



**INTERNAL QUALITY ASSURANCE SYSTEM  
UNIVERSITAS NEGERI MAKASSAR**

**SPMI POLICY  
DOCUMENT  
UNIVERSITAS NEGERI MAKASSAR**

**QUALITY ASSURANCE CENTER  
UNIVERSITAS NEGERI MAKASSAR**

**2017**

	<b>UNIVERSITAS NEGERI MAKASSAR</b>	Code/No.	:	001/SPMI-POLICY/ 2017
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**DOCUMENT OF  
SPMI POLICY  
UNIVERSITAS NEGERI MAKASSAR**

PROCESS	PERSON IN CHARGE			DATE
	NAME	POSITION	SIGNATURE	
<b>1. Formulation</b>	Herman, S.Pd., M.Pd.	Coord. SPMI Team		
<b>2. Examination</b>	Prof. Dr.rer.nat. Muharram, M.Si.	Vice Rector I		
<b>3. Consent</b>	Prof. Dr. Jasruddin, M.Si.	Secretary of the Senate		
<b>4. Authentication</b>	Prof. Dr. Husain Syam, M.TP.	Rector		
<b>5. Control</b>	Prof. Dr. Sapto Haryoko, M.Pd.	Chairman of PPM UNM		

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## **A. VISION, MISSION, OBJECTIVES, AND TARGETS OF UNIVERSITAS NEGERI MAKASSAR**

### **1. vision:**

UNM as the center of education, assessment, development of education, design, technology, and arts with entrepreneurial education.

### **2. mission:**


1. Organizing threefold missions' activities to produce professional human resources in the field of education and non-education.
2. Creating a conducive academic climate and culture for students.
3. Providing services to the wider community to improve the quality of life of the people of the nation and the country.
4. Developing university institutions into *Teaching and Research Universities* that can meet the needs of the nation's development fulfillment.

### **3. Goals and Objectives:**


- a. Capacity building and organization/agency management.
  - 1) Improving the status of UNM as a State University Working Unit (PTN-Satker) to become a State University of Public Service Agency.
  - 2) Improved quantity and quality of accreditation of courses.
  - 3) Maintaining Unm Superior Accreditation.
  - 4) Affirmation of autonomy of faculties or work units in financial management.
  - 5) Academic, staffing, and financial administration based *Information and Technology*.
  - 6) Affirmation of the role and function and responsibility of the student Academic Advisor (PA) lecturer.
  - 7) Facilitating the opening of new faculties/courses in accordance with the needs of the job market and the capabilities of the institution.
  - 8) Procurement of standard guidelines and Standard Operational Procedures (SOP) integration of S1, S2, and S3 program governance in accordance with scientific groups.
  - 9) Management support obtaining a certificate of expertise for education personnel.
  - 10) Improvement of faculty governance or units with ISO 9001:2008 laboratory/studio standard that supports the work of the threefold missions of universities with ISO 17025:2008 standard.
  - 11) Affirmation of the function of UNM as a college organizer and companion, the development of Teacher Professional Education (PPG).

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- 12) Encourage each faculty unit to have a training center(*training center*) for education development and entrepreneurship.
- b. Development of ICT-based learning innovations.
- 1) Implementing more innovative learning strategies / methods based on ICT (*e-learning*).
  - 2) Realizing independent and student-centered learning based on research results.
  - 3) Revitalization of the role and function of the library as an IT-based learning resource(*e-library*).
  - 4) Synchronization of learning activities with the demands of the world of work through the development of the curriculum of the study program that refers to Kerangka Kualifikasi Nasional Indonesia (KKNI).
  - 5) Continuing *e-learning* training for lecturers.
  - 6) Making the laboratory a center of innovation and learning development.
- c. Improving the quality of research, community service, and scientific publications.
- 1) Facilitates the issuance of new scientific journals, improving accreditation of existing journals.
  - 2) Encourage lecturers to publish in nationally accredited and internationally reputable journals.
  - 3) Regular research training for young researchers (students and lecturers).
  - 4) Increasing the number of Patents resulting from research and community service as well as marketing support of Intellectual Property Rights (IPR).
  - 5) Increased research cooperation and community service with new sources of funding.
  - 6) Community assistance through increasing the number of target schools or other educational institutions.
  - 7) Intensification and extension of KKN-Reguler and KKN-PPL programs, KKN- Professions locally, nationally, and internationally.
  - 8) Establish functional connection between research results and community service programs.
  - 9) Management and fund support in the publication of textbooks and other books.
  - 10) Revitalizing the role of the UNM Publisher Agency more productively (publishing and printing of books, journals, and documents related to UNM).

