SUMMARY

ANNUAL REPORT
(SELF EVALUATION REPORT)
FACULTY OF LAW
ACADEMIC YEAR 2022/2023

UNIVERSITAS TRISAKTI
JAKARTA
2023

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1. Vision, Mission, Objectives, and Strategies

The vision of Trisakti University's Faculty of Law is "to become a reliable, international standard Faculty of Law while still paying attention to local values in developing legal science to improve the quality of life and civilization." The Faculty of Law has established a mission that aligns with its vision. This mission is to enhance the faculty's involvement in producing Bachelor of Laws, Master of Laws, and Doctor of Laws who possess intellectual prowess, adhere to international standards, and embody the Trikrama Trisakti character. This will be achieved through research and teaching endeavors, as well as by developing a body of law science grounded in local values. The goal is to address domestic challenges while improving the quality of life and civilization. Four strategies comprise the approach to attaining the organization's objectives, vision, and mission: input development, process development, output development, and outcome development.

2. Management, Governance, and Cooperation

The Faculty of Law offers three study programs: the Bachelor of Laws (SIH) Study Program (regular morning and afternoon classes), the Master of Laws (MIH) Study Program (regular and executive classes), and the Doctor of Laws (DIH) Study Program. The Bachelor of Laws Study Program has an "A" accreditation status and is internationally certified by Asean University Network Quality Assurance (AUN QA), while the Doctor of Laws Study Program has an "Excellent" accreditation status. In the future, the Faculty of Law at Trisakti University (FH USAKTI) plans to improve certification and other international standards. Governance refers to the organizational structure, mechanisms, and processes of faculties and study programs that are controlled and directed to achieve their vision, as well as to carry out tasks, functions, and main duties in accordance with Trisakti University (USAKTI)'s Bylaws in 2015 and Trisakti University's Organization and Work Procedure Guidelines (POTK) in 2017. In terms of cooperation, the Faculty of Law has worked with various state institutions, government and non-government institutions, international organizations, and legal professional organizations to support study programs in implementing the Strategic and Operational Plans. Faculty collaborations with partners totaled 38 (28 domestic and 10 MoA abroad). The cooperation is being implemented through 11 collaborations in education and teaching, 3 collaborations in research, and 4 collaborations in community service. The MoA meets the targets outlined in the Strategic Planning and Operational Planning.

3. Students

USAKTI Rector Regulation No. 08 of 2022 concerning the Implementation of Quality Standard Documents for Information Systems, Cooperation, Students and Alumni, Governance and Governance dated June 20, 2022 stipulates the minimum criteria for Trisakti University student standards compiled in the Quality Standard Documents for Student and Alumni Specificity as an implementation of the Trisakti University Internal Quality Assurance System (SPMI). with criteria: (1) New student admission system; (2)

Conducive campus life; (3) New student potential and achievement data collection system; (4) Career development services and job information; (5) Access and services to students; (6) Student Code of Ethics; (7) Student satisfaction survey; (8) Graduate tracking; (9) Student Exchange; (10) Alumni Relations.

Quality Standards for Student Specificity of Trisakti University, is a guideline for preparing plans and implementation of academic activities as well as a foothold for the development of resource programs, activity procedures and academic evaluation.

Formal policy and standard documents include:

1. The Faculty of Law's new student recruitment policy refers to the Technical Guidelines for New Student Admissions of Trisakti University for the 2022/2023 Academic Year.

2. The new student admission process begins with announcing the opening of new student registration through mass media and websites www.trisakti.ac.id and https://spmb.trisakti.ac.id.

3.1 College Standards and Strategies for Achieving Standards

In accordance with the Trisakti University Student and Alumni Standards 2022 document, the achievement of standards is carried out with the following strategies: (1) The leadership of the relevant units encourages proactive participation, coordination and collaboration of all parties involved; (2) Identification and optimization of resources owned; (3) Creating operational Key Performance Index (KPI) derivatives in each related unit; (4) Creating individual activity checklists for all parties involved; (5) Conducting identification of problems as early as possible and focus on solutions; (6) Conducting monitoring and evaluation using a university audit format that can be modified as needed; (7) Effective and efficient data processing. The preparation of strategies for achieving student standards is also carried out by referring to the Faculty of Law Strategic Plan 2020-2025 and the FH USAKTI Operational Plan to formulate the following strategies. (1) Improving services in the form of assistance and debriefing for students in activities / competitions / competitions organized by the Directorate of Learning and Student Affairs and the Ministry of Education and Culture-Ristek National Achievement Center; (2) Improving services in the form of assistance and debriefing for students in activities / competitions / competitions organized by various parties other than the Directorate of Learning and Student Affairs and the National Achievement Center, Ministry of Education and Culture-Ristek, both at the provincial, regional, national and international levels; (3) Advancing services in the form of assistance and provision for students in activities/competitions/competitions in the field of student entrepreneurship and preservation of national culture; (4) Improving information and publications about the Faculty of Law by conducting regular updates on the website, social media, print and electronic media; (5) Optimizing information and publications about the Faculty of Law on websites, social media, print and other electronic media

compiled in Indonesian and English (bilingual); (6) Increasing information and publication of lecturer and student activities on websites and other social media; (7) Increasing cooperation for foreign student programs; (8) Increasing cooperation for student exchange programs; (9) Improving the recruitment and selection system of new students; (10) Developing a new student selection system based on portfolio presentations; (11) Developing online promotional media including websites, Facebook pages, Instagram, YouTube, twitter, tik tok to reach prospective students; (12) Conduct periodic socialization of scholarship programs from Trisakti University, Higher Education, and Regional Government. Student standards are implemented by involving the Vice Dean I, Head of Study Program, Vice Dean III, Assistant Vice Dean III, and all related educational staff. The control mechanism for achieving the set strategy is conducted by internal quality audits by the Quality Assurance Agency (BJM) of Trisakti University. The audit is conducted periodically every year.

