

**Lampiran A: Syarat lantikan baharu, senarai tugas dan tanggungjawab, gred dan kadar imbuhan bulanan, dan penetapan petunjuk prestasi Felo Penyelidik**

Appendix A: *Terms of new appointment, list of duties and responsibilities, grade and monthly remuneration rate, and setting key performance indicator (KPI) of Research Fellow*

**A) Syarat Lantikan Baharu Felo Penyelidik**

*Terms of new appointment of Research Fellow*

1. Penempatan Felo Penyelidik adalah di institut dan di fakulti yang mempunyai Pusat Penyelidikan  
*Placement of Research Fellow was at institute and faculty that has a Research Centre*

2. Kriteria syarat lantikan baharu Felo Penyelidik adalah seperti di bawah:  
Criteria for new appointment of Research Fellow as below:

No.	Criteria	Research Fellow (UDQ10)	Research Fellow (UDQ9)	Research Fellow (UDQ8)	Research Fellow (UDQ7)	Research Fellow (UDQ6)	Research Fellow (UDQ5)
1.	Professional qualifications	Every candidate must have a Doctor of Philosophy (PhD) or equivalent in related areas, and at least 3 years as a lecturer/researcher,  or  at least 3 years as a Post-Doctoral	Every candidate must have a Doctor of Philosophy (PhD) or equivalent in related areas, and at least 4 years as a lecturer/researcher,  or  at least 4 years as a Post-Doctoral	Every candidate must have a Doctor of Philosophy (PhD) or equivalent in related areas, and at least 5 years as a lecturer/researcher,  or  at least 5 years as a Post-Doctoral	Every candidate must have a Doctor of Philosophy (PhD) or equivalent in related areas, and at least 8 years as a lecturer/researcher	Every candidate must have a Doctor of Philosophy (PhD) or equivalent in related areas, and at least 10 years as a lecturer/researcher	Every candidate must have a Doctor of Philosophy (PhD) or equivalent in related areas, and at least 12 years as a lecturer/researcher
2.	Number of research projects as Principal Investigator / Co-researcher	2 projects as Project Leader (if lecturer/researcher),  or  3 projects as co-researcher (if Post-Doc)	3 projects as Project Leader (if lecturer/researcher),  or  4 projects as co-researcher (if Post-Doc)	4 projects as Project Leader (if lecturer/researcher),  or  5 projects as co-researcher (if Post-Doc)	5 projects as Project Leader (if lecturer/researcher)	6 projects as Project Leader (if lecturer/researcher)	7 projects as Project Leader (if lecturer/researcher)
3.	Total allocation of research grants obtained	<u>Science/Engineering:</u> At least RM75,000  <u>Social Science:</u> At least RM25,000	<u>Science/Engineering:</u> At least RM100,000  <u>Social Science:</u> At least RM50,000	<u>Science/Engineering:</u> At least RM250,000  <u>Social Science:</u> At least RM150,000	<u>Science/Engineering:</u> At least RM500,000  <u>Social Science:</u> At least RM300,000	<u>Science/Engineering:</u> At least RM750,000  <u>Social Science:</u> At least RM450,000	<u>Science/Engineering:</u> At least RM1,000,000  <u>Social Science:</u> At least RM600,000
4.	Publication in journal	At least 15 CIJ	At least 25 CIJ	At least 35 CIJ	At least 40 CIJ, and accumulated citation of at least 50 CIJ	At least 50 CIJ, and accumulated citation of at least 100 CIJ	At least 60 CIJ, and accumulated citation of at least 150 CIJ

NO. SEMAKAN : 00  
NO. ISU : 02  
TARIKH KUATKUASA : 16/01/2014

**Lampiran A: Syarat lantikan baharu, senarai tugas dan tanggungjawab, gred dan kadar imbuhan bulanan, dan penetapan petunjuk prestasi Felo Penyelidik**

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**B) Senarai Tugas dan Tanggungjawab Felo Penyelidik**

*List of duties and responsibilities of Research Fellow*

1. Prepare research proposal in the effort to get more research allocations
2. Generate new research projects in the faculty or institute
3. Publish papers in high impact journals
4. Supervise graduate students in research and publication
5. Become mentors to new researchers
6. Assist in research commercialization
7. Assist in building networks and linkages with external collaborators
8. Carry out research activities including consultation in areas of expertise

