



THE STRATEGIC PLAN FACULTY OF LAW 2020-2024

**Faculty of Law
Universitas Pembangunan Nasional “Veteran” Jakarta**

**Faculty of Law UPN Veteran Jakarta
Gedung Yos Soedarso
Jl. RS. Fatmawati No. 1 Pondok Labu, Cilandak - Jakarta 12450**

TABLE OF CONTENTS

HEADLINES	i
TABLE OF CONTENTS	ii
TABLE LIST	iii
CAPTER I INTRODUCTION	1
1.1 Curriculum	2
1.2 Academic Information System	2
1.3 Human Resources	3
1.4 Problems and the Potential	4
CAHPTER II STRATEGIC GOALS AND OBEJECTIVES	6
1.1 GOAL	6
1.2 STRATEGIC OBJECTIVES	6
CHAPTER III POLICY DIRECTION AND PROGRAM PLAN MATRIX	9
1.1 The Policy	9
1.2 Matrix of Plan Program toward Policy	17
CHAPTER IV	19
CLOSING	19

List of Table

Table 1 Permanent Lecturers by Functional Position	3
Table 2 Lecturers with NIDK based on Functional Position	3
Table 3 Education Staff	4
Table 4 Policy Directions and Operational Steps	9
Table 5 Matrix of Program Implementation Plan on Strategic Policy	17

CHAPTER I

INTRODUCTION

As mandated in the Regulation of the Minister of Research and Technology and Higher Education Number 87 of 2017 concerning the Statutes of the Universitas Pembangunan Nasional Veteran Jakarta (UPN), that in order to realize the Vision, Mission and Objectives of the University, it is necessary to prepare Long Term Development Plans, Medium Term Development Plans and Annual Work Plans. The long-term development plan contains 25 (twenty-five) year development plans and programs, the medium-term development plan or strategic plan contains 5 (five) year development plans and programs, and the annual work plan is an elaboration of the strategic plan that contains programs and activities for 1 (one) year. For medium-term development plans, Universitas Pembangunan Nasional Veteran Jakarta has prepared a Strategic Plan (Renstra) through the enactment of the Decree of the Dean of Universitas Pembangunan Nasional Veteran Jakarta Number: 797/UN61.0/HK.02/2020 concerning Strategic Plans for of the Universitas Pembangunan Nasional Veteran Jakarta 2020-2024.

The Strategic Plan for Faculty of Law, UPN Veteran Jakarta (FH UPNVJ) for 2020-2024, which has been compiled, apart from being a continuation of the university's strategic plan, is a crystallization of shared aspirations and commitments regarding ideal future conditions that the Department of Law wants to achieve. The preparation of this strategic plan is carried out by considering the potential, problems faced and various trends in changes in the internal environment (University and Faculties and Departments) and external (Global and National) which will also determine the success of the Department of Law for the next five years. It is hoped that this Strategic Plan is not just a document, let alone fulfilling the interests of complete accreditation administration, more than that this Strategic Plan must be used as a guideline and shared commitment in the implementation and development of education in Jakarta which is spelled out in the annual work plan.

In the next five years, it is hoped that the Department of Law will have a development direction to answer various challenges in higher education and produce graduates who have the character of defending the country and are able to compete at the National and International levels. Therefore the Strategic Plan for the Department of Law for the next five years focuses on various performance indicators and accreditation both nationally and internationally as well as the values of the character of defending the country. This Strategic Plan focuses on the internal development of the Department of Law which focuses on developing HR management and curriculum based on transparent and accountable departmental governance (good governance of the law study program) and providing quality services.

1.1 Curriculum

In compiling the curriculum, the Department of Law is guided by Permenristekdikti number 44 of 2015 concerning Higher Education National Standards (SNPT) and National Higher Education Standards Minister of Education and Culture Number 49 of 2014 concerning Guidelines for Compiling Study Program Graduate Learning Outcomes issued by the Directorate of Learning and Student Affairs (Belmawa) Director General of Higher Education in 2014.

