

Research-Teaching Cluster Policy at UPJ: Development, Dissemination, and Implementation

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May 24, 2022

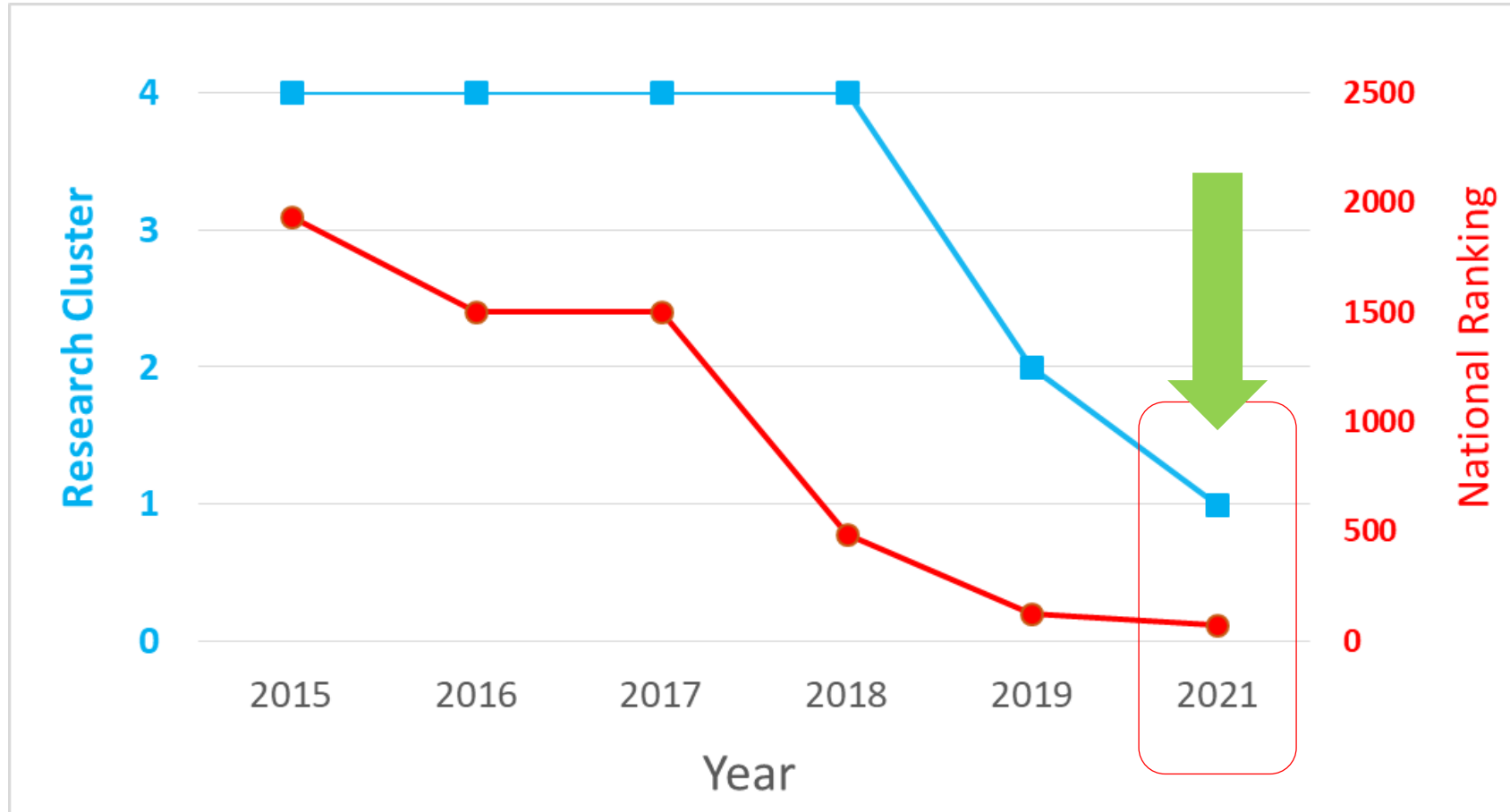


Politeknik Caltex Riau

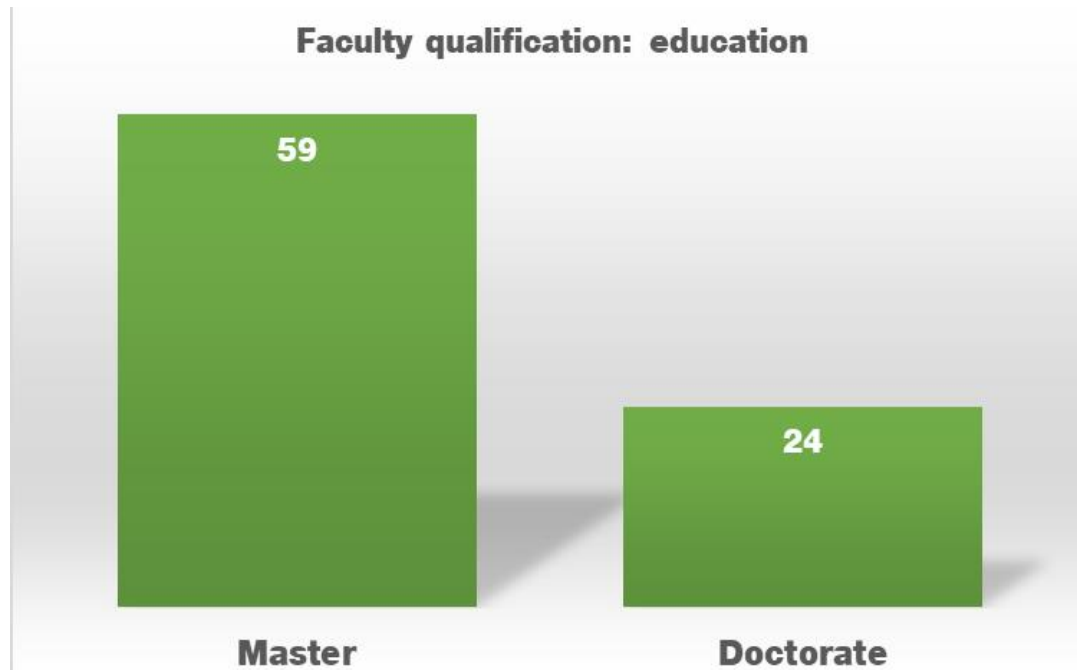
Background

- UPJ was founded in 2011
- It is part of PT Pembangunan Jaya
- It was originally focused on teaching → critical mass
- National ranking 92
- Research cluster 2 (1 is the highest)
- Founder → top 50
- Private university → main income from student
- National and global ranking systems are heavily based on research
- Radical change in the policy → research and teaching clusters

