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The National University of Malaysia

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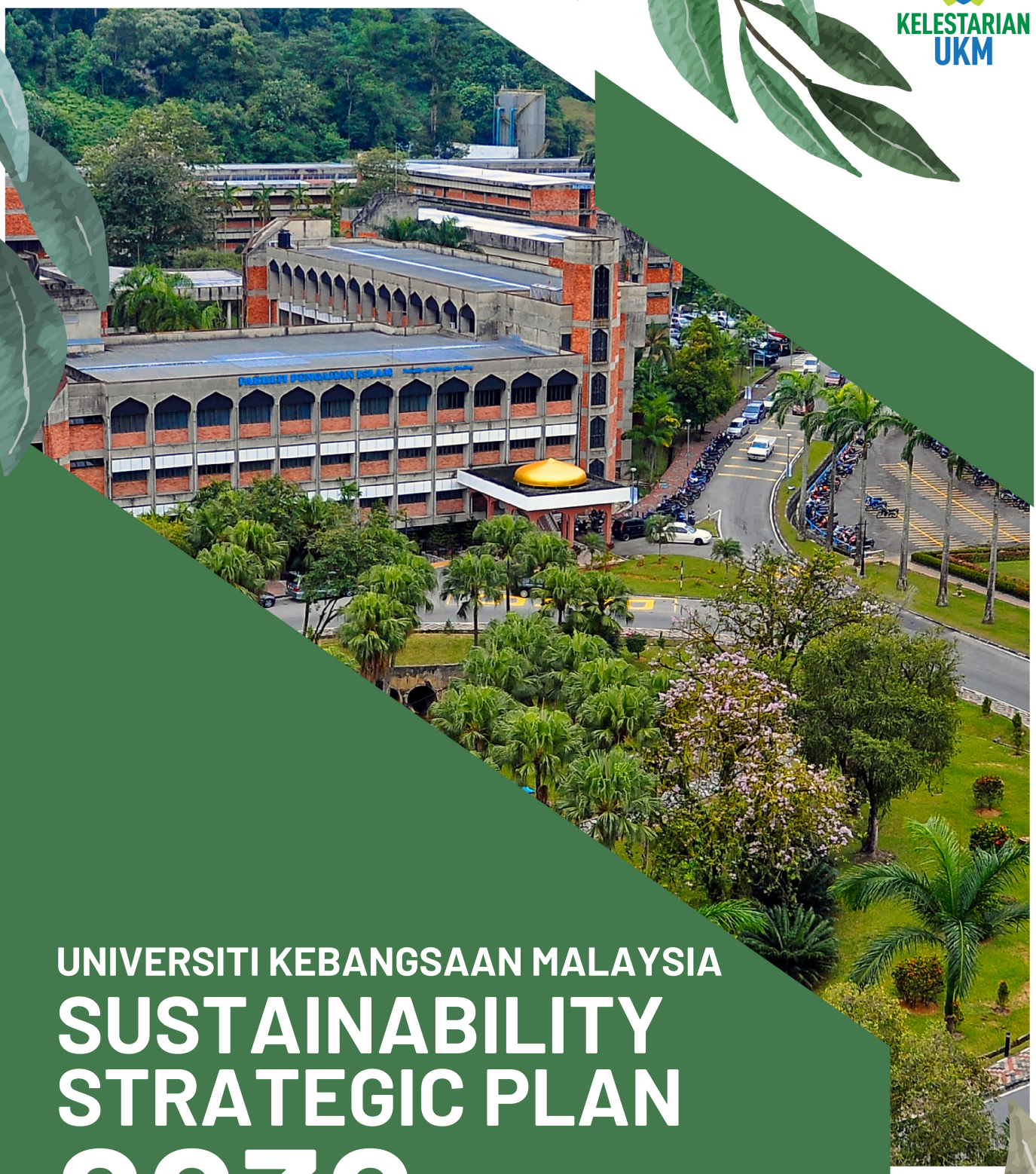

UNIVERSITI KEBANGSAAN MALAYSIA

SUSTAINABILITY STRATEGIC PLAN 2030

Cultivating Sustainability for the Future

UNIVERSITI KEBANGSAAN MALAYSIA
SUSTAINABILITY STRATEGIC PLAN 2030

Cultivating Sustainability for the Future

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“Evil has become rife on the land and at sea because of men’s deeds; this in order that He may cause them to have a taste of some of their deeds; perhaps they will turn back (from evil)”

Surah al-Rum: 41

“And desire not corruption in the land. Indeed, Allah does not like corrupters.”

Surah al-Qasas: 77

UNIVERSITI KEBANGSAAN MALAYSIA

SUSTAINABILITY STRATEGIC PLAN 2030

Cultivating Sustainability for the Future

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MESSAGE

Various plans and policies require us to be anchored to the current reality and encompass the significance of sustainable future. Therefore, we need a more sophisticated, sustainable and contemporary plan and strategy. Most importantly, we need a plan and strategy that can achieve our national aspirations.

New Year Message 2023 from the Minister of Higher Education

YB Dato' Seri Mohamed Khaled Nordin

Minister of Higher Education

YBhg. Prof. Dato' Gs. Ts. Dr. Mohd Ekhwan Hj. Toriman

UKM Vice Chancellor

Let us join hands together, and keep the promise entrusted by the people and the nation to this University. Let us together make our beloved UKM the number one University in Malaysia and at the international stage. We can do it. As a Malay saying goes, *Perahu sudah di air, pendayung sudah di tangan*, which conveys the idea that once someone has embarked on a task or taken on a responsibility, one must see it through to completion, regardless of the challenges or difficulties faced.