In this curriculum, the courses offered to law faculty students are formulated with learning outcomes in SKL, namely : 1) Attitude, 2) Skills General, 3) Skills Special, and 4) Knowledge. The level of work ability in the IQF description for the Bachelor level (undergraduate) is at level 6 (can apply, study, make designs, utilize science and technology and solve problems) and for the Masters level (master) it is at level 8 (developing science and technology through inter/ multidisciplinary, innovative and tested). The level of mastery according to the standard of learning content for the Bachelor level (bachelor) masters the theoretical concepts of certain fields of knowledge and skills in general and the theoretical concepts of special sections in the field of knowledge and skills in depth, while for the Masters level (masters) masters the theory and application theory of the field of knowledge certain.

1.2 Academic Information System

The academic information system (SIKAD) includes data management as a whole and is intended for the entire academic community, including lecturers, students, and other elements in educational institutions. This system can also function as a support for data analysis in determining campus decision making. The purpose of this SIKAD is to organize data in academic management as well as speed up and facilitate the delivery of information. SIKAD UPN Veteran Jakarta consists of several integrated systems, namely unisys, <https://dosen.upnvj.ac.id/>, <https://leads.upnvj.ac.id/> and <https://akademik.upnvj.ac.id> are used by students in accessing some information related to filling in KRS, lecture schedules and checking student semester grades. Unisys is accessed by faculty and university operators to integrate systems within the university so that it can make it easier for operators in terms of reporting to PD Dikti regarding new students, reporting grades and student graduates in each semester. The website <https://dosen.upnvj.ac.id/> is accessed by lecturers in evaluating students both attendance and student assessment. *LeADS* is used to access remote lectures, inform lecture media, course assignments or now it can be used as a Semester Examination facility.

In current conditions, SIAKAD UPN Veteran Jakarta has been able to keep up with developments in information technology. Because it is able to do a job through an online system and integrated with each other. However, there are things that are still lacking in terms of integration, namely LeADS which cannot be integrated with <https://akademik.upnvj.ac.id>, unisyss, and <https://dosen.upnvj.ac.id/>. LeADS still stands alone so that when lecturers and students access teaching attendance attendance is not directly inputted (integrated) on the Unisyss system.

1.3 Human Resources

Lecturer Staff

The number of Lecturers or Educators at the Faculty of Law is 40 permanent lecturers and 5 people with Special Lecturer Identification Numbers (NIDK) with the following details:

a) Lecturer

Table. 1 Lecturer based on Functional Position

Functional	Education Level	
	masters	doctor
Non Functional Position		
Assistant Professor	12	2
Assistant Professor	15	5
Associate Professor	2	4
Professor		1
Total	40	

b) Lecturers with a Special Lecturer Identification Number (NIDK)

Table. 2 Lecturers with NIDK based on their Functional Position

Functional	Education Level	
	masters	doctor
Non Functional Position	1	
Assistant Professor	1	
Assistant Professor		3
Associate Professor		
Professor		
Total	5	

c) Educational Staff

The UPN Faculty of Law staff totals 22 people with conditions marked (*) under the Library Technical Implementation Unit due to the library integration policy at the University. In detail can be seen as follows:

Table. 3 Educational Staff

Types of Education Staff	level of education
--------------------------	--------------------

	Masters	Bachelor	Diploma	Senior High School
Administration staff	1	11	1	2
Librarian*	1	1		
Technician				2
Operator/Programmer		2		
Laboratories		1		
Total	22			

1.4 Problems and Potential

A description of the problems and potential for the law faculty of law will be translated into the form of a SWOT analysis which will then become the starting point in formulating policy directions.

a. Strength

- The Faculty of Law is strategically located in the capital city of DKI Jakarta;
- Has a Branding image as a State Defense campus;
- Have a solid and adequate budget base through the APBN scheme;
- Entered into the top 9 rankings of the Faculties of Law in Indonesia that are most in demand in 2019;
- The level of strictness of student intake is getting better and increasing in quality and quantity;
- Have a good academic management system;
- Having alumni and a very wide network

b. Weakness

- Nationally according to Webometrics, it is ranked in the top 100 and is not included in the top 100 best PTNs according to the 2018 Kemristekdikti version;
- Study programs and AIPT have not received superior accreditation (A) from BAN-PT;
- The lack of human resources for lecturers who already have a Doctoral Education level;
- The minimum number of permanent lecturers with the rank of Professor, Assistant Professor dan Associate Professor Ass;
- The low number of nationally accredited scientific publications and Scopus indexed journals
- Bureaucratic governance has not been effective and efficient.