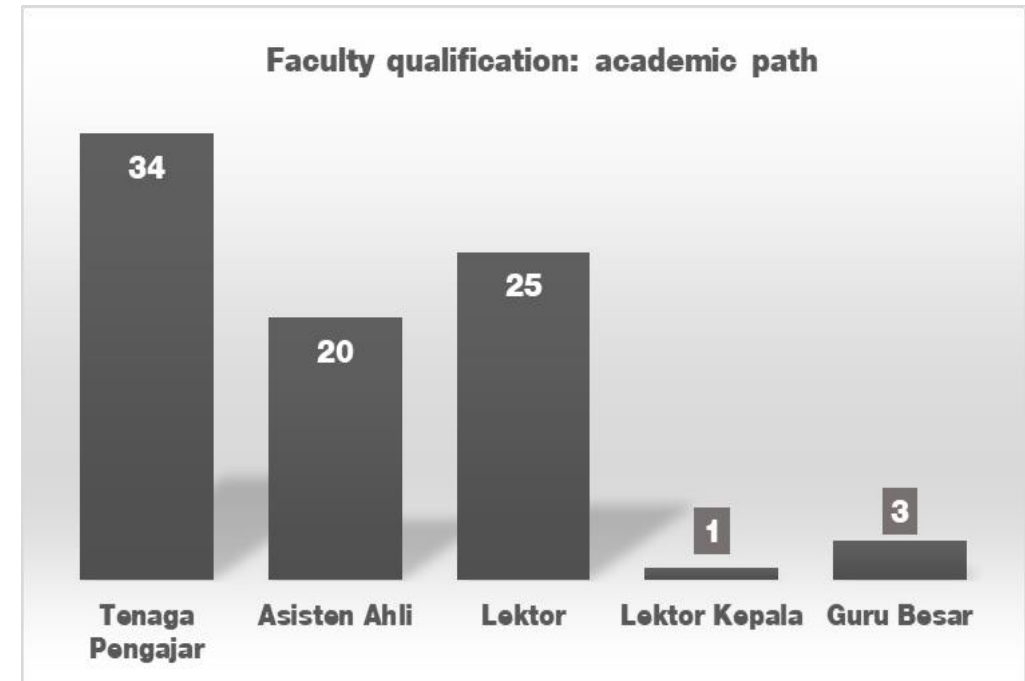
Background – national performance



Methodology – data analysis, baseline

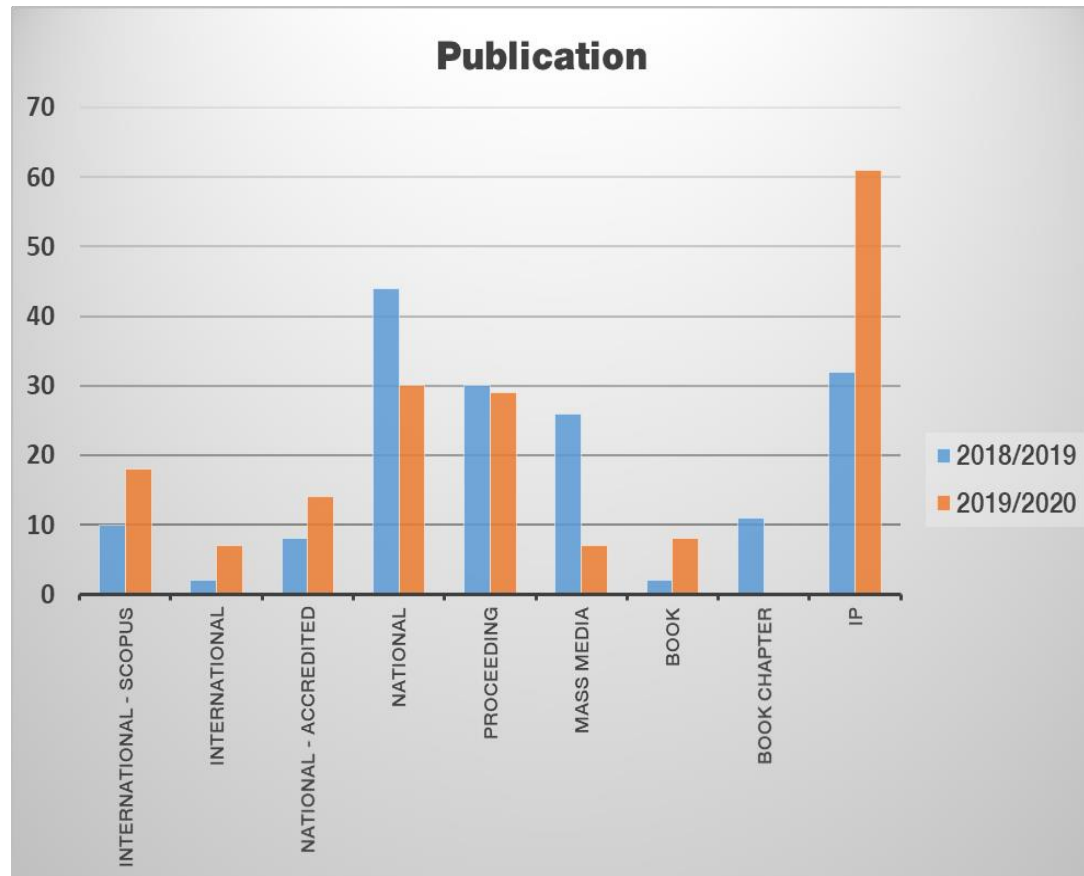