3.2 Evaluation of the achievement of KPI targets:

No	Key Performance Indicators	Target Score 4 from the National Accreditation Board for Higher Education (BAN-PT)	2021-2022 Outcomes	Analysis method
1	2	3	4	5
C3.4.a)	Ratio of applicants to the number of new students	Ratio ≥ 5	S1 = 76% S2 = 28% S3 = 28%	Data are available in the Study Program Performance Report
	Percentage of foreign students to the total number of students	Percentage ≥ 1%	0,0008%	Study Program Performance Report (only 2 international students)
C3.4.b)	Efforts made by the Study Program Management Unit and Study Program to increase the interest of prospective students and evidence of its success	Selection stringency score = 4 or the Management Unit makes efforts to increase the interest of prospective students	S1 = 76% S2 and S3 = 56%	Via faculty and university promotion
C3.4.c)	Availability of student services in the fields of: interests and talents, career guidance and entrepreneurship, welfare (counseling, scholarships, and health).	Service types cover 3 areas and all welfare services are available.	S1 = 100% S2 and S3= 80 %	Types of services are integrated with the faculty, but not all types of services are available in the Study Program
C3.4.c	Access and quality of student services	There is easy access and good service quality in 3 service areas	S1 = 100% S2 and S3 = 80 %	Types of services are integrated with the faculty, but not all types of services are available in the Study Program

3.3 S.W.O.T Analysis

Based on the description above, an analysis of Strengths, Weaknesses, Opportunities, and Threats (S.W.O.T) is given as follows:

a. *Strength*: The faculty of Law Trisakti University has the following strengths: 1).

Adequate infrastructure facilities; 2). Various types of scholarships are available; 3). Adequate funding; and 4). Adequate and qualified education personnel.

b. *Weakness*: The weak points are as follows: 1) a lack of educational staff; 2) a lack of data and supporting documents for integrated student services; and 3). Not yet capable of maximizing online media as a means of promotion (4). The number of international students is minimal; 5). Study Program collaboration with other institutions is not optimal for S2 and S3 study programs to increase prospective students' interest.

c. *Opportunities*: Some of the opportunities that can be utilized are as follows: 1). Increased creative and innovative promotion through borderless online media facilities; 2). Intensification of the cooperation that has been built; 3). Extensification of international cooperation by prioritizing developing countries in adding international students; 4). Increasing the quality and quantity of the active role of alumni; 5). Information technology (IT) is utilized to develop a system that integrates various student services.

d. *Threats*   : The Faculty of Law at Trisakti University faces the following challenges: 1). More and more universities are implementing information systems; 2). Stakeholder demands are increasing; 3). The competition for the recruitment of university students has increased.

## 3.4 Student Quality Assurance

FH USAKTI completed the stages of the quality assurance process in accordance with the standards and cycles of determination, implementation, evaluation, control, and improvement. (1) The Determination Stage is stated in the Faculty of Law's Strategic and Operational Plan 2020-2025, which includes strategic plans and development plans for Student Affairs and alumni, as well as performance indicators and annual achievement targets. (2) Implementation Stage, as outlined in the annual work program, to carry out the strategic plan and meet the annual targets. The work program is developed through a collaborative meeting of leaders, including the Dean, Deputy Dean III, Head of Study Program, Assistant Deputy Dean III, and Administration. (3) Evaluation Stage is carried out by the study program's internal and external evaluation teams (BJM auditors). So far, the Internal Quality Assurance System has been used to evaluate academic quality, while non-academic evaluation is limited to the financial sector, and non-academic facilities and infrastructure have not been implemented. The annual internal quality audit results are submitted to the study program and faculty in the form of audit results documents. (4) Control Stage: Control is carried out by study programs and faculties that will be considered when conducting follow-ups. (5) The Improvement Stage and Evaluation Results Follow-Up. In 2021/2022, Deputy Dean I

conducted a follow-up on the findings of the internal quality audit in the tridharma field, resulting in the creation of several documents and guidelines.

4. **Human Resources**

The Faculty of Law has 97 permanent lecturers. The student-lecturer ratio (actual) in the Bachelor of Law Study Program is (78: 2579) 1:33.06; Master of Law Study Program (11: 341) 1:31, and Doctor of Law Study Program (8: 137) 1:13.7. Permanent Lecturers of FH USAKTI who have a doctoral qualification are 74.3%, certified as educators as many as 60 lecturers. The Academic Position of Permanent Lecturers is as follows: Lecturer: 14; Assistant Professor (ASA): 25; Assistant Professor: 39; Associate Professor: 18; and Professor: 4 people, which are currently in progress. Permanent Lecturers are taking care of academic positions. The number of education personnel currently totals 43 people.

