

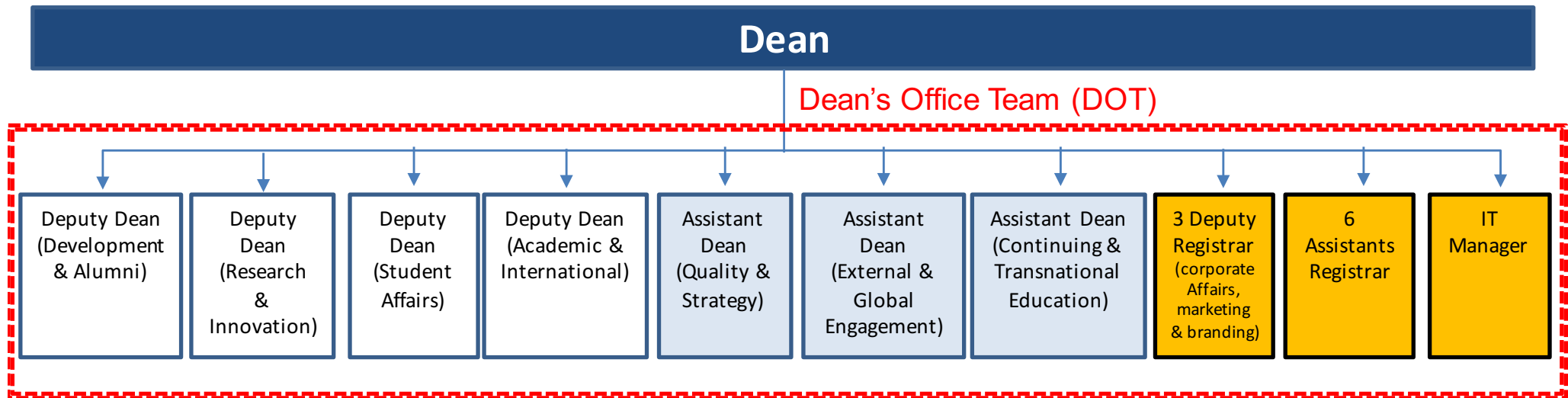
# Do we need more administrators than before UTM Synergy 4.0?

*Fact: UTM 4.0 in the end reduced 24 academic administrators. More importantly, it created 21 new critical enabling functions that would have otherwise been IMPOSSIBLE for UTM to get without Synergy 4.0!*

# Do we need more academic administrators than before Synergy 4.0?

- Upon rationalisation from 18 to 7 Faculties, UTM Synergy 4.0 managed to **reduce** up to **45 academic administrators, and 130 non-academic administrators**. (refer to P1 (People) as **one of the 6P major benefits** of Synergy 4.0, under the What & Why S4.0).
- Nonetheless, in order to achieve the **ultimate goal of synergy for excellence and sustainability**, UTM immediately re-invested its HR reductions into the creation of four critical enabling functions to support UTM enVision 2025 (see UTM enVision 2025, slide 5)
- After the re-investment, UTM still achieved a **net reduction of 24 academic administrators**. Non-academic administrators have been extensively redeployed.

# Example: Dean's Office Team of UTM Faculty of Engineering



- The new functions that are critical enablers for UTM to achieve excellence and sustainability are (1) Associate Chair or Deputy Dean (Research & Academic Staff) (2) AD quality and strategy, (2) marketing & branding (3) external & global engagement, (4) continuing & trans-national education (CTE) (see next slide)
- More importantly, getting these 21 additional critical positions across UTM, is *a mission impossible* without UTM synergy 4.0!
- Note that, prior to UTM 4.0, UTM faculties largely operate without any PIC focusing on these functions that are critical for UTM to achieve enVision 2025. Only MJIT has at least 3 out of 4 of these functions for over 5 years now, modelling it after many top Japanese Universities.

# Critical functions for UTM to achieve enVision 2025



Functions	Function	UTM Central Position
<b>Quality &amp; Strategy</b> AD, AC (Q&S)  <b>Curriculum Innov &amp; Dev:</b> TDA, AC (A&SA), Directors	<b>Quality assurance</b> and strategic organisational management are vital for sustainability of UTM, its products/programs. In fact, this has been consistently the source of complaint by all accreditation bodies on UTM. This is perhaps the most critical unit that UTM has been missing since its establishment.	DVCAI (CIDU), QRIM, ProVC Strategy, DVCRI
<b>Corporate Affairs, Marketing &amp; Branding</b>  TP/PP, AC(Facility) webmaster	A centralised and cross-cutting corporate affairs unit is vital for marketing branding and visibility of a faculty. In the past, UTM faculties had struggled to assign responsibility of this critical function to its management team, from Dean, TP, TDA, TDPI or even a webmaster. This is detrimental to UTM's visibility and pursue of global prominence.	UTM Corporate Affiars
<b>External &amp; Global Relations</b>  AD (EGR), Dean as Chief Ambassador	Engagement with industry, community and universities locally and globally is another critical and cross-cutting function that spans across academic, research and community engagement and must be coordinated by a focused unit within the faculty.	UTMI, DVCAI, DVCRI (CCIN)
<b>Continuing &amp; Transnational Education</b>  AD (CTE), AC (CTE), TDs, Dean	Continuing and TNE is a vital niche function for UTM. It is responsible to promote widening access through continuing and trans-national education partnership, collaboration with local and global institutions. This unit leverages on UTM long experience in Lifelong learning.	UTMI, DVCAI, UTMSpace, SRAD
<b>People @ Faculty</b> Dean, Chairs, TP, PP	<b>Staff Recruitment, Development, Advancement, Welfare &amp; Retirement Planning and Management</b>	UTMLead, BSM, Pej Pndaftar
<b>Facility, Infra, Alumni</b> DD (Dev), AC, Deans	Facility, ICT, Safety, Sustainability, Support Staff, Alumni	TNCP

# UTM enVision 2025

*Excellence &  
Distinction*

## **(4) Empowered**

Student's learning and teaching experience (flexible, personalised, student centered)

## **(8) World University Rankings**

QS Global Top 100 and  
Global Top 20  
(engineering and technology)

## **(9) Value-Driven High Performance**

5 Star Rating (MAMPU)

*Total Unified Effort toward  
Universal Prosperity and Well-Being*

## **(3) Widened and Democratised Access**

Intensified TNE, flexible education,  
Increased and diversified financial  
support - equity

## **(1) Holistic, Entrepreneurial and Balanced Graduates:**

95% graduates being employed or  
become entrepreneurs

## **(6) Driving Industry & Community**

Well-Being and Prosperity  
Via Teaching and Learning,  
Research and Services

## **(7) Translational Research University**

beyond MyRA, high impact, beyond  
borders

## **(2) University 4.0**

Humanising 4IR using 21st century  
curriculum to empower people  
nation via digital economy

## **(5) Institutional Sustainability**

Financial: 30% internal funding out  
of OPEX; governance,  
Green and Sustainable Living Labs