



Kebijakan Pemerintah Dalam Peningkatan Mutu Pendidikan dan Pelayanan Kedokteran Untuk Indonesia Sehat :

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*Director General of Human Resources for Science, Technology,
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Visi & Misi Kemenristekdikti

Visi

- Terwujudnya pendidikan tinggi yang **bermutu** serta kemampuan iptek dan inovasi untuk **mendukung daya saing bangsa**.

Misi

- Meningkatkan **akses, relevansi**, dan **mutu** pendidikan tinggi untuk **menghasilkan SDM yang berkualitas**; dan
- Meningkatkan kemampuan iptek dan inovasi untuk menghasilkan nilai tambah produk inovasi.

Sasaran Strategis Kemenristekdikti

- Meningkatnya kualitas pembelajaran dan kemahasiswaan pendidikan tinggi (UU Dikdok)
- Meningkatnya kualitas kelembagaan Iptek dan pendidikan tinggi (Akreditasi FK)
- **Meningkatnya relevansi, kualitas, dan kuantitas sumber daya Iptek dan pendidikan tinggi.**
- Meningkatnya relevansi dan produktivitas riset dan pengembangan.
- Menguatnya kapasitas inovasi.

THE STRATEGIC PLAN OF MINISTRY OF RESEARCH, TECHNOLOGY AND HIGHER EDUCATION

“...university encompasses a ‘third-mission’ of economic development in addition to research and teaching.” Readings (1996)

**ULTIMATE
CONTRIBUTION**

PEOPLE EXPECTATION

**MAIN PERFORM.
INDICATOR**

**INNOVATING TO DEVELOP
LOCAL AND NATIONAL
COMPETITIVENESS**

**TRANSFERRING CULTURE,
KNOWLEDGE, TECHNOLOGY
TO
SOCIETY AND INDUSTRY**

**RESEARCHING BASIC
AND APPLICATIVE
PROBLEMS**

**EDUCATING
PEOPLE**

**AGENT OF
ECONOMIC
DEVELOPMENT**

**AGENT OF
CULTURE, KNOWLEDGE,
TECHNOLOGY
TRANSFER**

**AGENT OF
RESEARCH**

**AGENT OF
EDUCATION**

INNOVATION,
EMPLOYMENT
INDUSTRY
Rp GENERATED

C,K,T
TRANSFERRED
INDUSTRY AND
COMMUNITY

PUBLICATION
PATENT
CITATION
UNIVERSITY
RANKING

GRADUATE
EMPLOYABILITY
WAITING TIME

STRATEGIC PLAN 2009-2014

STRATEGIC PLAN 2015-2019

Lima (5) Strategi yang ditempuh

- Pemberian beasiswa dengan berbagai skema
- Reformasi birokrasi kenaikan jabatan akademik khususnya untuk Jabatan Akademik Tertinggi yaitu Profesor
- Rekrutmen Dosen Multi Entri dan penerapan konsep sharing resources
- Program Magang, Detasering dan Visiting World Class Professor
- Penulisan Jurnal dan kerjasama luar negeri

Problema SDM PT di Indonesia

- Masih banyak dosen yang tidak memenuhi kualifikasi pendidikan minimal (masih S1)
- Jumlah dosen yang berpendidikan doktor (S3) masih kurang
- Masih banyak dosen yang belum memiliki jabatan akademik
- Jumlah guru besar masih sangat sedikit
- Publikasi ilmiah dosen/ilmuwan dan HAKI masih sangat rendah

PROFIL KUALIFIKASI DOSEN

S2

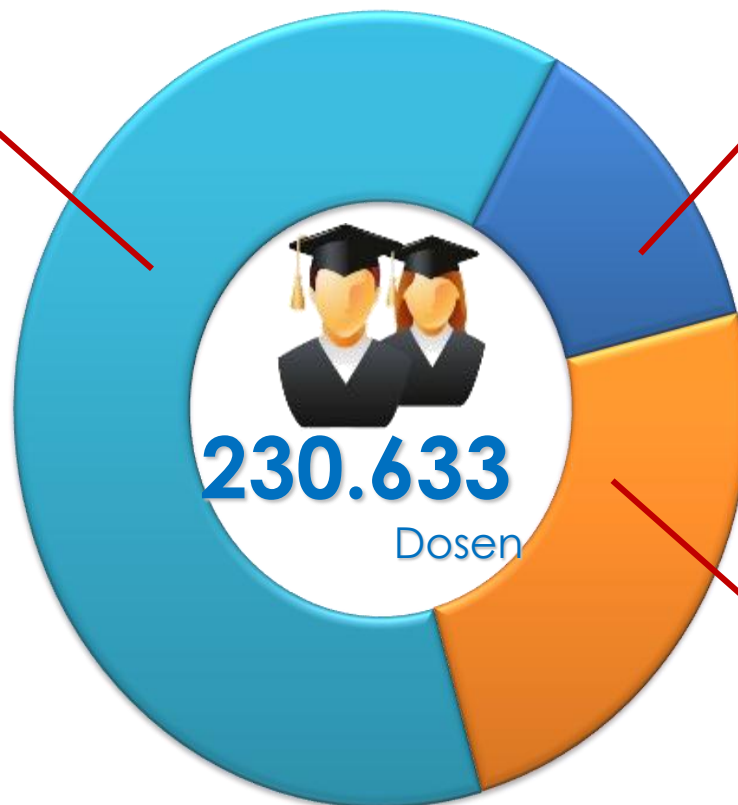
134.522 Dosen

58,33%

S3/Spes

26.199 Dosen

11,36%



S1/D4

53.031 Dosen

22,99%

Kualifikasi	DOSEN *		
	PTN	PTS	Jumlah
S3	17,108	9,091	26,199
S2	47,656	86,866	134,522
S1/D4	5,013	48,018	53,031
Lainnya	2,594	14,287	16,881
TOTAL	72,371	158,262	230,633

