



# Publish & Flourish

Research Environment / Eco-system

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Kursus Transformasi Minda

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# How r u?

- 5S -

## 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 at 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



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



**OUTPUT**

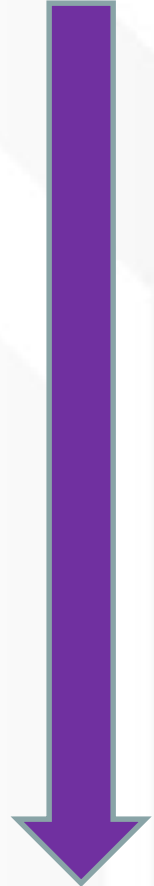
Publications - IFJ, CIJ  
 Q1, Q2..  
 Citations  
 h-index  
 Graduates **GOT**  
 Innovation, patent  
 Medals  
 Recognition  
 Promotion  
 Prof @ 40!  
 >>> Satisfaction  
 >>> Enjoyment  
 >>> Happiness

- 1.
- 2.
- 3.

**80/20 rule..**



# 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)? Publications.. “publish & flourish”  
>>> jangan menganiaya dan jangan teraniaya..
5. The research eco-system.. >>> the **TEAM!**

# Making it happen - the right balance -



1. Do your part.. >>> 7 habits.. (Steven Covey)
2. Join the right team, be a good team member..
3. Create the right eco-system..

The 90-10 principle.. (Steven Covey)

>>> it is in YOUR 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 =  $46 \times 40 = 1840$  hours
- For 12 credits/year, LEH =  $12 \times 40 = 480$  NH

**>>> this is =  $480/1840 = 26\%$  LEH**



# Lecturer Effort Hours (LEH)

## Supervision

- 1 PhD student, LEH/week = 1 NH
- So, for 10 PhD students Equivalent per year  
=  $1 \times 10 \times 46 = 460$  NH

**>>> this is =  $460/1840 = 25\%$  LEH**

**So.. Teaching + Supervision = 51% LEH**

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