

2023

**Government agency
performance
accountability
system Report FVMN**

FACULTY OF VETERINARY MEDICINE
UNIVERSITAS BRAWIJAYA

Year 2023

Preface

We give our highest gratitude to Allah, the Almighty, for His blessings and grace, enabling the Unit/Faculty to complete the 2023 Performance Accountability Report on time. The Government Regulation Number 8 of 2006 concerning Financial and Performance Reporting for Government Agencies and Presidential Regulation Number 29 of 2014 concerning the Government Agency Performance Accountability System mandate that every government agency prepares an annual Performance Accountability Report.

This report provides performance information on the achievement of strategic goals/program targets/activity targets and their performance indicators, as outlined in the Faculty of Veterinary Medicine's 2023 Performance Agreement. In 2023, the Faculty of Veterinary Medicine set 4 (four) goals and 10 (ten) groups of performance indicators. Overall, the Faculty of Veterinary Medicine successfully realized the performance targets established in the performance agreement.

The Performance Accountability Report offers an objective overview of the performance achieved by the Faculty of Veterinary Medicine in 2023. Additionally, the challenges and issues encountered in achieving the performance are also elaborated, which then become references for setting future strategies/innovations.

We hope this Performance Accountability Report is useful as an evaluation material for program/activity planning and budgeting, policy formulation in education and culture, and performance improvement in the coming years.

Finally, I would like to thank everyone who assisted in completing the Faculty of Veterinary Medicine's 2023 Performance Accountability Report.

Malang, December 30, 2023

Dean

Drh. Dyah Ayu Oktavianie AP., M.Biotech, AP.Vet

NIP 198410262008122004

Executive Summary

The 2023 Performance Accountability Report of the Faculty of Veterinary Medicine presents the level of achievement of 4 (four) goals with 10 (ten) groups of performance indicators as set out in the 2023 Performance Agreement. The details of the achievement levels of the goals and performance indicators are elaborated in Chapter III of this report.

In general, the 2023 performance achievements of the Unit/Faculty are as follows: Overall Performance Evaluation: Generally, there are several indicators where the realization exceeded the set targets, demonstrating good performance in certain aspects. However, there are also indicators where the realization did not meet the targets, indicating areas for improvement.

Key Areas for Improvement: Focus should be given to indicators where the realization is significantly below target. This may include enhancing training programs, curricula, or educational resources. More detailed measurement and evaluation are required to identify the main causes of discrepancies between targets and realizations.

Recommendations:

- a. Goal Review: Reevaluate the goals and targets to ensure they are realistic and aligned with current resources and capabilities.
- b. Program and Resource Enhancement: Allocate additional resources or make changes to programs to address underperforming areas.
- c. Continuous Evaluation: Conduct regular evaluations to monitor progress and make necessary adjustments.

CHAPTER I

Introduction

A. General Overview

The Faculty of Veterinary Medicine at Brawijaya University (FVM UB) is an operational unit under the Directorate General of Higher Education, Research, and Technology. In accordance with Regulation of the Minister of Education and Culture No 28 of 2021 on the Organisation and Work Procedures of the Ministry of Education, Culture, Research, and Technology, the Faculty of Veterinary Medicine was established in September 2008. The faculty is led by Drh. Dyah Ayu Oktavianie AP., M.Biotech, AP.Vet, with a total of 86 staff members, consisting of 45 lecturers and 41 administrative staff. The working area of the Faculty of Veterinary Medicine UB includes FVM UB at the UB Dieng Campus 2 and the Veterinary Education Clinic at the UB Main Campus Veteran. Under the Dean, there are 3 Vice Deans, 2 study programmes, and several units within the Faculty (Figure 1.1).