UKM Vice Chancellor Premier Talk 2022

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PHILOSOPHY

UKM affirms the integration of faith in Allah and constructive knowledge; along with the amalgamation of theory and practice as the core fundamentals in the advancement of knowledge, the building of an educated society and the development of the University.

VISION

UKM is committed to be ahead of society and time in leading the development of a learned, dynamic and moral society

MISSION

To be the learning center of choice that promotes the sovereignty of Bahasa Melayu and internationalizes knowledge rooted in the national culture

UKM SUSTAINABILITY CHARTER

"Universiti Kebangsaan Malaysia as Universiti Watan is committed to cultivating, practicing and socializing the aspirations of sustainable development by 2030 for the well-being of the nation based on the following principles:

- Prioritizing governance based on sustainable development.
- Encouraging teaching, learning and research based on sustainable development aspirations.
- Showcasing culture and practices that enhance sustainability
- Improving the quality of natural, physical and digital ecosystems
- Strengthening the individual and community well-being."

SDG 17: PARTNERSHIPS FOR THE GOALS
SDG 1: NO POVERTY
SDG 16: PEACE AND JUSTICE STRONG INSTITUTIONS
SDG 2: ZERO HUNGER
SDG 3: GOOD HEALTH AND WELL-BEING
SDG 15: LIFE ON LAND
GOVERNANCE AND MANAGEMENT
SDG 4: QUALITY EDUCATION
SDG 14: LIFE BELOW WATER
TEACHING AND LEARNING
UNIVERSITY COMMUNITY WELL-BEING
KELESTARIAN UKM
SDG 5: GENDER EQUALITY
SDG 13: CLIMATE ACTION
RESEARCH AND INNOVATION
SUSTAINABLE CAMPUS
SDG 6: CLEAN WATER AND SANITATION
SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION
SDG 7: AFFORDABLE AND CLEAN ENERGY
SDG 11: SUSTAINABLE CITIES AND COMMUNITIES
SDG 10: REDUCES INEQUALITIES
SDG 8: DECENT WORK AND ECONOMIC GROWTH
SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

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SUSTAINABILITY PILLAR 1

GOVERNANCE AND MANAGEMENT

GOVERNANCE AND MANAGEMENT

INTRODUCTION

Governance and management are two aspects related to the organization and its success. These two aspects form the SUSTAINABILITY CORE 1 in the UKM Sustainability Strategic Plan 2030 to strengthen the University governance and management in line with the concept of Sustainable Development Goals or SDGs. The concept refers to the University's commitment and efforts to rectify the negative impact of human development on the environment and society as well as improve social and economic sustainability.

SUSTAINABILITY PILLAR 1 outlines five main objectives measured by 18 Key Performance Indicators covering four SDGs. They are:

SDG 8: Decent Work and Economic Growth

SDG 10: Reduced Inequalities

SDG 16: Peace, Justice and Strong Institutions

SDG 17: Partnerships for the Goals

SUSTAINABILITY PILLAR 1: GOVERNANCE AND MANAGEMENT

OBJECTIVE 1:
EMPOWERING HUMAN RESOURCE

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Empowering staff career path	Staff promotion by merit • Academic • Management and Professional • Support	Set up Promotion Guidelines for Management and Professional as well as Support staff	Head of SDG 8
	Staff Promotion through Career Path • Academic • Management and Professional		
	Staff Promotion using time and excellence based criteria • Support		
Enhancing competency-based training	Development of UKM Generic Competency Dictionary and Leadership Competency Dictionary	Establish UKM Competency Development Policy	
	Designing training development programs to help bridge the competency gap among UKM staff.		
	Adopting the Human Resource Service Circular (MyPPSM) – Human Resource Development		
Prioritizing staff welfare	Utilizing Joint Meetings between University management and Staff Association to obtain comprehensive cooperation between management and employees	Set up UKM Staff Welfare Fund to channel aid to staff	
	Form a Club / Welfare Body at faculties/centers/institutes to assist in staff welfare		

SUSTAINABILITY PILLAR 1: GOVERNANCE AND MANAGEMENT

OBJECTIVE 1:
EMPOWERING HUMAN RESOURCE

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Prioritizing career continuity for UKM staff	Expand guidance and career at every level	Organize Career and Entrepreneurship Expo at UKM level	Head of SDG 8
	Improve service delivery system	Provide related guidelines and circulars	
Upgrading human capital development in line with the nation's economic requirements	Improve training and development programs	Instill UKM values and identity	
	Enhance competency development and manpower capability programs	Implement courses to complete 42 hours requirement for each staff	
Guaranteeing the rights of employees, employer and workers' union in maintaining and improving conducive and harmonious relationships	Improve cooperation between workers, employer and government	Arrange for Joint Departmental Meetings	
	Support the principle of universal justice related to the rights and responsibilities of employees and employer	Provide constitution for Joint Departmental Meetings in accordance with the Service Circular No. 7/2020	