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- 11) Establishment of a scientific journal management agency that is directly responsible to the rector.
- d. Improvement of facilities, infrastructure, and environmental arrangements to modern campuses.
- 1) Creating a safe, comfortable, and drug-free campus.
  - 2) Procurement of revitalization of standardized buildings and lecture halls.
  - 3) The arrangement of social spaces that encourage educational interaction.
  - 4) Arrangement of parking systems in each unit that is safe and aesthetic.
  - 5) Development and management of the gardening environment of each unit is beautiful and aesthetic.
  - 6) Build a professional campus security system based on IT.
  - 7) The availability of special work units for minor repairs and maintenance of campus facilities coordinated with asset managers and head of faculty equipment units.
  - 8) Revitalization of asset functions that provide maximum mutual benefit.
  - 9) Revitalization of *micro-teaching* space and *workshop* as the embodiment of the vision and mission of education and entrepreneurship.
  - 10) Inventory of state-owned goods/assets owned by units and faculties.
  - 11) Management of deed of ownership of state property / assets that do not have a valid letter under the law.
  - 12) Handling and salvaging state property/assets that do not yet have ownership assets, potentially caught in legal cases, and which are in the legal process of ownership disputes.
  - 13) Repair and maintenance of sports facilities in each unit and university.
- e. Student character development and alumni relationships.
- 1) Continuous development of student life skills.
  - 2) Revitalization of student entrepreneurial practices that meet the principle of professionalism.
  - 3) Facilitating students to participate in productive-innovative activities nationally and/or internationally.
  - 4) Involvement of students in research activities and community service organized by lecturers.
  - 5) Development of *student soft-skills* through integration with lecture assignments.

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- 6) Create an alumni information system that facilitates communication lines between alumni and UNM that encourage functional participation.
  - 7) Conducting *job fair* activities periodically in an effort to empower alumni.
- f. Development of financial governance and welfare of lecturers, educational personnel, and students.
- 1) Build financial information and use content management system (*e-budgeting* /Financial Information System/ SIFa).
  - 2) Budget allocation and spending follow the principle of transparency, accountability, and fairness through *e-budgeting*/ Financial Information System /SIFa).
  - 3) Adhere to the principle of the treasurer's tenure.
  - 4) Transparency of the proportion of budget / funds PNBPNBP each Student Institution (LK) and reports its use by each LK.
  - 5) Effectively the proportion of PNBPNBP funds between rectorate and deanate and furthermore between deanate and department / study program is regulated autonomously by each faculty.
  - 6) Autonomy management of grant funds by the collection unit.
  - 7) Improving the welfare of lecturers and educational personnel through remuneration.
  - 8) Increased revenue and equitable distribution through production units.
  - 9) Increased funding sources of SPP exemption scholarships for outstanding and disadvantaged students.
  - 10) Strengthening the role, function, and duties of the Internal Monitoring System (SPI) to ensure transparent, accountable, and fair financial governance and corruption-free.
- g. Expansion of networks, partnerships, and interagency communication.
- 1) Establish mutually beneficial cooperation with companies or business units to obtain *Corporate Social Responsibility* (CSR) funds.
  - 2) Cooperation between universities in the exchange of students and / or lecturers, especially universities that exist abroad.
  - 3) collaborate research interagency research UNM with division R&D company/ government.
  - 4) Facilitating lecturers to use expertise and develop themselves in institutions / institutions in the unmluat proportionally and functionally.
  - 5) Management and funding support for lecturers who participate in scientific activities and national and international publications.

