

EXECUTIVE SUMMARY OF ACADEMIC AND SUPPORT MANPOWER PLAN

The planning of academic staff recruitment is conducted and managed by the University with reference to the proposals made by the Faculty of law where the need for recruitment is based on the ration of lecturers to number of students. The academic staff plans are prepared and adapted at the university level in accordance with the allocations set out by the Ministry of Research, Technology and Higher Education of the Republic of Indonesia. The University then proposes recruitment of academic staff to the Ministry of Research, Higher Education of the Republic of Indonesia for national selection and recruitment. The University then proposes recruitment of academic staff to the Ministry of Research, Technology and Higher Education of the Republic of Indonesia for national selection and recruitment. The staff recruitment mechanism, especially for prospective lecturers fully follows all the requirements stipulated by Universitas Hasanuddin, that is carried out first by publicly announcing in written form and through the website unhas.ac.id.

The Study Program Resources are managed through a monitoring and evaluation system. In addition to this, lecturers and educational staff have their track records kept every semester on a continuous basis. Lecturers of the Universitas Hasanuddin Legal Studies Program are quantitatively adequate to accommodate all of the tasks related to learning. Furthermore, as of 2017, there are 30 Professors and 69 lecturers have doctorates.

Policy on institutional stability is something that takes place automatically, by maximizing the existing roles and functions coupled with the guidance of achieving the vision, mission and objectives of the Study Program. These are all concrete steps to maintain institutional stability or continuity. A number of policies are poured into various sustainability programs, among others:

- 1) The development of young lecturer's HR by requiring further study to higher education to overseas or domestic universities, *sandwich* programs to a number of partner universities abroad, especially for lecturers who temporarily attended doctorate programs in the country.

- 2) Involvement of lecturers in every scientific activity locally, nationally and internationally including in the management of its activities.
- 3) Involvement of lecturers in scientific activities that develop soft skills by cooperating with other institutions.
- 4) Proposal of rank to the highest position.
- 5) Proposal to obtain the Satya Lencana Karya Satya Award for Lecturers who have the Civil Servant status and have worked for 10, 20, and 30 years.

In addition to the programmed staff development coordinated by the Planning, Finance, and Resource Sector. The Study Program also provides support for staff to conduct self-development by following learning activities outside of working hours according to the level required.

FACULTY OF LAW 2018 PERFORMANCE PLAN

No.	TARGET	ACTIVITY PROGRAMS	TARGET PERFORMANCE 2018	WORK PLAN	ACHIEVEMENTS 2018
1	Increased quality and relevance of the research	Accumulation of Number of Internasional Publications Indexed by SCOPUS	10 people	Conducting SCOPUS Indexed writing advice and workshop	
		Accumulation of Number of Internasional Publications in NON SCOPUS Indexes	35 people	Conducting Scientific Journal writing advice and workshop	
		Percentage of Lecturers involved in the research	60,00%	Research Construction and Assistance Workshop	
		Number of Internasional Journal Reputation	1 Journal	Improving and Developing the Hasanuddin Law Review Journal	
2	Increased Innovation results of development research	Number of Research Products that have been mobilized	10 Activities	Legal counseling and Research on legal aid	
3	Increased index of maturity of the Center of	-	-	-	-

	Excellence (CoE)				
4	Increased quality, relevance and innovative learning	Percentage of Students Dropped Out 4 Semesters and 7 per Year	0%	Evaluating 4 and 7 Semesters Per Year	
		Number of Internasional Classes or prepared in Potential PS	1 Class	Conducting lectures and guidance to Foreign Universities	
5	Increased participation in Seminar activities	Number of Lecturers Presenting at National Seminars	30 People	Activities or programs in various forms, seminars, symposiums, conferences, workshops, art performances, and so on.	
		Number of National Seminar Organizers	2 Times	Activities or programs in various forms, seminars, symposiums, conferences, workshops, art performances, and so on.	
		Number of Lecturers Presenting at International Seminars	10 People	International Conference and Development of International Law Associaton	
		Number of Internasional Semiar Organizers with Non-SCOPUS proceedings	1 Proceedings	International Conference and Development of International Law	

				Associaton	
6	Meningkatnya kegiatan faculty and student exchange activities	Number of Inbound Professor/Expert/Researcher	2 People	Conducting Cooperation Activities with Foreign Universities	
		Number of Outbound Professor/Expert/Researcher	2 People	Conducting monitoring activities as well as through cooperation with Foreign Universities	
		Number of Inbound Student Exchange	1 Times	Student Exchange among Universities	
		Number of Outbound Student Exchange	2 Times	Facilitate students to intern at Embassies and to conduct Student Exchange to Foreign Universities	
7	An increasing number of national and international partners	Number of Recorded and Active National Partners	17 MoUs	Signing MoUs and Cooperations	
		Number of Recorded and Active International Partners	2	Planning for cooperation with Penn State University and Utrecht University	
8	Increased quality of governance and resources	Number of Accredited A Study Programs (BAN-PT and LAM)	2 PS (Accreditation A for LPS Bachelor and Master Degrees)	Preparing the Notary Masters Program ccreditation Process	
		Number of Internationally Accredited Study Programs	1 PS	AUN QA International Accreditation	
		Number of Qualified Lecturers with Masters	72 People	Providing Licenses and Tasks to Lecturers	

		Number of Lecturers transitioning from Lecturer to Associate Professor	6 People	Increase in promotions	
		Number of Lecturers transitioning from Associate Professor to Associate Professor	3 People	Increase in promotions	
		Number of Associate Professors	30 People	Increase in promotions	
		Number of Professors	35 People	Increase in promotions	
		Website Quality Improvement (Content and Structure)	1 Website	Provision of IT training	

In general, the Legal Studies Program has a sufficient amount of educational resources and is constantly developing its performance in the implementation of education in the Faculty with the distribution of main tasks and functions (tupksi) each being based on the established SOP. The guidance and development of educational staff is not only centered at the UNHAS Employment Bureau, but is also carried out in the Faculty under the Vice Dean for Planning, Finance and Resources along with the head of the UNHAS Faculty of Law Administration Office, programmed through the faculty RKAT. Education and training programs aimed at improving the skills and qualifications of educational staff is also conducted centrally and in turn.

FACULTY OF LAW 2018 PERFORMANCE PLAN

No .	TARGET	ACTIVITY PROGRAMS	TARGET PERFO RMANC E 2018	WORK PLAN	ACHIEVEME NTS UNTIL JULY 2018
1	Increased capacity of educational staff professionalism	<p>Percentage of Educational Staff with IT and Computer Capabilities</p> <p>Percentage of Teachers with Ability to Assess the Procurement of Government Goods and Services</p> <p>Percentage of Educational Personnel with Educational Ability.</p>	<p>90%</p> <p>90%</p> <p>90%</p>	<p>Providing Basic and Skilled Computer Training</p> <p>Providing Procurement of Government Goods and Services Training</p> <p>Providing Opportunities to take part in Advanced Study Programs and Position Auctions</p>	