SUSTAINABILITY PILLAR 1: GOVERNANCE AND MANAGEMENT

OBJECTIVE 1:
EMPOWERING HUMAN RESOURCES

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Expand aid schemes to minority groups	Set up special internal and external Funds for UKM staff	Create Special Funds	Head of SDG 10
	Secure sponsors that provide Scholarship Funds for students from developing countries	Create Scholarship Funds	
	Obtain internal and external funds for the disabled	Create Funds for the Disabled	

OBJECTIVE 2:
ENFORCING ANTI DISCRIMINATION POLICY

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Establishing anti discrimination policy	Improve existing anti discrimination policy	Empower a new policy related to anti discrimination policy	Head of SDG 10
	Enhance UKM internal official complaint channel by including anti discrimination elements	Adopt the Public Complaints Management System (SISPAA) under Public Complaints Bureau, Prime Minister's Department	
	Form a group of experts that can assist through prevention methods and deal with anti discrimination issues among staff	Set up a panel of anti discrimination experts	

SUSTAINABILITY PILLAR 1: GOVERNANCE AND MANAGEMENT

OBJECTIVE 3:
EMPOWERING UNIVERSITY GOVERNANCE

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Establishing a corruption prevention policy	Implement integrity strategies to combat corruption, misconduct and abuse of power	Empower UKM Integrity Action Plan 2021-2025	Head of SDG 16
Empowering Specialists in Specific Fields	Improve consultation services in the areas of environmental management, social studies, information services, communications and technology as well as business management	Set up a team of active and trained internal consultants in various areas of expertise	
		Include the subject related to policy and process of law making in all fields of study	
Setting up a platform for freedom of speech	Empower staff and student associations	Maximize the use of Departmental Joint Council Meetings	
		Set up a Sharing Platform	

SUSTAINABILITY PILLAR 1: GOVERNANCE AND MANAGEMENT

OBJECTIVE 4:
STRENGTHENING COLLABORATIVE NETWORKING

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Strengthening networks with interested parties	Promote public-private research networking to inculcate and encourage collaborations of interested parties with UKM	Empower the signing of MoU, MoA, LoI documents and Special Guidelines	Head of SDG 16
Increase the cultural, peace and student well-being awareness campaigns	Student associations provide governance input to the university, support to students and social activities	Recognize autonomous student associations	
	Empower the functions of HEP-UKM to provide facilities and services as well as to manage and monitor students' activities	Provide direct services to students	

OBJECTIVE 4:
STRENGTHENING COLLABORATIVE NETWORKING

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Improving relationships with government agencies and regional Non-Governmental Organizations	Sign documents of cooperation with government agencies and regional Non-Governmental Organizations on activities related to 17 SDGs	Every Faculty/Center/ Institute organizes activities with government agencies and regional Non-Government Organizations related to SDGs	Head of SDG 17
Enhancing cross sectoral dialogues on SDGs with government agencies and Non-Governmental Organizations	Organize cross sectoral dialogues / forums / discourses / webinars / seminars / workshops / conferences on current issues related to SDGs	Every Faculty/Center/ Institute organizes cross sectoral dialogues / forums / discourses / webinars / seminars / workshops / conferences on current issues related to SDGs.	

OBJECTIVE 4:
STRENGTHEN COLLABORATIVE NETWORKING

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Enhancing collaborations at international level	Forge research collaborations with international institutions to obtain data and develop best practices	Receive funding to encourage engagement with international institutions in obtaining data and developing best practices	Head of SDG 17
Improving cooperation with Non-Governmental Organizations	Organize student volunteer, research and educational resources programs to deal with SDG issues	Organize student volunteer, research and educational resources programs to deal with SDG issues	

SUSTAINABILITY PILLAR 1: GOVERNANCE AND MANAGEMENT

OBJECTIVE 5:
PUBLISHING SUSTAINABILITY REPORT

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Publishing UKM Annual SDG report	Gather data, prepare and publish report	Publish annual SDG report in official website	Head of SDG 17 and Strategy Center UKM

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SUSTAINABILITY PILLAR 2

TEACHING AND LEARNING

TEACHING AND LEARNING

INTRODUCTION

The 2030 Sustainability Strategic Plan places Teaching and Learning as SUSTAINABILITY PILLAR 2 to improve the quality of teaching, cultivate sustainability and health through education.

The core outlines three main objectives measured by 7 Key Performance Indicators consisting of 4 SDGs, which are:

SDG 3: Good Health and Well-being

SDG 4: Quality Education

SDG 7: Affordable and Clean Energy

SDG 13: Climate Change

SUSTAINABILITY PILLAR 2: TEACHING AND LEARNING

OBJECTIVE 1:
ENHANCING THE QUALITY OF EDUCATION

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Empowering lifelong learning	Offer more professional certificates, skills and micro-credential certificates as well as MOOC certificates	Offer professional certificates, skills and micro-credential certificates as well as MOOC certificates for lifelong learning	Head of SDG 4
	Encourage intake through APEL A, B and Q by UKM community	Certificate holders can take APEL A, B and Q for recognition to Degree, Master and Doctorate levels	

SUSTAINABILITY PILLAR 2: TEACHING AND LEARNING

OBJECTIVE 1:
ENHANCING THE QUALITY OF EDUCATION

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Enhancing TVET community programs and lifelong learning	Establish Industry and international professional certification; industry and international integrated certification collaboration with selected degrees	Industry and international professional certification that can be attended by UKM and non-UKM community	Head of SDG 4
	Exposure to new TVET engineering technologies via industry collaborations	Collaborations with industry for exposure to new technologies to community for lifelong learning	
	Create a TOT course on key result areas for local community economy	TOT course on key result areas for local community economy	