Number of faculties who hold Master and Doctorate degrees

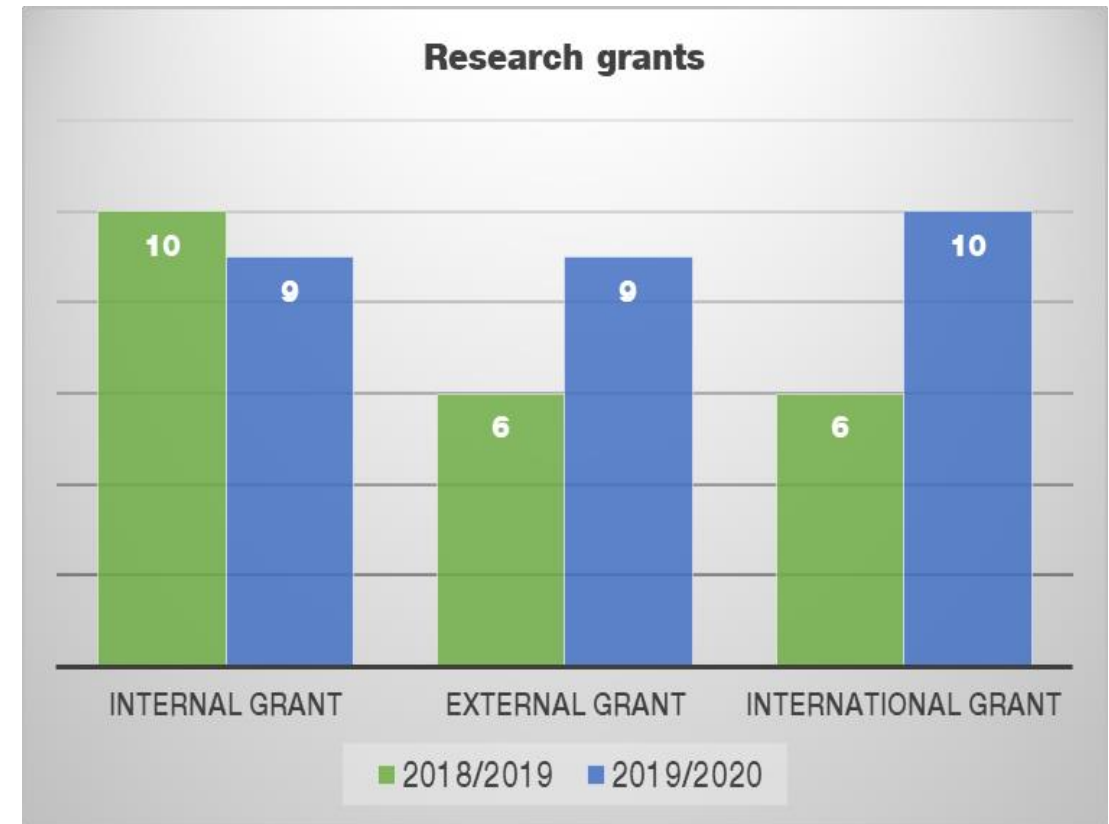


Number of faculties with their associated Jabatan Akademik Dosen (JAD)

