

Increased Autonomy and its Consequences – The Case Study of Gadjah Mada University

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Background (limitations of resources)

Objective (to be optimal → what should be done?, ..., and how to learn for continuous improvement?)

Approach (how will be the art of practice in managing autonomous university?)

Three main points need new arrangements (Human Resources, Financial Resources, Retirement Security)

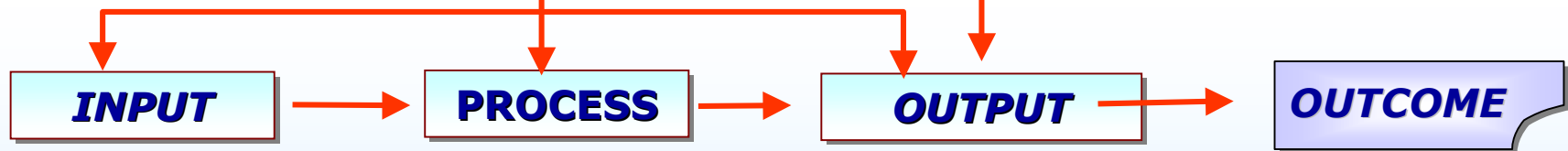
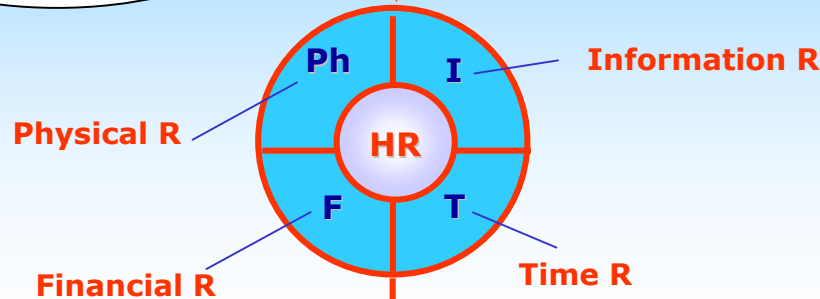
A simple sentence to remember: ***UGM wants to raise a pile***)

Sharing: experience learnt in UGM

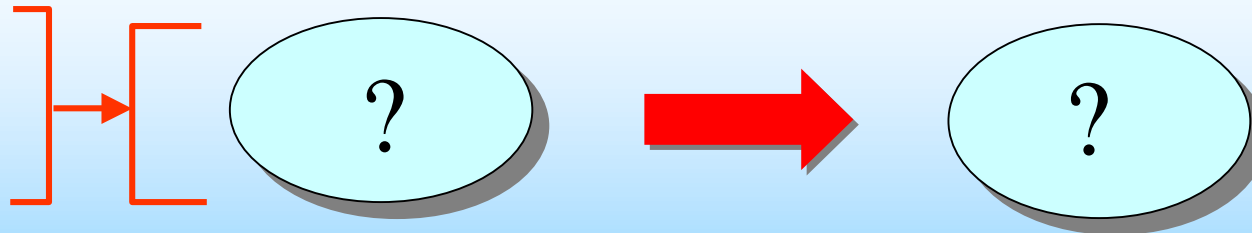
**AUTONOMY →
Learning
process**

**Optimal use of
resources (R)**

- i1 = comprehensive**
- i2 = integrated**
- i3 = effective**
- i4 = efficient**
- i5 = adjustable**
- i6 = acceptable**
- i7 = workable**
- i8 = productive**
- i9 = sustainable**