Policies related to Lecturers and Education Personnel refer to Law Number 12 of 2012 concerning Higher Education, Law Number 14 of 2005 concerning Teachers and Lecturers, Government Regulation Number 37 of 2009 concerning Lecturers, Minister of Research and Technology Regulation Number 44 of 2015 concerning National Higher Education Standards revoked by Minister of Education and Culture Regulation No. 3 of 2020, as well as other laws and regulations in force in the Republic of Indonesia. Policy for Lecturers and Education Personnel at Trisakti University. Policies outlined in Trisakti University's Bylaws and Statutes are elaborated in the Rector Regulation of Trisakti University Number 5 of 2017, dated March 20, 2017, regarding Trisakti University's Human Resources Management Guidelines and Quality Standards 2021. The ratio of the number of permanent lecturers who meet the requirements of lecturers in each study program has met the standards; however, the ratio of permanent lecturers to the number of students in S1 study programs is slightly higher than the ideal ratio of 1:33. S2 and S3 met the standards. The proportion of lecturers with the functional position of Professor to the total number of permanent lecturers is 2%, which is still far below the standards established.
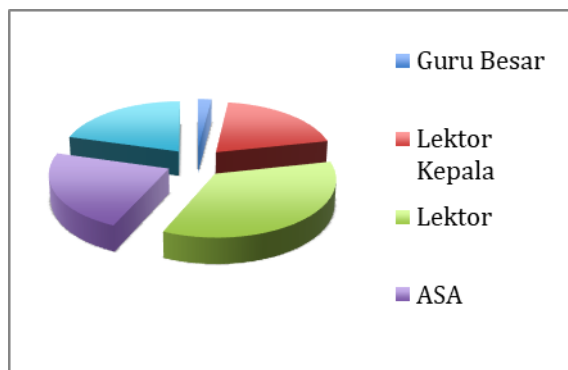
- The percentage of lecturers who are certified professional educators compared to the number of permanent lecturers is 61.22%, but it still has to be improved.
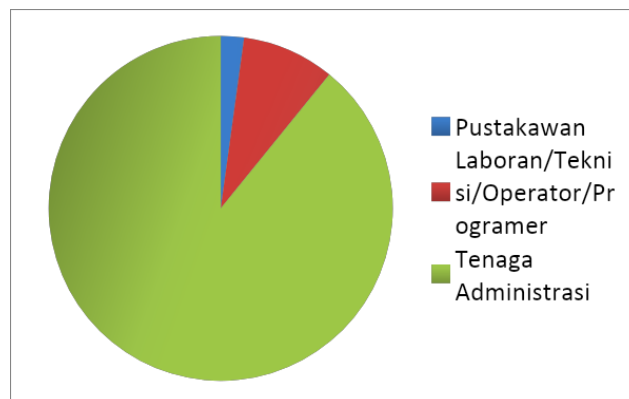
- The percentage of non-permanent lecturers to the total number of lecturers is still very large compared to what is determined in the accreditation form assessment matrix and the rules of the Regulation of the Minister of Education and Culture Regulation 3/2020.

Table 11: Ratio of Permanent Lecturers (DT) and Non-permanent Lecturers (DTT) Real Data

No.	Faculty	Number of Permanent Lecturers	Number of Non-Permanent Lecturers	Total number of lecturers	Ratio Permanent Lecturer: Non-permanent Lecturer
1	Bachelor	78	67	145	53.79%:46.21%
2	Master	11	31	42	26.19%:73.81%
3	Doctorate	8	8	16	50%:50%
Total		97	106	203	46.41%:52.21%

After starting as executors, education personnel can advance to non-academic structural positions. The age limit for appointment in structural positions is up to four (four) years before the average retirement age; education personnel who excel are allowed to pursue further studies in their field of knowledge and work. Currently, the Faculty of Law employs 43 education personnel, including 36 in the Undergraduate Study Program (S1), two in the afternoon class, three in the Masters Study Program (S2), and two in the Doctoral Study Program (S3).

Educational background of education personnel

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The average number of recognitions for the achievements/performance of lecturers to the number of permanent lecturers in the last 3 years, has reached a score of 4 from the accreditation form assessment matrix. The adequacy and qualifications of education personnel based on the type of work (librarians, laboratorians, technicians, etc.), has achieved a score of 4 from the accreditation form assessment matrix.	**S**	**W**	The results of the user satisfaction survey are not yet available; therefore a survey needs to be carried out in the coming year.
Lecturers will find it easier to apply for academic functional positions, particularly Associate Professor and Professor. Ease for lecturers to apply for academic functional positions, particularly Associate Professor and Professor. Education personnel have the opportunity to hold non-academic structural positions after beginning their career as executors.	**O**	**T**	Optimizing available permanent lecturers to teach in study programs that require and recruiting prospective permanent lecturers with fields of knowledge that are linear with their study programs. Requiring every lecturer and education staff to fill out satisfaction questionnaires, analyzing the results of feedback periodically at least once a year and following up on the results of feedback from lecturers and education staff.

5. Finance, Facilities, Infrastructures

5.1 Background

According to Article 52 paragraph (1) of Law No. 12 of 2012 on Higher Education, quality assurance is a systemic activity that seeks to improve the quality of Higher Education in a planned and sustainable manner. Furthermore, Article 2 paragraph (1) of the Regulation of the Minister of Research, Technology, and Higher Education of the Republic of Indonesia No. 44 of 2015 on National Higher Education Standards states that the National Education Standards include National Education Standards, National Research Standards, and National Community Service Standards. In accordance with the aforementioned legal basis, the Faculty of Law requires the development of university quality standards with a future orientation.

5.2 Policy

Financial management policies are regulated by: Government Regulation No.19 of 2005 on National Education Standards, Article 1 point 10; Presidential Regulation No.10 of 2005, on National Standards of Higher Education, Article 62 Minister of Education and Culture Regulation No. 3 of 2020 on National Standards of Higher Education, articles 42, 43 and 44; Statute of Trisakti University Year 2023; Academic Policy of Trisakti University; Strategic Plan of Trisakti University FY. 2014/2015 - 2019/2020; Operational Plan of Trisakti University FY. 2014/2015 - 2019/2020; USAKTI Budget Preparation and

Implementation Guidebook; 1994 Accounting Guidelines; Quality Standards and Rector Regulation no. 8 of 2018.

Formal facilities and infrastructure management policy document:

1. Decree of the Rector of Trisakti University No.238/USAKTI/SKR/VIII/2000 on the Reorganization of the Use and Management of Buildings in Trisakti University Campus.

2. Decree of Rector of Trisakti University No.281/USAKTI/SKR/X/2006 on Goods Management Guidelines of Trisakti University.

5.3 Conclusion of Evaluation Results of Achievement of Financial Standards, Facilities and Infrastructure and Follow-Up

1. The evaluation of the achievement of financial standards was mostly unsuccessful. For example, the financial standard for educational operational costs per student per year remains less than IDR 20 million per year (National Accreditation Board for Higher Education Standards). Research funding also falls short of these standards.