Methodology – data analysis, output

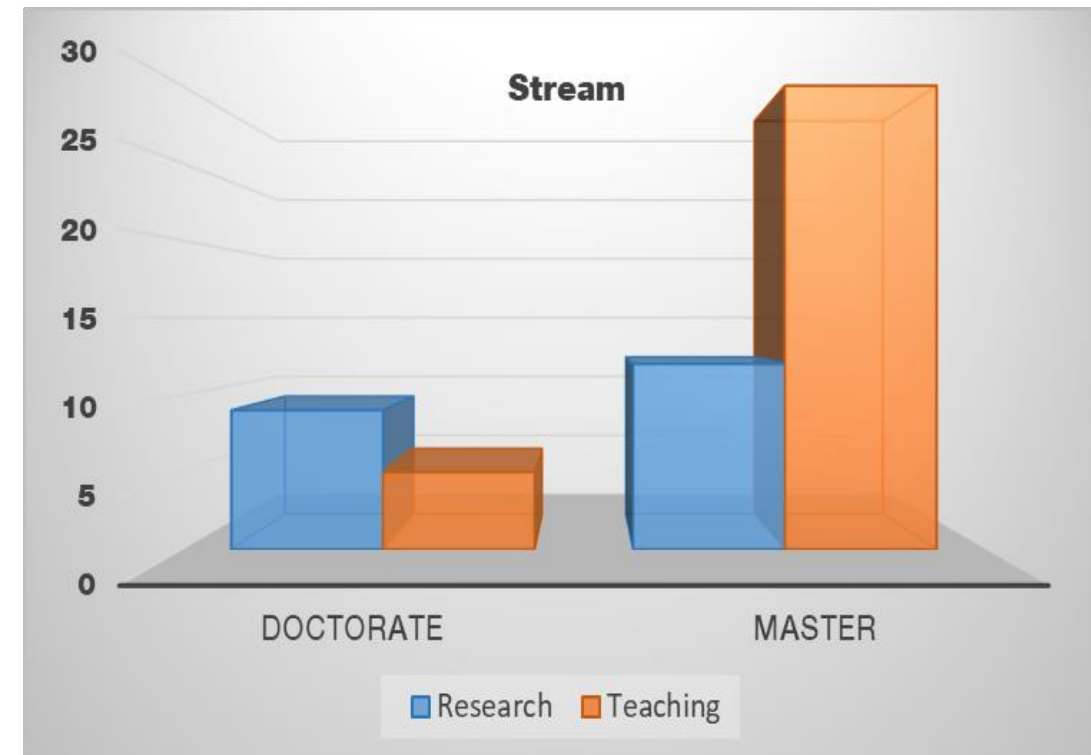
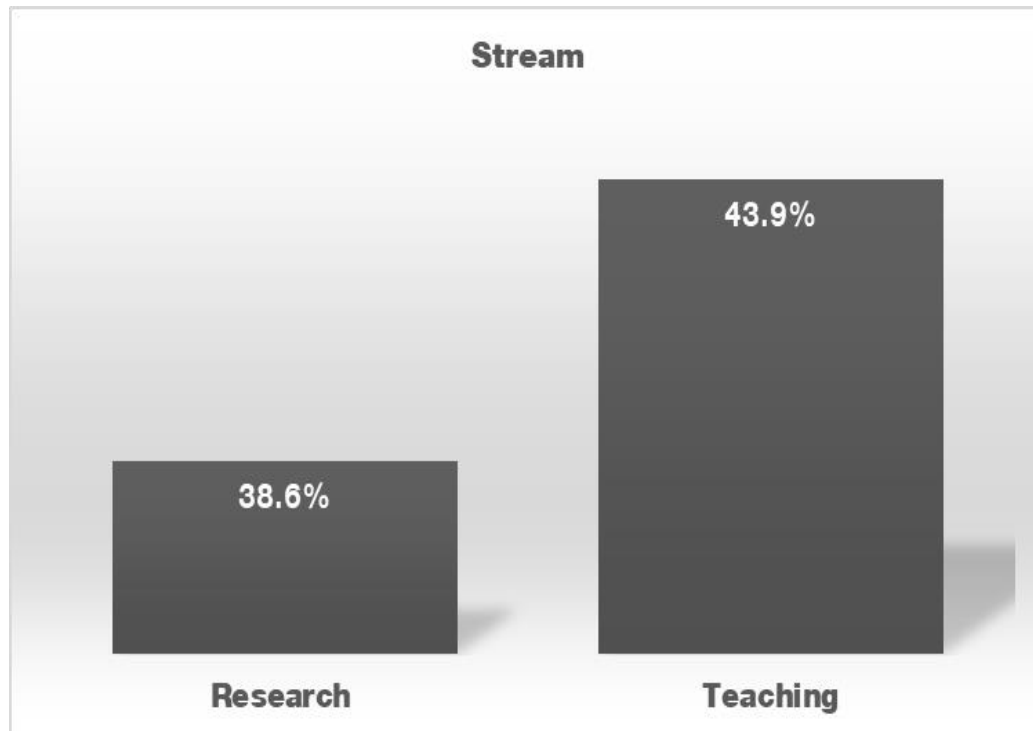