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- 6) Increasing the quantity of guest lecturers from various expertise professions and increasing the number of visits of UNM lecturers in conducting lectures / external examiners.
- 7) Building professional and functional business cooperation in the utilization of Pinisi buildings (show rooms, urban, restaurants /coffee shop).
- 8) Increasing the number of academic activities carried out by UNM as a host, mainly on a national and international scale.
- 9) Establish harmonious communication between campuses, government agencies, nongovernmental institutions, businesses, and the press based on the principle of public relations.
- 10) Vitalization of the function of UNM website as institutional and academic communication media (Management Information System).
- 11) Affirmation of the function and role of public relations professionally.

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## **B. RATIONAL SPMI POLICY DETERMINATION**

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The basis for the implementation of quality assurance in universities as a mandatory activity is Law No. 20 of 2003 on the National Education System and Government Regulation No. 19 year 2005 on National Standards of Education. Both policies are paying that states that the quality assurance of universities (quality assurance) is something that cannot be ignored by universities at this time and in the future. Thus, the determination of quality assurance in higher education is a necessity that is not biased to be ignored. Based on the above government policy and in order to build awareness and commitment of all components in UNIVERSITAS NEGERI MAKASSAR (UNM), it is necessary to develop an Internal Quality Assurance System (SPMI) that applies to all elements involved in the implementation of UM. In order for quality assurance to run effectively and usefully to ensure the implementation of education in accordance with the vision, mission, objectives and objectives of riau university, it is necessary to use guidelines as a reference for quality assurance managers at the university level, faculty, postgraduate programs, institutions, bureaus, departments and study programs in the UNM environment, which are run consistently and sustainably both academic and non-academic fields to encourage the realization of UNM to become a leading university in Indonesia.

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### C. SPMI POLICY DOCUMENT OBJECTIVES

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SPMI policy document of UNIVERSITAS NEGERI MAKASSAR is intended to:

- a. Explaining to pt internal stakeholders about spmi outline;
- b. Provide the basis for drafting and assigning manual documents spmi, standard SPMI and form SPMI;
- c. Proving that SPMI in PT is well documented.

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### D. SPMI POLICY SCOPE

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SPMI policy scope includes **Academic aspects** (teaching/education, research, cooperation and community service and student affairs) and **Non-Academic Aspects** (financial management, facilities and infrastructure)

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### E. SPMI POLICY OBJECTIVES

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SPMI policy applies to all work units within the scope of UNIVERSITAS NEGERI MAKASSAR ranging from Bureaus, Faculties, Departments, Study Programs, Institutions, Studio / Laboratory Centers.


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### F. DEFINITION OF TERMS

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1. A policy is a written statement that explains the thought of attitude, the view of the institution on a particular subject.
2. SPMI policy is a document that contains a large description of how a university understands, designs, and implements SPMIPT in organizing higher education, so as to realize the quality culture at the PT



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3. Quality Policy of Universitas Negeri Makassar is the thought of attitude, and the view of Universitas Negeri Makassar on SPMI that applies at Universitas Negeri Makassar
4. The SPMI Manual of UNIVERSITAS NEGERI MAKASSAR is a document containing instructions on how, steps or procedures on the implementation of SPMI at the Universitas Negeri Makassar.
5. SPMI Standard of Universitas Negeri Makassar is a document containing criteria, benchmarks, sizes, specifications, about quality standards that must be achieved or met
6. SPMI Audit of UNIVERSITAS NEGERI MAKASSAR is a routine activity at the end of each academic year conducted by the internal auditor of Universitas Negeri Makassar to Examine the Implementation of SPMI Universitas Negeri Makassar, And Evaluate Whether All SPMI Standards of UNIVERSITAS NEGERI MAKASSAR Have Been Achieved
7. Self-evaluation is the activity of each unit within the scope of Universitas Negeri Makassar periodically to conduct SWOT analysis to find out the advantages, strengths, deficiency and weaknesses.