Kegiatan	Target Kinerja (orang)	Capaian (orang)	(%)
Jumlah dosen berkualifikasi minimal S2	125.000	144.593	116,0%
Jumlah dosen berkualifikasi S3	23.500	24.747	105,0%

* Dosen tetap dan tidak tetap (data PDDikti tgl.5 Pebruari 2023)

SKEMA PENGEMBANGAN KARIR DOSEN

PENGEMBANGAN KARIR

- ✓ SERTIFIKASI PENDIDIK/DOSEN
- ✓ PENGEMBANGAN KOMPETENSI PROFESIONAL/STUDI LANJUT
- ✓ KENAIKAN JABATAN AKADEMIK/PANGKAT
- ✓ PENGEMBANGAN KARYA ILMIAH/PENELITIAN/PUBLIKASI ILMIAH



A. COLLABORATION BETWEEN MINISTRY OF RESEARCH, TECHNOLOGY, AND HIGHER EDUCATION MINISTRY OF HEALTH



DR. WARSITO

INVENTOR EECT

ELECTRO CAPACITIVE-
CANCER THERAPHY

INTERNATIONAL CANCER
CENTER RS SARDJITO ?

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2016*

B. UJI KOMPETENSI PENDIDIKAN PROFESI DOKTER (UKMPPD) MAHASISWA (National competency exam)



NATIONAL COMPETENCY EXAM FOR MEDICAL STUDENTS

SUMBER: [google.com](https://www.google.com)

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C. Recognition of Lecturers from Ministry of Health ?



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2016*

DOKTER LAYANAN PRIMER ? IDI ?

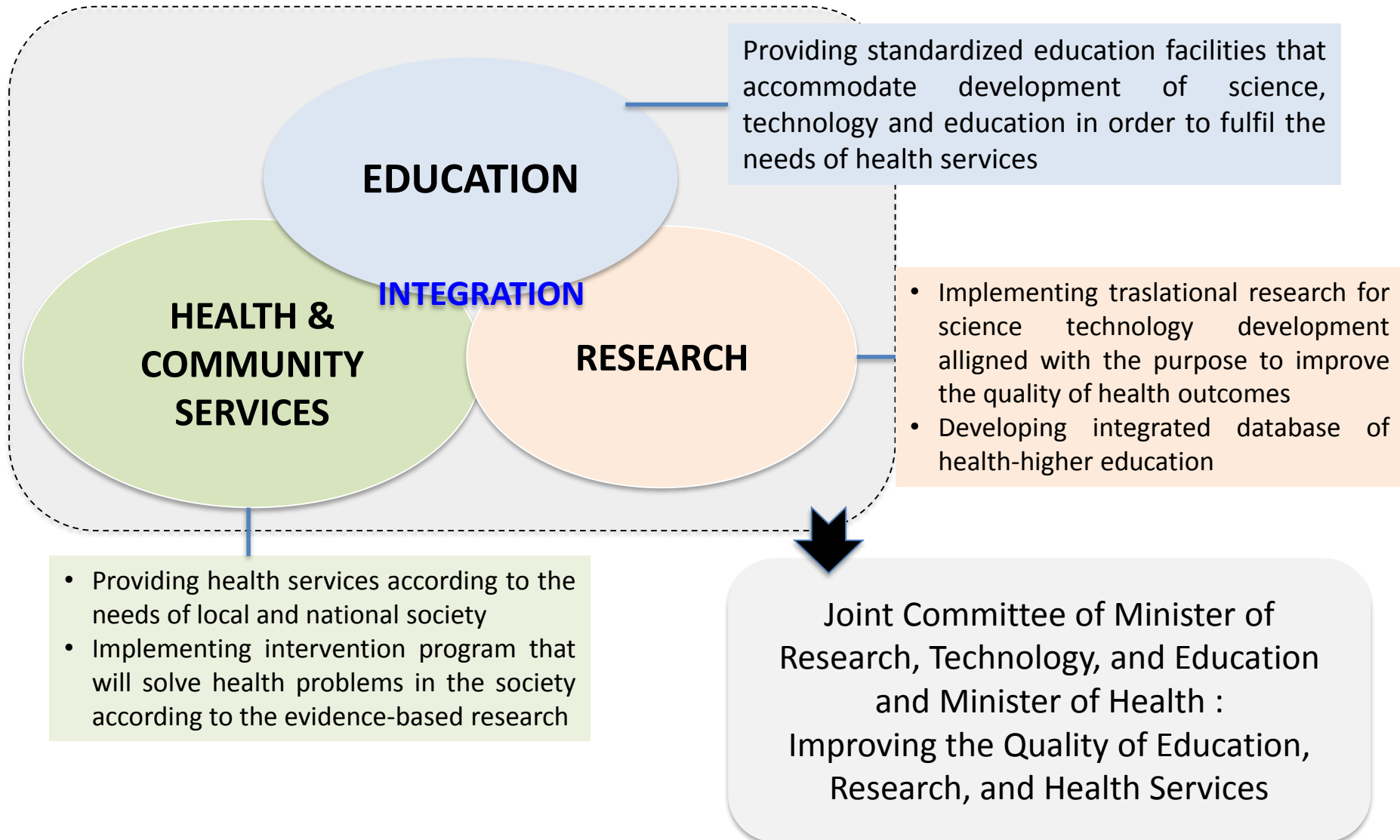
Primary Care Physician

Role

Dokter Layanan Primer (DLP)/Primary Care Physician is a doctor who has an extensive competence on medical science and public health, obtained through medical training equal to or suited to specialization training program responsible in primary health care institution. PCP act as a gate keeper and to make sure health problems in primary health care can be tackled using family care approach and emphasize on promotion and prevention.