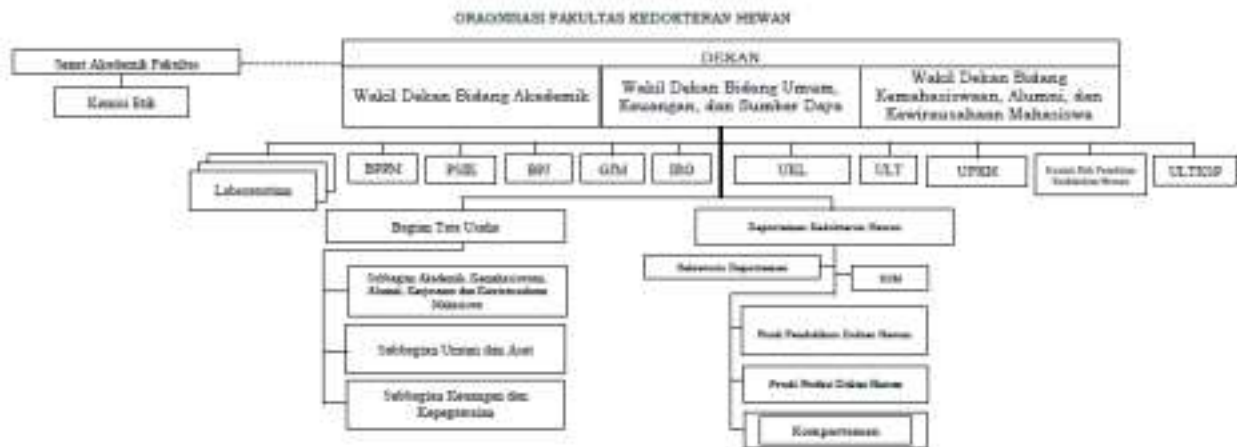


Figure 1.1 Organisational Structure of the Faculty of Veterinary Medicine based on UB Regulation No 28 of 2022. The Faculty of Veterinary Medicine (FVM UB) is led by the Dean, who oversees 3 Vice Deans, 10 work units, 1 department, and 2 study programmes, as well as 13 laboratories. The Dean is also supervised by the Faculty Academic Senate, which includes an Ethics Committee.

B. Legal Basis

The legal framework includes the following regulations:

1. Government Regulation No. 8 of 2006 on Financial Reporting and Performance of Government Institutions;
2. Presidential Regulation No. 29 of 2014 on the Government Performance Accountability System;
3. Minister of Administrative and Bureaucratic Reform Regulation No. 53 of 2014 on Technical Guidelines for Performance Agreements, Accountability Reports, and Review Procedures for Performance Accountability Reports ;
4. Ministry of Education, Culture, Research, and Technology Regulation No. 40 of 2023 on the Government Performance Accountability System in the Ministry of Education, Culture, Research, and Technology;;
5. Ministry of Education, Culture, Research, and Technology Regulation No. 28 of 2021 on the Organisation and Work Procedures of the Ministry of Education, Culture, Research, and Technology;
6. Ministry of Education, Culture, Research, and Technology Regulation No. 13 of 2023 amending Regulation No. 22 of 2020 on the Strategic Plan of the Ministry of Education and Culture for 2020-2024;
7. Rector's Regulation of Brawijaya University No. 59 of 2022 on the Accountability Unit
8. Rector's Regulation of Brawijaya University No. 28 of 2022 on the Organisation and Work Procedures of the Faculty of Veterinary Medicine

C. Duties, Functions, and Organisational Structure

Duties :

According to the Regulation of the Minister of Education, Culture, Research, and Technology No. 28 of 2021, the Faculty of Veterinary Medicine at Brawijaya University (UB) is tasked with organising and managing academic and/or professional education within a single discipline cluster of science and technology in the field of Veterinary Medicine.

Functions :

The Faculty of Veterinary Medicine UB functions as follows:

- a. Implementation and development of education;
- b. Conducting research for the advancement of veterinary medicine;
- c. Community service activities;
- d. Development of the academic community; and
- e. Administration management.

