

Executive Summary of Training and Development for Academic and Support Staff of DoMATH ITS

As a preparation of ITS to reach PTNBH university, there are many strategic plans, for example: implementation of good university governance, efforts to reach World Class University (WCU), higher education quality assurance, produce graduates who are holistic, with entrepreneurial spirit, long life learning, and online learning. In order to answer this challenge, increasing the competency of ITS PTNBH academics related to aspects of internationalization needs to be continuously improved. Lecturer's competencies at ITS PTNBH in the Global Era are characterized by: ability to follow the latest scientific developments in their fields, ability to have international standard teaching and research capacity, ability to have an English level that is in accordance with international needs, actively involved in international cooperation & realization of ITS internationalization programs.

As part of ITS, the developments of the DoMATH ITS must refer to the ITS Strategic Plan, including the development of its human resources. In addition, human resource development in the DoMATH ITS must also consider its existence in the community of the Mathematics Department in Indonesia. The academic staffs in DoMATH ITS include the government employee and non-government employee. In order to satisfy the need of human resources and guarantee their quality, the recruitment-promotion-tour of duty-dismissal processes should satisfy quality standard determined by the Ministry of Research and Higher Education, ITS, and the DoMATH ITS. A short-term and a long-term plan related to the human resources have been done which anticipate the need of academic staffs/lecturers in the incoming years, the academic staffs/lecturer who continue their study, and the academic staffs/lecturers who enter retired. Profile of lecturer of DoMATH ITS show that there are several aspects that need some improvements.

The development of human resources (further studies and training) is directed primarily to:

- a. Mathematical science development and its application. This is because Mathematics is a support for excellent fields of ITS and its need to develop mathematics itself. Applied Mathematics is directed to support excellent fields of research at ITS
- b. Development of research and publication skills in the field of Mathematics and its application
- c. Development of the quality of teaching mathematics. This development can be in the form of training in developing learning media, developing content and applied approach methods, on-line learning, and others.
- d. Development of management of national / international seminars and journal
- e. Training on quality standards for academic education
- f. Training related to self-development related to service activities.
- g. Other self-development training.

Whereas further education activities and training for its support staff include:

- a. Education and training to strengthen the basic tasks of each support staff, including data processing in the fields of finance, academics, staffing, infrastructure, computers and networks and others.
- b. Education and training for managing seminars and international journals
- c. English language training
- d. Personal growth training in the form of communication, personality, relationships with stakeholders and others