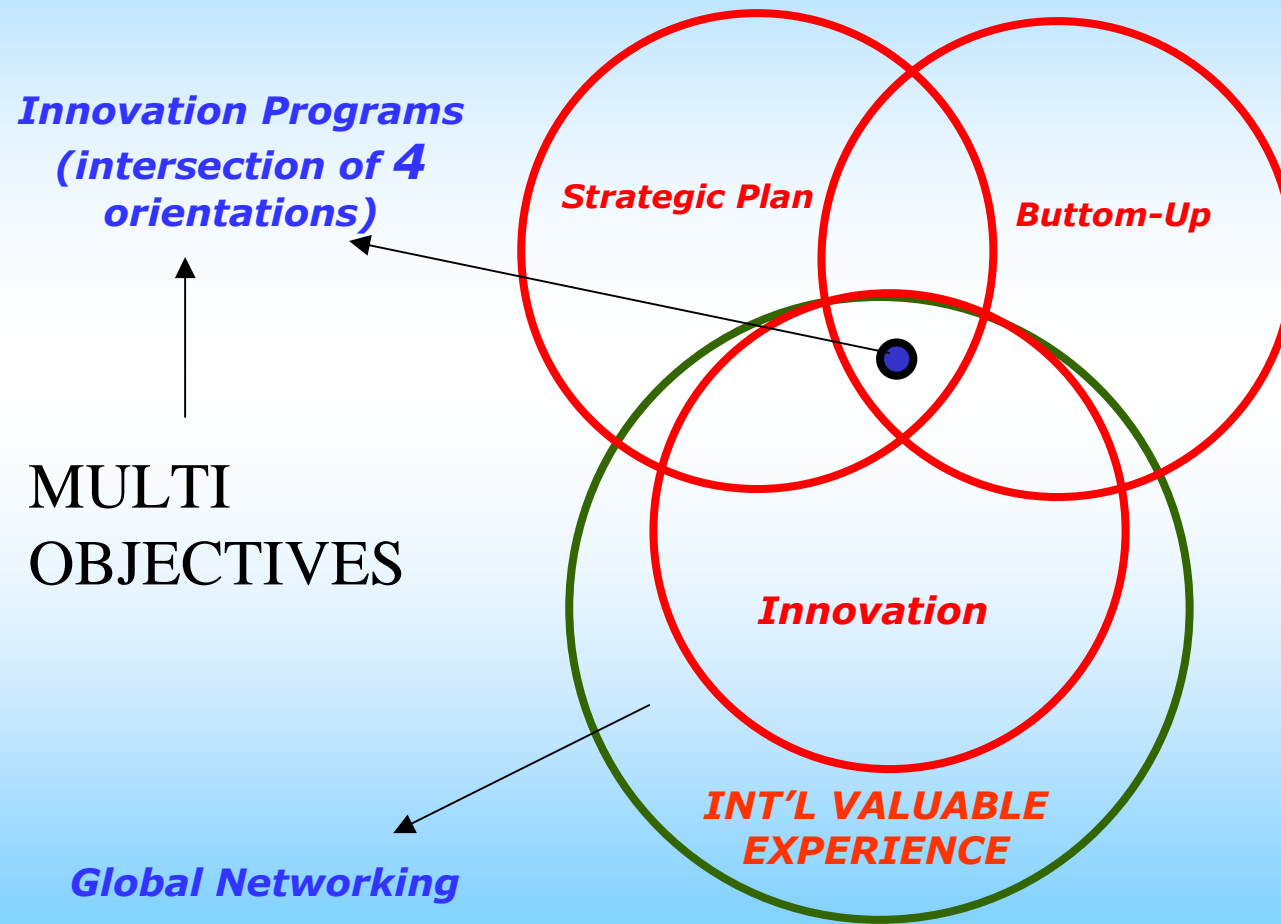


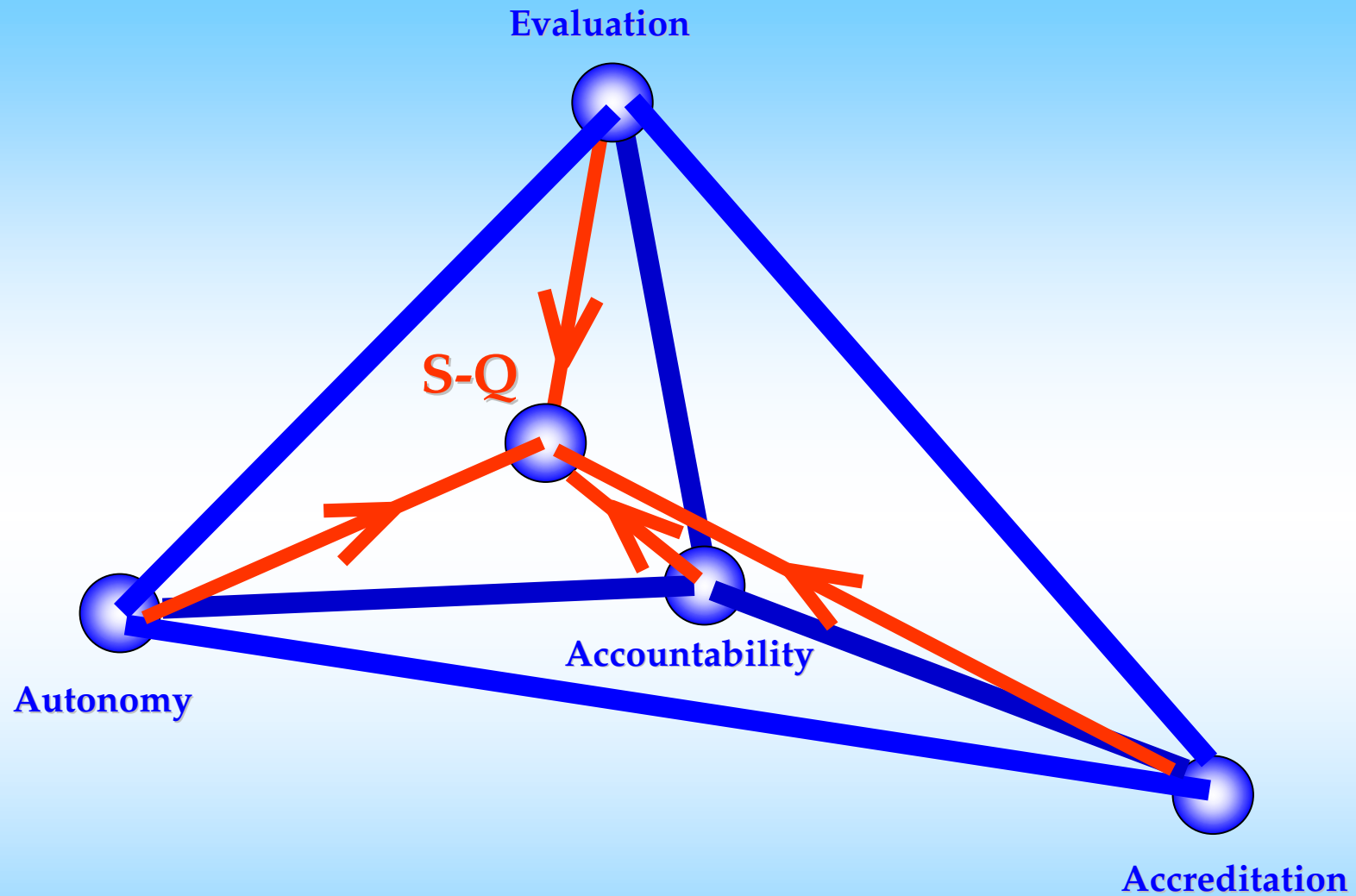
**STRATEGY
HR
FACILITY
FINANCE
Etc,**



**Objective (optimal use of resources → need global
knowledge + local wisdom for appropriate management)**

PLANNING AT UGM





How to arrange the art of practice of
University Autonomy?

UNIVERSITY GOVERNANCE

→ accountability to stakeholders

Board of Trustees

The Board of Auditors

The Academic Senate

Professor Council

University Executive

Faculties, Centers, Clusters, other units

