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## Transformation Plan

UM has prepared a transformation plan to revitalize the University of Malaya's image as the best and most prestigious university in Malaysia.

These are methods or steps taken :-

### Phase I – Initiatives

1. Standard Academic Performance Target
2. Research Culture Workshops (March 7, 2009 and March 14, 2009)
3. ISI Journal Paper Writing Seminars (ISI/WoS Publication Unit)
4. ISI Journal Submission as Requirement for Thesis Submission
  - PhD : 2 submission
  - Master : 1 submission
5. Reward for ISI Journal Publication According to ISI Journal Tiering  
(max : RM 50, 000)
  - Q1 – Top 25% – RM 6 000
  - Q2 – Top 50% – RM 4 000
  - Q3 – Top 75% – RM 2 000
  - Q4 – others – RM 1 000
6. Reward to Staff/Student for Early Completion of PhD  
  
(Supervisor – 50% of the amount)
  - Less than 4 years – RM1 000
  - Less than 3 years – RM2 000
7. An Alternative PhD Award Scheme by Way of 5 ISI Journal Publications
8. Commercialization Scheme: Academic Staff are allowed to set-up companies for commercialization of their research findings
9. Balancing postgraduate to undergraduate ratio into 1:1

### Phase II – Further Measures

1. Strengthening Departmental Core Divisions
2. Fortnight Departmental Research Seminars
3. Bright Sparks Program
4. Review Committee to Check Performance of Research Centres/Institutes
5. Transparency in the Progress Report of All Research Centres and Research Clusters
6. Setting Requirements for Tier Types in ISI Journal Publications
7. Requirements for Thesis External Examiners to have ISI Journal Publications
8. Counseling for Laggard Staff
9. Increase the number of student/staff in exchange programme.

### Phase III

1. Standard Academic Performance Target (Revised)
  - Citations
  - H-index
2. Academic Icon Headhunting Unit (*Unit Pencarian Ikon Akademik*).
3. *Unit Lonjakan Pencapaian Akademik. (ULPAUM)*
4. More collaboration with universities in Asia and Southeast Asia especially China and Indonesia.





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