UTM S4.0 structure include Programs, without Traditional Departments

Roles of Director of Program?

What about **my** affiliation?

The university of the future will be interdisciplinary

Traditional departmental structures are preventing research and education from evolving. It's time for something new

The Guardian

24 January, 2018

▲ 'Rigid departments and administrative systems can be a drag on efforts to innovate and demonstrate flexibility.'
Photograph: Alamy

Academic staff is now owned by Faculty 4.0. The Director of Program has limited authority over academic staff. Is this true?

1. Yes, the authority of Director of Program (DoP) over academic staff is limited, unlike those for the traditional academic HoD.

2. In UTM 4.0, DoPs have jurisdiction (not absolute authority) over staff only on academic matters. These include academic course planning, course allocation and supervision; academic discipline planning (subject panel, coordinator), academic quality assurance and accreditation and all those related to academic matters.

3. The DoP shall remain as the evaluator of academic (teaching & supervision) section of staff's eLPPT, in line with the current practice.

4. Academic staff research achievement and planning is, on the other hand, under the purview of RG/CoE Heads. So, R & D matters shall be under RG/CoE Heads, and not under the DoP (as has always been the case before UTM 4.0).
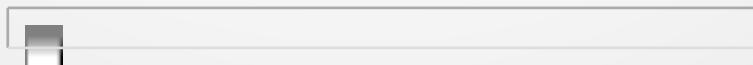
5. The Dean's office (Deputy Dean - Academic, or DD R&I); or the Chair's office (Associate Chair - Research and Academic Staff) assisted by the PP (HR) shall have the higher authority over academic staff career planning and development which include recruitment, assignment, deployment, development and advancement, with help & advice from DoP and RG Heads.

6. The authority of Deputy Dean or Associate Chair over academic staff is a key factor for removing discipline barriers, enabling cross-disciplinary deployment, allocation, synergistic collaboration and sharing, as well as optimisation of HR.

7. The academic staff recruitment and planning (e.g. using SHARP tool) shall be led by the Chair (for FE & FSSH) or the DD of the Faculty (for other faculties) in collaboration with a program director.

8. The hired academic staff shall still be listed under the DoP especially for T & L, Quality Assurance and Accreditation, subject to the School approval (AC (R & AS)). The difference is, however, that the full authority to deploy (or synergise/share across Schools) shall rest with the School (FE, FSSH) and managed by the AC (R & AS), (or managed by the DD of Faculties)

Role of Director of Program?

What about **my** affiliation?

UTM staff affiliation to be simply stated as:

Ahmad bin Mohammed, PhD, FIChemE, CEng
School of Chemical & Energy Engineering
Faculty of Engineering, UTM

or,

Ahmad bin Mohammed, PhD, FIChemE, CEng
Senior Lecturer in Petroleum Engineering
School of Chemical & Energy Engineering
Faculty of Engineering, UTM

For the Directors:

Ahmad bin Mohammed
Director (Petroleum Engineering)
School of Chemical & Energy Engineering
Faculty of Engineering, UTM

The brand focus shall be on the broad, synergised disciplines (Multi/Trans discipline) as opposed to the traditional emphasis on single discipline

In line with the developments of 21st Century Higher Education and the Fourth Industrial Revolution, UTM Synergy 4.0 has emphasised on the culture of synergy and removal of "departmental" dividing-wall so prevalent in conventional higher institution establishments.

UTM Synergy 4.0 shall be characterised by the emergence of **fusion (integration) of programs** and **technologies** that is **blurring the lines between conventional academic sub-disciplines/departments** or **specific and traditional research specialisations.**