2. The available infrastructure (land and buildings) is sufficient for the implementation of education, research, and community service.
   - Total land area 92,780 m^2.
   - There are 378 lecture rooms, with an average lecture room area of 7.89 m^2 per student, with a large range of ratios between 5.19 - 15.11 m^2 per student.
   - There are 378 lecture rooms, with an average lecture room area of 7.89 m^2 per student, with a large range of ratios between 5.19 - 15.11 m^2 per student.
   - There are 552 lecturer workspaces, with an average workspace of 10.74 m^2 per lecturer. Infrastructure and facilities for students with special needs are still partial, and there is no documentation for this facility.

3. The teaching and learning process facilities are sufficient and functioning well. Laboratory facilities are self-owned, and in a well-maintained condition. No information has been obtained on the suitability and adequacy of laboratory facilities.

4. The library collection is sufficient, including textbooks, e-books, national journals accredited by DIKTI / Indonesian Institute of Sciences, national and international journals, international e-journals, proceedings, etc., all of which can be accessed online.

5. Administrative information systems that are available and accessible via the internet are academic information systems, libraries, and tracer studies. The

information system is still unable to meet the institution's needs to obtain data from within the scope of Trisakti University quickly, accurately and safely.

Problems and Root Causes

1) The root of the problem in the finance department is that Beasiswa Pendidikan Indonesia (BPI) does not function properly. Therefore, there is no regular evaluation process in the executive for the finance department. Because the BPI is not functioning, all regulations governing financial accountability and financial reports have not been revised in a long time and may no longer be appropriate.

2) There is no policy document on the infrastructure and facilities management (planning, procurement, utilization, maintenance, and elimination). Currently available documents are:
   - Retribution Letter on building use
   - Goods management guidelines (procedures) are policies in managing facilities and infrastructure.
   - In accordance with the building use retribution letter mentioned above, the building is managed by the faculty, including the regulation of classroom use. The absence of integration in the classroom use (lecture schedule) causes differences in the ratio of classroom area per student for each faculty, so there are faculties with a ratio of classroom area < 6 m^2 per student.

Comparison of the standards of infrastructure and facilities contained in the Quality Standards to the standards of infrastructure and facilities according to the Higher Education Accreditation of the National Accreditation Board for Higher Education, as follows:

Improvement and Development Plan

1. The improvement and development plan immediately activates the BPI on the financial criteria. All finance-related regulations and standards must be revised and adjusted to the latest regulations. The audit committee should immediately audit the financial statements using the services of an external auditor, selected through an accountable process.

2. Reviewing and completing policy documents and quality standards for infrastructure and facilities in order to guide the development of infrastructure and facilities in supporting the implementation of education and teaching, research, and community service.

3. Conducting an evaluation of facilities and infrastructure as the basis for preparing maintenance, elimination, and development plans.

4. Accelerating the availability of access for students with special needs

5. Reviewing the sectoral scheduling policy of lecture halls, to improve the utility of each room and comfort for students.

6. Reviewing policies and organizations related to the management and

development of information systems especially for administrative and learning activities.

7. Accelerating the procurement of an integrated administrative information system, which meets current needs and anticipates future needs that can be used for efficient and effective decision-making.

8. Strengthening the unit in charge of managing the learning information system and providing up-to-date and easy-to-use e-learning facilities to lecturers and students.

6. Academics

1. In the Faculty of Law Strategic Plan 2020-2025, the goal of the Faculty of Law of Trisakti University is to produce graduates who are knowledgeable in law, virtuous, intelligent, healthy, independent, creative, innovative, have Trikrama Trisakti character, have social sensitivity, are able to work together, communicate and develop an entrepreneurial spirit (entrepreneurship) that is fair, wise and respects the diversity of the nation and has global competitiveness. The target of curriculum development of the Faculty of Law in 2023 is the achievement of complete curriculum documents and evaluation so that they are continuously updated with the implementation of joint curriculum cooperation with partners and stakeholders. The strategy of the Faculty of Law, Trisakti University in achieving higher education standards related to education and educational processes, can be seen in the Faculty of Law 2020-2025 Strategic Development Strategy and Work Program, which is to establish an operational curriculum in 2023. Major changes have been made to the curriculum, meeting the competency standards of graduates (Indonesian National Qualifications Framework - KKNI) and implementing outcome-based learning (Outcome Based Education - OBE). The changes resulted in the 2023 Operational Curriculum, which was issued based on the Trisakti University Rector Regulation Number: 15 of 2023, dated July 17, 2023 concerning the Implementation of the Operational Curriculum for Study Programs within Trisakti University in 2023. The Faculty of Law has integrated research activities, Community Service and teaching and learning activities that follow the University's Road Map of Research and Community Service with national standards.

2. In the Faculty of Law Strategic Plan 2020-2025, the Faculty of Law of Trisakti University plans to strengthen the learning system and quality control of the learning process, so in the work program of the Faculty of Law of Trisakti University and taking into account the results of the Internal Quality Audit in 2020/2021, a Working Meeting was held to follow up on the findings, namely: Implementation of a comprehensive learning outcome assessment method including hard skills and soft skills; Implementation of learning to support the fulfillment of learning outcomes; Updating the content of the Study Learning Plan according to learning outcomes and blended learning models with the OBE

system; Developing online learning content that accommodates personal and / or group learning, as well as theory and / or practice learning; Making a Portfolio for each course made by the lecturer in charge of the course; Implementation of MBKM (Internships, Student and Lecturer Exchanges, Applied Technology Independent Business Courses) which is the implementation of policies in Permendikbud No.3 of 2020. Related to the work program has been carried out at the Working Meeting of the Faculty of Law, Trisakti University for the 2021/2022 Academic Year, namely on June 15 to August 02, 2021, based on the Decree of the Dean of the Faculty of Law, Trisakti University number 058/SKD/FH/VI/2021, dated June 14, 2021, by doing the following:

- Follow up on Quality Internal Audit (AMI) findings FY 2020/2021
- Inhouse-training with resource persons from the Trisakti University Quality Assurance Agency (BJM Usakti) online on June 17, 2021, namely related to explanatory material about OBE, the Higher Education Curriculum according to the OBE-based Indonesian National Qualifications Framework supporting MBKM, how to assess Graduate Learning Outcomes and Course Learning Outcomes (CPMK).
- Completion of updating the Study Learning Plan according to learning outcomes and blended learning models, methods of assessing learning outcomes as a whole including hard skills and soft skills, as well as study materials and learning methods that support the fulfillment of Graduate Learning Outcomes and Course Learning Outcomes.
- Preparation of technical preparations for the implementation of Blended Learning to anticipate if limited offline lectures are allowed during the COVID-19 pandemic.

