Strategic Planning Faculty of Nursing Universitas Airlangga

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Purpose

1. Producing qualified graduates who are able to develop nursing knowledge and practice based on national, ethical and religious moral values and are able to compete at national and international levels.

2. Generating innovative research that encourages the development of science and nursing practice in the national and international scope

3. Generate services that are useful in advancing the welfare and independence of the community based on reasoning and nursing research work

4. Improving the quality of management of study programs on an ongoing basis so that they are able to compete at the national and international levels.

3.8 Target

1. Prospective students and quality graduates
2. Innovative, quality and published research in accredited national journals and reputable international journals
3. Community Service as the implementation of research results
4. Academic excellent

3.9 Strategy

PURPOSE	TARGET	STRATEGY ACHIEVEMENT	INDICATOR	ACHIEVEMENT (YEAR)					
				2015 Base Line	2016	2017	2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Producing quality graduates	Prospective students and students	1. Coordinate with PPMB Airlangga for promotion 2. Coordination with BEM Faculty for promotion 3. Integrating promotions through activities carried out by study programs and faculties 4. Coordination with PPMB and AGE Airlangga for Promotion to Several Countries in LN 5. Promotion through the Faculty website 6. Coordination with PUSBA UNAIR to improve student	The ratio of registrants and the number of students received (strict%)) - S1: SNMPTN pathway SBMPTN Pathway Independent Track Type Transfer Program - Nurse - S2 - S3 - Specialist of Med-Surg Nursing	7.65% 7.14% 21.77% 16.93% 0% 21.33% 0% 0%	7.50% 7% 20% 15% 0% 21% 0% 0%	7% 7% 18% 12% 0% 20% 0% 0%	7% 7% 18% 10% 0% 20% 50% 0%	6.5% 6.5% 16% 10% 0% 18% 50% 0%	6.5% 6.5% 16% 10% 0% 18% 50% 50%
			Students from 3T (students)	2	4	4	6	8	10
			Poor students (students)	155	155	170	170	180	180

PURPOSE	TARGET	STRATEGY ACHIEVEMENT	INDICATOR	ACHIEVEMENT (YEAR)					
				2015 Base Line	2016	2017	2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		TOEFL achievements 7. Conduct Student Recruitment for outbound student periodically 8. Developing MoUs and MoAs with several countries in the LN for outbound and inbound students 9. Evaluate learning outcomes regularly and improve learning methods	Diversity of new students outside of East Java (%)	4.48	5	6	6	8	8
			Number of International students: - S1 - Nurse profession - S2 - S3 - Specialist (Med-Surg Nursing)	4 0 4 0 0	2 0 4 0 0	2 0 4 0 0	2 0 6 1 0	2 0 6 2 0	2 0 6 2 0
			Total student exchange: S1: - Outbound - Inbound S2: - Outbound - Inbound S3: - Outbound - Inbound Sp (Med-Surg Nursing): - Outbound - Inbound	10 3 0 2 0 0 0 0	11 10 0 2 0 0 0 0	12 12 2 4 0 0 0 0	14 14 2 4 0 0 0 0	16 16 2 4 20 0 0 0	20 20 2 4 0 0 0 0
			Average study period for Nursing Study Program (years):S1 - Ners - S2 - S3 Sp (Med-Surg	4 1 2 0 0	4 1 2 0 0	4 1 2 0 0	4 1 2 0 0	4 1 2 0 0	4 1 2 3 0

| PURPOSE | TARGET | STRATEGY ACHIEVEMENT | INDICATOR | ACHIEVEMENT (YEAR) | | | | | |
				2015 Base Line	2016	2017	2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
			Nursing)						
	Student Achievement	1. Coordination with DIRMAWA to get student scholarships 2. Coordination with PPKK Airlangga to improve student service programs (coaching karer, entrepreneurs, etc.) 3. Conduct periodic evaluations regarding service programs and improve service activities for students 4. Setting BEM performance targets for student achievement (DN and LN) 5. Conduct intensive coaching in accordance with the interests and talents of students through the Student PA and PJ	Increase the number of students who receive scholarships (%)	28.7	33	33	35	35	38
			Number of student services	5	6	6	7	7	8
			Graduates work independently	10	10	15	20	25	30
			Amount of funding for student activities (million rupiah)	75	80	100	120	150	200
			National student achievement: - S1 - S2 - S3 - KMB specialist	10 0 0 0	12 1 0 0	15 4 0 0	20 6 0 0	20 8 5 0	25 10 10 0
			Total international student achievements: - S1 - S2 - S3 - KMB specialist	8 0 0 0	8 1 0 0	10 2 0 0	10 2 0 0	12 2 5 0	12 2 10 0

