Academic Promotion of Higher Education Teaching Personnel (HETP) in Indonesia

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Outline

• HIGHER EDUCATION (HE) AND HIGHER EDUCATION TEACHING PERSONNEL (HETP).
• HETP IN INDONESIA: LEVEL OF POSITION, EDUCATION REQUIREMENT.
• ACADEMIC PROMOTION OF HETP IN INDONESIA.
• WORKLOADS AND MAIN ACTIVITIES OF HETP.
• SOURCE OF THE CREDIT POINTS.
• LEVELS OF ACADEMIC POSITION AND GRADE OF HETP.
• REQUIREMENTS FOR ACADEMIC PROMOTION AND SPECIAL PROMOTION.
• ADMINISTRATIVE REQUIREMENT AND PROCESSES FOR HETP PROMOTION AND GRADE IMPROVEMENT.
• CONSIDERATION AND APPROVAL BY SENATE.
• INFORMATION SYSTEM TO SUPPORT ACADEMIC PROMOTION AND CAREER ADVANCEMENT OF HETP (SIPKD)
• ASPECTS AND ISSUES FOR RESEARCH IN HETP PROMOTION.
GENERAL INFORMATION ON HEIs IN INDONESIA

• 3,151 HEIs;
• 115 → STATE HEIs → 20 % STUDENTS
• 3,036 → PRIVATES HEIs → 80% STUDENTS.
• MORE THAN 270,000 HETPs;
• 20% OF STATE BUDGET FOR EDUCATION (ALL LEVELS).
HIGHER EDUCATION (HE) AND HIGHER EDUCATION TEACHING PERSONNEL (HETP)

INDONESIA (Law 12/2012)

• HE → is the level of education after high school which cover diploma, undergraduate, masters, doctoral, professional, specialize programmes managed by higher education institutions based on indonesian culture.

• HETP → is a professional educator AND scientist with the main task transforming, generating, and disseminating scientifc knowledge and technology through education, research and community services.

• Issue: burden of education services, research and community services → individual or institutions?

UNESCO (1997)

• HE → ‘higher education’ means programmes of study, training or training for research at the post-secondary level provided by universities or other educational establishments that are approved as institutions of higher education by the competent state authorities, and/or through recognized accreditation systems;

• HETP → ‘higher-education teaching personnel’ means all those persons in institutions or programmes of higher education 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.
HETP in Indonesia: LEVEL OF POSITION, EDUCATION REQUIREMENT.

• LEVEL OF ACADEMIC POSITION AND EDUCATION REQUIREMENT:
  – assistant lecturer/AL (asisten ahli); lecturer/L (lektor); senior lecturer/SL (lektor kepala) → MASTERS LEVEL.
  – and professor/P (profesor) → DOCTORAL/Ph.D LEVEL.

• COMPULSORY FOR HETP: has 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 (Article 45).

• EQUAL RIGHT TO BE HETP (Article 50): everyone who fulfill the academic qualification and competency (stated in article 45) has equal right to be HETP through a selection processes.

• Source: Law 14/2005 on Teacher and HETP.

• Issue: equal right (to be civil servant) vs “passion” to be HETP → related to KPIs achievement on research and publications.
ACADEMIC PROMOTION HETP in Indonesia

• Development and advancement of HETP covers: professional competencies development and career advancement.
• Professional competencies development include: pedagogic, personality, social, professional competencies.
• Career advancement include: assignment (to certain tasks), grade improvement, and promotion in academic position.
WORKLOAD AND MAIN ACTIVITIES OF HETP

• WORKLOAD: 12 – 16 CREDIT POINTS PER SEMESTER.

• MAIN ACTIVITIES:
  – **TEACHING SERVICES** (PLANNING, IMPLEMENTING AND EVALUATION OF THE LEARNING PROCESS);
  – INVOLVE IN **SUPERVISING STUDENTS** AND TRAINING JUNIOR LECTURERS;
  – DOING **RESEARCH**;
  – DOING ADDITIONAL TASKS (ADMINISTRATIVE/STRUCTURAL POSITION);
  – DOING **COMMUNITY SERVICES**.
# Source and Composition of the Credit Points