An example of modern primary care is GMC (Gadjah Mada Medical Centre)

Philosophy of Academic Health System from Higher Education Perspective :Tridharma of Higher Education



AHS Definition & Mission Statement

Academic Health System (AHS) is **organizational network** that consist of medical and health faculties, teaching hospitals, research institutes, private sectors, and/or local government, that become part of **health-education system integration to provide best health outcomes** to society through health education and translational research that will impact to the continuous quality improvement for healthcare.

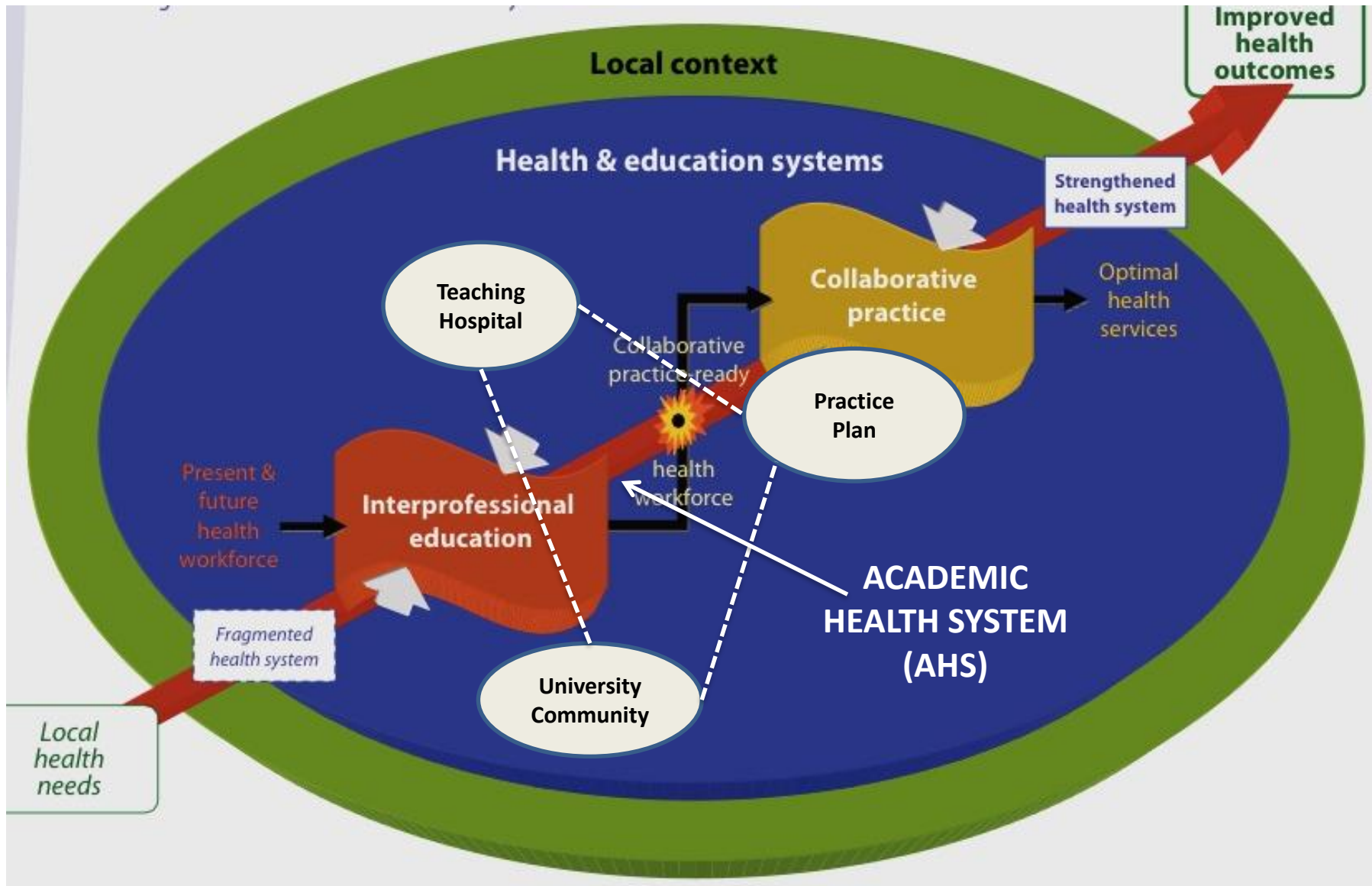


The mission of AHS development in Indonesia, in pursuing continuous quality improvement for education-research-services integration, are as follows :

- Implementing excellent health care through evidence-based innovation
- Conducting new state of the art medical and health education which uphold moral and ethics
- Conducting innovative research to improve science mastery and medical technology in healthcare services through translational research
- Performing good governance for every member of Academic Health System and cultivating other healthcare facilities
- Supporting and providing input for the formulation of government policy