PURPOSE	TARGET	STRATEGY ACHIEVEMENT	INDICATOR	ACHIEVEMENT (YEAR)					
				2015 Base Line	2016	2017	2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		6. Coordination with DIRMAWA for fostering Student Creativity Programs 7. Improve the allocation of student activity expenses 8. Establish a policy of 1 Nursing student (S1) at least 1 achievement at the national / international level (during study at FKP) 9. Give permission and give responses to students who participate in competitive activities both DN and LN 10. Facilitating the publication of student achievement results (Nurse Airlangga Champion) 11. Facilitating promotional costs from sponsors associated with funding specific							

PURPOSE	TARGET	STRATEGY ACHIEVEMENT	INDICATOR	ACHIEVEMENT (YEAR)					
				2015 Base Line	2016	2017	2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		activities in competition activities 12. Give rewards to students who excel at the national or international level							
	Updated curriculum and innovative learning methods	1. Coordinate with PIPS (Learning Innovation and Certification Center) and Dirdik for regular curriculum workshops	Guidebook available for all study programs (S1, Nurse, S2, S3, Nursing Specialist): - Academic Guide - Professional Guide -Learning achievement targets	√ √ √	√ √ √	√ √ √	√ √ √	√ √ √	√ √ √
		2. Period I Field Workshops Periodically to compile curriculum documents, academic guides, RPS profession, etc.	Ownership: - Learning plans for all MKs - Job description - Final project guide (thesis, thesis, and dissertation) -Academic guide (PA)	√ √ √ √	√ √ √ √	√ √ √ √	√ √ √ √	√ √ √ √	√ √ √ √
		3. Coordinate with PIPS for the implementation of E-learning methods	Implement an e-learning method of at least 2 TM (14%) for each course (%)	60%	70%	80%	90%	100%	100%
		4. Coordinate with PIPS for the creation and implementation of the MOOC (Massive Open Online Course) method	MOO and MOOC implementation available for each course (%) available	0%	0%	10%	20%	30%	50%

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				2015 Base Line	2016	2017	2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	Quality graduates	1. Improve PS management through coordination meetings with the field I team 2. Coordinate with Dirdik to conduct periodic evaluations every semester 3. Coordinate with PUSBA to improve Student TOEFL achievements 4. Develop case-based exam questions 5. Involving all lecturers to participate in the item development workshop and item review activities 6. Coordinate with PIPS to update lecturer competencies related to Pekerti and AA (Applied Approach) training	Study period of graduate Nursing (S1) on time: 4 years (%)	97	98	98	99	99	100
			Study period of Nursing Profession Education Professional graduates on time: 1 year (%)	97	98	98	98	99	100
			Graduate School Nursing (S1) GPA> 3 (minimum 3) in%	78%	80%	100%	100%	100%	100%
			PS Ners graduate GPA> 3.5 (minimum 3.5) in%	100%	100%	100%	100%	100%	100%
			Achievements passed first taker competency test (%)	98%	99%	99%	99%	100%	100%
			Achievements of TOEFL ≥ 450 graduates of PS S1 (%)	98%	98%	98%	98%	99%	100%
			Study period of graduate S2 in Nursing 2 years (%)	79,98%	80,95%	96,6%	96,6%	96,6%	96,6%
			Graduate Diploma of Nursing Study Program GPA ≥3.5 (minimum 3.5) in%	92,70%	100%	87%	90%	90%	90%
			Achievements of TOEFL ≥ 500 graduates of Masters Degree in Nursing (%)	90%	100%	100%	100%	100%	100%

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				2015 Base Line	2016	2017	2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
			Study period of S3 S3 Nursing graduates 3 years	-	-	-	-	-	80%
			GPA PS S3 Nursing S3 ≥3.5 (minimum 3.5) in%	-	-	-	-	-	80%
			Achievements of TOEFL ≥ 526 graduates of S3 S3 Nursing (%)	-	-	-	-	-	100%
			Study Period Medical Nursing Specialist Nursing 1.5 years (%)	-	-	-	-	-	-
			GPA PS PS Nursing Medical Surgical Specialists> 3.5 (minimum 3.5) in%	-	-	-	-	-	-
	Alumni	1. Coordination meeting with alumni management to strengthen Alumni Management 2. Coordinate with PPKK for tracher study 3. Coordinate with PPKK (Center for Career and Entrepreneurship Development) for routine socialization of the PPKK	Ownership of alumni ties	√	√	√	√	√	√
			A comprehensive and updated alumni database	30%	50%	60%	80%	90%	90%
			Alumni involved in UNAIR activities	3%	6%	9%	12%	15%	20%
			Alumni who contributed funding to UNAIR	1%	2%	3%	4%	5%	6%
			Alumni who contribute to the assistance of facilities (learning facilities)	20%	25%	30%	35%	40%	45%