SUSTAINABILITY PILLAR 2: TEACHING AND LEARNING

OBJECTIVE 1:
ENHANCING THE QUALITY OF EDUCATION

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Establishing Lifelong Learning Policies	Develop global online learning guidelines via UKM MOOC	Create global online learning guidelines via UKM MOOC	Head of SDG 4
	Provide a UKM MOOC platform to support global online learning		
	Provide four types of UKM MOOC courses: • General knowledge courses • Skill-based professional development courses • Non skill-based professional development courses • Internal academic courses with elements of lifelong learning		

SUSTAINABILITY PILLAR 2: TEACHING AND LEARNING

OBJECTIVE 2:
CULTIVATING SUSTAINABILITY THROUGH EDUCATION

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Implementing programs with government agencies, community and energy related industry	Collaborate in development / application of renewal and alternative energy as well as in waste management technology	Organize impactful programs and participate in competitions related to sustainability, environment, and climate change organized by government agencies, industry and community	Head of SDG 7
Increasing awareness related to environment and climate change	Organize sustainability programs on environment and climate change	Conduct environment sustainability programs at district, state and national levels	Head of SDG 13
Offering courses / programs on sustainability, environment and climate change	Offer more courses / programs related to sustainability, environment and climate change	Make it compulsory for all undergraduate students to take at least one subject related to sustainability, environment and climate change	

SUSTAINABILITY PILLAR 2: TEACHING AND LEARNING

OBJECTIVE 3: HEALTH AND WELL-BEING PRACTICES THROUGH EDUCATION

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Offering courses on health education to students	Develop general university courses related to health education to students such as: • Sexuality and reproductive health • Mental health management • Family health • Emergency aid skills course	Offer Professional Certificates and Citra courses on health education	Head of SDG 3

