



“Perjalanan Menjadi Seorang Professor” FSG -UiTM

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Outcomes

At the end of this session each participants will be able to:

- i. Identify his/her **right field** of expertise
- ii. Identify the **FOUR** available tracks for academic promotion exercise in UiTM and all its requirements.
- iii. Identify his/her **current state** with regard to his/her promotion criteria's
- iv. Identify his/her **strengths** with regard to the chosen promotion track.
- v. Build his/her own Personal Map for promotion prior to MyATP Compliance Submission
- vi. Plan and strategise on how to get promoted.



Academic Staff Promotion at UiTM

Every academic staff has a right to be promoted but each candidate is required to prove his/her knowledge, capability, competency, skills and attitude are well deserved and raised to the level of an academe.

Quality of the evidence supplied must be demonstrated and validated by third party.

Three level procedures adopted by the university are by design, to help both the candidate and university to remain truthful, fair, reliable and consistent in its decision.

Each candidate is expected to uphold the highest integrity in supplying evidence to proof his/her past academic work.



Academic Staff Promotion at UiTM

Each candidate is responsible to keep a copy of all documents supplied/ uploaded for future references in case of a dispute.

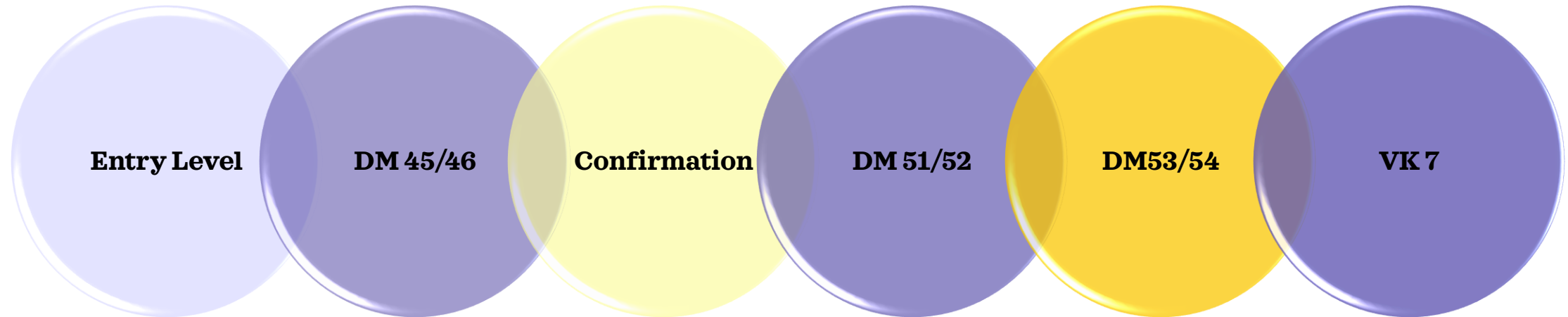
External review is conducted to validate the worthy of academic contributions.

Interview is conducted to capture any extra ability/competencies that could not be well demonstrated via written narratives.

At all levels, candidate is allowed to tender its' grievances but must be channelled through the Bahagian Kemajuan Kerjaya, Pejabat Pendaftar.



Life-line of an Academic: Career Path





My Right Field of Expertise

How do I go about deciding which field do I belong?
(Conflict of identity)

- I. NEC codes from MOHE
- II. 51 subjects from QS Subjects Ranking/
- III. Refer to your Bachelor's Degree, then follow through until your PhD. Compare with the NEC list and map to the QS By Subject list, then refer to list of journals. Look at your current work. Then decide upon where your tendency lies.



Sources to refer to:

LEADING KNOWLEDGE EXCELLENCE

NATIONAL EDUCATION CODE MANUAL

Home | Information Resources | Knowledge Sharing | Open Educational Resources | About MYMM

BY SUBJECT

- All
- Accounting (7)
- Agriculture (4)
- Architecture (7)
- Art & Design (9)
- Banking & Finance (6)
- Business (6)
- Chemical (3)
- Chemistry (5)
- Citation (3)
- Civil (4)
- Communication Studies (7)
- Company Information (3)
- Computer Science (7)
- Country & Economic Information (3)
- Dentistry (6)
- Education (9)
- Electrical & Electronics (4)
- Engineering (8)
- General (4)
- Health Sciences (11)
- Hospitality & Tourism (5)
- Islamic (3)
- Law (7)
- Library & Information Science (7)
- Management & Marketing (5)
- Mechanical (3)
- Medical Science (7)
- Music & Performing Arts (3)
- News (3)
- Patents & Standards (4)
- Pharmacy (11)
- Physics (4)
- Science (5)
- Social Sciences (6)
- Sport Recreation (5)

LIST OF DATABASE

EBSCO : Scientific & Medical ART Imagebase

EBSCOhost is a powerful online reference system accessible via the Internet. It offers a variety of proprietary full text databases and popular databases from leading information providers.