D. Strategic Issues and Strategic Roles of the Organisation

1. Strategic Issues

Strategic Issue 1: Providing high-quality education that adheres to international standards to produce professional graduates.

Strategic Issue 2: Conducting research to support the advancement of research, science, and technology in the field of veterinary medicine.

Strategic Issue 3: Engaging in community service activities to enhance community welfare and support national development.

Strategic Issue 4: Establishing and developing collaborations with various institutions domestically and internationally to improve the quality of education, research, and community service.

2. Strategic Roles

- a. Producing skilled, high-achieving, and independent graduates through the implementation of internationally standardised educational processes.
- b. Developing competent faculty and administrative staff with an international perspective.
- c. Providing educational infrastructure that aligns with technological advancements.
- d. Producing professional graduates with global competencies.
- e. Enhancing the quality and quantity of research in line with the Faculty's Research Master Plan and UB's Research Master Plan.
- f. Increasing the quality and quantity of resources that support research.
- g. Disseminating and utilising research results for the benefit of society.
- h. Improving the quality of community service through the development of laboratory capacity.
- i. Enhancing community services through involvement in solving problems in livestock and veterinary medicine.
- j. Strengthening collaborations in education with government and private institutions both domestically and internationally.
- k. Enhancing collaborations in research and community service with government, industry, and national and international research institutions.
- l. Improving capacity building, including enhancing human resources competencies and utilising facilities for educational and research purposes

CHAPTER II

Performance Planning

In accordance with the Strategic Plan for the 2020-2024 period, the Faculty of Veterinary Medicine at Brawijaya University has established the following vision and mission:

Vision : To become a leading institution in producing professional graduates in the field of veterinary medicine through the enhancement of education, research, and community service with an international perspective, supporting national development.

Mission :

1. To provide high-quality education adhering to international standards to produce professional graduates.
2. To conduct research to support the advancement of knowledge, science, and technology in the field of veterinary medicine.
3. To engage in community service activities aimed at improving community welfare, thus supporting national development.
4. To establish and develop collaborations with various institutions domestically and internationally to enhance the quality of education, research, and community service.

Medium-Term Performance Plan: (Strategic Plan Matrix 2023-2024)

In line with the Ministry of Education, Culture, Research, and Technology regulations related to Key Performance Indicators (KPIs), the Faculty of Veterinary Medicine has set targets, indicators, and goals for a five-year period as follows.

Table of Strategic Plan for Work Units/Faculty

#	Description	Category	Performance Agreement Target				
			2023	2024	2025	2026	2027
1.0	Improvement in the quality of higher education graduates	S					
1.1	Percentage of graduates from undergraduate (S1) and diploma (D4/D3/D2) programmes who successfully obtain employment, further education, or entrepreneurial opportunities.	Key Performance Indicator	57 %	60 %	70 %	80 %	80 %

#	Description	Category	Performance Agreement Target				
			2023	2024	2025	2026	2027
	Employment; Continuing Studies; or Becoming Self-Employed.						
	Percentage of graduates securing employment with a salary of at least 1.2 times the regional minimum wage.	Key Performance Indicator	25 %	26 %	27 %	28 %	29 %
	Percentage of graduates becoming self-employed.	Key Performance Indicator	70 %	68 %	66 %	64 %	62 %

	Percentage of graduates pursuing further studies.	Key Performance Indicator	5 %	6 %	7 %	8 %	9 %
1.2	<p>1.2.1: Percentage of graduates with at least one semester of off-campus experience (Key Performance Indicator 2).</p> <p>1.2.2: Percentage of undergraduate students participating in off-campus activities or study programmes</p> <p>a. 20 credit points (Key Performance Indicator 2)</p> <p>b. More than 10 credit points (Key Performance Indicator 2)</p>	Key Performance Indicator	0 %	8 %	8 %	9 %	9 %
	Percentage of students engaged in teaching assistance activities	Key Performance Indicator	0 %	1 %	1 %	1 %	1 %