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SUSTAINABILITY PILLAR 3

RESEARCH AND INNOVATION

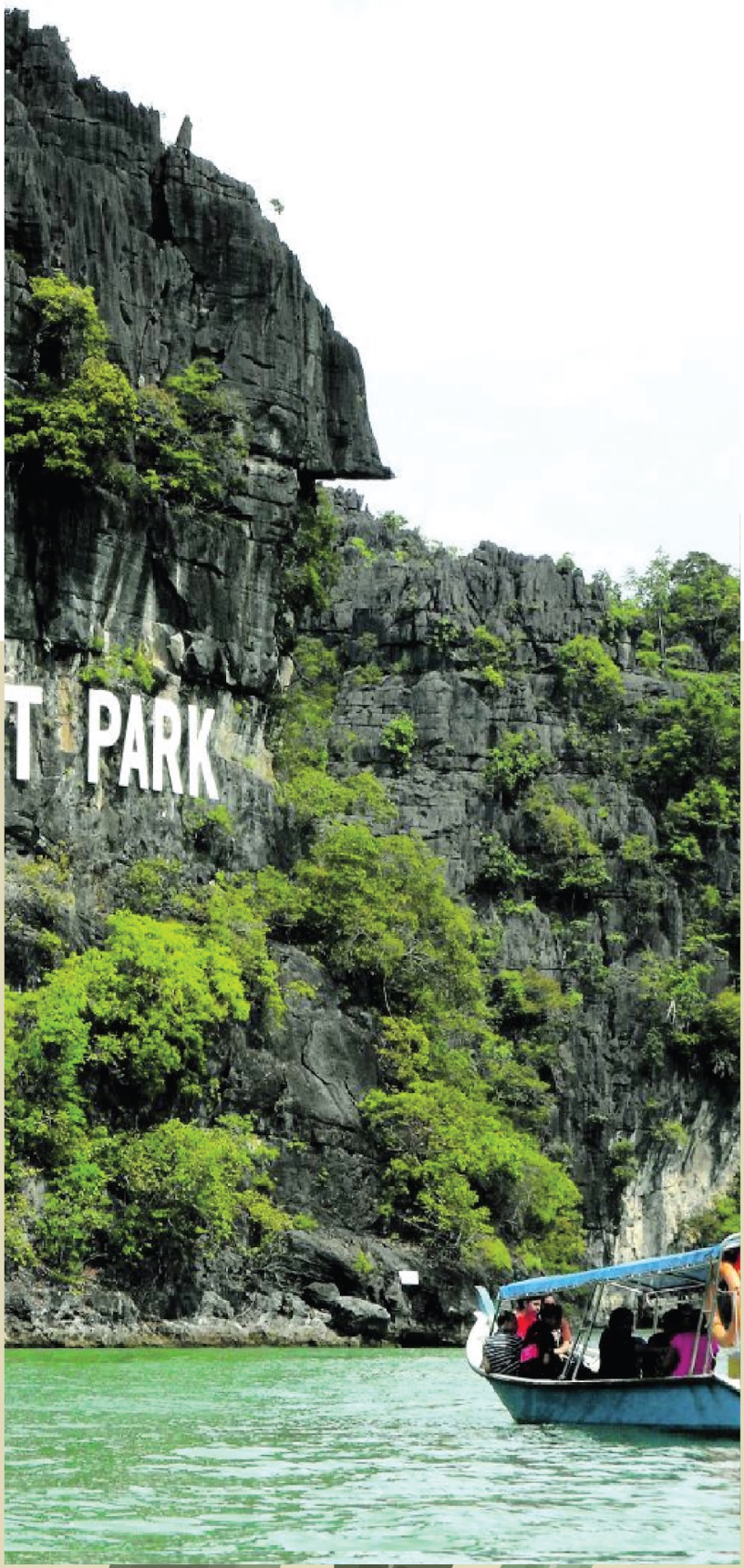
INTRODUCTION

Research and Innovation constitute Sustainability Pillar 3. This pillar focuses on the empowerment of the commercialization agenda, income generation, establishment of start up companies, industry and international grant procurement, as well as research innovation.

The core outlines 7 main objectives measured using 8 Key Performance Indicators consisting of 2 SDGs. They are:

SDG 3: Good Health and Well-being

SDG 9: Industry, Innovation and Infrastructure



SUSTAINABILITY PILLAR 3: RESEARCH AND INNOVATION

OBJECTIVE 1:
EMPOWERING THE COMMERCIALIZATION AGENDA

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Increasing commercialization activities through disclosure of aspects of technology transfer and product commercialization	Conduct intellectual property screening to identify the results of research conducted	Increase the number of new and improved products	Head of SDG 9
	Introduce incentives to successful researchers		
	Organize roadshows to faculties/centers/institutes with potential of developing products, to give them exposure, support and technical assistance to produce new products		
	Identify results from projects with prototypes, completed or in progress, to be commercialized		

SUSTAINABILITY PILLAR 3: RESEARCH AND INNOVATION

OBJECTIVE 2:
GENERATING INCOME THROUGH PRODUCT COMMERCIALIZATION

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Increasing income generation activities through commercialization of innovative products	Conduct intellectual property audit sessions to identify high performance technology that suits the market	Increase the number of intellectual property-based products as well as the value for product commercialization	Head of SDG 9
	Promote and launch UKM's products and innovations which are readily marketable through activities with the media		
	Provide allocation of funds and grants so that the benefits of commercialization can continue to be utilized		
	Develop collaborative programs with the State Development Board to obtain a Local Entrepreneur Database to increase the capacity of industry networking for the purpose of commercializing UKM innovation technology		

SUSTAINABILITY PILLAR 3: RESEARCH AND INNOVATION

OBJECTIVE 2:
GENERATING INCOME THROUGH PRODUCT COMMERCIALIZATION

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Increasing income generation activities through innovative product commercialization	Develop a *Strategic Engagement and Market Outreach Session* (SIEMOS) program	Increase the number of intellectual property-based products as well as the value (RM) for product commercialization	Head of SDG 9
	Promote Pitching programs with industry partners periodically to increase the rate of commercialization		
	Set up a mentoring system that provides guidance, assistance and support for product commercialization		

SUSTAINABILITY PILLAR 3: RESEARCH AND INNOVATION

OBJECTIVE 3:
ESTABLISHING STARTUP OR SPIN-OFF COMPANIES

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Assisting researchers in setting up a startup company	Conduct a Startup roadshow program	Increase in the number of startup companies that register with UKM every year	Head of SDG 9
	Make announcements and notifications regarding the Guidelines on the setting up of a Startup company and company registration procedure		
	Design and introduce courses and training for pre-application		
	Design and introduce courses and training on business and corporate governance for successful applicants		

SUSTAINABILITY PILLAR 3: RESEARCH AND INNOVATION

OBJECTIVE 4:
INCREASING THE NUMBER OF INDUSTRY AND INTERNATIONAL GRANTS

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Improving cooperation between university and industry	Enhance cross disciplinary research with industry partners	Increase the number of cross discipline research with industry partners	Head of SDG 9
	Organize engagement sessions with industry partners		
	Upgrade industry partners' research grant database		
	Encourage involvement of industry partners as co-researchers		
	Provide collaborative matching grants for researchers who manage to secure industry grants		

SUSTAINABILITY PILLAR 3: RESEARCH AND INNOVATION

OBJECTIVE 5:
ENHANCING COOPERATION IN RESEARCH AND PUBLICATION

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Increasing the percentages of academic publications with authors from low-middle or low-income countries	Update the SMPU information to identify countries collaborating in joint research	At least one low-middle or low-income country is involved in research and publication	Head of SDG 9
	Update information in eRep to identify countries collaborating in joint research		
	Encourage researchers to collaborate with those from low-middle or low-income countries when applying for research grants		
	Encourage international students to use two affiliations (UKM and original country's institution, if relevant) in their publication		

SUSTAINABILITY PILLAR 3: RESEARCH AND INNOVATION

OBJECTIVE 6:
ENHANCING THE RELEVANCE OF RESEARCH AND PUBLICATION TO 17 SDGs

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Increasing the number of publications related to 17 SDGs	Update the SMPU to map each research project with 17 SDGs	Each research project and publication is mapped against SDG	Head of SDG 9
	Update eRep system to map each publication with 17 SDGs		

SUSTAINABILITY PILLAR 3: RESEARCH AND INNOVATION

OBJECTIVE 7:
STRENGTHENING EDUCATION NICHE RELATED TO HEALTH AND WELL-BEING

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Promoting research on health and well-being	Offer research grants related to health and well-being	Increase in the number of offered research grants related to health and well-being	Head of SDG 3

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SUSTAINABILITY PILLAR 4

SUSTAINABLE CAMPUS

SUSTAINABLE CAMPUS

INTRODUCTION

SUSTAINABILITY PILLAR 4 integrates the environment with the policy, management and higher education which give positive impact to the environment, economy and society.