3. In February-June 2023, a series of activities were held in the framework of the Working Meeting of the Faculty of Law of Trisakti University for the 2022/2023 Academic Year, the implementation of which was determined by the Decree of the Dean of the Faculty of Law of Trisakti University Number 007/SKD/FH/II/2023 concerning the Appointment of the Implementation Team of the Working Meeting of the Faculty of Law of Trisakti University for the 2023/2024 Academic Year dated February 14, 2023. As discussed and approved in the series of work meetings, among others: Following up on the results of the internal quality audit for 2021/2022, including making determinations up to the improvement of the specific standards of the Additional Performance Indicators of the Faculty of Law, Trisakti University according to the Planning Implementation Evaluation Control and Improvement (PPEPP) cycle; The Bachelor of Law Studies Program makes significant changes to the curriculum based on the provisions of Higher Education and takes into account input from stakeholders, teaching & professional associations; Master of Law Study Program does not make major curriculum changes because it will only change majorly in 2021; Doctor of Law Study Program only makes minor changes to the curriculum by synchronizing according to the provisions in the Higher Education curriculum guidelines; Changes to

Internship Guidelines, Thesis Guidelines and MBKM Guidelines; In-house training on how to make course portfolios as a refresher with resource persons from the Trisakti University Quality Assurance Agency.

4. The curriculum has been based on the Indonesian National Qualifications Framework and OBE in the Bachelor of Laws, Master of Laws, and Doctor of Laws Study Programs so that it has standardized graduate competencies according to the Minister of Education and Culture Regulation No. 3/2020.

5. Having lecturers with good qualifications with a ratio of 1; 30 which is sufficient for the implementation of the learning process.

6. Able to implement MBKM

7. Obtained A accreditation 6 (six) times and AUN QA certified and will go to excellence through the Instrument of Conversion Supplement (ISK) for Bachelor of Laws and Doctor of Laws study programs.

8. Evaluation results in 2021/2022, both study programs and faculties, have conducted follow-up on the results of internal quality audits ("AMI") in the tridharma field. The root of the problem related to education based on the findings of the AMI of the Bachelor of Laws Study Program is the less interesting instruction model during the interaction of lecturers and students in teaching. This is due to the fact that lectures are still using the online system as a whole in the academic year, so that 2021/2022 the interaction between lecturers and students is still limited. The undergraduate study program has followed up on the improvement recommendations by conducting LMS training for lecturers and staff (Moodle and Think Link) to support online and blended learning. Regarding the Master of Law study program, from the results of AMI 2021/2022 in the field of education, it was found that there is no more detailed assessment rubric (so that the assessment is more objective) and there is no written / documentary evidence in case of complaints from students. In this case, the master's program follows up by making a detailed assessment rubric for each course so that the assessment is more objective, transparent, and valid. In addition, the master's program will create a portfolio for each course. Meanwhile, based on the findings of AMI for doctoral study programs, the computerized assessment system for achieving Course Learning Outcomes and Graduate Learning Outcomes has not been made based on course portfolios. The follow-up conducted by the doctoral program is to conduct portfolio training and create a new portfolio.

	S	W	
- Having more than 75% of lecturers with doctoral degrees. - Adequate internal funding sources to carry out Teaching Education for Bachelor, Master, and Doctoral Law Study Programs and their sustainability. - Have the ability to fund to follow FIBAA and ISO international accreditation.			- There are only 2 professors, the number of Associate Professors is minimal and lecturers pay less attention to increasing their academic positions because they generally find it difficult to fulfill the requirements for academic promotion. - Infrastructure still needs to be equipped with IT that can facilitate hybrid/ blended learning. - - Need 2 years of preparation to follow accreditation
	O	T	
- Create a curriculum that is in line with foreign Law Faculties to build summer courses, student exchanges, dual degree / twin degree international classes. - There are still many opportunities for cooperation to obtain external funds and develop affiliations that can be utilized to fulfill infrastructure. - FIBAA is an accreditation recognized by DIKTI which has been followed by many other universities in Indonesia, both public and private.			- There are many universities that have a Faculty of Law with a similar curriculum at a low cost. - Other universities with good infrastructures are a tough competition for the Faculty of Law, Trisakti University. - Currently, the Study Program has been accredited by FIBAA.

7. Permanent Lecturer Research involving Students

According to Article 14 of the Minister of Education and Culture's Regulation No. 3 of 2020, one form of learning for students is research conducted by lecturers and students. Joint research activities are those that are carried out systematically in accordance with scientific and academic culture, with a focus on quality and safety standards, in order to develop attitudes, knowledge, skills, and authentic experiences to improve societal welfare and national competitiveness. In the last three (three) years, lecturers conducted 92 research studies (Table 12. Lecturer Performance Analysis).