[Details](#)

ProQuest Dissertation & Theses

Offering millions of works from thousands of universities. Each year hundreds of thousands of works are added. Full-text coverage spans from 1743 to the present, with citation coverage dating back to 1637.

[Details](#)

Science Direct

Explore scientific, technical, and medical research on ScienceDirect. From foundational science to new and novel research, discover our large collection of Physical Sciences and Engineering publications, covering a range of disciplines, from the theoretical to the applied.

[Details](#)

SCOPUS

Scopus is designed to serve the information needs of researchers, educators, students, administrators and librarians across the entire academic community.

[Details](#)

Web of Science

Search the world's leading scholarly journals, books, and proceedings in the sciences, social sciences, and arts and humanities and navigate the full citation network.

[Details](#)



Simple Guide:

- I. DM 45/46 level and haven't had your PhD, it is still general and more room for considerations,
- II. DM 51/52, look at the faculty's, campuses' and the university's niche area, decide upon identifying where your passion is.
- III. DM 53/54 look at where and what most of your current work is focuses on.



Next Critical Moves:

Your Responsibility and No One is going to do it for YOU

Get a mentor (VK7 within your field)/ or a sparring partner

Benchmark your work with his/her work

Evidence is IMPORTANT: gather and compile

Scan where you are in some Indexed databases: SCOPUS/ Web of Science / Google Scholar/ Research Gate / Prisma/ Prince/ ICONs/ MyGrants etc





The Four Promotions Tracks @ UiTM

Teaching & Learning (Pengajaran & Pembelajaran)

Research (Penyelidikan (Felo/Penyelidik/Saintis))

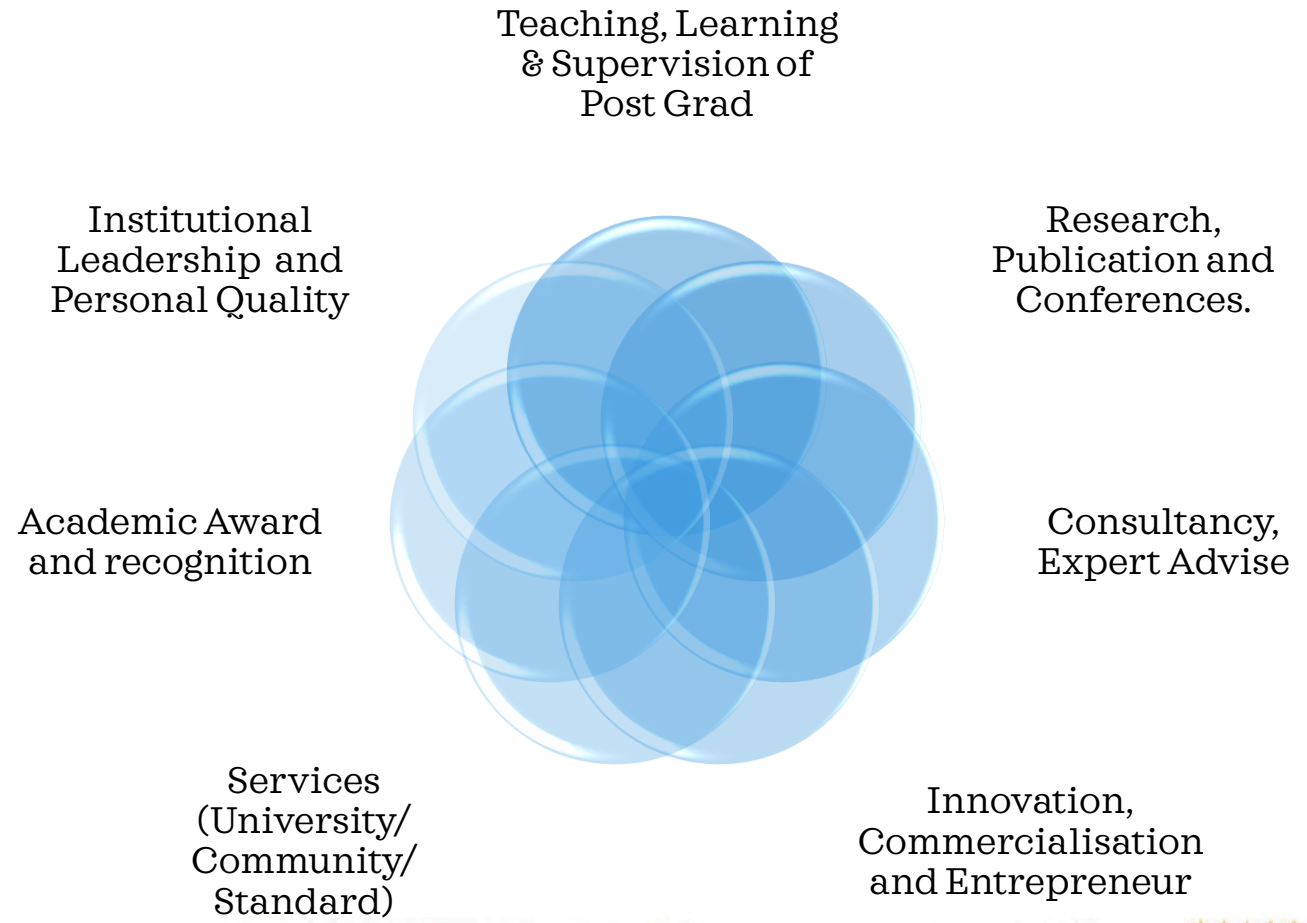
Professional Practitioner/ Clinical (Pengamal
Profesional/Klinikal)