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The pillar outlines 9 main objectives measured by 22 Key Performance Indicator consisting of 8 SDGs, which are:

- *SDG* 2: Zero Hunger
- *SDG* 6: Clean Water and Sanitation
- *SDG* 7: Affordable and Clean Energy
- *SDG* 11: Sustainable Cities and Communities
- *SDG* 12: Responsible Consumption and Production
- *SDG* 13: Climate Action
- *SDG* 14: Life below Water
- *SDG* 15: Life on Land

SUSTAINABILITY PILLAR 4: SUSTAINABLE CAMPUS

OBJECTIVE 1:
EMPOWERING THE WASTE MANAGEMENT SYSTEM

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Strengthening the management of food, solid and toxic waste	Provide guidelines for separation of food waste at university cafeterias	Involve the cafeteria operators in the management of food waste separation	Heads of SDG 2 and SDG 12
	Upgrade the UKM Recycle Center	Involve the Faculties/Centers/ Institutes and Student Associations in activities related to sustainability	
Strengthening the waste management policies	Improve comprehensive management and waste disposal policies	Improve UKM management and waste disposal policies	
Increasing intervention programs related to waste management	Increase the promotional awareness on sustainability campus	Increase the number of UKM sustainability campus programs	
	Carry out more programs with Faculties/Centers/Institutes and Student Associations related to student sustainability		

SUSTAINABILITY PILLAR 4: SUSTAINABLE CAMPUS

OBJECTIVE 2:
DIVERSIFYING THE USE OF WATER RESOURCES

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Identifying types of water resources available on campus	Strengthen the management of the use of treated water, rain and reservoir water	Ensure that at least five (5) Faculties/Centers /Institutes implement alternative use of water resources programs	Head of SDG 6

SUSTAINABILITY PILLAR 4: SUSTAINABLE CAMPUS

OBJECTIVE 3:
OPTIMIZING THE USE OF WATER AND REDUCING THE RATE OF POLLUTION

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Preventing water pollution	Reduce existing pollutants in the system and prevent pollution of water system in the future	Regular control and monitoring of quality of water supply system	Head of SDG 6
Establishing a policy on the use of water	Develop a policy on water use and saving	All Faculties /Centers/Institutes in UKM	

SUSTAINABILITY PILLAR 4: SUSTAINABLE CAMPUS

OBJECTIVE 4:
DEVELOPING AFFORDABLE ENERGY

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Developing a policy on saving and affordable energy	Form a policy on saving and affordable energy	UKM Energy Saving Policy / Guidelines	Head of SDG 7
Upgrading facilities based on energy saving equipment	Install solar energy system in UKM buildings	Increase in the installation and use of energy saving equipment and vehicles	
	Replace normal lamps with LED lamps		
	Collaboration with industry / government agencies in the development of pilot plants for renewable and alternative energy such as solar, hydrogen and biomass		
	Encourage the use of low carbon transportation on campus such as hybrid cars as well as electric and hydrogen vehicles		

SUSTAINABILITY PILLAR 4: SUSTAINABLE CAMPUS

OBJECTIVE 5:
EFFICIENT ENERGY MANAGEMENT

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Upgrading energy management	Set up Centralized Energy Management Unit at UKM's highest level for data collection, monitoring and rating	Energy saving of at least 16%	Head of SDG 7
	Create a centralized platform to monitor electricity and water use		

SUSTAINABILITY PILLAR 4: SUSTAINABLE CAMPUS

OBJECTIVE 6:
INTEGRATING SUSTAINABILITY IN PHYSICAL DEVELOPMENT

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Upgrading Digital facilities	Equip the campus with high capacity broadband network consistently and continuously	Improve the infrastructure and information technology security	Head of SDG 11
Improving Pedestrian facilities on campus	Upgrade pedestrian facilities for staff and students	Increase the number of upgraded pedestrian facilities	
Improving the infrastructure to make it disabled-friendly	Increase and upgrade more infrastructure to make it friendly to the disabled	Increase the number of disabled-friendly facilities	
Developing Wasteland	Develop wasteland for campus sustainability	Identify and develop wasteland	

SUSTAINABILITY PILLAR 4: SUSTAINABLE CAMPUS

OBJECTIVE 7:
LOW CARBON CAMPUS

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Improving management of organic, non-organic and toxic waste and garbage disposal	Make it mandatory for food and wet waste at Residential Colleges to be managed sustainably as a requirement in new tender offers in UKM	Reduce the capacity of waste disposal	Head of SDG 12
	Give sustainability rating to cafeterias in UKM		
	Cultivate the use of personal food containers among students		
	Carry out public cleaning of grass cutting and landscape cleaning		
	Implement the use of recycle bins		
	Offer Waste Management Professional Certificates with the industry		