- g) Facilities and infrastructure to support learning functions and student services are still insufficient
- h) Student activities are still not optimally developed, academic and non-academic.

c. Opportunity

- a) The amount of interest and interest in choosing the Faculty of Law continues to increase;
- b) Optimizing the role of Faculty of Law UPNVJ as part of the Bela Negara campus;
- c) The offer of Masters and Doctoral scholarships for lecturers continues to increase;
- d) The availability of the research budget and ministry of the Ministry of Research, Technology and Higher Education is getting bigger;
- e) The opening of opportunities for cooperation at home and abroad;
- f) The potential of students to carry out student activities is getting better.

d. Threat

- a) The formation of PNS for lecturers and educational staff is very limited
- b) Competition between PTN and PTS is getting sharper;
- c) Increasing the competence and qualifications of lecturers and students;
- d) Improving effective and efficient bureaucratic services
- e) There is a need for certainty in the career paths of educational staff
- f) Changes in accreditation standards and procedures that are increasingly stringent
- g) Competition and competition for research assistance and community service
- h) Scopus indexed scientific publications are an obstacle;
- i) The high level of competition in student activities and the increasing activity of other universities at the national and international levels.

BAB II

PURPOSE AND STRATEGIC TARGET

1.1 Purpose

1. Implementation of the development of education in the field of law that is integrated with information technology with the identity of defending the State.
2. The implementation of research, innovative community service and superior publications for the development of national law.
3. Fulfillment of competent human resources to carry out the Tridharma of Higher Education in an academic atmosphere based on the university's basic values and PIKIR.
4. Realization of good, accountable, transparent and sustainable study program governance.
5. Realization of the development of networks and partnerships at home and abroad

1.2 Strategic Target

To achieve the above objectives, the UPNVJ Faculty of Law Department of Law has formulated strategic goals for the 2020-2024 period, as follows:

Strategic Target to achieve goal 1:

1. Improving the quality of the education and learning curricula in each field of specialization studies in the Department of Law, through:
 - a. Improving the quality and quality of teachers in the law department
 - b. Curriculum improvement through comparative studies with leading universities related to the quality of students and lecturers
2. Improving the quality of graduates, consisting of:
 - a. GPA improvement program
 - b. Restrictions on Study Period for College Students
 - c. Giving the best awards to the 10 best graduates to increase student interest in learning and achievement
 - d. Encouraging the talents and potential of students to produce achievements can at least contribute in the form of scientific publications in national or non-academic journals
 - e. Internship students at quality institutions and in accordance with student specialization courses

- f. Students obtain expertise certification held by the faculty in the form of practices related to being needed in the world of work (such as Paralegal Training, Drafting Contracts, Drafting Legislation, and others)
 - g. Help develop students to be productive and able to make the Department of Law proud at both national and international levels
 - h. The waiting period for a job is at least one year after graduation
 - i. Updating the educational curriculum imbued with the spirit of entrepreneurship.
 - j. Development of student scientific innovation and creativity
 - k. Development of tracer study programs and improvement of employment information systems for graduates of the Department of Law.
3. Increasing the values of Defending the Country:
 - a. Instilling the values of Defending the Country
 - b. National Defense Activities
 4. Creating a teaching and learning atmosphere that is familiar with technology and carrying out electronic legal files, as well as being able to access government websites that provide complete special regulations

Strategic Target to achieve goal 2:

Increasing the relevance and productivity of research, as well as the development of community service consist of:

- a. Research relevance
- b. Research productivity
- c. Scientific Work Publication

The three points above must also include students compulsorily to take part in these activities, and are made mandatory as a condition for graduation. The distribution of community service in the future can work together with other faculties at UPNVJ or other universities in the national and even international scope to be able to expand the scope of studies that students get.

Community service must also lead to adaptive education and be relevant to the interests of society. Productivity of research and publication of scientific papers must also open up opportunities for students and lecturers to work together in conducting research so as to increase enthusiasm for publication.