<table>
<thead>
<tr>
<th>No</th>
<th>Academic Position</th>
<th>Education Qualification</th>
<th>Main Elements: 90%</th>
<th>Supporting Elements: 10%</th>
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<tbody>
<tr>
<td>1</td>
<td>Assistant Lecturer</td>
<td>Masters</td>
<td>≥ 55%</td>
<td>≥ 25%</td>
</tr>
<tr>
<td>2</td>
<td>Lecturer</td>
<td>Masters</td>
<td>≥ 45%</td>
<td>≥ 35%</td>
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<tr>
<td>3</td>
<td>Senior Lecturer</td>
<td>Doctoral or Masters</td>
<td>≥ 40%</td>
<td>≥ 40%</td>
</tr>
<tr>
<td>4</td>
<td>Professor</td>
<td>Doctoral</td>
<td>≥ 35%</td>
<td>≥ 45%</td>
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</table>
## LEVELS OF ACADEMIC POSITION AND GRADE OF HETP

<table>
<thead>
<tr>
<th>NO</th>
<th>ACADEMIC POSITION</th>
<th>GRADE LEVEL</th>
<th>REQUIREMENT OF CREDIT POINTS</th>
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<tr>
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<td></td>
<td>CUMULATIVE MINIMUM</td>
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<tr>
<td>1</td>
<td>ASSISTANT LECTURER/AL (ASISTEN AHLI)</td>
<td>III/A</td>
<td>100</td>
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<tr>
<td></td>
<td></td>
<td>III/B</td>
<td>150</td>
</tr>
<tr>
<td>2</td>
<td>LECTURER/L (LEKTOR)</td>
<td>III/C</td>
<td>200</td>
</tr>
<tr>
<td></td>
<td></td>
<td>III/D</td>
<td>300</td>
</tr>
<tr>
<td>3</td>
<td>SENIOR LECTURER/SL (LEKTOR KEPALA)</td>
<td>IV/A</td>
<td>400</td>
</tr>
<tr>
<td></td>
<td></td>
<td>IV/B</td>
<td>550</td>
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<tr>
<td></td>
<td></td>
<td>IV/C</td>
<td>700</td>
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<tr>
<td>4</td>
<td>PROFESSOR/P (GURU BESAR)</td>
<td>IV/D</td>
<td>850</td>
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<tr>
<td></td>
<td></td>
<td>IV/E</td>
<td>1,050</td>
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</tbody>
</table>
RECRUITMENT AND PROMOTION OF HETPs

HETPs CANDIDATES

- STATE AND PRIVATE UNIV UNDER MINISTRY OF ED & CUL
- STATE AND PRIVATE UNIV UNDER OTHER MINISTRIES

Evaluation

- rejected
- pass

HETPs’ DATA AND NATIONAL REGISTRATION NUMBER

HETPs’ PROFESSIONAL CERTIFICATION

- rejected
- Certified?
- pass

PROFESSIONAL HETPs

- rejected

R & CS MIS

- rejected
- pass

WORKLOAD

- pass

ROFESSIONAL HETPs WITH THE CAPACITY TO BE PART OF SCIENCE, TECH, AND ARTS DEVT.

HETPs WORKLOAD DATA CENTER

- rejected
- pass

CREDIT POINTS ASSESSMENT TEAM

- pass

HETPs ACADEMIC PROMOTION AND CAREER ADVANCEMENT

- rejected
REQUIREMENT FOR ACADEMIC PROMOTION
FROM ASSISTANT LECTURER/AL TO LECTURER/L

• At least 2 year at the AL position;
• Fulfill credit points requirement both cumulative and for each aspect;
• Has publication(s) in nationally accredited journal as main author (corresponding author);
• Approved by University Senate.
REQUIREMENT FOR ACADEMIC PROMOTION FROM LECTURER/L TO SENIOR LECTURER/SL

• At least 2 year at the Lecturer/L position;
• Fulfill credit points requirement both cumulative and for each aspect;
• Has publication(s) in international reputable journal and nationally accredited journal as main author (corresponding author);
• Approved by University Senate.
REQUIREMENT FOR ACADEMIC PROMOTION
FROM SENIOR LECTURER/SL TO PROFESSOR/P

• At least 2 year at the Senior Lecturer/SL position;
• Doctoral degree holder at least for 3 years.
• Has worked as HETP at least 10 years.
• Fulfill credit points requirement both cumulative and for each aspect;
• Has publication(s) in international reputable journal as main author (corresponding author);
• Approved by University Senate.
SPECIAL PROMOTION

• FROM ASSISTANT LECTURER/AL TO SENIOR LECTURER/SL:
  – At least 4 years in the Assistant Lecturer/AL position;
  – Has 2 publications in international reputable journal as main author (corresponding author);
  – Doctoral degree holder;
  – Fulfill credit points requirement both cumulative and for each aspect;
  – Approved by University Senate.

