Unlocking the Next Chapter: FSCIT'S Strategic Plan Workshop 2026-2030

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AFFILIATION
Faculty of Computer Science and Information Technology, UM.

FSCIT's Strategic Plan Taskforce 2025

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Unlocking the Next Chapter: FCSIT'S Strategic Plan Workshop 2026-2030

— By Che Mazni binti Sidek, Norisma binti Idris

"The future belongs to those who prepared it today" - Malcolm X

From 4–6 July 2025, the Faculty of Computer Science and Information Technology (FSCIT) convened its *Bengkel Pelan Strategik 2026–2030* at the Wyndham Ion Majestic Hotel, Genting Highlands. This three-day retreat marked the beginning of a new chapter under refreshed faculty leadership.

The objective: to co-design a coherent, measurable, and future-ready roadmap aligned with Universiti Malaya's institutional priorities and the demands of a rapidly evolving higher education landscape.

The workshop gathered 48 academic and administrative staff, supported by 4 secretariat. Participants were organized into eight working groups, each focusing on a strategic theme: Undergraduate, Postgraduate, Research & Innovation, Student Affairs, Development & Infrastructure, Talent, Entrepreneurship, and Ranking & Visibility. All strategies were anchored to UM's 7 Strategic Thrusts, ensuring alignment with broader university objectives.

Talent as a Strategic Priority

Among the most extensively discussed portfolios was Talent, a theme that extends far beyond recruitment. With at least 11 academic retirements expected by 2030, the need to proactively manage talent pipelines is pressing. The taskforce outlined a three-pillar strategy focused on acquisition, development, and succession.

1. Talent Acquisition
   While UM's global reputation provides a strong foundation, FSKTM aims to further enhance its visibility among top international scholars. The strategy promotes the faculty's strengths—its collaborative culture, research excellence, and student quality—through compelling narratives, targeted global outreach, and engagement with international networks.

2. Talent Development
   Structured mentorship, innovation grants, and teaching fellowships are planned to accelerate academic progression. In parallel, administrative staff will be upskilled in areas such as AI and automation to future-proof faculty operations and enhance institutional agility.

3. Succession Planning
   To ensure leadership continuity, the taskforce proposes annual career dialogues, a digital *Faculty Career Handbook*, and a structured Individual Development Plan (IDP) system. These initiatives aim to identify high-potential individuals early and support their growth into key roles, promoting a transparent, sustainable leadership pipeline.

"We're not just recruiting staff, we're growing the next generation of thought leaders," noted one taskforce member during the workshop.

From Planning to Execution

What distinguishes this workshop is its shift from episodic planning to embedded execution. Each group has proposed measurable KPIs and practical actions, which will be consolidated into the FSCIT Strategic Plan 2026–2030, accompanied by monitoring and reporting mechanisms to track progress.

The Talent strategy presented here reflects just one of eight interlinked portfolios currently being finalised. Others, ranging from academic matters, research to infrastructure, are undergoing further refinement. This workshop marks an important milestone in aligning the faculty's aspirations with actionable outcomes. The consolidated plan will be presented to the faculty community in due course.

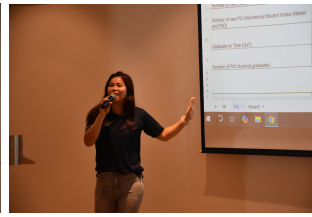Opening remarks by the Dean, Associate Professor Dr. Norisma binti Idris

The 'sizzling' discussion

Yet the smile

More happy faces!

It's a wrap!

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