If necessary, each student organization at the faculty level synergizes with students as facilitators to carry out scientific research with the help of organizational supervisors or other lecturers appointed by order of the Dean.

Strategic Target to achieve goal 3:

Improving the quality of UPNVJ FH doses, consisting of:

- a. Improvement of lecturers' academic position
- b. Increasing the Qualifications, Quantity, Quality, Competence, and Professionalism of Lecturers
- c. HR skills training to be able to create good Departmental Governance
- d. Increasing Production of Research Outcomes and Lecturer Service
- e. Participation in various scientific forums both national and international

Strategic Target to achieve goal 4:

Improving the governance of UPNVJ FH institutions, consisting of:

- a. Academic governance
- b. Non-academic governance

Strategic Target to achieve goal 5:

- a. Expansion of cooperation in the fields of teaching, research and student affairs with domestic and foreign institutions
- b. Increasing skilled and professional personnel from within and outside the country in supporting the development of national law.

CHAPTER III

POLICY DIRECTION, STRATEGY INSTITUTIONAL FRAMEWORK AND REGULATORY FRAMEWORK

1.1 Policy Direction

In order to achieve its vision and mission, UPN Veteran Jakarta establishes a policy direction that forms the basis for establishing policies at the faculty level. The policy directions are used as a reference for the implementation of the operational steps of the programs based on the established policy directions:

Tabel 4. Arah Kebijakan dan Langkah Operasional

No.	Strategic Policy Direction	Operational Steps
1.	Quality of human resources	<ol style="list-style-type: none"> 1. Acceleration of Domestic and Foreign Doctoral Education Lecturers (S3) for lecturers with Masters education accompanied by proper funding from the Faculty and external parties 2. Accelerating the Appointment of Associate Professor 3. Accelerating and increasing the number of UPNVJ Faculty of Law Professors 4. Increasing the ratio of lecturers and students 5. Increase the rank of education staff Bachelor and Master 6. Increase the number of laboratory assistants and librarians 7. Increase the number of acceptances for CPNS Lecturers/ Appointment of Doctoral Permanent Lecturers 8. Increasing acceptance of CPNS Education Personnel according to qualifications 9. Increasing the Number of PNS Lecturers and Non PNS Permanent Employees either through appointing the CPNS route or inviting PNS with Doctoral education to transfer to FH UPNVJ with certain requirements 10. Increasing the Number of Lecturers who are Certified Educators 11. Increasing the Competence of Lecturers and Students in Foreign Languages; Lecturer 500 Toefl and Education Personnel 450 Toefl

		<p>12. Improving the Education of Educators and Laboratory Assistants with Master certificates</p> <p>13. Visiting Professors and Lectures (inbound outbound) domestically and abroad (volunteer)</p> <p>14. Foreign language training and development for lecturers and education staff</p> <p>15. Lecturer and educational staff competency development training</p> <p>16. Capacity building training in using information technology for human resources at the Faculty of Law</p> <p>17. Facilitating and assisting lecturers with study assignments and study permits</p> <p>18. Monitoring and evaluating the performance of lecturers and education staff through satisfaction surveys</p>
2.	Institutional Quality	<p>1. Incorporate the values of defending the country in every activity base carried out</p> <p>2. Develop a Strategic Plan for the Faculty of Law UPNVJ for the 2020-2024 period</p> <p>3. Strengthening the Quality Assurance System at Faculty of Law UPNVJ</p> <p>4. Strengthening the Legal Studies Program to obtain superior accreditation from BAN PT</p> <p>5. Strengthening the Master of Law Study Program to obtain superior accreditation from BAN PT</p> <p>6. International accreditation of the Law Study Program</p> <p>7. International Accreditation of the Master of Science Study Program</p> <p>8. Opened a Doctor of Law Study Program</p> <p>9. Opening the Notary Masters Study Program</p> <p>10. Expanding Cooperation with domestic and foreign universities as well as government and non-government institutions</p> <p>11. Review of Standard Operating Procedures (POB)/SOP in Academic, research, community service, administration and finance and student affairs</p> <p>12. Improving education services for the less fortunate; students with disabilities and children of veterans</p>