Type and number of publications by UPJ faculties.
Note that “International – Scopus” is still low.

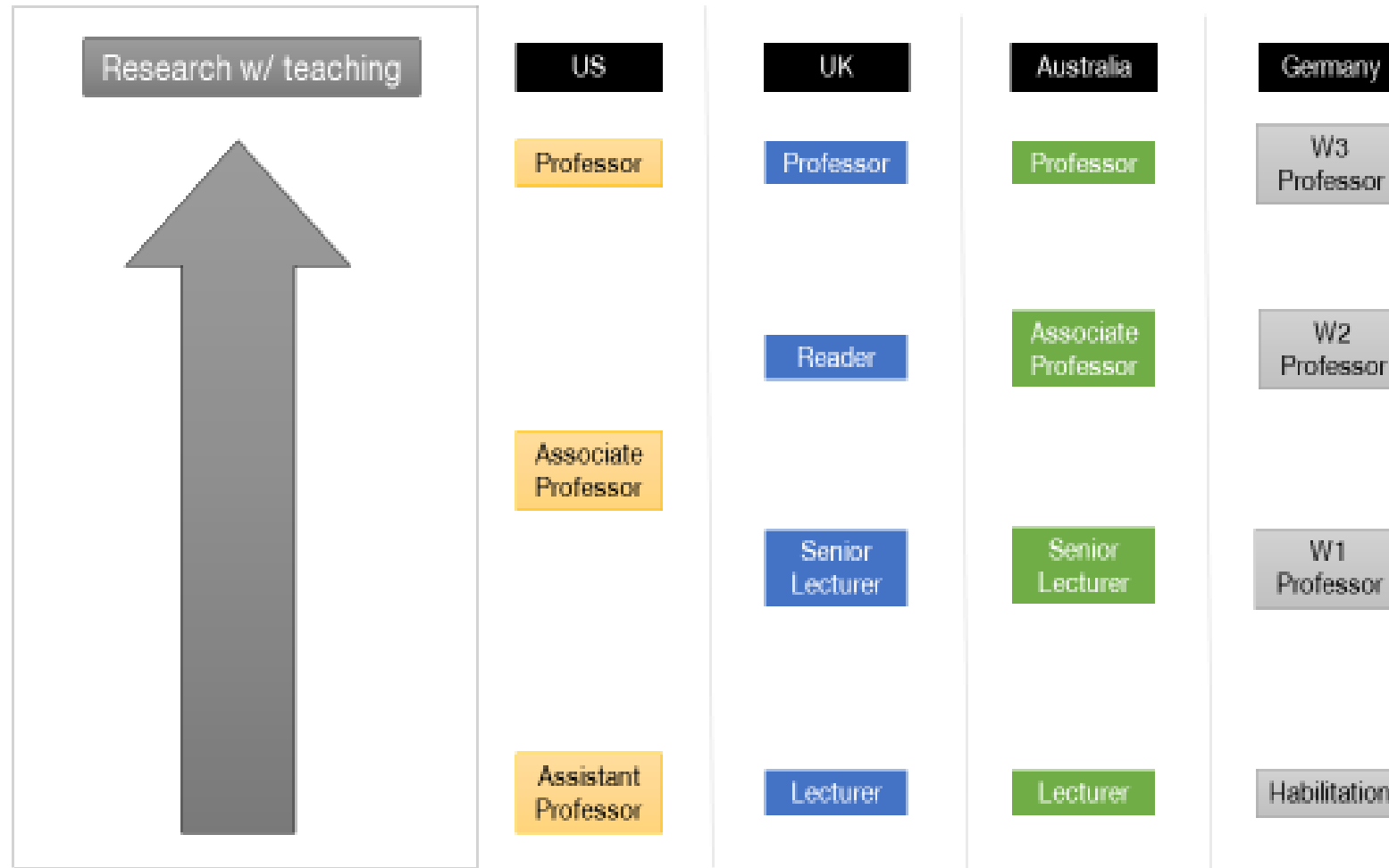


Type of grants received by UPJ faculties from various resources. The “International Grant” is still dominated by a few faculties at UPJ.