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#### **G. SPMI POLICY DETAILS**

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- a. Creating an academic climate and culture conducive to academic community
- b. Developing institutions (Universities) into teaching and research universities that can meet the needs of nation building through information systems and management for academic community services in particular, and services to the wider community in general;
- c. Consistent in the implementation of spmi system and conduct regular review in order to continuous improvement.
- d. The implementation of education in the UNIVERSITAS NEGERI MAKASSAR is designed by considering the paradigm shift of education that was originally more focused on teaching by lecturers (*faculty teaching*) to focus on learning by students (*student learning*). The portion of research-based learning should be improved on an ongoing basis. Management development in an effort to improve the quality of learning is encouraged

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using a new paradigm consisting of: (1) autonomy and academic freedom in carrying out the institutional functions of universities; (2) accountability or responsibility in the implementation of performance and results; (3) accreditation that can guarantee and improve the quality of results; (4) management information systems that are managed steadily based on ICT; (5) evaluation that can guarantee managerial decisions based on objective considerations; and (6) *sustainability* in the implementation and development of institutions.

- e. Evaluation of education programs is conducted systematically, structured, periodic and continuous by using valid and reliable measuring instruments developed in the framework of acceleration of Universitas Negeri Makassar into *Teaching and Research University*.

#### **Management Model of SPMI IMPLEMENTATION OF MAKASSAR STATE UNIVERSITY:**

SPMI UNIVERSITAS NEGERI MAKASSAR is designed, implemented, and improved sustainable quality based on PPEPP model (determination, implementation, evaluation of implementation, control of implementation, and improvement) of SPMI Standard OF Universitas Negeri Makassar. With this management model, UNIVERSITAS NEGERI MAKASSAR will first set the goals that want to be achieved through the right strategy and series of activities. Then, the achievement of goals through these strategies and activities will always be monitored periodically, evaluated, and developed in a better direction on a sustainable basis. With PPEPP management model, each unit in UNIVERSITAS NEGERI MAKASSAR periodically has to conduct self-evaluation process to assess the performance of its own unit by using the Standard and Manual SPMI UNIVERSITAS NEGERI MAKASSAR set. The results of self-evaluation will be reported to the head of the unit, all staff in the unit concerned, and to the leadership of Universitas Negeri Makassar. Against the results of self-evaluation of unit leaders and leaders of UNIVERSITAS NEGERI MAKASSAR will be decided steps or actions that must be taken to improve and improve the quality.

Implementing SPMI UNIVERSITAS NEGERI MAKASSAR with PPEPP management model also requires each unit in UNIVERSITAS NEGERI MAKASSAR to be open, cooperative, and ready to be audited or examined by a team of internal auditors who have

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received special training on the audit of SPMI UNIVERSITAS NEGERI MAKASSAR. Audits conducted at the end of each academic year will be recorded and reported to the head of the unit and Universitas Negeri Makassar, to then take certain actions based on the findings and recommendations of the auditor team. All of the above processes are intended to ensure that every activity of higher education implementation at UNIVERSITAS NEGERI MAKASSAR is guaranteed quality, and that SPMI UNIVERSITAS NEGERI MAKASSAR is always evaluated to find its strengths and weaknesses so that changes can be made towards continuous improvement.

The result of the implementation of SPMI UNIVERSITAS NEGERI MAKASSAR based on PPEPP management model is the readiness of all study programs in UNIVERSITAS NEGERI MAKASSAR to follow the process of accreditation or external quality assurance either by BAN-PT or credible foreign accreditation institutions.