		<ul style="list-style-type: none"> 13. Creating a conducive campus environment for a superior academic atmosphere 14. Organizing research, innovative community service and superior publications for the development of national law 15. Strive for the fulfillment of competent human resources to carry out the Tridharma of Higher Education in an academic atmosphere based on the basic values of the university and PIKIR 16. Realization of good, accountable, transparent and sustainable study program governance 17. Benchmark to domestic and foreign PT 18. Support the realization of Smart Class Rooms 19. Structuring the faculty archive system (academic archives, lecturers, staff, and students) 20. Uphold the code of ethics for students, lecturers and education staff 21. Providing the best facilities and infrastructure for the academic community of FH UPNVJ 22. Increasing the quality of independent law laboratories and law libraries in stages.
	Academic Quality	<ul style="list-style-type: none"> 1. Providing an understanding of state defense indirectly in each curriculum 2. Reconstruction of the Independent Campus Curriculum based on KKNI and Objective Based Education (OBE) 3. Review of RPS and Syllabus 4. Modules and Course Teaching Books 5. Practicum module 6. Workshop on teaching and learning methods 7. Review of the final assignment manual (Scientific Journal Article) 8. Comparative studies with leading universities to develop the quality of teaching staff (lecturers) and students 9. Strengthening learning Towards Online Lectures 10. Increasing Research-based Learning with Visiting Lecturers, post doctors, in and out bounds 11. Improvement of laboratories and libraries as scientific development centers

		<p>12. Strengthening the integrated academic system for services for students, lecturers and education staff</p> <p>13. Offer scholarships to foreign students</p> <p>14. Sending students abroad with various forms of cooperation, such as student exchange programs, double degrees, etc.</p> <p>15. Strengthening and structuring regulations, guidelines and operational manuals for the academic field</p> <p>16. Strengthening discussion forums through scientific clusters in fields such as civil, business, criminal, constitutional law, international law, customary law and Islamic law</p> <p>17. Improving the system of monitoring and evaluating the teaching and learning process</p> <p>18. Conduct curriculum evaluation and curriculum arrangement both major and minor</p> <p>19. Teaching and Learning Workshops</p> <p>20. Qualitative and Quantitative Research Training</p> <p>21. FGD UPNVJ Faculty of Law Public Curriculum test</p> <p>22. SOP for thesis examination, comprehensive and thesis proposal seminars</p> <p>23. Strengthening academic integrity for students by introducing the prohibition of plagiarism and how to avoid it with a referencing system (zotero, Mendeley)</p> <p>24. Increasing the Cumulative Grade Point Average (GPA) and student academic achievement</p> <p>25. Strengthening Data Input via the DIKTI database</p> <p>26. Online and offline public lectures</p> <p>27. Company Visit and benchmark</p> <p>28. Strengthening the Implementation of SKPI</p> <p>29. Participate Actively in the Preparation and Discussion of Academic Papers and Draft Laws and Regulations in Indonesia</p> <p>30. Endeavor to publish legal books on the latest and phenomenal legal issues which are remembered until now</p> <p>31. Reviewing government policies and interesting court decisions</p> <p>32. Carrying out book review activities or statutory regulations accompanied by exhibitions of quality books</p>
--	--	--

3.	Quality of Student and Alumni Activities	<ol style="list-style-type: none"> 1. Standard program for improving the quality of student GPA 2. Motivating students by giving awards to the 10 best faculty graduates to increase student enthusiasm for learning and achievement. 3. Strengthening Student Organizations 4. Development of student achievement at the National, Regional and International levels 5. Development of student entrepreneurship 6. Increasing student involvement in forums at the national and international levels 7. Development of Student Talents and Potentials through Student Activity Units and scientific journal publications 8. Supporting students to excel and take part in legal competitions 9. Facilitating students so they can improve their quality in competing with other university students 10. Strengthening Student Achievement in the Ability to Research and Debate Law at the National Level towards Achievement at the International Level 11. Increasing student institutional activities in the academic field and other supporting fields 12. Improving good writing skills in order to provide the best recommendations for the government for faculty-level executive and legislative organizations 13. Strengthening foreign language skills for students 14. Initiating international partnership programs: sandwiches, double degrees, homestays, and others 15. Soft skills training for students 16. Try out prospective judges, prospective prosecutors, prospective advocates, prospective notaries, and fields needed in future legal practice 17. Improving the quality of the Mourt Court organization and moot court through national and international events 18. International Student Seminars related to current legal issues 19. National seminar for Veterans Law Fair students related to issues of current national events
----	--	--

