Academic Promotion of Higher Education Teaching Personnels (HETPs) in Indonesia.

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Outline

• Introduction.
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• Status of Higher Education Teaching Personnel (HETP) in Indonesia.
• Academic Promotion of HETPs.
• Aspects and Issues of HETPs Promotion.
• Concluding Remarks.
Introduction.

• Higher education is an important aspect of progress and development of any country. Each country has developed its higher education institution (HEIs) and employ higher education teaching personnel (HETP).

• The level of development of any HEI partly determined by the quality and performance of HETP. In order to provide incentive and suitable working environment, each country would developed a system for academic promotion for their HETP, including Indonesia.

• This paper aim at provide information and identifying issues related to HETP academic promotion in Indonesia.
HE and HETP

Higher Education (HE)

Higher Education (HE) is post-secondary level education, provided by HEIs, approved by the state authorities, and/or accredited.

HE Teaching Personnel (HETP)

HE Teaching Personnel (HETP) are all those persons in HEIs who are engaged to teach and/or to undertake scholarship and/or to undertake research and/or to provide educational services to students or to the community at large.

UNESCO

- post-secondary level education, provided by HEIs, approved by the state authorities, and/or accredited;

Indonesia

- education after high school, managed by HEIs based on Indonesian culture.

- is a professional educator AND scientist, main task transforming, generating, and disseminating scientific knowledge and technology through education, research and community services.
Status of HETPs In Indonesia - 1

- Equal rights to be HETP for "everyone who fulfill the academic qualification, competency, educator certificate, healthy physically and spiritually, fulfill other requirements set by HEIs where he/she is intended to work for, and has the capacity to contribute to the achievement of national education goals" (see Article 45 of Law No. 14/2005 on Teacher and HETP).

- Issue → between equal right (to be civil servant) versus “passion” to be HETP → related to fulfillment of KPIs on research and publication in the sense that those with less passion to do research will tend to spend more time in teaching (while publication became an important element of promotion).
Status of HETPs In Indonesia - 2

• Four levels of academic position with associated education requirement:
  – (1) Assistant Lecturer (AL); (2) Lecturer (L); (3) Senior Lecturer (SL), these positions required at least masters level education, and
  – (4) Professor (Prof.), required doctoral level education.
The total number of HETP at the state HEIs in 2014 are 218,466 which predominantly (198,792 or 91%) under the Ministry of Education and Culture (MoEC).

The remaining 19,674 HETP (9%) are under 21 other ministries and state institutions with its own education unit. There are three ministries with significant number of HETPs after MoEC which are Ministry of Religious Affairs (MoRA), Ministry of Health (MoH), and Ministry of Home Affairs (MoHA).

From total number of HETP, the distribution according to status there are 185,969 (about 85%) with permanent status, and 32,497 (about 15%) with non-permanent status.

Population: (1) Professor, minority, 3%; (2) Senior Lecturer, 18%; (3) Lecturer and Assistant Lecturer, majority.
Status of HETPs In Indonesia - 3

• Education level:
  – 12.4% are Ph.D holder;
  – the majority are having masters level degree;
  – we still have HETPs with Bachelor degree holder → which according to the law they have to take master level degree or transferred to be administratif staff.

• The workload of HETP consists of 12 - 16 credits points per year which cover the three main mandate/taks of higher education institutions: teaching, research, and community services/engagement.
Academic Promotion of HETPs - 1.

• Requirements for Normal Promotion:
• Standard: (1) at least two years at the current position before promotion, (2) fulfill credit points requirement both for each level of promotion and cumulative total, and (3) approved by Faculty and University Senate.
• In term of journal publication:
  – Assistant Lecturer (AL) to Lecturer (L) publication only at the national accredited journal as main or corresponding author.
  – From Lecturer (L) to Senior Lecturer (SL) the journal publication has to be at least one in internationally reputable journal (indexed) and one in nationally accredited journal as main or corresponding author.
  – Promotion from Senior Lecturer to professor (P) required the HETsP to have a Ph.D degree at least for three years, has served as HETP at least ten years, and published research article(s) in internationally reputable journal (indexed) as main or corresponding author plus two article in nationally accredited journal.
Academic Promotion of HETPs -2.

- Requirements for **Special Promotion:**
  - From AL to SL (without going through L position) and from L to P (without going through SL position).
  - Standard requirements: (1) at least four year in the current position before proposed promotion, (2) fulfill credit points requirement both for each level of promotion and cumulative total, (3) doctoral degree holder, and (4) approved by University Senate.
  - In term of number of publications in internationally reputable (indexed) journal as main or corresponding author:
    - From AL top SL: the requirement is 2 international (indexed) journal articles,
    - From L to P: has to published 3 international (indexed) journal articles.
- Given the population of HETPs, it has increased demand for publication in internationally reputable journal (indexed).
- The implication is that in term of time required before an article can be published and the emergence of international journal which the quality in question.
Figure 1: Overall processes of HETP promotion and grade improvement.
Figure 2: Consideration and approval by Senate (both at Faculty and University levels).

Aspects assessed:
1. Integrity.
2. Performance (KPIs).
4. Personality, ethics and manners.
Requirement of credit points for promotion at different level of academic positions.

<table>
<thead>
<tr>
<th>NO</th>
<th>ACADEMIC POSITION</th>
<th>GRADE LEVEL</th>
<th>REQUIREMENT OF CREDIT POINTS</th>
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<td>III/D</td>
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</table>
Academic Promotion of HETPs -3.