Reference : Draft of AHS Development Guideline (Joint Commission MoRTHE-MoH, 2016)

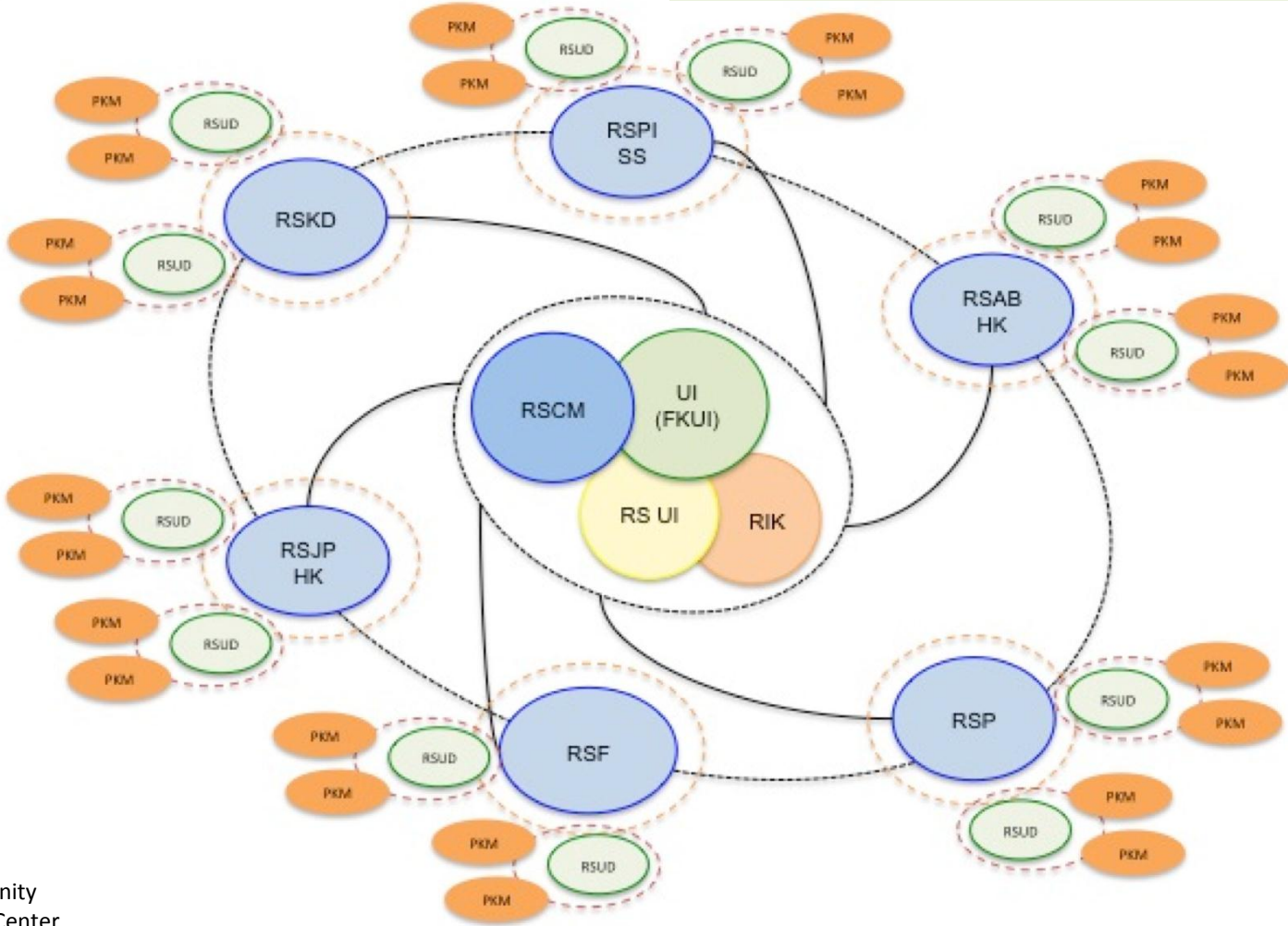
Philosophy of Academic Health System : Integration System of Health Education & Health Services



Lessons learned : AHS Model of UI

MINISTRY OF HEALTH

MINISTRY OF RESEARCH, TECHNOLOGY, & HIGHER EDUCATON



PKM :
Community
Health Center

Academic Health System (DIY dan Sekitarnya)

Benchmark

KOMITE BERSAMA KEMENRISTEK DIKTI – KEMKES

PELAYANAN

PENDIDIKAN



RSUP Dr. Sardji
(Kelas A)



RSPAU Hardjo Lukito
(Kelas B)



FAKULTAS KEDOKTERAN
UNIVERSITAS GADJAH MADA



RS UGM (Kelas B)



RSUP Dr. Soeradji
Tirtonegoro, Klaten
(Kelas B)

RS DLL



RSUD Banyumas
(Kelas B)

DAMAS

PENELITIAN

GMC

DLP

KLINIK

PUSKESMAS

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AHS Development Stage

Existing Legal Aspect :

1. UU No.20/2013, Medical Education
2. PP No.93/2015, Teaching Hospital Rumah Sakit Pendidikan
3. RPP about implementation of UU No.20/2013 (draft)
4. Presidential Decree about AHS (initial discussion)

Consensus Building & Commitment among Stakeholders :

- Mission Alignment
- Strategic plan
- Regulation

Synergy and integration phase of education-research-health service management system (AHS business model) :