#	Description	Category	Performance Agreement Target				
			2023	2024	2025	2026	2027
	in educational units.						
	Percentage of students conducting research in research institutions or study centres.	Key Performance Indicator	0 %	1 %	1 %	2 %	2 %
	Percentage of students involved in humanitarian project activities.	Key Performance Indicator	0 %	1 %	1 %	1 %	1 %
	Percentage of students participating in entrepreneurial activities.	Key Performance Indicator	1 %	1 %	1 %	1 %	1
	Percentage of students involved in independent project or study activities.	Key Performance Indicator	0 %	0 %	0 %	0 %	0 %
	Percentage of students participating in village development or thematic community service programmes	Key Performance Indicator	2 %	2 %	2 %	2 %	2 %
	Percentage of students	Key Perform	0 %	1 %	1 %	1 %	1 %

	participating	ance Indicator					
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#	Description	Category	Performance Agreement Target				
			2023	2024	2025	2026	2027
	in student exchange programmes						
	Percentage of students participating in national defence activities.	Key Performance Indicator	0 %	0 %	0,1 %	0,1 %	0,1 %
	Percentage of students achieving provincial, national, or international accolades	Key Performance Indicator	5 %	12,5 %	15 %	20 %	25 %
	Percentage of students receiving scholarships	Key Performance Indicator	8 %	9 %	10 %	11 %	12 %
	Percentage of inbound international degree students.	Key Performance Indicator	0 %	1 %	2 %	3	4
	Percentage of inbound international non-degree students.	Key Performance Indicator	1 %	2 %	3 %	4 %	5 %

	Percentage of study programmes collaborating with industry and business sectors	Key Performance Indicator	100 %	100 %	100 %	100 %	100 %
	Percentage of study programmes collaborating	Key Performance Indicator	0 %	50 %	100 %	100 %	100 %

#	Description	Category	Performance Agreement Target				
			2023	2024	2025	2026	2027
	with universities ranked in the QS Top 100 or QS Top 200 by Subject.						
	2.2: Percentage of undergraduate courses employing case method or team-based project learning as a significant component of assessment (Key Performance Indicator 7).	Key Performance Indicator	45 %	47 %	50 %	52 %	53 %
	Percentage of courses using the case method	Key Performance Indicator	25 %	26 %	27 %	28 %	29 %

	Percentage of courses using the team-based project method	Key Performance Indicator	11 %	12 %	13 %	14 %	15 %
	Percentage of courses using both the case method	Key Performance Indicator	25 %	26 %	27 %	28 %	29 %

#	Description	Category	Performance Agreement Target				
			2023	2024	2025	2026	2027
	and team-based project method						
	2.3: Percentage of study programmes with international accreditation or certification recognised by the government (Key Performance Indicator 8)	Key Performance Indicator	0 %	0 %	100 %	100 %	100 %
	Percentage of study programmes with international accreditation or certification	Key Performance Indicator	0 %	0 %	100 %	100 %	100 %
	Percentage of study programmes with A-grade or excellent	Key Performance Indicator	100 %	100 %	100 %	100 %	100 %

	accreditation						
	2.5: Percentage of permanent lecturers with industry-recognised competency or professional certification; or who come from professional, industrial, or work backgrounds (Key Performance Indicator 4)	%	71	71	75	75	77
	Percentage of lecturers with competency certification	%	71	71	75	75	77

#	Description	Category	Performance Agreement Target				
			2023	2024	2025	2026	2027
	Percentage of lecturers with a doctoral (PhD) degree	%	1	3	3	5	5
	Percentage of lecturers with the title of Professor	%	0,2	0,2	0,2	0,2	0,2
	Percentage of industry practitioners teaching	%	6	10	12	15	17
	Target Indicator 2.3: International Faculty Ratio score		11	15	18	20	22