• Source of credit points:
• Minimum 80% from education, research and community services/engagement, with the following proportion:
  – 1. a minimum of 30% from education and learning processes;
  – 2. a minimum of 25% from research;
  – 3. a maximum of 15% from community services.
• The rest (maximum 20%) come from supporting elements (e.g. sitting in the committee, member of professional association, rep univ in inter-instituions committee, member of natl delegation to international meeting).
Aspects and Issues of HETPs Promotion.

Figure 3: Aspects and issues for in HETP promotion.

- Team works;
- Funding;
- Networking – Joint initiatives;
- Complex vs “Simple”.
- Encouraging vs Braking
- Recruitment Criteria and Process;
- Motivation;
- Balance of Workload Among KPIs Aspects.
- KPIs Achievement.
- Complex vs “Simple”.
- Team works;
- Funding;
- Networking – Joint initiatives;
- Support and Facilitation to Fulfill KPIs
- Promotion Assessment Processes
- Promotion Regulations
- HE Teaching Personnel
- PROMOTION
The aspect related to HETP him/herself.

- HETP are different kind of job which require strong motivation for research as it is one of the major component of KPI and credit points.
- This implicate that the HETPs are recruited from those doctoral degree holders. However, in Indonesia, the dominant recruitment were the master degree holders and in some cases under-graduate degree holders with the agreement that if they accepted they obliged to take doctoral and masters degree respectively.
- There were cases that masters degree holder HETPs with some reasons reluctant to proceed with doctoral education (since masters degree already gave the minimum level of legal requirement to be HETP).
- In this situation there is a need to consider that the education level criteria of those would like to apply as HETPs has to be a doctoral holder in the field he/she applying for.
The promotion regulation and supports to fulfill KPIs aspects.

• HETP promotion required that each of them earned credit points to fulfill the KPIs.

• In term of promotion regulation the concern of HETPs was the requirements were increased (tighten) from time to time especially with regard to research article publication in the reputable/indexed international or nationally accredited scientific journal.

• It felt that the regulation would rather put brake on the promotion if support to produce outputs to fulfill KPIs not sufficient. In this regard, HETP in need of support (financial and administrative, teamworks, and networking development) to be able to perform the tasks of education, research, and community services/engagement. Financial support appeared to be one of the major constraint as the government budget for research is limited (0.08% of GDP).

• The performance of Indonesian researcher in term of publication of research results in international indexed journal experienced a little bit slow progress compare to Malaysia and Thailand
• A closer look at the article published, most of them came from international collaboration eventhough the proportion decreased from year to year (please see Table 4).

• This indicated that there is a need to improve number of documents/articles both from nationally organized research as well as from international collaborative research.

• And, this, require financial, administrative, research networking development, and publication supports to HETPs.
<table>
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<tr>
<th>Year</th>
<th>Documents</th>
<th>Citable Documents</th>
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<th>Self Cites</th>
<th>Cites per Doc.</th>
<th>Self Cites per Doc.</th>
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<th>% International Collaboration</th>
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</table>
• **Validity of the journal** were the research article published were also subject of scrutiny in the promotion assessment.

• The **DGHE**, by using information from credible source and by **checking the website of the journal**, has warned HETPs to reconsider not to publish their article in a number of journals either not accredited or suspected not valid as scientific journals.

• These include both national and international journals. The promotion and invitation in the various journals of this type were aggressively done through email.
Some of the journal publishers suspected that they would published any article as long as the author(s) pay the publication fee but the management of the publication were consider not properly handled.

• Some of the HETPs may have been victim of these kind of journals because of having little information about the various journals offering to publish their research articles.

• Therefore, there is a need to consider a joint initiative in the Asia and the Pacific Region to provide information, awareness, and joint publication of scientific journals (supporting the existing one to obtained the international indexed journal) as the demand for publication increased.

• Even, initiative to develop regional journal index together with the assistance to improve the management and quality of the nationally accredited journal would help the HETPs to have the opportunity to publish their research articles in properly managed scientific journals.
Promotion assessment

- Concern were on the complexity of the processeses (see Figure 1 and Figure 2).
- Among the problems facing and expressed by HETPs were:
  - Lack of HETPs understanding about the requirements for promotion.
  - The documents about KPIs was not completed with all necessary supporting evidents.
  - Low motivation by the HETPs to prepare and submitting all requirement for promotion (in some cases).
  - Changes in the regulation (tighten the rules) for HETPs promotion by DGHE including requirement for promotion to professorship level.
  - Lack of understanding on the regulation for assessing and calculating the KPI points obtaind.
  - Delay in submitting the promotion documents from unit/faculty to the university.
  - Lack of supporting staff capacity in processing the promotion of HETPs.
  - Lack of supporting equipments and facilities.
  - Taking a closer look to the problems, some are related to HETPs him/herself, the other related to the awareness and understanding about regulations, and the rest were about the processes and the role of supporting staff.
Concluding Remarks.

• The academic promotion of HETP is important for career advancement and provide incentive for better performance.
• A system of academic promotion has been developed in Indonesia to facilitate the movement of HETP to higher academic position.
• In order to improve the system at least there are four aspects with associated issues which need to get attention, namely: the HETP him/herself, promotion regulations, promotion assessment process, and support and facilitation to fulfill KPIs.
• In term of publication in internationally reputable journal, as one of major requirement, there is a need to give attention on the increasing demand for publication vis-à-vis academic quality of the journal. In this regard the academic community need to give attention to this phenomena.
• Addressing those aspects and issues would provide a strong basis for HETP to improve their performance and advancing their career.
THANK YOU