- Operational Guideline
- Organization structure
- Integrated Recruitment & Procurement System
- Integrated Financial Management System
- Integrated database & ICT System

Implementation of AHS :

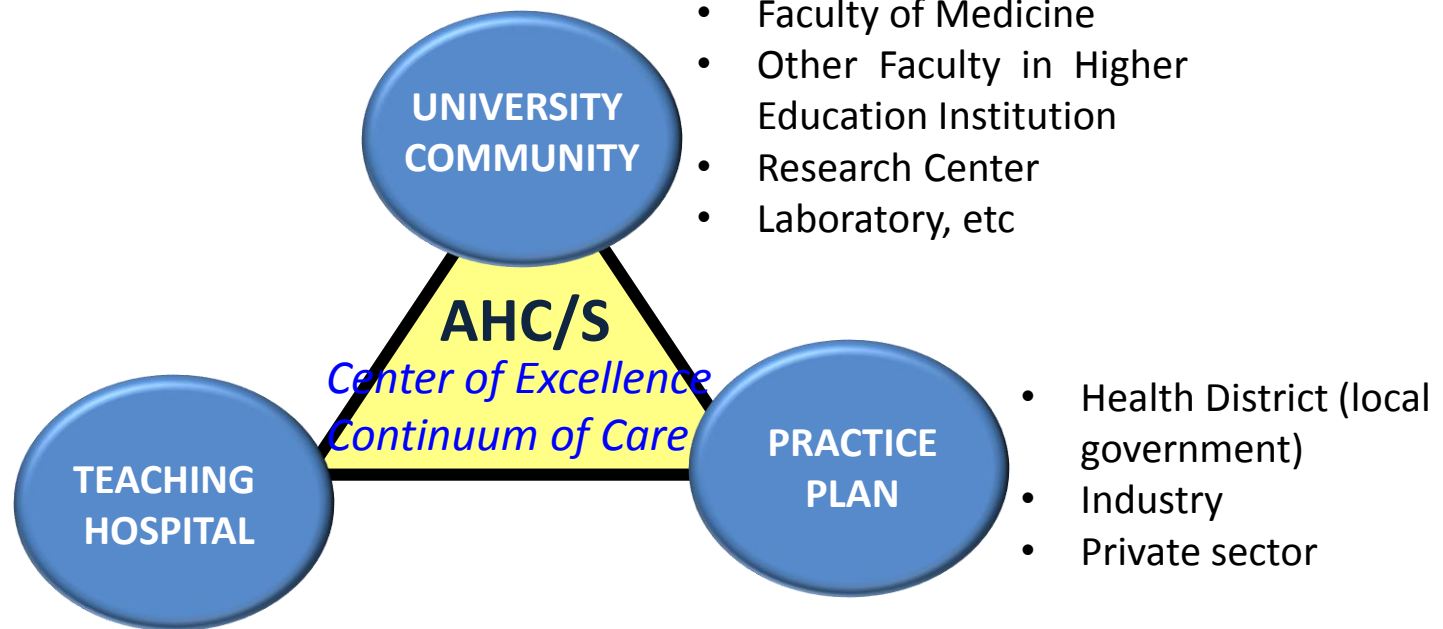
- Functional Integration
- Structural Integration

Main Stakeholders :

1. Central Government (MoRTHE, MoH, MoF, Min of Internal Affairs, and related Ministry of Coordinator Affairs)
2. Local Government (Health District, Governor)
3. Educational Institution (University, Faculty, Research Center, etc)
4. Health Service Institution (Teaching Hospital, Center for Health Services, etc)

Academic Health Center/System Model in Indonesia

Benchmarking : AHS Model In America



5 prospective AHS model in Indonesia

1. UNHAS (South Sulawesi region)
2. UI (Jabodetabek region)
3. UGM (DI Ygyakarta region)
4. UNAIR (East Java region)
5. UNPAD (West Java region)

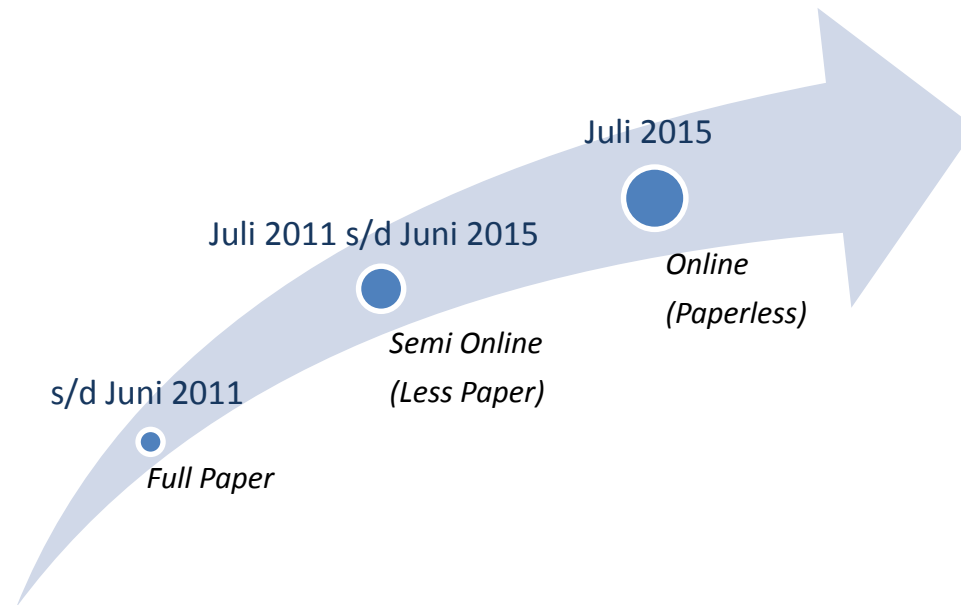
Harmonizing
Multi-Sectoral Regulation to
Formulate Robust Legal Aspect
for AHS