SUSTAINABILITY PILLAR 4: SUSTAINABLE CAMPUS

OBJECTIVE 7:
LOW CARBON CAMPUS

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Reducing greenhouse gas emissions from UKM community's motorized vehicles	Monitor the greenhouse gas emissions to a minimum particularly from motorized vehicles on campus	Organize greenhouse gas emissions awareness campaigns to UKM community for at least (100?) a year, and create a centralized database for the greenhouse gas emissions	Heads of SDG 13 and SDG 7
	Measure greenhouse gas emissions based on baseline data		
	Provide the campus carbon footprint formula		
	Carry out carbon offset for Bangi Reserve Forest		
Setting the carbon reduction target by 2030 (short term)	Install solar panels on building roofs	Energy savings of up to 16%	
	Use energy efficient equipment/ devices	Energy savings of up to 10%	
	Increase the use of compost material	Increase in use of up to 50%	
	Increase the use of recycled materials	Increase in use of up to 15%	
Setting the carbon reduction target by 2050 (long term)	Retain green and water catchment areas	Retention of green areas of more than 50%	
	Create a sustainable park for each Faculty/Center/Institute	A sustainable park for each Faculty/Center/ Institute	

SUSTAINABILITY PILLAR 4: SUSTAINABLE CAMPUS

OBJECTIVE 8:
PRESERVATION AND CONSERVATION OF NATURE

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Conserving and preserving the ecosystem and biodiversity including flora and fauna	Develop an inventory of fauna and flora risk levels	Flora Inventory and UKM Reserve Forest	Head of SDG 15
	Create a flora and fauna digital information system	Flora and fauna digital information system	
Increasing ecosystem conservation and preservation activities as well as flora and fauna biodiversity	Carry out tree planting programs in UKM Bangi, Kuala Lumpur and Cheras campuses	Tree planting programs in UKM Campus	
	Implement flora conservation and preservation programs	Tree planting programs with government agencies / Non-Governmental Organizations / communities	
Creating a Policy on flora and fauna	Develop a Policy / Guidelines on the conservation and preservation of flora and fauna	Policy / Guidelines on the conservation and preservation of flora and fauna	

SUSTAINABILITY PILLAR 4 : SUSTAINABLE CAMPUS

OBJECTIVE 9:
PRESERVING THE MARINE ECOSYSTEM

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Creating a Policy on marine ecosystem and biodiversity	Develop a policy on the conservation of ecosystem and marine biodiversity in all UKM Natural laboratories	Policy / Guidelines on UKM Marine Ecosystem Conservation	Head of SDG 14

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SUSTAINABILITY PILLAR 5

UKM COMMUNITY WELL-BEING

UKM COMMUNITY WELL-BEING

INTRODUCTION

SUSTANABILITY PILLAR 5 places emphasis on the well-being of the community especially related to no poverty, zero hunger, staff health, health services as well as facilities for women and the disabled.

This pillar outlines 6 main objectives measured by 14 Key Performance Indicators comprising 5 SDGs. They are:

- *SDG* 1: No Poverty
- *SDG* 2: Zero Hunger
- *SDG* 3: Good Health and Well-being
- *SDG* 5: Gender Equality
- *SDG* 10: Reduced Inequalities

SUSTAINABILITY PILLAR 5: UKM COMMUNITY WELL-BEING

OBJECTIVE 1:
REDUCING THE PERCENTAGE OF STUDENT POVERTY

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Promoting the Anti Poverty initiative under the HEP Cares agenda	Create a new system to facilitate students' application for welfare aid and zakat	Set up a new system to facilitate students' application for welfare aid and zakat	Head of SDG 1
	Set up a digital application to facilitate application of financial assistance / food aid by B40 students	Create a new digital application	
	Utilize the student data master list to channel assistance directly to students	At least 50% of B40 students receive assistance throughout their studies	
Organizing Anti Poverty Programs with the community	Strengthen networking within government agencies / Non-Governmental Organizations / Industry via MoU / MoA / LoI to secure funds	Sign agreement documents with government agencies / Non-Governmental Organizations / Industry	SDG 1 Head
Establishing a Policy to address poverty	Create a policy to address poverty	Policy / Guidelines to address poverty	SDG 1 Head

OBJECTIVE 2:
ENSURING ZERO HUNGER

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Providing a variety of healthy and affordable food options	Create a policy / guideline to cafeteria operators	Every year	Head of SDG 2
	Boost vegetable planting activities at Residential Colleges		
	Promote healthy food choices		
	Create a complete menu policy at low prices		
Encouraging the involvement of modern farmers and local communities	Develop cooperation with student clubs and faculties/centers/institutes	One project per year	
	Provide merit / special incentives to student activities / programs that involve farmers / food manufacturers		

OBJECTIVE 3:
EXPANDING HEALTH SERVICES AND PROMOTION

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Developing more healthcare programs and promotions among UKM community	Conduct annual health checks for UKM community	UKM community	Head of SDG 3
	Carry out screening and mental health treatment services for UKM community		
	Provide healthy diet consultation services		
	Promote health and work balance		
	Promote anti smoking campaigns		
	Promote sexuality and reproductive health programs		
Organizing health campaigns to the communities	Carry out health programs with the communities	Once a year	

SUSTAINABILITY PILLAR 5: UKM COMMUNITY WELL-BEING

OBJECTIVE 4:
PROMOTING HEALTH ACTIVITIES TO THE COMMUNITY

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Establishing strategic collaborations with government agencies / Non-Governmental Organizations / Industry in the fields of health	Carry out health programs, campaigns and promotion with government agencies / Non-Governmental Organizations / industry and the community	Once a year	Head of SDG 3