**C) Syarat Perkhidmatan**

*Conditions of Service*

1. Terma lantikan adalah sepenuh masa  
*Terms of appointment is full time*
2. Tempoh pelantikan adalah 1 hingga 3 tahun dan boleh dilantik semula  
*Period of appointment is 1 to 3 years and can be initially appointed*
3. Kemudahan perubatan adalah untuk diri sendiri sahaja sama ada di Klinik Panel atau Hospital Kerajaan  
*Medical benefits is eligible for officers from the University's approved panel of medical practitioners or Government Hospital in Malaysia only*
4. Tambang penerbangan adalah mengikut kelayakan  
*Travel Class by qualifying*
5. Cuti tahunan adalah sebanyak 25 hari setahun  
*Annual leave is 25 days a year*
6. Gred dan kadar imbuhan bulanan seperti berikut:  
*Grade and monthly remuneration rate as follow:*

<b>Felo Penyelidik</b> <i>Research Fellow</i>	<b>Imbuhan Bulanan</b> <i>Monthly Salary (Fixed all-in)</i>
Gred UDQ5 setara VK5	RM 18,000.00
Gred UDQ6 setara VK6	RM 16,000.00
Gred UDQ7 setara VK7	RM 14,000.00
Gred UDQ8 setara DS53	RM 12,000.00
Gred UDQ9 setara DS51	RM 10,000.00
Gred UDQ10 setara DS45	RM 8,000.00

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**D) Penetapan Petunjuk Prestasi Felo Penyelidik**

*Setting key performance indicator (KPI) of Research Fellow*

**1. Prepare research proposal**

Appointment	Research Fellow (UDQ10)	Research Fellow (UDQ9)	Research Fellow (UDQ8)	Research Fellow (UDQ7,6,5)
First Year	Assist in preparing three (3) research proposals to: a) 1 government agency (other than university grants) b) 1 international body c) 1 industry/private company	Assist in preparing four (4) research proposals to: a) 2 government agencies (other than university grants) b) 1 international body c) 1 industry/private company	Assist in preparing five (5) research proposals to: a) 2 government agencies (other than university grants) b) 1 international body c) 2 industry/private companies	Assist in preparing six (6) research proposals to: a) 2 government agencies (other than university grants) b) 2 international bodies c) 2 industry/private companies
Second Year	Assist in preparing two (2) research proposals to: a) 1 international b) 1 industry/private	Assist in preparing three (3) research proposals to: a) 1 international b) 2 industry/private	Assist in preparing four (4) research proposals to: a) 2 international b) 2 industry/private	Assist in preparing five (5) research proposals to: a) 2 international b) 3 industry/private
Third Year and onwards	Same as the second year	Same as the second year	Same as the second year	Same as the second year

**2. Total research grant obtained as project leader**

Appointment	Research Fellow (UDQ10,9,8)		Research Fellow (UDQ7,6,5)	
First Year	None		None	
Second Year	<u>Science/Engineering:</u> Government : RM60,000 International : RM20,000 Industry/Private : RM20,000	<u>Social Science:</u> Government : RM30,000 International : RM10,000 Industry/Private : RM10,000	<u>Science/Engineering:</u> Government : RM100,000 International : RM50,000 Industry/Private : RM50,000	<u>Social Science:</u> Government : RM50,000 International : RM20,000 Industry/Private : RM20,000
Third Year and onwards	<u>Science/Engineering:</u> Government : RM60,000 International : RM20,000 Industry/Private : RM20,000	<u>Social Science:</u> Government : RM30,000 International : RM10,000 Industry/Private : RM10,000	<u>Science/Engineering:</u> Government : RM100,000 International : RM50,000 Industry/Private : RM50,000	<u>Social Science:</u> Government : RM50,000 International : RM20,000 Industry/Private : RM20,000