Harmonizing
Organization
Culture among
institutions

**Challenge in
Developing
AHS Model for
Indonesia**

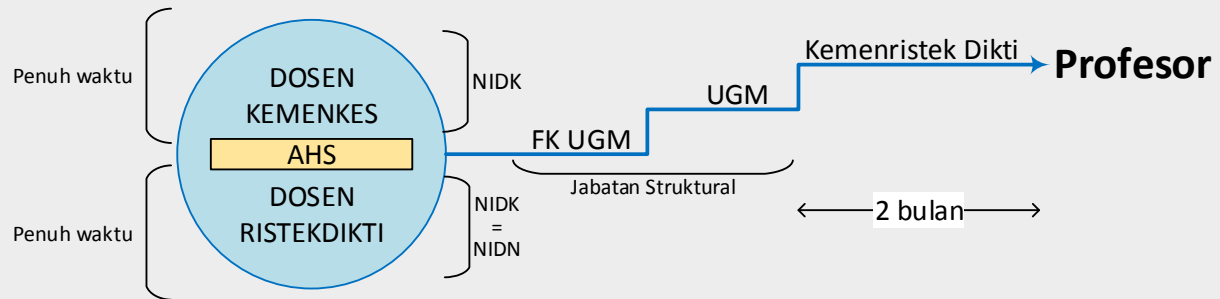
Integration of
Organization Structure
and management System
(HR, finance,
procurement, etc)

Consensus building and
commitment from
government and
stakeholders to develop
AHS model for Indonesia





ALUR KARIR KEPROFESORAN (NIDK)



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2016

NIDN

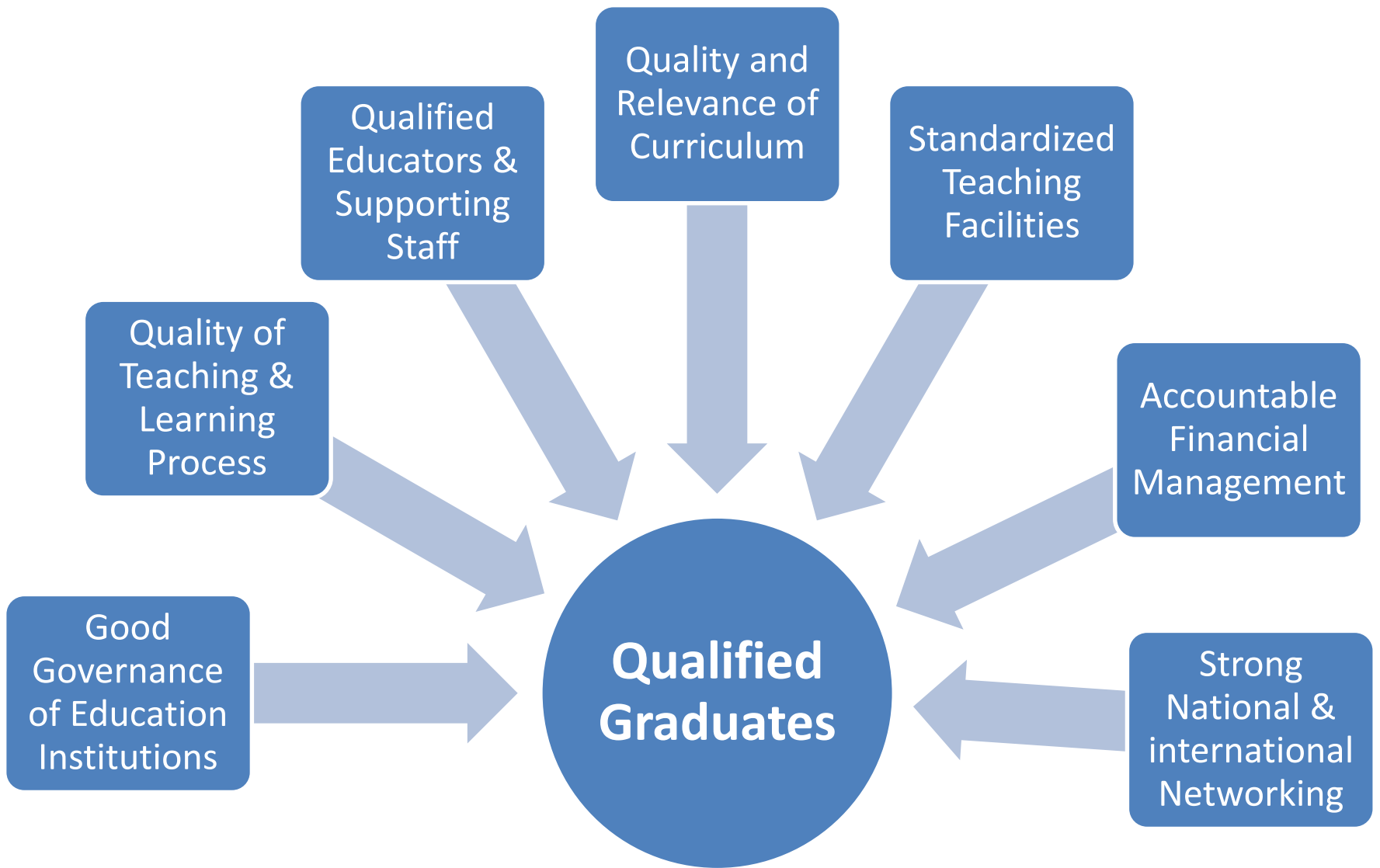
- Surat perjanjian kerja sebagai Dosen Penuh Waktu
- Ijazah minimum Program Magister untuk Program Diploma atau Program Sarjana/Sarjana Terapan, ijazah Program Doktor untuk mengajar di Program Magister/Magister Terapan dan Program Doktor/Doktor Terapan.
- Surat keterangan dari pemimpin perguruan tinggi
- Sebagai Dosen aktif melaksanakan Tridharma perguruan tinggi

