of editors and simplify publication processes
	S3.1, S6.1, P3.3, F2.1	6	Establishing & Harnessing Supporting Unit	Establishing 3 units of supporting unit ● team PSZ (existing) : information searching (journal information, scholar databases, novelty searching, etc.) ● adhoc team language (new): team of existing lecturers/language teachers working as language experts as of per request basis with incentives paid by the requester ● adhoc team technical (new): team of existing RO/RA who have technical capabilities to assist in quality data preparation (statistical analysis, data visualization, programming, etc.) working as of per request basis with incentives paid by the requester.	● Provide proof reading/technical/information searching services related to publications ● Technical service includes computing, statistical analysis, visualization ● Information searching includes publication one-stop centre, databases, funding, plagiarism, novelty	● UTM Library	100% support and services (for those who require support)	● UTM Library team ready ● Technical/language team partially ready	All team ready	All team ready	RM0	RM0	RM0	100% September 2015 (Library services available as of now)	● better quality data ● higher paper acceptance rate ● increasing h index for staff ● nurture entrepreneurship	-
	F2.1, S6.1, P3.3, L2.2	7	Organizing International Conference	organizing international conference which offer article indexing and endorsed by well known professional bodies	● As platform to increase publication in indexed journal ● Generate income ● Marketing UTM, international recognition	Faculty Dean	1/faculty/year		22 conferences	22 conferences	RM0	RM0	RM0	Start 2016	● Increase publication in general ● potential international partnership/collaboration	Review bursary policy on cost recovery
	S3.1, S6.1, P3.3, P3.2	8	Leveraging Research Collaboration	Establishing research collaboration through bigger entities (such as RA, centres, institutes, CoE). At the same time, leveraging on mentored universities partnership.	● Win-win situation between collaborators ● Resource/man power/technical/scientific sharing	● RA Dean ● Faculty Dean ● Senior Director of Institute ● Director of CoE	● 2 partnerships per faculty/RA ● 1 partnership per CoE ● joint-publication 30/year	● 27 new partnerships (faculty/RA) ● 16 new partnership (CoE)	● 27 new partnerships (faculty/RA) ● 16 new partnership (CoE) ● 60 joint publications	● 27 new partnerships (faculty/RA) ● 16 new partnership (CoE) ● 100 joint publications	RM0	RM0	RM0	Establish partnership by the end of 2015	pre-requisite to increase quality & quantity of research articles	-
	S6.1, P3.3	9	Maintaining Research Workers Appointment (Postdoc/VRP)	Maintain/increase the appointment of high quality postdocs and visiting researcher	● Postdoc/Junior Visiting Researcher for Publication contribute high quality publications	RMC Director/TNCPI	100 postdoc/year, 100 junior VRP/year	● 50 postdoc ● 50 junior VRP	● 100 postdoc ● 100 junior VRP	● 100 postdoc ● 100 junior VRP	RM10,000,000	RM10,000,000	RM10,000,000	As soon as possible	high contribution of Q1/Q2 articles	Good management and planning for high quality postdoc appointment 20/8/2015 - SPS dan RMC
	S6.1, P3.3	10	Maintaining Foreign Students Intake	Maintain/increase the appointment of high quality foreign students	● Output from foreigners > local students ● Declining foreigners enrolment	● Director of Student Recruitment & Admission Division ● Dean of SPS/faculties ● Senior Director of UTM International Office ● PHB Director	● Marketing via international education fair: 2/year ● Provision of scholarship/endowment (e.g. IDF): 10 -15 sponsored student/year	● 2 exhibitions ● 10 - 15 scholarhips (endownment) for foreign student	● 2 exhibitions ● 10 - 15 scholarhips (endownment) for foreign student	● 2 exhibitions ● 10 - 15 scholarhips (endownment) for foreign student	tbd	tbd	tbd	as soon as possible and all year long	Maintaining foreign contribution and eventually increase the number of publications	SPS dan RMC
	S6.1, L2.2, P3.1, F2.1	11	Policy Papers Initiative	To increase awareness of the importance of policy papers mentored by Perdana School. Initiative will include workshops and identifying team of sub niche areas who can contribute to policy papers	● Policy papers = 25 Q1	Perdana School Dean	● 1 workshop on how to write policy paper/year ● 1 national level; 2 state level per year	● 1 policy paper workshop ● 2 state level policy	● 1 policy paper workshop ● 1 national level ● 2 state level	● 1 policy paper workshop ● 1 national level ● 2 state level	RM100,000	RM100,000	RM100,000	as soon as possible	MyRA/performance/auditing score	-

Remark:

Initiatif 2,3,4,5,7 & 8	**Fakulti/Institut/COE/HiCOE**
Initiatif 6	**PSZ**
Initiatif 11	**Perdana School**