	2.4: Percentage of lecturers engaged in the tri dharma activities at other universities, working as industry practitioners, or supervising students in activities outside their study programmes (Key Performance Indicator 3)	%	14	15	17	18	20
	Percentage of lecturers engaged in other universities ranked in the QS Top 100	%	1	1	1	1	1
	Percentage of lecturers working as industry practitioners	%	10	10	11	11	12

#	Description	Category	Performance Agreement Target				
			2023	2024	2025	2026	2027
	Percentage of lecturers successfully mentoring students to achieve national-level accolades	%	3	4	5	6	7
	Percentage of foreign lecturers	%	11	15	18	20	22

	2.6: Percentage of teaching staff from professional, business, or industrial backgrounds	%	6	10	12	15	17
	3.1: Number of lecturer outputs recognised internationally or applied by society/industry/government per number of lecturers (Key Performance Indicator 5)	Luaran Peneliti an/Jumlah Dosen	0,8	1	1,2	1,4	1,6
	Percentage of globally indexed publications per lecturer	%	50	60	70	80	90
	Percentage of R&D prototypes per number of lecturers	%	2	4	7	9	10
	Percentage of industry prototypes per number of lecturers	%	0	2	4	7	9
	Percentage of innovation works registered from lecturers' results	%	11	13	15	17	19

#	Description	Category	Performance Agreement Target				
			2023	2024	2025	2026	2027
	4.1: SAKIP (Government Agency Performance Accountability System) Score	Score	B	B	BB	BB	A

	Performance Planning component score	Score	n/a	27	27,25	27,5	27,75
	Performance Measurement component score	Score	19,06	18,31	18,56	18,81	19,06
	Performance Reporting component score	Score	11,09	11,34	11,59	11,84	12,09
	Performance Evaluation component score	Score	7	7	8	8	8
	4.2: Budget Performance Score	Score	89	92	95	95	95
	Amount in Rupiah of SPI (Internal Supervisory Unit) and BPK (Audit Board of the Republic of Indonesia) (Audit Board of the Republic of Indonesia) findings	Rupiah	0	0	0	0	0
	Percentage of Rupiah in Follow-Up Actions of (Internal Supervisory Unit) and BPK (Audit Board of the Republic of Indonesia) (Audit Board of the Republic of Indonesia) findings	%	100	100	100	100	100
	Budget Performance Efficiency	%	33%	33%	33%	33%	33%
	Target Indicators 4.3.: Percentage of units receiving WBK (Clean and Serving Bureaucracy Zone) or WBBM (Clean and Serving Bureaucracy Zone with Excellent Performance)	%	0	0	0	100	100

	status						
	Public Satisfaction Survey score	Score	75,46	78	80	82	84
	Bureaucratic Reform Evaluation score	Score LKE	n/a	50	55	60	65
	4.4: Percentage of Non-State Budget	%	16,85	18,05	18,9	19,79	20,62

#	Description	Category	Performance Agreement Target				
			2023	2024	2025	2026	2027
	(Non-APBN) income sourced from outside tuition fees						
	Percentage of business income compared to total income of FVM UB	%	16,85	18,05	18,9	19,79	20,62

Strategic Objectives:

1. To produce graduates in the field of veterinary medicine who are professional and competitive at both national and international levels.
2. To generate research outputs in the field of veterinary medicine that contribute to the improvement of human welfare through enhanced animal and environmental health.
3. To deliver community service projects that enhance community welfare and support national development.
4. To establish mutually beneficial collaborations with relevant institutions both domestically and internationally to enhance the quality of education, research, and community service.

