Ref.  :  IIUM/202/4/1
Date  :  15th November 2023

All Deans / Directors
Kulliyyahs / Divisions / Centres / Institutes / Offices / Mahallahs
International Islamic University Malaysia

Dear YBhg. Dato'/Prof./Dr./Sir/Madam,

*Assalamualaikum wa rahmatullahi wa barakatuh*

### STAFF SERVICE CIRCULAR NO. 24/2023

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### APPOINTMENT OF PROFESSOR (GRADE VK7) FROM INDUSTRIES / COMMUNITIES

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1. **OBJECTIVE**

   The objective of this circular is to notify all Deans/Directors of the Kulliyyahs / Divisions / Centres / Institutes / Offices / Mahallahs pertaining to the appointment of Professor (Grade VK7) from industries/communities.

2. **BACKGROUND**

   2.1 The IIUM Academic Staff Selection Committee (ASSC) Regulations 2018 stated that one of the functions and powers of ASSC is to make policies and procedures on academic staff selection and appointment matters, and other matters deemed necessary or incidental to staff appointment.

   2.2 International Islamic University Malaysia (IIUM) is committed to providing excellence in education, research, and community engagement. In line with this commitment, the University needs to have guidelines for the appointment of a professor for candidates from industry at IIUM. This will bridge the gap between academia and industry, foster collaboration, enhance practical skills, and enrich students' educational experiences.

   2.3 The traditional academic model primarily emphasizes theoretical knowledge, often resulting in a disconnection between academic learning and real-world applications. By introducing these guidelines, IIUM can address this gap and provide students and staff with insights, skills, and perspectives directly from seasoned professionals in various fields. This initiative aligns with IIUM's mission to produce well-rounded graduates and staff equipped to address real-world challenges.

2.4 The candidate should be a senior professional who has shown proficiency as a leader or teacher in their fields of practice, and has also achieved a national or international reputation in the respective fields. Other criteria may include professional awards and honors, experience in offering consultancy to government organizations regarding their specializations, and leadership positions in highly professional guilds.

2.5 The ASSC Meeting No. 6/2023 held on 17th August 2023 agreed that in an exceptional case, a candidate can be appointed as a full professor (VK7) based on the current scheme of service of the University Lecturer if he/she:

   i) Has wide experience as a professional and is highly reputable at the national and international levels in the respective field; and

   ii) Is a renowned Muslim scholar/practitioner who can support and assist IIUM in its current agenda.

2.6 The candidate should also demonstrate the elements of five (5) Sejahtera Shifts in the current education system. The Sejahtera Shift embraces the impactful contribution in academia which comprises of do-or-die, intangible (real) impact, being human (holistic), humanity-centric and values-driven.

2.7 The appointed candidate has to take on the responsibilities of a professor in teaching, consultation, research, innovation, and publication (TCRIP) or deliver specific outcomes and activities to compensate for TCRIP.


## 3. DECISION

3.1 The Staff Service Committee (SSC) Meeting No. 4/2023 held on 26th September 2023 approved as follows:-

   i) The Guidelines on the Appointment of Professor (Grade VK7) from Industries / Communities. Details are as follows:

| General Criteria | i) Has wide experience as a professional and is highly reputable at the national and international levels in the respective field;<br><br>ii) A renowned Muslim scholar/practitioner who can support and assist IIUM in its current agenda. |
|---|---|
| Expected Criteria | Must fulfil the same Expected Achievement for promotion to Grade VK7 or acceptable equivalency (based on 5 Sejahtera Shift) approved by the Academic Staff Selection Committee. |

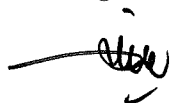| | |
|---|---|
| **Status of Appointment** | Full-time contract. |
| **Duties** | Teaching, consultation, research, innovation, and publication (TCRIP) or deliver specific outcomes and activities to compensate for TCRIP |
| **Procedure of Appointment** | A proposal to be submitted for approval of Academic Staff Selection Committee |
| **Remuneration and Benefits** | The scheme will follow the remuneration package and benefits of a full-time Professor at IIUM. |

ii)  The Expected Achievement Equivalency based on 5 Sejahtera Shift as provided in *Appendix A.*

3.2  The effective date of the of implementation of the above said decision is **26ᵗʰ September 2023,** i.e. the date of SSC Meeting No. 4/2023 which endorses the decision.

All Deans/Directors are kindly required to disseminate this information to all relevant staff at the Kulliyyah/Centre/Division/Institute/Offices/Mahallahs.

Thank you. Wassalam.

*"Leading the Way"*

*FAZIDAH HJ. BAKHTIAR*
Executive Director
Management Services Division

c.c. : Rector

: Deputy Rector (Academic and Internationalisation)

: Deputy Rector (Responsible Research and Innovation)

: Deputy Rector (Student Development and Community Engagement)

: Executive Director (Finance Division)

: Executive Director (Development and Planning)

: Campus Director, IIUM Kuantan Campus

: Legal Adviser

## EXPECTED ACHIEVEMENT EQUIVALENCY

| No | Indicators | Professor (VK7) | | Equivalency Based 5 Sejahtera Shift |
|---|---|---|---|---|
| | | **Social Science** | **Science & Technology** | |
| 1 | **Completed Research Grants as Principal Investigators (PI)** | Completed RM40K as PI *AND* accumulative of RM70K including on-going research as co-researcher | Completed RM50K as PI *AND* accumulative of RM100K including on-going research as co-researcher<br><br>For **Medicine and Dentistry;** Completed RM50K as PI *OR* accumulative of RM100K including on-going research as co-researcher | **Impactful Achievement**<br><br>1. *Do-or-die*<br>2. *Intangible (real) impact*<br>3. *Being human (holistic)*<br>4. *Humanity - centric*<br>5. *Values-driven* |
| 2 | **Publications as Main Author or Corresponding Author** | a) 4 Indexed as Main / Corresponding<br><br>b) 4 Non-Indexed as Main / Corresponding | a) 4 Indexed as Main / Corresponding<br><br>b) 4 Non-Indexed as Main / Corresponding | |
| 3 | **Completed Student Supervision as Main Supervisor** | 1 PhD<br><br>(For department/ kulliyyah with no Postgraduate Programme – 2 Master as Main / 2 PhD as co-SV from other department / kulliyyah may be considered) | 1 PhD/ Master Clinical<br><br>(For department/ kulliyyah with no Postgraduate Programme – 2 Master as Main / 2 PhD/Master Clinical as co-SV from other department/ kulliyyah may be considered) | |
| 4 | **Academic Book Published** | 1 Book as Main or Co-Author | Highly recommended/ encouraged to write book/manual | |
| 5 | **International Recognition** | 1 Invited Keynote/Plenary Speaker or a member of International project team/ Adjunct Professor | 1 Invited Keynote/Plenary Speaker or a member of International project team/ Adjunct Professor | |
| 6 | **Impactful community engagement/ service/ transformative contribution** | At least 2 contribution and to be verified by the kulliyyah | At least 2 contribution and to be verified by the kulliyyah | |