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				2015 Base Line	2016	2017	2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		program before the graduation of the Professional Nurses' Education Study Program	Involvement of alumni in academic and non-academic activities (S1, Nurse, S2, S3 and Sp))	10%	10%	15%	15%	20%	20%
		4. Updating alumni data 5. Involving alumni in the activities of curriculum redesign, research, community service, etc.	Alumni who have independent entrepreneurs (%)	0%	0.5%	0.5%	1%	1%	2%
Innovative, quality and published research in accredited national journals and reputable international journals	Research Excellence	1. Coordinate with LPI (Research and Innovation Institute) of Airlangga for Workshop research compilation Roadmap 2. Increase research funding allocation 3. Socializing research grant programs from various funding sources through the WA Faculty group 4. Carry out a	Research roadmap ownership	√	√	√	√	√	√
			Research funding allocation from RKAT (per lecturer in million rupiah)	8.750	8.750	9	9	10	10
			Number of lecturers research with RKAT funds	20	25	30	30	40	40
			The amount of research is funded by DIKTI	2	2	3	4	4	5
			The amount of research is funded by other sources (grants outside the Higher Education) ex. AIPNI, etc.	1	2	2	3	3	4
			Publication of articles in the National Journal,	20	20	25	30	30	35

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				2015 Base Line	2016	2017	2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		mentoring program from the Adjunct Professor program related to scientific articles in preparation for publication in reputable international journals 5. Implement the MoU and MoA with LN institutions related to joint research 6. Making research gates and socializing with other PTs both DN and LN 7. Hold an International Nursing Conference regularly every year 8. Coordinate with PPJBI (Center for Journal Development and Scientific Publication) to	minimum Sprott 2 (number)						
			International Article Writing Assistance through Adjunct professor (number of articles	1	4	6	8	10	12
			Lecturers as members of international researchers (people)	1	1	1	2	2	2
			Conduct a "One Doctor One Scopus Article" Program	2	5	10	12	15	18
			Publication of Reputable International Journal (SCOPUS)	10	12	15	20	50	60
			Lecturer as a review of international journals (people)	1	1	1	1	1	2
			Articles of research on citation (amount)	10	20	30	40	50	60
			Patent / Intellectual Property Products from research results	7	7	10	12	15	17
			Issuing Books (New) with ISBN	5	5	8	10	10	10

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				2015 Base Line	2016	2017	2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		improve the quality of articles that will be published in international journals (reworking) 9. Coordinate with the Airlangga Business and Incubation Development Institute (LPBI) for the management of intellectual property rights and patent rights 10. Allocate reward funds for book publishing							
Innovative, quality and published public services in reputable journals	Community Service Excellence	1. Coordinate with the Airlangga Community Service Institution (LPM) for Workshop in preparation of the Community Roadmap 2. Increase the allocation of community	Community roadmap ownership	√	√	√	√	√	√
			Community budget allocation from RKAT / lecturer (million)	2	2.5	3	4	5	8
			Publication of the results of community service activities in the	50	20	56	68	90	100

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				2015 Base Line	2016	2017	2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		service funding 3. Socializing community service grant programs from various funding sources through the WA Faculty group 4. Implement the MoU and MoA with LN institutions related to joint community service 5. Coordinate with the Airlangga Business and Incubation Development Institute (LPBI) for the management of IPR and Patent Rights 6. Coordinate with PPKK, LPM and LPBI for SME management assistance 7. Collaboration with the Surabaya City Healthy Forum	national level community service journal (% of lecturers)						
			Allocation of funds for community service / lecturers (lecturers)	1.875	1.875	2	2.25	2.5	2.75
			Number of SME Management Assistance	0	2	2	4	4	6
			The number of business incubators is managed by the Faculty of Nursing	1	1	1	2	2	2
			Increasing the number of community services together with the LN Institution	1	2	2	3	3	4
			Number of certificates obtained by lecturers from the Surabaya City Healthy Forum	0	5	10	15	20	25