As part of the efforts to achieve the performance targets set in the 2020-2024 Strategic Plan, the Faculty has outlined the performance goals for 2023, which are detailed in the Initial Performance Agreement as follows:

Initial Performance Agreement

Activity Targets	Activity Performance Indicators	2023 Performance Agreement Targets
Improvement in the Quality of Higher Education Graduates	1.1. Number of undergraduate (S1), diploma IV (D4), and diploma III (D3) graduates who successfully: <ul style="list-style-type: none">● Secure employment within less than 6 months● Start a business within less than 6 months● Pursue further studies within less than 12 months	131 Graduates
	1.2. Percentage of graduates with competency and/or professional certification	100%
	2.1. Number of Students Spending at Least 20 Credits (SKS) Off-Campus	199 Students
	2.2. Number of Students Engaging in Off-Campus Activities (Not Recognised)	0 Student
	2.3. Number of High-Achieving Students	40 Students

	2.4. Number of Other High-Achieving Students	0 Student
	2.5. Number of Inbound Students	8 Students
	2.6. Number of Outbound Students	8 Students
	2.7. MBKM (Independent Learning and Campus Merdeka) Implementation Handbook for the Faculty	1 document
Improvement in the Quality of Higher Education Lecturers	3.1. Number of Lecturers Working Off-Campus at Universities Ranked in the QS Top 100 by Subject	14 lecturer
	3.2. Number of Lecturers Working Off-Campus at Non-QS Top 100 by Subject Universities or Non-University Institutions	0 lecturer
	3.3. Number of Lecturers Supervising High-Achieving Students	0 lecturer
	3.4. Number of Lecturers Supervising Other High-Achieving Students	0 lecturer
	4.1. Number of Lecturers with Certification and Competency	32 lecturer
	4.2. Number of Practitioners Teaching On-Campus	3 practitioners
	4.3. Number of Lecturers with a Doctoral Degree	3 lecturer
	4.4. Number of Lecturers with the Rank of Associate Professor (Lektor Kepala)	1 lecturer
	4.5. Number of Lecturers with the Rank of Professor	1 lecturer
	4.6. Number of Foreign Lecturers	5 lecturer
	4.7. Number of Lecturers Participating in International Conferences	38 lecturer
	5.1. Number of Indexed International Publications	38 articles
	5.2. Number of International Book Publications	2 books

	5.3. Number of International Patents	0 paten
	5.4. Number of National and International Lecturer Awards	2 awards
	5.5. Number of International Publications	12 articles
	5.6. Number of National Book Publications	6 books
	5.7. Number of Patents	1 paten
	5.8. Number of Copyrights	5 copyrights
	5.9. Number of Indexed National Publications	18 articles
	5.10. Number of National Publications	6 articles
	5.11. Number of Professor Publications	3 Articles/books/ book chapter
	5.12. Number of Reputable National Indexed Journals	1 jurnal
	5.13. Number of Reputable Global Indexed Journals	1 jurnal
	5.14. Number of R&D Prototypes	1 prototype
	5.15. Number of Industry Prototypes	0 prototype
	5.16. Number of Innovations	1 innovation
	5.17. Number of Faculty-Funded Research Projects	28 researches
	5.18. Number of Faculty-Funded Community Service Projects	28 community services
	5.19. Number of University-Funded Research Projects	4 researches
	5.20. Number of University-Funded Community Service Projects	1 community service

	5.21. Number of Externally Funded Research Projects	1 research
	5.22. Number of Externally Funded Community Service Projects	1 community service
Improvement in the Quality of Curriculum and Learning	6.1. Number of Study Programmes Collaborating with QS Top 100 Partners by Subject	1 study program

	6.2. Number of Study Programmes Collaborating with Non-QS Top 100 Partners by Subject	0 study program
	6.3. Number of Study Programmes Collaborating with Institutions/Companies (Non-University)	0 study program
	7.1. Number of Courses Using the Case Method	41 courses
	7.2. Number of Courses Using Team-Based Project Learning	0 course
	7.3. Number of Courses Using Both the Case Method and Team-Based Project Learning	0 course
	8.1. Number of Study Programmes with International Accreditation	0 study program
	8.2. Number of Study Programmes with International Certification	0 study program
	8.3. Number of Study Programmes Accredited A or Excellent	1 study program
	8.4. Number of Study Programmes Implementing Independent Learning (Kampus Merdeka)	1 study program
	8.5. Number of International Seminars Conducted	3 seminars
Improvement in Governance of Work Units within the Directorate General of Higher Education	9.1. Strategic Plan	1 document
	9.2. Annual Budget Performance Plan	1 document
	9.3. Work Programme	2 documents