SUSTAINABILITY PILLAR 5: UKM COMMUNITY WELL-BEING

OBJECTIVE 5:
ENHANCING FACILITIES FOR WOMEN

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Promoting non-discrimination policies against women	Organize seminars / roadshows	UKM community	Head of SDG 5
Activating free legal services in UKM for women and cases of sexual harassment	Provide legal aid	UKM community	
Creating a research and publication database related to SDG 5	Develop a database of students' theses / dissertations, research and publications related to SDG 5	A complete research and publication database on SDG 5	
Improving digital and economic literacy among women in UKM	Gender inclusivity in the economy	UKM community	

OBJECTIVE 6:
IMPROVING FACILITIES FOR PEOPLE WITH DISABILITIES

KEY PERFORMANCE INDICATOR	INITIATIVE	TARGET	ACTION
Improving student admission requirements	Create a special student admission track for students from the following 4 groups - indigenous, B40, athletes and students with disabilities	Provide a platform to manage admission of students with disabilities and special needs	Head of SDG 10
	Set up a Special Committee to review appeal for admission for students with disabilities		
Upgrading facilities for the disabled and needy	Provide disabled students, staff and visitors with easy access to buildings, infrastructure and other services	Increase facilities and access for the disabled	
	Develop support services that provide inclusive learning materials for those with special needs		
	Award incentives to students who volunteer as readers for the visually impaired students		
	Provide inclusive learning materials for students with special needs		

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- Deputy Vice-Chancellor (Academic and International Affairs)
- Deputy Vice-Chancellor (Industry and Community Partnerships Affairs)
- Deputy Vice-Chancellor (Students and Alumni Affairs)
- Deputy Vice-Chancellor (Research and Innovation Affairs)
- Pro Vice-Chancellor (Strategy and Corporate Development)
- Pro Vice-Chancellor (Income Generation and Development)
- Pro Vice-Chancellor (Kuala Lumpur Campus)
- UKM Registrar
- UKM Bursary
- UKM Chief Librarian
- UKM Legal Advisor
- Faculty Deans
- Directors of Centers/Institutes
- SDG Heads and Committee Members
- UKM Community

HEADS OF UKM SUSTAINABILITY DEVELOPMENT GOALS 2021- 2024

NO	NAME	SDG
1.	Prof. Ts. Dr. Norinsan Kamil Othman	*SDG* 1: No Poverty *SDG* 2: Zero Hunger
2.	Dr. Mohd. Azman Abas	*SDG* 3: Good Health and Well-being
3.	Prof. Ir. Dr. Ahmad Kamal Ariffin Mohd Ihsan	*SDG* 4: Quality Education
4.	Prof. Datin Dr. Norizan Abd Razak	*SDG* 5: Gender Equality
5.	Lt. Col. Bersekutu (PA) Assoc. Prof. Sr. Ts. Gs. Dr. Khairul Nizam Abdul Maulud	*SDG* 6: Clean Water and Sanitation
6.	Assoc. Prof. Dr. Mohd Adib Ibrahim	*SDG* 7: Affordable and Clean Energy
7.	Mr. Haji Zainudin Mohd Daud	*SDG* 8: Decent Work and Economic Growth
8.	Prof. Ts. Dr. Muhammad Rahimi Yusop	*SDG* 9: Industry, Innovation and Infrastructure
9.	Mr. Basir Bahir	*SDG* 10: Reduced Inequalities
10.	Prof. Dr. Sharifah Zarina Syed Zakaria	*SDG* 11: Sustainable Cities and Communities
11.	Prof. Dr. Noor Ezlin Ahmad Basri	*SDG* 12: Responsible Consumption and Production
12.	Assoc. Prof. Dr. Zaini Sakawi	*SDG* 13: Climate Action
13.	Prof. Dr. Zaidi Che Cob	*SDG* 14: Life Below Water
14.	Prof. Dr. Ahmad Fariz Bin Mohamed	*SDG* 15: Life on Land
15	Assoc. Prof. Dr. Salawati Binti Mat Basir	*SDG* 16: Peace, Justice and Strong Institutions
16.	Prof. Ts. Dr. Lee Khai Ern	*SDG* 17: Partnerships for the Goals

ABBREVIATIONS

UKM – Universiti Kebangsaan Malaysia

SDG – Sustainable Development Goals

B40 – Group of bottom 40% with Low Household Income

OKU – Orang Kurang Upaya (People with disabilities)

HEP – Hal Ehwal Pelajar (Student Affairs)

PTj – Pusat Tanggungjawab (Faculties/Centers/Institutes)

MoU – Memorandum of Understanding

MoA – Memorandum of Agreement

LoI – Letter of Intent

ROSH – Center for Risk Management, Safety and Occupational Health, UKM

LED – Light-Emitting Diode

SMPU – Sistem Maklumat Penyelidikan Universiti (University Research Information System)

eRep – UKM e-Repository System

MOOC – Massive Open Online Courses

APEL – Accreditation of Prior Experiential Learning

TVET – Technical and Vocational Education and Training

TOT – Training of Trainers

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SUSTAINABILITY STRATEGIC PLAN 2030

Cultivating Sustainability for the Future