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				2015 Base Line	2016	2017	2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		for the awarding of certificates for lecturers conducting community service activities in the Surabaya City Region.							
Improving the quality of management of study programs	Improve Academic Excellence	Coordinate with BPM Airlangga University for internal quality audits (AIMS) S1, Professional, S2, S3, SP and Faculty Study Programs regularly	S1 Study Program, Nursing Study Program, S2 Study Program, S3 Study Program, Specialist Study Program and Faculty	Emerging Leader	emerging leader	excellent leader	excellent leader	excellent leader	excellent leader
				Emerging Leader	Emerging Leader	excellent leader	excellent leader	excellent leader	excellent leader
				Emerging Leader	Emerging Leader	excellent leader	excellent leader	excellent leader	excellent leader
				-	-	-	Emerging Leader	Emerging Leader	excellent leader
				-	-	-	-	-	Emerging Leader
				Emerging Leader	Emerging Leader	Emerging Leader	excellent leader	excellent leader	excellent leader
		Submitting accreditation for S1 and Professional Nurses to LAMPT Kes	Grade A	A	A	A	A	A	A
		Submitting accreditation of Masters Degree to LAMPT Kes	Grade A	B	A	A	A	A	A
		Submitting PS S3 accreditation to LAMPT Kes	Grade A	-	-	-	-	-	A

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				2015 Base Line	2016	2017	2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		Submitting PS Specialist accreditation to LAMPT Kes	Grade A	-	-	-	-	-	-
		Submitting PS S1 and PS Nurse Certification to AUN	AUN Certified	-	-	-	√	√	√
		Submitting Master's PS Certification to AUN	AUN Certified	-	-	-	-	√	√
		Apply for international accreditation (ACEN / ASIIN) for undergraduate study programs and professional nurses	Internasional Accreditation	-	-	-	-	-	√
		Apply for international accreditation (ACEN / ASIIN) for Masters Degree	Internasional Accreditation	-	-	-	-	-	√
	Lecturer	Increase the quantity of lecturers	Propose to the Chancellor through the HR Director for the addition of new lecturers with S3 / Sp qualifications to meet the SN-DIKTI standard ratio	√	√	√	√	√	√
			Lecturer to student ratio for Nursing Study Program (S1) = 1:30	1:25-30	1:25	1:24	1:22	1:21	1:20
			The ratio of clinical supervisors to students of Nursing Education PS = 1: 8	1:8	1:8	1:8	1:8	1:8	1:8
			Ratio of thesis	1:15	1:10	1:10	1:10	1:10	1;10

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				2015 Base Line	2016	2017	2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
			supervisors with master's degree students = 1:10						
			The ratio of promoters to S3 students is 1: 3	-	-	-	1:3	1:3	1:3
			Ratio of clinical advisors to Specialist PS students	-	-	-	-	-	1:4
		1. Increase the number of lecturers who study assignments to S3 S3 2. Increasing the academic position of the lecturer from lector to associate professor 3. Enhancing academic positions of lecturers from Head Lecturer to GB 4. Facilitating lecturers who do not yet have SERDOS to get SERDOS 5. Increasing permanent	Jumlah Doktor (%-orang)	13.3% (7)	17.7% (8)	24.4% (11)	33.3% (15)	42.2% (19)	53.3% (24)
			Jumlah Doktor (% jml dosen)	16	16	20	25	30	34
			Kepemilikan jabatan akademik lektor kepala (%-orang)	6.8% (3)	11.3% (5)	13,3% (6)	17,8% (8)	22,2% (10)	26,7% (12)
			Number of Professors (% of people)	2.2% (1)	2.2% (1)	2.2% (1)	6.6% (3)	6.6% (3)	11.1% (4)
			Serdos ownership	22	22	25	30	35	40
			Lecturer as an international guest lecturer	4	4	6	8	10	10
			Business incubator is managed	1	1	1	2	2	2

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				2015 Base Line	2016	2017	2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		lecturers as visiting professors							
	Non-SPP / SP3 income target	Increase non-SPP / SP3 income	NON SPP & SP3 (in billions)	1,68	1.68	1,81	2,08	2,68	3,17
			NON SPP & SP3 (% Total Revenue)	15		16	18	22	25
	Budget	Budget absorption according to RKAT	Development (Million IDR)	1.059.069.000	1.059	1.3	1.4	1.5	1.6
			Operational (Million Rp)	4.635.706.000	4.635	4.8	4.9	5	5.1
			Management (Million IDR)	2.355.880.000	2.355	2.4	2.45	2.5	2.55
	Educational Personnel	Increase the number of tendons to meet the ratio and propose to the Chancellor to increase the number of tendons to meet the ratio Propose to the Rector to increase the number of tendons to meet the ratio	Tendik Ratio with students 1:25	1:30	1:30	1:25	1:25	1:25	1.25
		Increase tendency competence	Competent test according to their duties and responsibilities	√	√	√	√	√	√
		Facilitating the tendency to continue study to D3 / S1 / S2	Minimum basic education for D3 (100%)	60%	60%	70%	70%	80%	80%
Faculty Holding	Training Development	Each department and division conducts training activities for students and the	Each department 1x annual training activities	1 event	2 event	3 event	3 event	3 event	3 event

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				2015 Base Line	2016	2017	2018	2019	2020
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		professional community							