	9.4. Performance Agreement	5 documents
	9.5. Employee Performance Targets (SKP)	79 documents
	9.6. Service SOP	10 documents
	9.7. Government Agency Performance Accountability System SOP	3 documents
	9.8. Quarterly Performance Report	4 documents
	9.9. Semester Performance Report	2 documents
	9.10. Annual Performance Report	1 document
	9.11. Quarterly Budget Absorption Report	4 documents

	9.12. Public Satisfaction Index	80
	10.1. Amount in Rupiah of BPK (Audit Board of the Republic of Indonesia) Findings	0
	10.2. Amount in Rupiah of Follow-Up Actions on BPK (Audit Board of the Republic of Indonesia) Findings	0
	10.3. Income from Asset Utilisation, including partnerships beyond the Ministry of Education, Culture, Research, and Technology	164000000 IDR
	10.4. Percentage of Budget Allocation Absorption	80%
	10.5. Percentage of Student Debt	Max 4%

Final Performance Agreement

Activity Targets	Activity Performance Indicators	2023 Performance Agreement Targets
Improvement in the Quality of Higher Education Graduates	1.1. Number of undergraduate (S1), diploma IV (D4), and diploma III (D3) graduates who successfully: <ul style="list-style-type: none">● Secure employment within less than 6 months● Start a business within less than 6 months● Pursue further studies within less than 12 months	131 Graduates
	1.2. Percentage of graduates with competency and/or professional certification	100%
	2.1. Number of students spending at least 20 credits (SKS) off-campus	199 Students
	2.2. Number of students engaging in off-campus activities (not recognised)	0 Student
	2.3. Number of high-achieving students	40 Students
	2.4. Number of other high-achieving students	0 Student
	2.5. Number of inbound students	8 Students

	2.6. Number of outbound students	8 Students
	2.7. Faculty MBKM (Independent Learning and Campus Merdeka) Implementation Handbook	1 document

Improvement in the Quality of Higher Education Lecturers	3.1. Number of lecturers working off-campus at universities ranked in the QS Top 100 by subject	14 lecturers
	3.2. Number of lecturers working off-campus at non-QS Top 100 by subject universities or non-university institutions	0 lecturer
	3.3. Number of lecturers supervising high-achieving students	0 lecturer
	3.4. Number of lecturers supervising other high-achieving students	0 lecturer
	4.1. Number of lecturers with certification and competency	32 lecturers
	4.2. Number of practitioners teaching on-campus	3 practitioners
	4.3. Number of lecturers with a doctoral degree	3 lecturer
	4.4. Number of lecturers with the rank of Associate Professor (Lektor Kepala)	1 lecturer
	4.5. Number of lecturers with the rank of Professor	1 lecturer
	4.6. Number of foreign lecturers	5 lecturer
	4.7. Number of lecturers participating in international conferences	38 lecturer
	5.1. Number of indexed international publications	38 articles
	5.2. Number of international book publications	2 books
	5.3. Number of international patents	0 paten
	5.4. Number of national and international lecturer awards	2 awards
	5.5. Number of international publications	12 articles
	5.6. Number of national book publications	6 books
	5.7. Number of patents	1 paten
	5.8. Number of copyrights	5 hak cipta
	5.9. Number of indexed national publications	18 articles
	5.10. Number of national publications	6 articles