NO. SEMAKAN : 00  
NO. ISU : 02  
TARIKH KUATKUASA : 16/01/2014

**Lampiran A: Syarat lantikan baharu, senarai tugas dan tanggungjawab, syarat perkhidmatan, dan penetapan petunjuk prestasi Felo Penyelidik**

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**3. Number of publications in refereed journals**

<b>Appointment</b>	<b>Research Fellow (UDQ10)</b>	<b>Research Fellow (UDQ9)</b>	<b>Research Fellow (UDQ8)</b>	<b>Research Fellow (UDQ7)</b>	<b>Research Fellow (UDQ6)</b>	<b>Research Fellow (UDQ5)</b>
First Year (as corresponding author)	1 CIJ	1 CIJ	2 CIJ	3 CIJ	3 CIJ	3 CIJ
Second Year (as corresponding author)	2 CIJ	3 CIJ	4 CIJ	5 CIJ	6 CIJ	7 CIJ
Third Year and onwards (as corresponding author)	4 CIJ	5 CIJ	6 CIJ	7 CIJ	8 CIJ	9 CIJ

**4. Supervise graduate students in conducting research and publication**

<b>Appointment</b>	<b>Research Fellow (UDQ10,9)</b>	<b>Research Fellow (UDQ8)</b>	<b>Research Fellow (UDQ7)</b>	<b>Research Fellow (UDQ6)</b>	<b>Research Fellow (UDQ5)</b>
First Year	None	None	1 student as co-supervisor	1 student as co-supervisor	1 student as co-supervisor
Second Year	1 student as supervisor, and 1 student as co-supervisor	1 student as supervisor, and 2 students as co-supervisor	2 students as supervisor, and 2 students as co-supervisor	2 students as supervisor, and 3 students as co-supervisor	2 students as supervisor, and 4 students as co-supervisor
Third Year and onwards	2 students as supervisor, and 1 student as co-supervisor	2 students as supervisor, and 2 students as co-supervisor	3 students as supervisor, and 2 students as co-supervisor	3 students as supervisor, and 3 students as co-supervisor	3 students as supervisor, and 4 students as co-supervisor

**5. Conduct training and courses**

<b>Appointment</b>	<b>Research Fellow (UDQ10,9,8)</b>	<b>Research Fellow (UDQ7,6,5)</b>
First Year	1 course	2 courses
Second Year and onwards	2 courses	3 courses

NO. SEMAKAN : 00  
NO. ISU : 02  
TARIKH KUATKUASA : 16/01/2014

**Lampiran A: Syarat lantikan baharu, senarai tugas dan tanggungjawab, syarat perkhidmatan, dan penetapan petunjuk prestasi Felo Penyelidik***Appendix A: Terms of new appointment, list of duties and responsibilities, conditions of service, and setting key performance indicator (KPI) of Research Fellow***6. Assist in mentoring researchers**

<b>Appointment</b>	<b>Research Fellow (UDQ10,9)</b>	<b>Research Fellow (UDQ8)</b>	<b>Research Fellow (UDQ7,6,5)</b>
First Year	1 researcher	1 researcher	1 researcher
Second Year and onwards	1 researcher	1 researcher	2 researchers
Third Year and onwards	1 researcher	2 researchers	3 researchers

**7. Assist in commercialization of research / intellectual property**

<b>Appointment</b>	<b>Research Fellow (UDQ10,9)</b>	<b>Research Fellow (UDQ8)</b>	<b>Research Fellow (UDQ7,6,5)</b>
First Year	None	None	None
Second Year and onwards	1 research group	1 research group	1 research group
Third Year and onwards	1 research group	2 research groups	3 research groups

**8. Assist in networking activity / research collaboration**

<b>Appointment</b>	<b>Research Fellow (UDQ10,9)</b>	<b>Research Fellow (UDQ8)</b>	<b>Research Fellow (UDQ7,6,5)</b>
First Year	None	None	None
Second Year	1 local/international	2 local/international	2 local and 1 international
Third Year and onwards	1 local/international	1 local and 1 international	2 local and 1 international

\*Research Fellow must fulfill the above performance indicators and the final decision is under consideration of the Selection Committee (Research)

NO. SEMAKAN : 00  
NO. ISU : 02  
TARIKH KUATKUASA : 16/01/2014