		<p>20. Provide opportunities for selected students to talk about the latest legal topics in points 17 and 18</p> <p>21. Sending lecturers to attend national and international seminars</p> <p>22. Annual national and international seminars related to the importance of defending the country</p> <p>23. Expand cooperation with all institutions related to scientific publications, internships, and others</p> <p>24. Facilitate and facilitate students who carry out internship programs at certain institutions during college holidays</p> <p>25. Facilitating the implementation of increasing the certification of the ability of prospective law graduates by holding various professional education needed in the world of work (Paralegal Training, Certification of Designing Contracts, Certification of Drafting Legislation, etc.)</p> <p>26. Strengthening the alumni network through regular hospitality forums</p> <p>27. Improving faculty communication with alumni.</p> <p>28. Improving the management of the alumni database for the last 10 years</p> <p>29. Gather alumni support and participation for the development of the Faculty</p> <p>30. Making the majority of graduates get jobs according to their fields</p> <p>31. Conduct surveys and tracer alumni every year</p> <p>32. Facilitating the publication of scientific journals for students</p> <p>33. Renewal of the law education curriculum imbued with the spirit of entrepreneurship (establishment of law firm offices, online consulting services, etc.)</p> <p>34. Development of student scientific innovation and creativity</p>
4.	Quality of research and scientific publications	<p>1. Increase in the work of lecturers in Scopus/indexed national and international reputable journals, 1 lecturer 1 national article and 1 lecturer 1 international indexed article in 1 year</p> <p>2. Improved collaborative research by professors, doctors, masters and involving students;</p> <p>3. Improving the citation of lecturers' scientific works by requiring all students through their thesis and lecturers to cite each other's works</p>

		<ol style="list-style-type: none"> 4. Workshop on academic writing for international publications 5. International Joint conference on Legal Science and Justice 6. Workshop on writing research proposals 7. Strengthening Research through national and international collaboration, Research Fellowships at the World's Top 500 Foreign Universities 8. Improving the quality of accredited journals 9. Provide research training to obtain competitive grants. 10. Open up opportunities for research collaboration with other agencies and the Regional Government 11. Funding for dissertation writing assistance for lecturers 12. Organizing competency-based curriculum workshops 13. Organizing multimedia training for learning 14. Organized workshops on writing distance learning teaching materials 15. Develop a 2020-2024 Research Master Plan 2. 16. Create a Research Proposal Bank in accordance with the 2020-2024 Research Master Plan
5.	The Quality of Community Service and Welfare	<ol style="list-style-type: none"> 1. Increasing legal counseling and consultation and mediation programs to increase public legal awareness 2. Community service which refers to adaptive and relevant education for the benefit of society 3. Trying to produce research relevance, research productivity, and publication of scientific papers which are carried out jointly by several students and one lecturer. 4. Distribution of community service tasks in collaboration with other faculties or other universities within the national and even international scope to be able to expand the scope of studies obtained by students. 5. Making research and community service programs a requirement for student graduation. 6. Improving the welfare of lecturers by utilizing PNBP funds through excess teaching hours, research and service schemes 7. Providing equity to lecturers following invitations/requests from various agencies, participating in seminars, training whose funds are provided by the organizers