Table 12. Lecturer Performance Analysis

No.	Component	USAKTI Standard	BAN-PT Assessment Matrix	HR Performance FY 2022/2023
1.	Average research/lecturer/year in the last 3 years		If 0 < RI < a or 0 < RN < b, then Score = 2 + (2 x (RI/a)) + (RN/b) - ((RI x RN) / (a x b)) If RI = 0 and RN = 0 and RL < c, then Score = (2 x RL) / c	TS-2 = 33 TS-1 = 33 TS = 26 Total = 92
2.	Average community service / lecturer / year in the last 3 years			TS-2 = 32 TS-1 = 34 TS = 14 Total = 80 = 27%
3.	Average number of recognitions for lecturers' achievements/performance against the number of permanent lecturers in the last 3 years		RRD 0,5,(Score=4)	2019 : 11 lecturers, 37 activities 2020 : 11 lecturers, 55 activities 2021: 29 lecturers, 193 activities = 97%

In the 2022/2023 Academic Year, research publication performance increased by 25.25%. This figure is based on the number of articles published in international journals, accredited national journals, and regional journals by 25 lecturers who collaborated on them. The journals targeted for publication are: International Journal of Social Health, Arena Hukum Journal, Devotion Journal, Law and Humanities Quarterly Review, Sriwijaya Law Review, Jambura Law Review, and Eduvest Journal. This means it has almost met the 30% target set by the Faculty of Law's Strategic Plan. Therefore, based on the data above, research performance is improving. The achievement of 30% of

research results is material for enriching educational materials and has included students, while maintaining 0.5% of scientific work per lecturer per year.

Based on Table 6.a. FH Performance Report, the research involvement of permanent lecturers of the study program shows very low results compared to the total number of lecturers, namely in the Study Program: (1) Bachelor of Laws only 1.2% (2 research lecturers/85 lecturers of Bachelor of Laws); (2) Master of Laws, no research; (3) Doctor of Laws 33% (2 research/6 lecturers of Doctor of Laws). This deficiency has been overcome by the Faculty/University policy that requires joint research between lecturers and students, so the increase in student involvement in the 2022/2023 Academic Year has increased by 100% where each research activity involves at least one student.

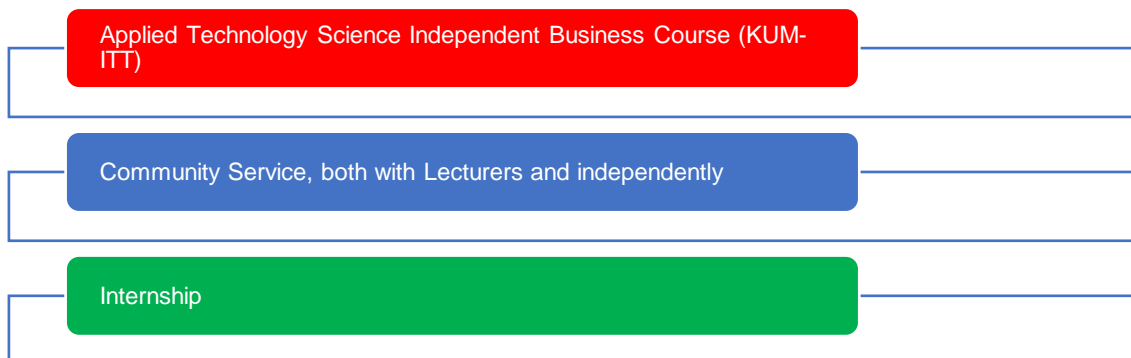8. **Community Service of Permanent Lecturers Involving Students**

Community service is one of the three pillars of higher education that universities must follow. This is in accordance with the Regulation of the Minister of Education and Culture of the Republic of Indonesia Number 3 of 2020 concerning National Higher Education Standards (Regulation of the Minister of Education and Culture No.3/2020), because this is one of the National Higher Education Standards that aims to enable the academic community to carry out its main task of transforming, developing, and disseminating science, technology, apart from through education, Community service activities seek to engage the academic community in educating the community by applying and civilizing the legal knowledge that has been imparted.

The Community Service Policy is based on the regulations outlined in the Chancellor's Decree No. 23/USAKTI/SKR/XII/2021, with reference to Permendikbud No.3/2020. Faculty and study program strategies for meeting university standards for community service among lecturers and students. The 2020-2025 Strategic Plan aims to increase the quantity, quality, and relevance of Community Service results by developing a culture of research and service that is integrated with educational and teaching activities, referring to the Guidelines for Community Service, compliance with the Road Map, which is aligned with the Research Road Map, and the Community Service Master Plan. Existing lecturers, such as education staff, students, and alumni, are encouraged to participate. The resources allocated to meet the predetermined standards are consistent with the maximum funding and financing standards for Community Service, and the mechanism for achieving them has been systematized in SIMPPM.

According to Article 14 of the Minister of Education and Culture Regulation No. 3/2020, students can learn through community service. Students engage in community service learning by conducting independent activities or actively participating in lecturer

activities to use science and technology to improve the quality of life and civilization. Both activities must be under the supervision of lecturers.

FORMS OF COMMUNITY SERVICES LEARNING APPLICATION

Applied Technology Science Independent Business Course (KUM-ITT)

Community Service, both with Lecturers and independently

Internship

In the last 3 (three) years there have been 76 Community Services by Permanent Lecturers of the Study Program. Especially in 2022/2023, the Main Performance Indicator related to Community Service is the percentage of students involved in research and Community Service by lecturers of 65%. This can be seen in Table 7 of the Faculty of Law Performance Report. In the 2022/2023 academic year the Bachelor of Law Studies Program involved 13 students in 8 Community Service activities carried out by a total of 22 lecturers. The percentage of student involvement (8 Community Services / 78 permanent lecturers of Bachelor of Law Studies) is 8.1%. The Master of Law Study Program does not carry out Community Service activities. While the Doctor of Law study program involves one student in 1 Community Service activity carried out by a total of 3 lecturers, the percentage of student involvement (1 Community Service / 8 permanent lecturers of Doctor of Law) is 12.5%. In the total of all study programs, there are 14 students involved in Community Service with 25 lecturers out of a total of 97 lecturers from all study programs (25 Community Service / 97 lecturers), which is 25.8%. As a result, the KPI was not achieved because student involvement was less than 65% in the Community Service carried out by lecturers.