**Balanced Relationships between the center
and other units**

Administrative Bureaus

HUMAN RESOURCES

Academic Staff Planning

Non-Academic Staff Planning

Staff Recruitment

Reward System

Job Flexibility

Performance-Based Remuneration

Other Activities

Working Environment

Staff Appraisal System

FINANCIAL SUPPORT

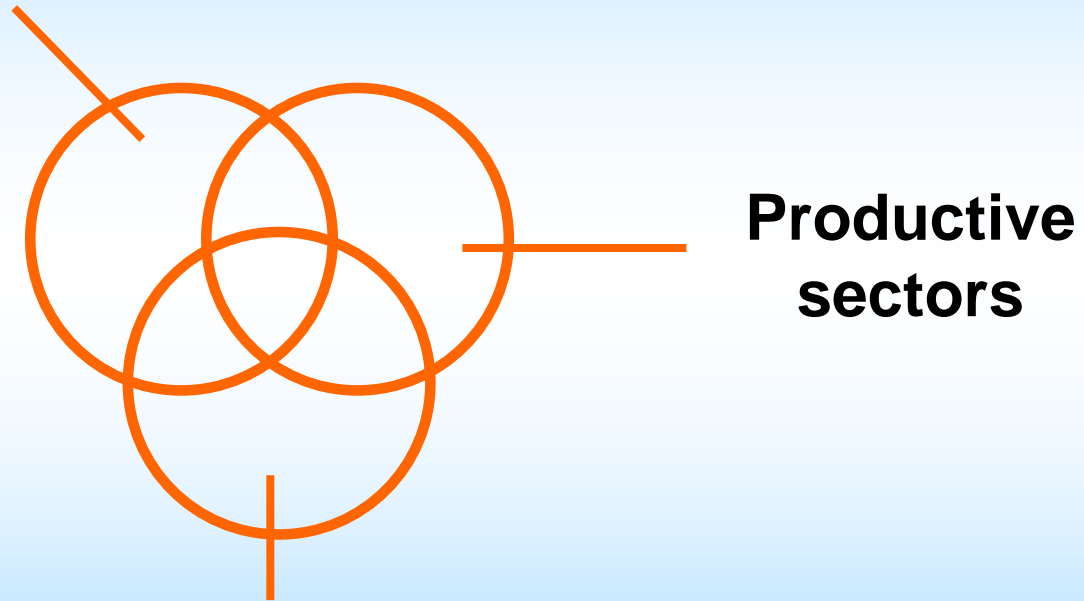
Government

Community

**Productive Sectors (through
cooperation) → Industry**

DGHE as Fasilitator

HE I (Higher Education Institutions)