		<ol style="list-style-type: none"> 8. Increasing the qualifications, quantity, quality, competence, and professionalism of lecturers is balanced with the contributions made by the Faculty of Law 9. HR Capability Training (other than lecturers) to be able to create academic and non-academic services based on good faculty governance. 10. Form a kind of questionnaire, both written and electronic, to find out student satisfaction with the services provided by HR and the teaching quality of lecturers. 11. Open up suggestions as much as possible for students to provide input on services that must be improved 12. Improve the administrative welfare of lecturers (raise, rank, administrative services) 13. Attempting to increase student enthusiasm in deepening research so as to increase enthusiasm for publishing scientific papers. 14. Family Gathering as an effort to strengthen the kinship of all human resources at the Faculty of Law 15. Creating comfortable teaching and learning facilities, accompanied by connected wifi for learning purposes.
6.	Quality of Innovation	<ol style="list-style-type: none"> 1. Increasing innovation performance (teaching, research and community service) 2. Assistance in increasing the number of Intellectual Property Rights for each lecturer 3. Awards for lecturers with the highest number of citations 4. Research that can be utilized by the community/government 5. Strengthening career centers to increase the percentage of graduates who find jobs in less than 6 months 6. Increasing the number of cooperating partners 7. Opening of a new study program 8. Organizing a panel of experts by inviting academics and practitioners

1.2 Matrix of Work Program Implementation Plan on Strategic Policy

In order to achieve strategic policies, the Department of Law establishes a matrix for certainty of the implementation date of the established strategic policies:

Tabel 5. Matrix of Work Program Implementation Plan on Strategic Policy

Work Program	2020	2021	2022	2023	2024	Note
1. <i>Visiting Professors and Lectures (inbound outbound) domestically and abroad (volunteer)</i>	April Agustus	April Agustus	April Agustus	April Agustus	April Agustus	Every Year Held Twice
2. Foreign language training and development for lecturers and education staff	Feb Agustus	Feb Agustus	Feb Agustus	Feb Agustus	Feb Agustus	Every Year Held 6 Times
3. Lecturer and educational staff competency development training	Agustus	Agustus	Agustus	Agustus	Agustus	Once a year
4. Capacity building training in using information technology for human resources at the Faculty of Law	Feb Agustus	Feb Agustus	Feb Agustus	Feb Agustus	Feb Agustus	Every Year 3-4 Times
5. Monitoring and evaluating the performance of lecturers and education staff through satisfaction surveys	Juni	Juni	Juni	Juni	Juni	Once a year
6. <i>Workshop teaching and Learning Method</i>	Feb Agustus	Feb Agustus	Feb Agustus	Feb Agustus	Feb Agustus	Every Six Months
7. Improving the system for monitoring and evaluating teaching and learning processes and the quality of lecturers and human resources	Feb Agustus	Feb Agustus	Feb Agustus	Feb Agustus	Feb Agustus	Every Six Months
8. Endeavor to publish legal books on the latest and phenomenal legal issues which are remembered to this day	-	-	-	-	-	4 books in a year
9. Carrying out book review activities or statutory regulations accompanied by exhibitions of quality books	Feb Agustus	Feb Agustus	Feb Agustus	Feb Agustus	Feb Agustus	Once every six months
10. <i>Workshop on academic writing for international publications</i>	Juli	Juli	Juli	Juli	Juli	Once a year

11. <i>International Joint conference on Legal Science and Justice</i>	Agustus	Agustus	Agustus	Agustus	Agustus	Once a year
12. Workshop on writing research proposals	Okt Nop	Okt Nop	Okt Nop	Okt Nop	Okt Nop	2-3 times a year
13. Organizing multimedia training for learning	Feb Agustus	Feb Agustus	Feb Agustus	Feb Agustus	Feb Agustus	Once a year
14. Opening of a new study program	Januari	Januari	Januari	Januari	Januari	Seriously Considered

CHAPTER IV

CLOSING

The Strategic Plan (Renstra) for the Department of Law, Faculty of Law, UPN Veteran, was prepared based on general conditions in the internal environment and external environment as well as related policies in an effort to achieve the vision, mission, goals and objectives that have been set. This Strategic Plan is used as a reference in preparing the Annual Work Plan for the Department of Law, although the strategy and operational steps may change according to dynamics. The Strategic Plan for the Department of Law for 2020-2024 still requires elaboration and refinement into study program plans and is complemented by operational steps and performance indicators to evaluate the success rate of achieving this Strategic Plan. All activities in the work program and budget will refer to the Strategic Plan for the Department of Law. If there are changes in internal conditions and external developments that result in strategic changes or the non-implementation of this Strategic Plan, changes will be made for adjustments.