Methodology – faculty survey

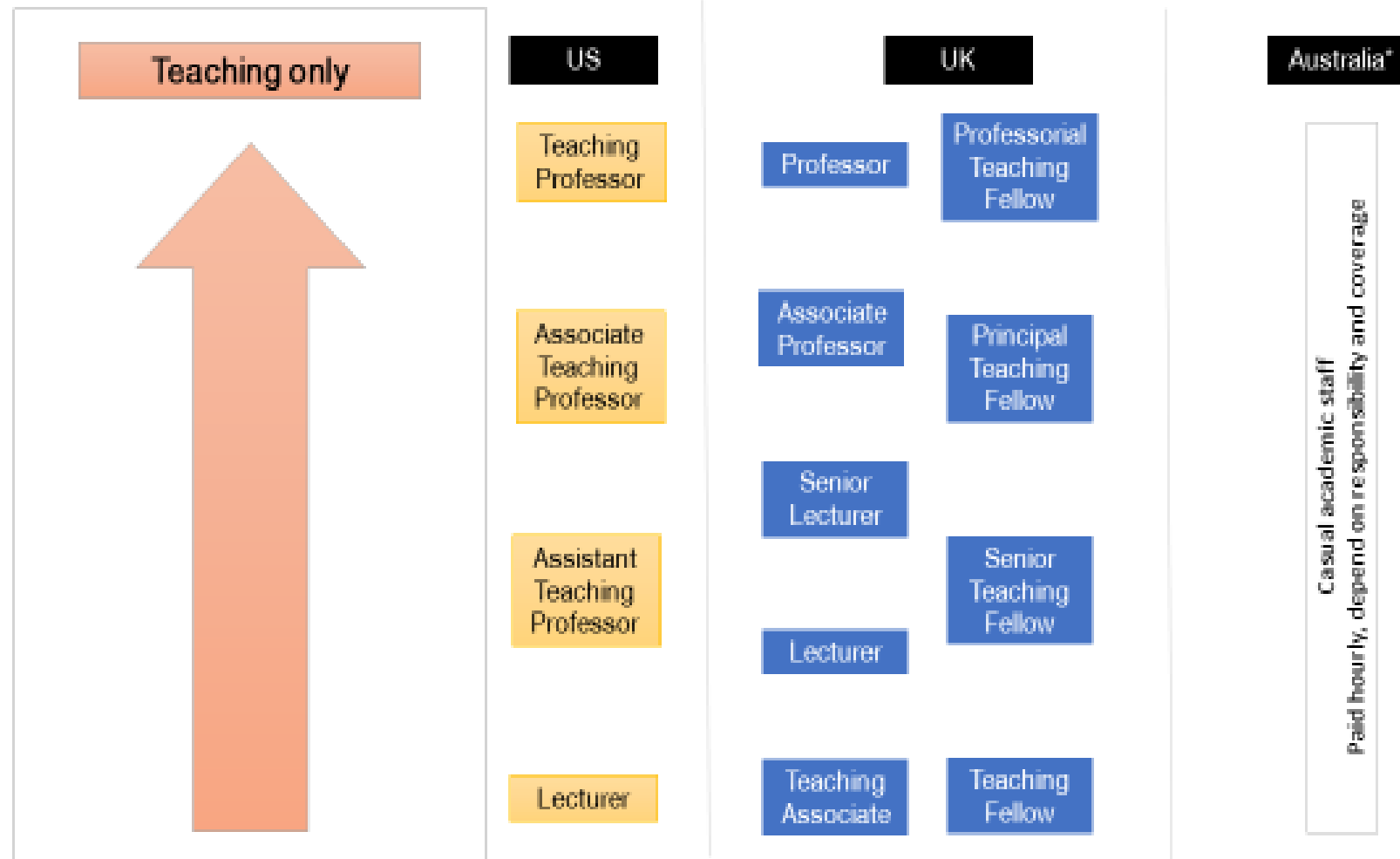


Methodology – document analysis



Methodology – document analysis

Academic progression path: teaching-focused appointment



Result – policy

Man power planning

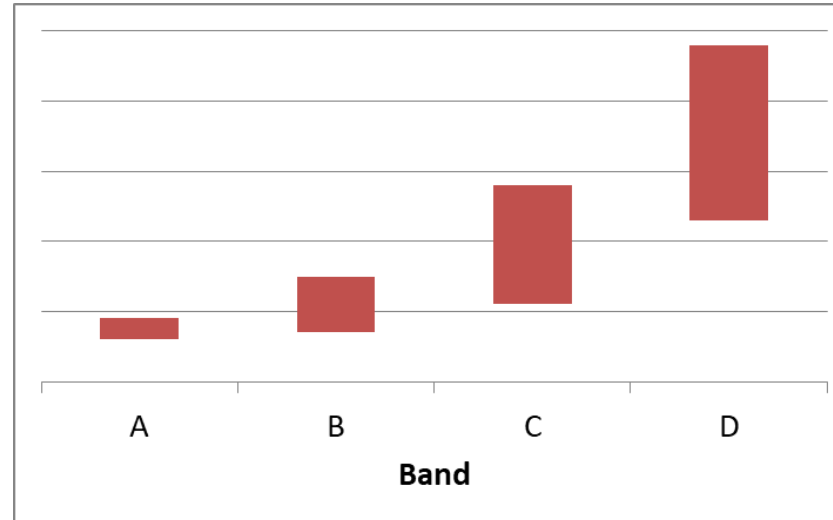
Recruitment

Career path

Benefit – incentive

Salary structure

Capacity building



Research	Teaching
Number of publications	Number of published books
Quality of publications	Student feedback
Citations	Curriculum development
Number of grants	Teaching methodologies
Scale of grants	Teaching prompts
Amount of grants	Incorporation of research results into teaching
Number of IPs	Number of collaborations
Type of IPs	Teaching award
Number of collaborations	
Research award	

Challenges and solutions

Challenges	Solutions
Covid	Postpone implementation, prioritize on spending
Weak branding	Word of mouth, partner, grant, dissemination
Objective assessment	Rubric development, testing, debugging, and implementation
Cost	“Sandbox” implementation

Conclusions and the way forward

- Dynamic and volatile → adaptability
- A major overhaul in the HR policy
- Must implement, but with calculated risk
- Academic year 22/23, “sandbox”