Institutional Leadership (Kepimpinan Institusi).



MAP YOUR CURRENT STATE/ GAP

Brainstorm with you own self (use mind-mapping software: download free from the internet)





MyATP Compliance: Pemarkahan Penilaian Pangkat ke Gred DM54 dan VK7

	Track/ Kriteria	P&P	Penyelidikan	Pengamal	Kepimpinan Institusi
1	Pengajaran & Penyeliaan Pasca Siswazah	50	20	30	50
2	Penyelidikan, Penerbitan dan Persidangan				
3	Perundingan dan / Kepakaran	30	60	50	50
4	Inovasi/ Pengkomersilan / Keusahawanan				
5	Khidmat (Universiti/ Masyarakat/ Pelajar)				
6	Sanjungan dan Anugerah Akademik	20	20	20	
7	Kepimpinan Akademik dan Kualiti Keperibadian				

Minimum marks: 60 to proceed, Exception for kes istimewa, minimum marks 90/ 95



Contoh Personal Map: Kenaikan ke DM 54

	Track: Pengajaran & Pembelajaran/ Penyelidikan/ Pengamal	Must Attained (Target)	Current State	Strategy/ What need to be done	Tempoh Masa
	SYARAT WAJIB (Kepimpinan Institusi)				
1.	Bil pelajar sarjana penyelidikan yang diselia sebagai penyelia utama sudah bergraduat, atau	1 orang	0	Dapatkan	
	Bil pelajar Sarjana Penyelidikan sebagai penyelia Bersama sudah bergraduat, atau	2 orang	?		
	Bil pelajar sarjana kerja kursus sempurna diselia dengan desertasi dalam tempoh minima setahun, atau	5 orang dan lulus disertasi	0 1/2/3/4	Usaha kan/ jumpa KP/ KPP	
	Pensyarah servicing di fakulti/kampus yang tiada program pasca penyelidikan, tiada syarat graduan kan pelajar sarjana tetapi perlu penuhi kriteria khusus	4 kriteria khusus	?		
	SYARAT UMUM				
1	SUFO	80%	?		
2	Teaching Portfolio	Ada	?		
3.	Amanah Tugas Pensyarah Universiti	39 jam	?		

Contoh Personal Map: Kenaikan ke DM 54

	Track: Pengajaran & Pembelajaran/ Penyelidikan/ Pengamal	Must Attained (Target)	Current State	Strategy/ What need to be done	Tempoh Masa
4.	Penglibatan dalam aktiviti pelajar yang iktiraf universiti	3	?		
	KRITERIA WAJIB				
1.	T&L: Bilangan kriteria hasil akademik (jurnal berwasit/ buku) dipenuhi dimana termasuk Penerbitan dalam bidang P&P (min 1 setiap tahun)	4: 2	?	Bukti lantikan/ hasil	
	Menjadi pakar rujuk P&P (university/ Kebangsaan/ Antarabangsa (Bil min)	2	?		
2.	Penyelidikan: Bilangan penerbitan kriteria dipenuhi bagi calon pensyarah di COE/ Fakulti (min 2 setiap tahun)	10 (COE)/ Scopus 7	?	Bukti lantikan/ hasil/ testimoni	
	Ketua projek bagi Geran Luar UiTM	1	?		
	Penyelia Utama/ Bersama bagi Pasca Siswazah Penyelidikan (Pensyarah servicing / kampus dikecuali namun kriteria khusus jadi 4)	2	?		