The Faculty of Law, Trisakti University determined the Key Performance Indicators in the scope of Community Service which consist of:

1. The Strategic Plan for Community Service of the Faculty of Law, Trisakti University (FH USAKTI) is contained in the Strategic Plan of the Faculty of Law 2020/2021-2024/2025 (Faculty of Law Strategic Plan 2020-2025), which was approved by the Senate of FH USAKTI through the Decree of the Senate of FH USAKTI dated February 16, 2021.

2. The relevance of Community Service of Permanent Lecturers of the Study Program in the faculty includes the following elements:

   a. Having a roadmap that oversees the theme of Community Service for student fund lecturers as well as downstreaming / application of program science, is contained in the Guidelines for Community Service which was compiled in July 2021.

   b. However, not all lecturers and students have carried out Community Service in accordance with the Community Service Road Map because new guidelines will be socialized at the end of October.

   c. Evaluation of the suitability of Community Service of lecturers and students against the road map, carried out in the current semester.

   d. Evaluation results are used to improve the relevance of Community Service and scientific development of study programs.

3. Table C.8a.2 Supporting the Faculty of Law Self Evaluation Report contains data and analysis submitted for student involvement in the Community Service activities of Permanent Lecturers of the Study Program over the last three years. According to these data, there were 20 Community Service for Permanent Lecturers of the Study Program titles from 2022-2023, with 6 titles funded by internal USAKTI funds and 14 by the Directorate of Research and Community Service funds. This number has decreased slightly since 2021-2022, when there were 25 Community Service titles. However, the number of Community Service titles funded by the Directorate of Research and Community Service has increased from the original three. This indicates an improvement in the quality of Community Service proposals submitted by the Study Program's Permanent Lecturers. Furthermore, lecturers who have completed Community Service using the SIMPPM system are well documented and in accordance with the provisions, which include involving students on average 2 (two) students who are relevant to the courses taken by students, involving other lecturers on average 2 (two) lecturers who are relevant to the courses taught by lecturers, and being related to research that has been or will be conducted by lecturers.

   Table 3.b.3) shows how Community Service is implemented at Trisakti University's Faculty of Law. Although the number of Community Service implementations decreased dramatically, they did not meet the Strategic Plan KPI target. However, 100% of the Community Service implementation at the Faculty of Law Trisakti University in the year (2022-2023) was completed, with a total of 22 attempts to carry out and report the results of Community Service through SIMPPM. This is the success of Community Service implementers; however, despite meeting the number set in the Strategic Plan KPI, 2

(two) Community Service / lecturer cannot be achieved in both the Bachelor of Law Study Program and the Master of Law Science, with the exception of the Doctor of Law Science. The primary cause of the decrease in the number of internally funded Community Services is that lecturers struggle with the SIMPPM system process. The supporting factors for the successful achievement of all Community Service implementers complete the task because the time limit is not rigid. Therefore, even though it is slow and not on time, Community Service is completed all in SIMPPM data, so the 14 implementers of Community Service have reached standards both according to University Quality Standards and in Strategic Plan regarding performance achievements, which include several aspects, namely Results, Content, Process, Assessment, Implementers, Facilities and Infrastructure, Management and Funding of Community Service activities organized.

The SIMPPM system that is applied to the process of implementing Community Service from proposals, monitoring, and evaluation, to implementation reports is valid evidence of the implementation of a quality assurance system in the faculty that is in accordance with the standards set by universities related to Community Service, as contained in the Regulation of the Minister of Education and Culture No.3/2020 which follows the cycle of determination, implementation, evaluation, control, and continuous improvement (PPEPP). Since Community Service has used SIMPPM, the implementation has met the standards.

Conclusion of Evaluation Results of Achievement of Community Service Standards and Follow-up of Root Cause Identification:

1. The Road Map for Community Service has been made by the University and the Faculty has just made a faculty road map but has not yet been implemented.

2. The SIMPPM Online System for Community Service, which has been in place for the past three years, continues to have an impact on the number of Community Service titles. This demonstrates that lecturers are still having difficulty using the SIMPPM Online system, discouraging them from performing Community Service through internal grants.

3. Lecturers who perform independent community service have not reported to SIMPPM or manually, so there is no data for the past three years in the Bachelor of Law Studies Program, Master of Law Studies, or Doctor of Law Studies.

Improvement/follow-up plan:
1. The Community Service Coordinator in each study program socializes the Faculty Road Map and requires each Community Service implementer to carry out Community Service according to the Road Map and Community Service targets in

each study program to be achieved (In 2022/2023, Undergraduate Study Program = 8 titles; Master Study Program = 0 titles; Doctoral Study Program = 3 titles).

2. Facilitating SIMPPM Community Service training and mentoring to assist Lecturers with difficulties carrying out the proposal process, managing, and reporting on Community Service through SIMPPM.

3. The development of Community Service by the faculty related to the Community Service process in the study program is to carry out Community Service with International Partners at least 1 (one) lecturer.

Table 36
SWOT Analysis of the Implementation of Community Service by the Faculty of Law Trisakti University

1. Funding sources, and adequate facilities and infrastructure; 2. Many students; 3. The output of Community Service is useful; 4. Has its own guidelines; 5. Many community services are	**S**	**W**	1. Achievement of KPI for Community Service has not met the target; 2. The cost per implementer is relatively small; 3. Master and Doctor of Law Study Programs have not been too active in carrying out
1. Community Service with international partners is still not explored; 2. The number of Community Service grants from DIKTI, government and private; 3. MBKM and many alumni who	**O**	**T**	