### **Principles and Principles in Implementing SPMI Universitas Negeri Makassar:**

To achieve the objectives of SPMI UNIVERSITAS NEGERI MAKASSAR above and also to realize the vision, mission, and objectives of Universitas Negeri Makassar, the academic community in implementing SPMI UNIVERSITAS NEGERI MAKASSAR in each work unit within the scope of MAKASSAR STATE UNIVERSITY is always guided by the principles:

1. oriented towards internal and external stakeholders;
2. putting truth first;
3. social responsibility;
4. development of personnel competencies;
5. participatory and collegial;
6. uniformity of the method;
7. innovation, learning and continuous improvement.

### **SPMI Strategy OF UNIVERSITAS NEGERI MAKASSAR:**


The strategy of UNIVERSITAS NEGERI MAKASSAR in implementing SPMI is:

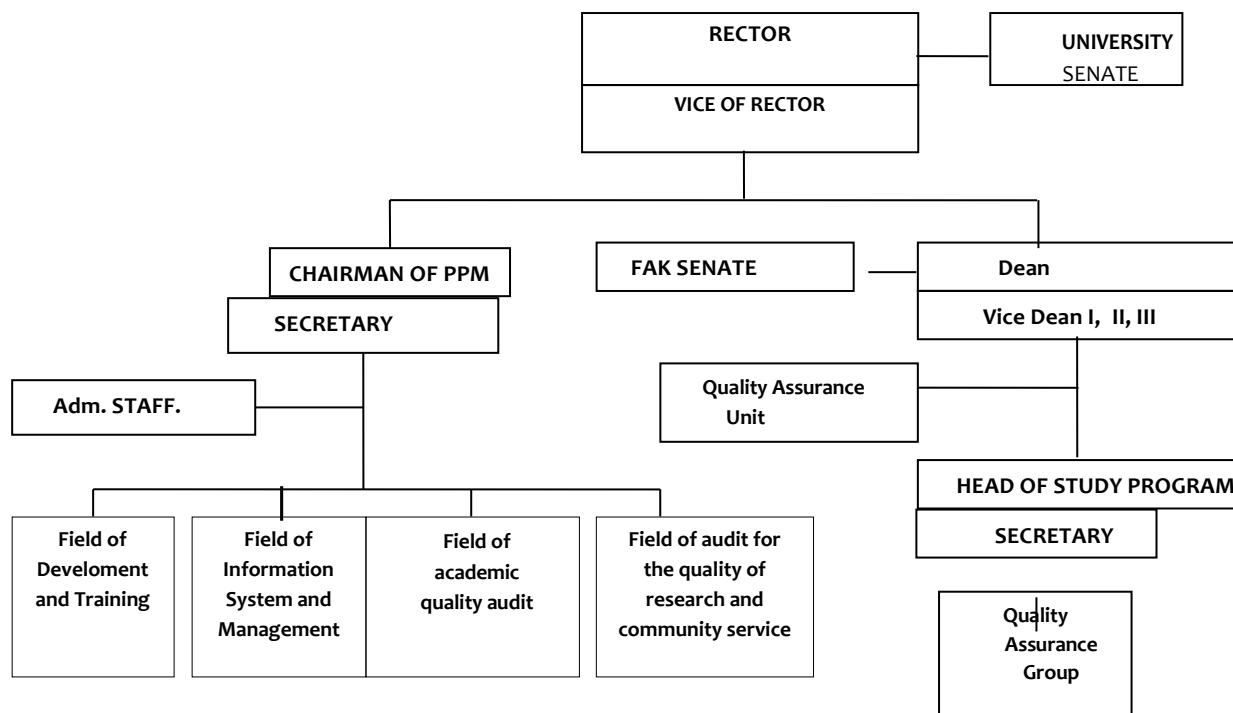
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1. actively involve all academicians from the planning stage to the evaluation stage and the development stage of SPMI UNIVERSITAS NEGERI MAKASSAR;
2. involving professional organizations, alumni, business world and government as graduate users, especially at the stage of setting the SPMI Standard OF UNIVERSITAS NEGERI MAKASSAR.
3. conducting structured and planned training for lecturers and administrative staff about SPMI UNIVERSITAS NEGERI MAKASSAR, and specifically training as internal auditors;
4. socialization about the functions and objectives of SPMI UNIVERSITAS NEGERI MAKASSAR to stakeholders periodically.