NIDK

- Surat perjanjian kerja sebagai dosen yang ditandatangani oleh dosen dan pemimpin perguruan tinggi
- Ijazah minimum Program Magister untuk Program Diploma atau Program Sarjana/Sarjana Terapan, ijazah Program Doktor untuk mengajar di Program Magister/Magister Terapan dan Program Doktor/Doktor Terapan.
- Surat izin dari pimpinan instansi induknya
- Surat keterangan mengajar dan jadwal mengajar
- paling sedikit 4 (empat) sks dalam 1 semester
- per tahun
- .

NUP

- Keputusan pengangkatan dari pemimpin perguruan tinggi atau Ketua Yayasan sebagai Dosen Tidak Tetap, Instruktur atau Tutor
- Perjanjian kerja sebagai Dosen Tidak Tetap, Tutor, atau Instruktur.
- Memiliki kualifikasi akademik yang dibuktikan dengan ijazah pada seluruh jenjang pendidikan tinggi yang telah ditempuh
Mengajar paling sedikit 1 (satu) kali dalam 1 (satu) semester yang
- dibuktikan dengan surat keterangan dari pimpinan perguruan tinggi.

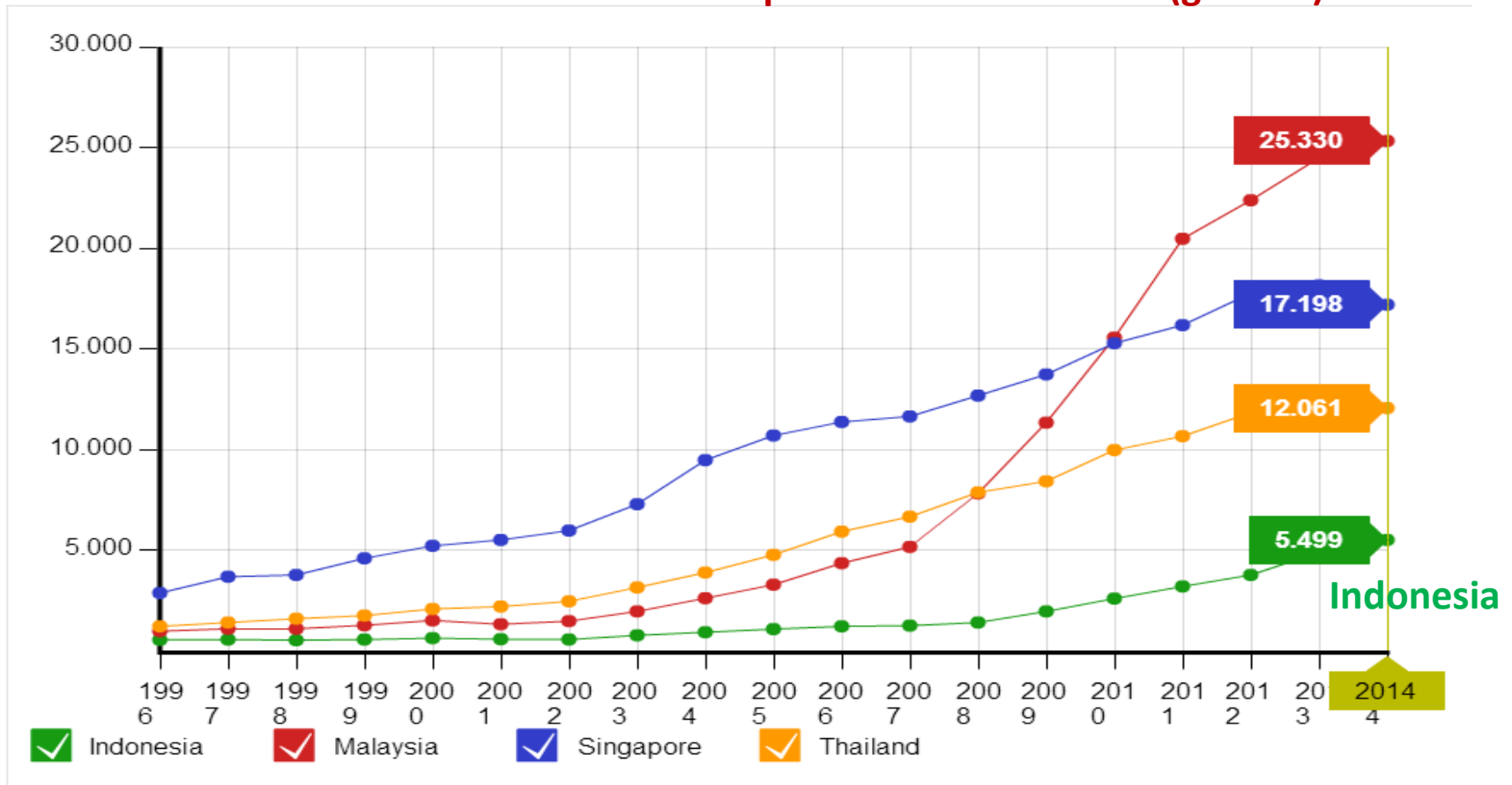


Way Forward

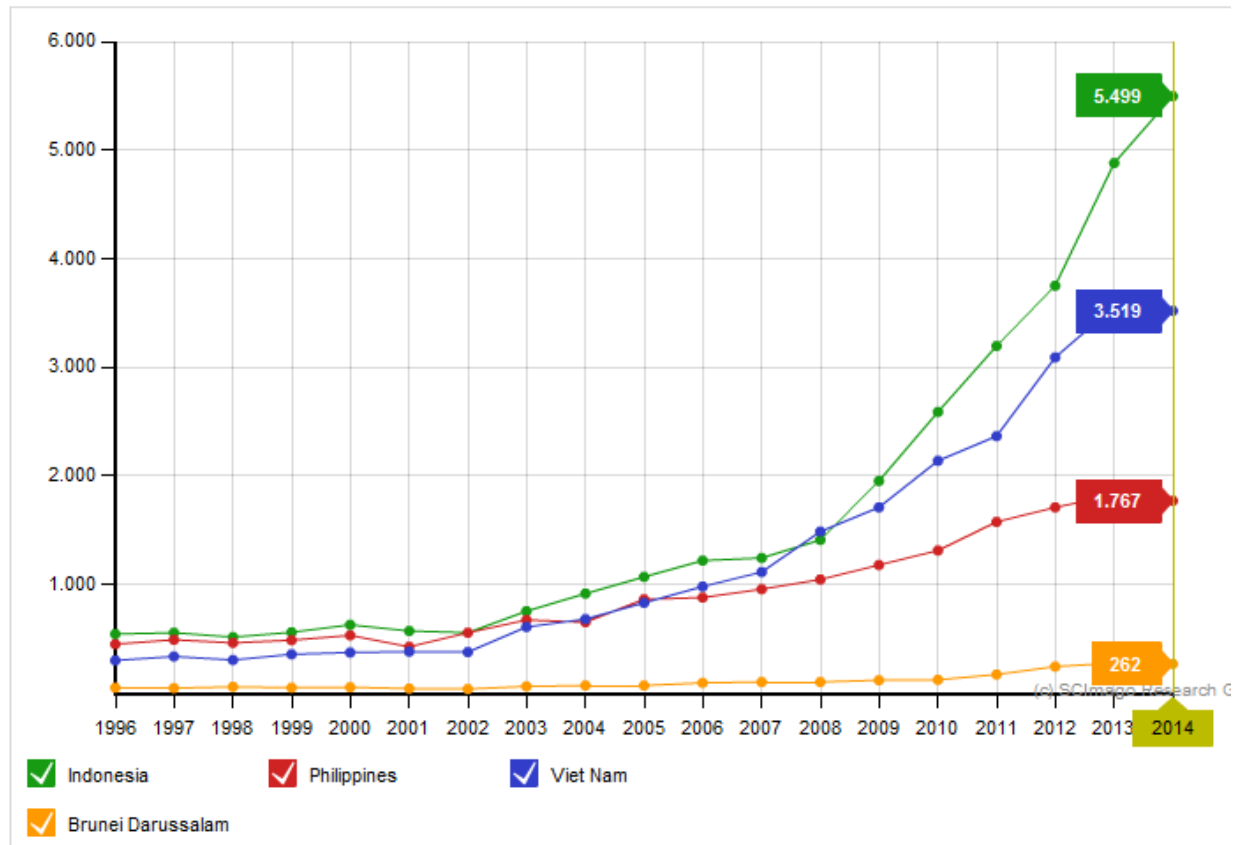
- (1) Strengthening the evidence based policy for AHS development, through :
 - Need assessment and academic paper that will be fundamental basis in formulating national mission statement as well as to develop alternative model of AHS that suitable for Indonesia