9. Outcomes and Tridharma Objective

9.1 Main Performances Indicator
Education

The Faculty of Law implements an educational curriculum based on the Indonesian National Qualifications Framework - KKNI (Minister of Research, Technology, and Higher Education Regulation No.44 of 2015). Major curriculum changes were made in 2018 based on periodic curriculum reviews to meet graduate competency standards in accordance with KKNI and Outcome Based Education - OBE. The changes resulted in the 2019 Operational Curriculum, which was issued pursuant to the Rector of Trisakti University's Decree Number: 1632/USAKTI/SKR/VIII/2019, dated August 17, 2019. Based on this, the Faculty of Law's scientific vision is to develop legal knowledge that is comparative, adaptive, in line with scientific, technological, and artistic advances, and applicable to social, economic, and cultural changes. This academic year, 2021-2022, marks the third year of implementing the output-based curriculum (OBE). Thus, at the time of this report, the Faculty of Law is using three curricula at the same time: the 2012

curriculum, the 2015 curriculum, and the 2019 curriculum. Following the pandemic, the Faculty of Law strives to ensure that the implementation of the 2019 curriculum produces better results than the previous curriculum. The pandemic transition has limited the ability to meet the Strategic Plan's targets. However, efforts to create an academic atmosphere continue in various ways, such as lecturers and students interacting in lectures, guidance, and discussions using technological advances such as the Trisakti Online Learning Center, Moodle, and Zoom. The data in Table 8.a. Study Program Performance Report shows that the Grade Point Average of graduates from TS-2 to TS-1 increased by 0.07.

Meanwhile, from TS-1 to TS, the average GPA increased by 0.03. As a result, it is possible to conclude that graduates' grade point averages are increasing. The average student study period has improved significantly, increasing student achievement. Table 8.c of the Study Program Performance Report shows that the average study period has increased from 8.34 semesters in TS-6 to 7 semesters in TS-3. In 2021/2022, 80% of graduates are expected to have a waiting period of ≤ 6 months for employment as a Key Performance Indicator. According to Table 8.d.1.2, the target percentage of graduates' waiting periods for employment has only reached 32%, as shown in the Faculty of Law Performance report. According to Table 8.e.2 of the Faculty of Law Performance Report, three parameters / indicators of graduate user satisfaction assessment are in the 55% - 62% excellent assessment range: teamwork skills, scientific expertise, and communication skills.

Research

In Table 6.a. Performance Report of the Faculty of Law: Doctor of Law Studies Program = 2 students out of 2 lecturers = 43%; Master of Law Studies Program = 3 students out of 3 lecturers = 100%; and Bachelor of Law Studies Program = 40 students out of 40 lecturers = 100%. Total of all study programs = 45 students from 45 lecturers = 100%. Therefore, the KPI has been achieved because >50% of lecturers conduct research involving students.

Community Services

The same thing happened in the field of community service. Student involvement in community service activities can be seen in Table 7 of the Faculty of Law Performance Report, in 2021: Doctor of Law Study Program = 3 students from 3 lecturers = 29%; Master of Law Science = 3 students from 3 lecturers = 100%; and Bachelor of Law Science = 7 students from 7 lecturers = 100%. Total of all study programs = 13 students from 13 lecturers = 100%. Therefore, the KPI was achieved because >50% of lecturers conducted Community Service involving students.

9.2 Additional Performance Indicators

Additional performance indicators are research process indicators established by faculties and study programs to exceed National Higher Education Standards. Valid additional performance indicator data must be measured, monitored, reviewed, and analyzed to ensure continuous improvement. There are no additional performance indicators for Research and Community Service, including activities such as international collaboration and cooperation beyond the National Higher Education Standards.

9.3 Evaluation of Performance Outcomes

In the Tridarma of Higher Education, performance outcomes are measured using the strategic plan, research standards, and data from the study program report. Lecturers' and students' scientific publications are published in scientific journals, proceedings, and books. The data then show that some lecturers' research and community service activities included students. The existing data also show that the number of lecturers researching in each academic year over the last three (three) years is less than 50%. This means it is a barrier to meeting standards. Thus, efforts must be made to rekindle lecturers' interest in research.

9.4 Output Quality Assurance

In the output quality assurance process based on planning, implementation, evaluation, improvement, and follow-up in learning based on the 2017 Trisakti University Education quality standard book stipulated in the Rector Decree Number 548/USAKTI/SKR/XII/2017 dated December 20, 2017, including: (1) Graduate Competition Standards; (2) Curriculum Standards; (3) Learning Process Standards; (4) Learning Assessment Standards; and (5) Learning management. Based on the Rector's Decree, research planning includes making research proposals and budgets, reviewing proposals, approving, and disbursing research funds.

9.5 User Satisfaction

A tracer study is used to measure user satisfaction in the learning process, research, and community service, as well as to analyze and improve the tracer study. Measurement of user satisfaction in the learning process, research, and community service can then be used to improve the curriculum, academic learning process, and quality assurance at this higher education institution. This user satisfaction tracer study is conducted annually and monitored regularly. Graduates with excellent grades have a 40% user satisfaction assessment, and good grades are given to up to 60% of graduates.

Table 35. Conclusion of Evaluation Results of Achievement of Output Standards and Tridharma Achievements and Follow-Up

No	Root Cause	Supporting Factors	Inhibiting Factors	Improvement Plan
1	Graduate waiting time	- Large student population - Trisakti graduates as superior and able to compete	- Tracer study that has not yet been completed	- Tracer study to be improved - Good alumni data collection
2	User satisfaction level	- Large student population - Trisakti graduates as superior and able to compete	- Tracer Study activities in 2021 are still ongoing	- Tracer study to be improved
3	Low student involvement in research by permanent lecturers of the study program	- Opportunities that are open to all students - Study Program support in student scientific activities - Permanent Lecturers of the Study Program who are qualified to supervise the students	- Lack of information to students about the research activities of Permanent Lecturers of the Study Program involving students	- Optimizing student involvement in research Permanent Lecturers of the Study Program
4	Low output of research or community service produced by students	- Large student population - Faculty support in supporting student activities	- Minimal student interest in research and community service - Passive nature of students	- Optimizing student interest - Encouraging students to write scientific papers