The implementation of SPMI covers every work unit within the scope of UNIVERSITAS NEGERI MAKASSAR including: Nine Faculties and one Postgraduate Program that manages 91 study programs, 3 work units at the Bureau level (BAUK, BAPSI, BAAK), 2 institutions (Lemlit and LPM) and 7 Technical Implementation Units (UPT). The University stipulates that since 2013 all academic and non-academic work units must perform SPMI in each of its activities

In order for the implementation of SPMI UNIVERSITAS NEGERI MAKASSAR in all work units can run lancer and coordinated effectively then the first period of SPMI UNIVERSITAS NEGERI MAKASSAR is valid for 5 (five) years, namely from 2016-2021. Therefore, UNIVERSITAS NEGERI MAKASSAR formed a work unit (UPT) Quality Assurance Center specifically tasked to prepare, plan, design, establish implementing, controlling, evaluating and developing SPMI

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### assignment navel Guarantee Quality (PPM) university country Makassar

1. Planning and implementing a sustainable quality assurance system at Universitas Negeri Makassar
2. Making the necessary devices in the framework of the implementation of quality assurance
3. Monitor the implementation of quality assurance system
4. Auditing and evaluating the implementation of quality assurance
5. Report on the implementation of quality assurance periodically.

### Chairman of PPM Universitas Negeri Makassar

Have the task and authority to coordinate:

1. Planning and implementation of quality management system at Universitas Negeri Makassar
2. Submission of work program proposal and annual activity budget of PPM Makassar State University
3. Making quality assurance system device Universitas Negeri Makassar
4. Monitoring the implementation of quality assurance system at Universitas Negeri Makassar
5. Implementation of internal audit ppm Makassar State University
6. Periodic reporting of ppm implementation of Universitas Negeri Makassar to University Leaders

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### **Secretary of PPM Universitas Negeri Makassar**

Have the task and authority to coordinate:

1. Representing the chairman when unable to attend
2. Develop a draft work program and budget PPM taking into account proposals from areas in the organizational structure of PPM Universitas Negeri Makassar
3. Coordinating internal administrative activities of PPM Universitas Negeri Makassar
4. Coordinating the preparation of the report on all PPM activities of UNIVERSITAS NEGERI MAKASSAR

### **Development and Training**


1. Create development and training plans
2. Preparation of proposed work programs and budgets for annual activities in the Field of Development and Training
3. Conduct development assessment and training
4. Perform instrument validation/device development and training
5. Create a report on development and training activities

### **Information Systems and Management**

1. Design an Integrated Management Information System (SIMPADU) in coordination with ict-center
2. Improving SIMPADU Utilization
3. Developing PPM website
4. Preparing an activity report in the Field of Information Systems and Management
5. Preparation of the proposed work program and budget of annual activities in the Field of Information Systems and Management

### **Academic Quality Audit**

1. Preparing Academic Quality Audit Guidelines at Universitas Negeri Makassar
2. Preparing the Academic Quality Audit calendar of Universitas Negeri Makassar
3. Planning and implementing Academic Quality Audit
4. Improving the quality of Academic Audit
5. Develop faculty audit forms
6. Summarize the faculty audit report
7. Make recommendations to improve the audit results of Universitas Negeri Makassar
8. Develop a proposed work program and annual activity budget of the Academic Quality Audit

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### **Field of Quality Audit of Research and Community Service**