Contoh Personal Map: Kenaikan ke DM 54

	Track: Pengajaran & Pembelajaran/ Penyelidikan/ Pengamal	Must Attained (Target)	Current State	Strategy/ What need to be done	Tempoh Masa
	KRITERIA KHUSUS				
1.	Rujuk Garispanduan ms 17,18,19,20				
	Pilih Min daripada yang 14 tersenarai	2	?	Bukti lantikan/ hasil/ testimoni	
	Pensyarah Servicing/ Kampus, Pilih Min daripada 14 yang tersenarai	4	?		

Contoh Personal Map: Kenaikan ke DM 54

	Track: Institutional Leadership	Must Attained (Target)	Current State	Strategy/ What need to be done	Tempoh Masa
	SYARAT WAJIB (Kepimpinan Institusi)				
1.	Bil pelajar sarjana penyelidikan yang diselia sebagai penyelia utama sudah bergraduat, atau	1	0	Dapatkan	
	Bil pelajar Sarjana Penyelidikan sebagai penyelia Bersama sudah bergraduat, atau	2			
	Bil pelajar sarjana kerja kursus sempurna diselia dengan desertasi dalam tempoh minima setahun, atau	5 orang dan lulus disertasi	0 1/2/3/4	Usaha kan/ jumpa KP/ KPP	
	Pensyarah servicing di fakulti/kampus yang tiada program pasca penyelidikan, tiada syarat graduan pelajar sarjana tetapi perlu penuhi kriteria khusus	4			
	KRITERIA UMUM				
1	SUFO	80%	?		
2	Teaching Portfolio	Ada	?		

Contoh Personal Map: Kenaikan ke DM 54

	Track: Institutional Leadership	Must Attained (Target)	Current State	Strategy/ What need to be done	Tempoh Masa
3.	Amanah Tugas Pensyarah Universiti	39 jam seminggu	ATP?		
4.	Penglibatan dalam aktiviti pelajar yang iktiraf universiti	3	?		
	KRITERIA WAJIB				
1.	Penerbitan akademik dalam jurnal atau buku yang iktiraf fakulti/ Universiti dalam gred jawatan semasa	3	?		
2.	Pakar rujuk dalam bidang kepimpinan / pembangunan akademik uni/ kebangsaan/ antarabangsa	Ada		Bukti lantikan	
	KRITERIA KHUSUS				
1.	Memenuhi kriteria kepimpinan daripada 11 pilihan tersenarai di ms 17/18 GP atau	2		Bukti lantikan/ hasil	
2.	Memenuhi kriteria kepimpinan daripada 11 pilihan tersenarai (bagi pensyarah servicing)	4		Bukti lantikan/ hasil/ testimoni	

Contoh Personal Map: Kenaikan ke DM VK7

	Track: Institutional Leadership	Must Attained (Target)	Current State	Strategy/ What need to be done	Tempoh Masa
	SYARAT WAJIB (Kepimpinan Institusi)				
1.	Bil pelajar PhD yang diselia sebagai penyelia utama sudah bergraduasi, atau	1	0	Dapatkan	
	Sumbangan luarbiasa dan diiktiraf di peringkat kebangsaan/ antarabangsa,	Impak Tinggi	?		
	KRITERIA UMUM				
1	SUFO atau setara	80%	?		
2	Teaching Portfolio	Ada	?		
3.	Amanah Tugas Pensyarah Universiti	39 jam	?		
4.	Penglibatan dalam aktiviti pelajar yang iktiraf universiti	3	?		

Contoh Personal Map: Kenaikan ke DM VK7

	Track: Institutional Leadership	Must Attained (Target)	Current State	Strategy/ What need to be done	Tempoh Masa
	KRITERIA WAJIB				
1.	Penerbitan akademik dalam jurnal atau buku yang iktiraf fakulti/ Universiti dalam gred jawatan semasa	5	?		
2.	Pakar rujuk dalam bidang kepimpinan / pembangunan akademik uni/ kebangsaan/ antarabangsa	Ada	?	Bukti lantikan	
3.	Kolaborasi antarabangsa atau pemeriksa luar	Ada	?	Bukti	
	KRITERIA KHUSUS				
1.	Memenuhi kriteria kepimpinan daripada 11 pilihan tersenarai pada ms 28 Garispanduan	3	?	Bukti lantikan/ hasil	



Build Your Own Personal Plan

Set your own timeline

Discuss with your Mentor/ Sparring partner

Monitor your own progress

Give yourself a simple reward every time you meet the target

Update your MyATP Compliance

Submit and inform your Dean/ HOD

Prepare for external review, C&C

Prepare for promotion interview (ready with a 5 min pitch about yourself, practice, practice, practice)

Refer *Garispanduan Kenaikan Pangkat Staf Akademik Pindaan 2020/ My ATP: Compliance*



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