



Executive Summary of Academic and Support Manpower Plan

Faculty of Economics
Universitas Islam Indonesia

There are three study programs in Faculty of Economics, Universitas Islam Indonesia, namely Management, Accounting, and Economics study program. Economics study program was established in 1990. Now, it holds A accreditation status from Minister of education. Universitas Islam Indonesia has conducted institutional restructuring at the faculty level starting in 2018. Faculty of economics now consist of several departments and each department consists of several study programs. Faculty Economics has three departments, namely management, accounting and economics. The Department of Economics is led by the head of the department in charge of doctoral program, master program, undergraduate and three year diploma program in finance and banking.

Academic Staff

The Department of Economics has 32 lecturers. The number of lecturers is sufficient for the teaching and learning process for undergraduate program in economics. The student body was 897 in the 2017/2018 academic year. Thus, the ratio of student to lecturers is 28 students per lecturer. This ratio has fulfilled the standards of the minister of higher education where the maximum ratio is 30 student per lecturer for the social sciences

Table 1 shows the replacement, recruitment and development of lecturers at the department of economics in 2018-2022. The retirement age for those who is a professor is 70 years old and for those who is not professor is 65 years old. There is no lecturer who retire until 2022. The department of economics will recruit 2 lecturers in the period 2018-2022. The purpose of recruiting of new lecturers is to improve the ratio of student to lecturers.

Table 1. Replacement, Recruitment and educational development for academic staff
2018-2022

No		2018	2019	2020	2021	2022
1	Retirement	0	0	0	0	0
2	Recruitment	0	1	0	1	0
3	Educational development for Ph.D degree	3	4	5	6	4

The department Economics has 32 lecturers. Of the 32 lecturers, 12 lecturers (38%) hold doctoral degree while the remaining 20 lecturers (62%) hold master degree. Lecturer

education for master programs as well as doctoral program comes from both domestic universities and overseas universities. A total of 15 lecturers (47%), their master degree come from abroad. Of the 11 doctorates (55%), their doctoral degree are from universities abroad. Table 2 shows the level of education of lecturer in the department of economics.

The department of Economics continues to improve the education level of the lecturers. The department of Economics has a target of at least 50% of lecturers having doctoral degrees in 2025. There are 3 lecturers who are studying doctoral program. One started in 2016 and the others started in 2018. To achieve its target, the department of economics has a plan for educational development for lecturer to taking doctoral program for ten years.

Table 2. Educational Level of academic staff, 2018-2022

No	Educational level	2018	2019	2020	2021	2022
1	Doctoral degree	12 (38%)	12 (38%)	12 (38%)	13 (41%)	15 (47%)
2	Master degree	20 (62%)	20 (62%)	20 (62%)	19 (59%)	17 (53%)

Based on the academic level of the lecturers, there are 1 professor (3%), 11 associate professors (22%) and 20 senior lectures (70%). The department of Economics has been established for 28 years. Based on the academic level, economics study program experienced a problem regarding the career development of the academic level of the lecturer because there was only a professor since 2011. There will be 3 new professors in 2022. In addition, there are 5 new associate professors in 2022. Table 2 shows the academic level of lecturers during 2018-2022.

Tabel2. Academic level of academic staff, 2018-2022.

No	Academic Level	2018	2019	2020	2021	2022
1	Professor	1 (3%)	1 (3%)	1 (3%)	3 (9%)	4 (13%)
2	Associate Professor	7 (22%)	7(22%)	7(22%)	10(31%)	9 (27%)
3	Senior lecturer	24 (75%)	24(75%)	24(75%)	19(60%)	19(60%)

The fundamental problem for achievement in academic level of lecturers is a lack of publication in both nationally and internationally accredited journals. The requirement to be a professor is international publications with SJR at Q2 level and the requirement to be a associate professor is international publication with SJR at Q4 level and or nationally accredited journal.

Support Staff

Support staffs in the department of economics are organized and managed by the Faculty of economics. The faculty of economics has 98 support staff to supporting and assisting in the teaching and learning process. Table 1 shows the number of support staffs in the faculty of economics. Based on the qualifications of education level, the faculty has 5 support staffs with master degree (5.0%), 29 support staffs with bachelor degree (28%), 13 support staffs with diploma degree (13%) and 53 support staffs with high school education (54%). This amount of support staffs is sufficient enough both in terms of number and level of education to serve the teaching and learning process.

Table 3. Number of Support Staff (academic year 2017/2018)

Support Staff	Higest Educational Attainment					Total
	High School	Diploma	Bachelor	Master	Doctoral	
Lybrary staff		5	4	5		14
IT staff	6	1	11			18
Administrative staff	20	7	12			39
Student Service staff	27					27
Total	53	13	27	5		98

The retirement age for support staff is 56 years. Table 4 shows retirement and recruitment of support staff. There are 15 support staffs who retire until the year 2022 with an average of 3 support staff every year. The faculty will recruit 15 new support staff to replace support staff who already retired during 2018-2022.

Table 4. Replacement and Recruitment for support staff 2018-2022

No		2018	2019	2020	2021	2022
1	No of support staff	98	98	98	98	98
2	Retirement of support staff	3	3	4	4	1
3	Recruitment of support staff	3	3	4	4	1