

## AREA 5: ACADEMIC STAFF

ISSUE	ACTION
<b>Strengths of HEP in meeting its goal</b>	<ol style="list-style-type: none"><li>1. Having promotion policy and procedure for comprehensive academic staff.</li><li>2. Having appointment policy to higher grade for external candidate.</li><li>3. Study Leave Scheme.</li><li>4. Industrial Attachment Scheme.</li><li>5. Sabbatical Leave Scheme.</li><li>6. Post Doctoral Scheme.</li><li>7. Visiting Professor Scheme.</li><li>8. External Auditor Scheme (Skim Pemeriksa Luar).</li><li>9. Adjunct Professor Scheme.</li></ol>

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	<p>10. Visiting Professor Scheme/Visiting Asst. Prof. / Visiting Lecturer/ Fellow.</p> <p>11. Promotion criteria for Assistant Language Lecturer Service Scheme (Skim Perkhidmatan Penolong Pensyarah Bahasa).</p> <p>12. Appoint Teaching Engineer who has at least two years industrial background which is related to the Teaching and Learning application base.</p> <p>13. Various mechanisms and schemes provided by the University for the Academic Staffs so that they can enhance their academic qualification and knowledge.</p> <p>14. A comprehensive Staff Training Development Policy. (Polisi Pembangunan Latihan Staf)</p>
<b>Areas of concern need to be addressed</b>	<p>1. Increase policy enforcement to every academic staff.</p> <p>2. Difficulties to get appropriate candidate with the intended qualification and experience.</p> <p>3. Lack of academic staffs with industrial background.</p> <p>4. Have been staff academic that does not register with BEM and obtain status P. Eng.</p>

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	5. Lack of fund for Study Leave Scheme.  6. Effectiveness of training issue.
<b>Strategies for maintaining and enhancing the strength</b>	1. Update Policy. <ul style="list-style-type: none"> <li>- Upgrading and maintaining the current policies.</li> </ul> 2. Proposing engineer instructor scheme to central agency. <ul style="list-style-type: none"> <li>- Proposal of the Teaching Engineer Scheme to the Ministry of Higher Education and Public Service Department.</li> </ul> 3. Civilizing staff involvement in professional body / association.  4. Bear professional body membership's fee.  5. Build comprehensive training module based on scheme and post. <ul style="list-style-type: none"> <li>- To build a comprehensive training modules base on service schemes and positions.</li> </ul>
<b>Steps taken to address the problems areas</b>	1. Improvement policy terms and academic staff promotion procedure from time to time.  2. Weight setting in percentage form in policy and academic staff promotion procedure

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	<p>already considered for each assignment implemented.</p> <ol style="list-style-type: none"><li data-bbox="785 492 1906 573">3. Hold procedure and content comparison appointment and promotion term in industrial sector to produce competitive policy.</li><li data-bbox="785 654 1906 784">4. Academic staffing citizen contract instead of citizen, present contract continuation, headhunting Malaysian student local and overseas, post advertising instructor engineer in selected industrial area.</li><li data-bbox="785 865 1598 898">5. Improve attached leave industry scheme and sabbatical scheme.</li><li data-bbox="785 979 1856 1011">6. Selection on more selective position application in the faculty / centre / institute level.</li><li data-bbox="785 1092 1906 1157">7. Develop the SMSM and MyCPD training system for the purpose of recording, reporting, monitoring and assessment of training.</li></ol>