**Productive
sectors**

**Support units and regulation for HEI, created by
Central Government → competition for grants**

UGM, wants to raise a pile



Conducting Research Based Learning and Community Services

Autonomous University

UGM choice → Become World Class with its specific Identity of Pro-people → rooted in The Indonesia Socio-culture

Good University Governance

Academic

Research

Community Services

Processes →
to fulfill the chosen
performance indicators
of Good U Governance

Processes for the development
through synergizing Academic,
Research
and
Community Services

Increase revenue through win-win
approach among U-C-G-I

Optimal Use of Resources

Human Capital

Information Capital

Organization Capital

Re-wiring mutual-interest partners in global scale

Physical Capital

Shifting Paradigm for creating Synergy between Education and Research

- shift the paradigm of teaching to learning
- enrich the learning materials with scientific research results and optimal method in learning (e.g. STAR approach) → (STAR = Student Teacher Aesthetic Role-sharing)_
- research based learning

Inno01. Student Community Service

- Compulsory 3 credit semester for students
- Compulsory for lecturers
- Group works in the community
- Develop thematic empowering activity
- Synergize community service with research together with education

Inno02 → autonomy in method of
learning → Sinno → Businno

Three in one → 1. Study (expedition), 2. small
business research and 3. community service

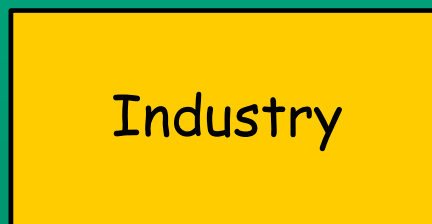
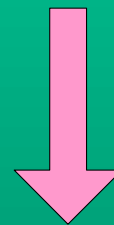
- example → started 2003: an economic
development in a District in East Province of
Indonesia
- several groups → each group of students focused
on different topics:
 - Tourism, small businesses, forestry, fishery,
mining, ..., etc.

Recommendation → new orientation in programs (the specific recommendation is open ended solution, the choice will depend on local condition and local wisdom) → optimize the use of Limited Resources (LR)



General education,
continuing education

STAR approach →
more and more
implemented



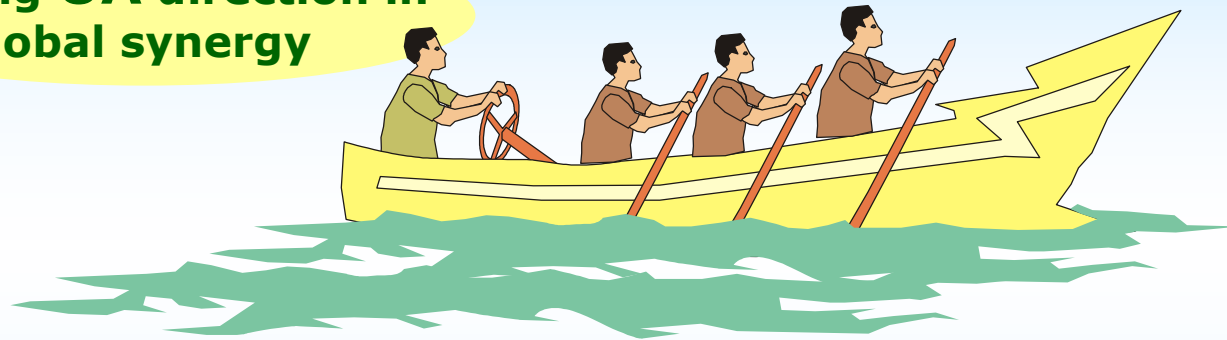
Solutions

Problems

C → Learning society,
dedicated to the interest
and prosperity of people
→ INDUSTRY

**UGM is a learning organization → to learn the art of practice of
University Autonomy (UA) in global partnership, global
knowledge and reinventing it in local context through local wisdom**

**Steering UA direction in
global synergy**



Thank you