1. Drafting Quality Audit of Research and Community Service at Universitas Negeri Makassar
2. Preparing the proposed work program and budget of annual activities in the Field of Quality Audit research and community service Universitas Negeri Makassar
3. Conducting an assessment of the Audit of Research Quality and Community Service of Universitas Negeri Makassar
4. Validate the instrument / device Quality Audit Research and Community Service Universitas Negeri Makassar
5. Make a report on activities in the field of Quality Audit of Research and Community Service of Universitas Negeri Makassar

### **2. Faculty Level (QUALITY ASSURANCE UNIT)**

#### **Chairman of UPM**

Have the task and authority to coordinate:

1. Planning and implementation of quality management system in The Faculty
2. Submission of work program proposals and annual activity budgets taking into account proposals from areas within the organizational structure in the Faculty of
3. Making quality assurance system devices in the Faculty
4. Monitoring the implementation of quality assurance system in the Faculty of
5. Implementation of UPM internal audit in Faculty of
6. Periodic reporting of UPM implementation to Faculty Leaders

#### **Secretary of UPM**


Have the task and authority to coordinate:

1. Representing the chairman when unable to attend
2. Preparation of work program proposals and budget of UPM annual activities in the Faculty of
3. Coordinating the internal activities of UPM administration in the Faculty
4. Coordinating the preparation of reports on all UPM activities in the Faculty
5. Drafting UPM work program by considering proposals from areas in UPM organizational structure in faculty

#### **Development and Training**

1. Designing upm development and training in the Faculty of
2. Preparation of the proposed work program and budget of annual activities in the Field of Development and Training of UPM in the Faculty



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3. Conducting upm development assessment and training in the Faculty
4. Validate upm instruments/devices development and training in faculty
5. Report on UPM development and training activities in the Faculty of

### **Information Systems and Management**

1. Designing integrated management information system (SIMPADU) in coordination with ICT-Center faculty level
2. Improving The Utilization of SIMPADU Faculty
3. Developing UPM faculty website
4. Preparing an activity report in the Field of Information Systems and Management of the Faculty
5. Preparation of the proposed work program and budget of annual activities in the Field of Information Systems and Management of UPM Faculty


### **Academic Quality Audit**

1. Drafting Academic Quality Audit Guidelines at faculty level
2. Preparing the Faculty of Academic Quality Audit calendar
3. Planning and implementing Academic Quality Audit of Faculty
4. Improving the quality of Academic Audit of Departments /Study Programs
5. Develop audit form of Department/Study Program
6. Summarize the audit report of the Department / Study Program
7. Make recommendations for improvement of faculty audit results
8. Develop a proposed work program and budget for the annual activities of the Faculty of Academic Quality Audit

### **Field of Quality Audit of Research and Community Service**

1. Drafting Quality Audit of Research and Community Service faculty
2. Preparing the proposed work program and budget of annual activities in the Field of Quality Audit of Research and Community Service faculty
3. Conducting an assessment of The Quality Audit of Research and Community Service of the Faculty of
4. Validate the instrument / device Quality Audit Research and Community Service Faculty
5. Make a report on activities in the field of Audit quality research and community service Faculty



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## **H. LIST OF SPMI STANDARDS OF UNIVERSITAS NEGERI MAKASSAR**

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The standard of SPMI UNIVERSITAS NEGERI MAKASSAR is divided into:

1. Education Standards, consisting of 8 main standards and 96 derivative standards
  - a. SKL Standard
  - b. Learning Content Standards
  - c. Learning Process Standards
  - d. Learning Assessment Standards
  - e. HR Standards
  - f. Standard Facilities and facilities
  - g. Learning management standards
  - h. Learning Financing Standards
2. Research Standard, consisting of 8 main standards
  - a. Standard Research Results
  - b. Research Content Standards
  - c. Research Process Standards
  - d. Research Assessment Standards
  - e. Research Researcher Standards
  - f. Standard Facilities and Infrastructure
  - g. Research Management Standards
  - h. Research Financing Standards
3. Community service standards, consisting of 8 main standards
  - a. Standards of Community Service Results
  - b. Community Service Content Standards
  - c. Community Service Process Standards
  - d. Community Service Assessment Standards
  - e. Standard Service
  - f. Standards of Community Service Facilities and Infrastructure
  - g. Standards of Community Service Management
  - h. Community Service Financing Standards
4. Student Standards consist of 15 standards
  - a. Student Orientation Period Standards
  - b. PkM Training and Research Standards
  - c. Standard of Community Service Training
  - d. Student Academic Coaching Standards
  - e. Standards of Ethics and Student Morality
  - f. Standard Of Coaching Soft Skills Student Affairs
  - g. Standard of Outstanding Student (MAPRES)
  - h. Student Development Standards Through Student Institutions
  - i. Standards of Organizational Structure of Student Institutions

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- j. Student Development Work Program Standards
- k. Standard of Guidance and Counseling Services
- l. Standards of Service for Interest and Talents
- m. Scholarship Recipient Standards
- n. Health Care Standards
- o. Standard Lending Service Facilities


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## **I. LIST OF MANUAL SPMI MAKASSAR STATE UNIVERSITY**

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Education Standard Manual, As follows:

1. SKL standards include:
  - a. SKL Assignment Manual
  - b. SKL Socialization Manual
  - c. SKL Implementation Manual
  - d. SKL Evaluation Manual
  - e. SKL Control Manual
  - f. SKL Upgrade Manual
2. Learning Content Standards
  - a. Learning Content Assignment Manual
  - b. Learning Content Socialization Manual
  - c. Learning Content Implementation Manual
  - d. Learning Content Evaluation Manual
  - e. Learning Content Control Manual
  - f. Learning Content Improvement Manual
3. Learning Process Standards
  - a. Learning Process Standard Setting Manual
  - b. Learning Process Standard Socialization Manual
  - c. Learning Process Standard Implementation Manual
  - d. Learning Process Standard Evaluation Manual
  - e. Learning Process Standard Control Manual
  - f. Learning Process Standard Improvement Manual
4. Learning Assessment Standards
  - a. Learning Assessment Standard Setting Manual
  - b. Learning Assessment Standard Socialization Manual
  - c. Learning Assessment Standard Implementation Manual
  - d. Learning Assessment Standard Evaluation Manual
  - e. Learning Assessment Standard Control Manual
  - f. Learning Assessment Standard Improvement Manual
5. HR Standards
  - a. HR Standard Setting Manual
  - b. Hr Standard Socialization Manual
  - c. Hr Standard Implementation Manual

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- d. HR Standard Evaluation Manual
- e. HR Standard Control Manual
- f. HR Standard Improvement Manual
- 6. Standard Facilities and Infrastructure
  - a. Manual of Determination of Facilities and Infrastructure Standards
  - b. Manual of Socialization of Standard Facilities and Infrastructure
  - c. Manual of Implementation of Standard Facilities and Infrastructure
  - d. Standard Evaluation Manual of Facilities and Infrastructure
  - e. Manual of Control of Standard Facilities and Infrastructure
  - f. Manual of Improvement of Facilities and Infrastructure Standards
- 7. Learning management standards
  - a. Learning Management Standard Setting Manual
  - b. Learning Management Standard Socialization Manual
  - c. Learning Management Standard Implementation Manual
  - d. Learning Management Standard Evaluation Manual
  - e. Learning Management Standard Control Manual
  - f. Learning Management Standards Improvement Manual
- 8. Learning Financing Standards
  - a. Learning Financing Standard Setting Manual
  - b. Learning Financing Standard Socialization Manual
  - c. Learning Financing Standard Implementation Manual
  - d. Learning Financing Standard Evaluation Manual
  - e. Manual of Control of Learning Financing Standards
  - f. Learning Financing Standard Improvement Manual

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