• FROM LECTURER/L TO PROFESSOR/P:
  – At least 4 years in the Lecturer/L position;
  – Has 3 publications in international reputable journal as main author (corresponding author);
  – Doctoral degree holder;
  – Fulfill credit points requirement both cumulative and for each aspect;
  – Approved by University Senate.
ADMINISTRATIVE REQUIREMENT AND PROCESSES FOR HETP PROMOTION AND GRADE IMPROVEMENT

As Civil Servant -> Civil Servant Performance -> Direct Superior

Overall Assessment

As Academic Staff -> KPIs Achievement

Credit Points Assessment Team

Credit Points

As Member of Univ Community

Integrity, Performance, Responsibility, Ethics

Faculty/University Senate

Consideration and Approval

Requirements for Promotion
Aspects assessed:
1. Integrity.
2. Performance (KPIs).
4. Personality, ethics and manners.
INFORMATION SYSTEM TO SUPPORT ACADEMIC PROMOTION AND CAREER ADVANCEMENT OF HETPs (SIPKD)

• TO ENSURE ACCURACY, SPEED, EFFECTIVITY AND EFFICIENCY OF ACADEMIC PROMOTION OF HETPs.

• ENABLE INTEGRATED PLANNING OF ACADEMIC PROMOTION AND CAREER ADVANCEMENT.

• BASIS FOR ASSESSMENT OF TASKS IMPLEMENTATION AND PERFORMANCE.

• BASIS FOR CONTINUATION OR TERMINATION OF PERFORMANCE RENUMERATION PAYMENT.
MAP OF INTEGRATED SYSTEM FOR HETP’S ACADEMIC PROMOTION AND CAREER ADVANCEMENT

HEIs DATA CENTER (PDPT)
forlap.dikti.go.id

HETP’s CERTIFICATION
serdos.dikti.go.id

HETP’s WORKLOAD
sipkd.dikti.go.id

ASSESSMENT OF CREDIT POINTS FOR ACADEMIC PROMOTION
pak.dikti.go.id

IT CENTER (PTI) OF DGHE
pti.dikti.go.id

RESEARCH AND COMM. SERVICES MANAGEMENT IS
simlitabmas.dikti.go.id

SCHOLARSHIP FOR MASTERS AND DOCTORAL DEGREE
beasiswa.dikti.go.id
Data Entry for
HETP’s WORKLOAD (SIPKD) and ASSESSMENT OF CREDIT POINTS OBTAINED (PAK)

• BY EACH HETP AT http://sipkd.dikti.go.id AND http://pak.dikti.go.id

• DATA REQUIREMENTS:
  ✓ IDENTITY, CIVIL SERVANT RELATED DATA, AND EDUCATION BACKGROUND DATA.
  ✓ TEACHING, RESEARCH AND COMMUNITY SERVICES ACTIVITIES (TOGETHER WITH CREDIT POINTS EARNED):
    A. TEACHING AND LEARNING ASPECT,
    B. RESEARCH AND KNOWLEDGE GENERATION ASPECT,
    C. COMMUNITY SERVICES ASPECT,
    D. SUPPORTING ASPECT,
    E. SPECIAL OBLIGATION OF PROFESSOR.
ASPECTS AND ISSUES FOR RESEARCH IN HETP’s ACADEMIC PROMOTION

- Recruitment Criteria and Process;
- Motivation;
- Balance of Workload Among KPIs Aspects.
- KPIs Achievement.

- Complex vs “Simple”.

- Encouraging vs Braking

- Funding;
- Team works;
- Networking – Joint initiatives;

HE Teaching Personnel

Promotion Regulations

Promotion Assessment Processes

Support and Facilitation to Fulfill KPIs

PROMOTION
THANK YOU