 - Benchmarking of AHS model from another country (incl. SWOT from each model)
 - Consensus building of expert groups and stakeholders for AHS development (strengthening the alignment among stakeholders)
- (2) Formulating national guideline of AHS development in Indonesia
- (3) Accelerate the accomplishment of government regulation as legal basis for AHS development :
 - Government Regulation Regarding Implementation Regulation of Act. No.20/2013, and further technical regulations regarding AHC management.
 - Presidential Decree regarding AHS Development
- (4) Support the piloting of 5 prospective AHS models (UI, UNHAS, UGM, UA, UNPAD), start from F.Y 2017. The model will be adopted by other AHS in Indonesia (open), ask and encourage of each AHS to formulate their center of excellence

AHS benefit, International Publication (Scopus)

Posisi Indonesia dalam kancah publikasi internasional (general)



Publication Scopus index s/d 2014 → Indonesian citation index



TEROBOSAN PELAYANAN PENILAIAN ANGKA KREDIT GURU BESAR YANG OPTIMUM



Prof.Dr.dr. Ari Sutjahjo, Sp.PD. (K)E. Mendapatkan gelar atau jabatan akademik tertinggi Sebagai profesor dalam waktu layanan tidak lebih dari 1 Bulan layanan di Kemenristekdikti



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THANK YOU

www.ristekdikti.go.id