	5.11. Number of professor publications	3 Articles/books/book chapter
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	5.12. Number of reputable national indexed journals	1 jurnal
	5.13. Number of reputable global indexed journals	1 jurnal
	5.14. Number of R&D prototypes	1 prototype
	5.15. Number of industry prototypes	0 prototype
	5.16. Number of innovations	1 innovation
	5.17. Number of faculty-funded research projects	28 researches
	5.18. Number of faculty-funded community service projects	28 community services
	5.19. Number of university-funded research projects	4 researches
	5.20. Number of Community Service Projects Funded by the University	1 community service
	5.21. Number of Research Projects Funded by External Parties	1 research
	5.22. Number of Community Service Projects Funded by External Parties	1 community service
Improvement in the Quality of Curriculum and Learning	6.1. Number of Study Programmes Collaborating with QS Top 100 Partners by Subject	1 study program
	6.2. Number of Study Programmes Collaborating with Non-QS Top 100 Partners by Subject	0 study program

	6.3. Number of Study Programmes Collaborating with Institutions/Companies (Non-University)	0 study program
	7.1. Number of Courses Using the Case Method	41 COURSES
	7.2. Number of Courses Using Team-Based Project Learning	0 COURSES
	7.3. Number of Courses Using Both the Case Method and Team-Based Project Learning	0 COURSES
	8.1. Number of Study Programmes with International Accreditation	0 study program
	8.2. Number of Study Programmes with International Certification	0 study program
	8.3. Number of Study Programmes Accredited as A or Excellent	1 study program

	8.4. Number of Study Programmes Implementing Independent Learning (Kampus Merdeka)	1 study program
	8.5. Jumlah Seminar Internasional yang dilaksanakan	3 seminar
Enhancement of Governance within the Directorate General of Higher Education	9.1. Strategic Plan	1 document
	9.2. Annual Budget Performance Plan	1 document
	9.3. Work Programme	2 document
	9.4. Performance Agreement	5 document
	9.5. Employee Performance Targets (SKP)	79 document
	9.6. Service SOP	10 document

	9.7. GOVERNMENT AGENCY PERFORMANCE ACCOUNTABILITY SYSTEM SOP	3 document
	9.8. Quarterly Performance Report	4 document
	9.9. Semester Performance Report	2 document
	9.10. Annual Performance Report	1 document
	9.11. Quarterly Budget Absorption Report	4 document
	9.12. Public Satisfaction Index	80
	10.1. Amount in Rupiah of Findings by the Audit Board of the Republic of Indonesia (BPK)	0
	10.2. Amount in Rupiah of Follow-Up Actions on Findings by the Audit Board of the Republic of Indonesia (BPK)	0
	10.3. Income from Asset Utilisation, including partnerships beyond the Ministry of Education, Culture, Research, and Technology (Kemdikbudristek)	164000000 rupiah
	10.4. Percentage of Budget Allocation Absorption	80%
	10.5. Percentage of Student Debt	Maksimal 4%

CHAPTER III

Performance Accountability

A. Performance Achievements

In accordance with the 2023 performance agreement, the Faculty of Veterinary Medicine, Universitas Brawijaya (FVM UB) has established four (4) targets, with ten (10) groups of performance indicators. The level of achievement is as follows:

Targets	Indicator	Goal	Achievement	Achievement %
Improvement in the Quality of Higher Education Graduates	1.1 Number of undergraduate (S1), diploma IV (D4), and diploma III (D3) graduates who: <ul style="list-style-type: none">• Secure employment within less than 6 months• Start a business within less than 6 months• Pursue further studies within less than 12 months	131 Graduates	148 Graduates	113%
	1.2. Percentage of graduates with competency and/or professional certification	100%	100%	100%
	2.1. Number of students completing at least 20 credits (SKS) off-campus	199 Students	8 Students	4,02%

	2.2. Number of students engaging in off-campus activities (not recognised)	0 Student	205 Students	> 100%
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	2.3. Number of high-achieving students	40 Students	62 Students	155%
	2.4. Number of other high-achieving students	0 Student	0 Student	0%
	2.5. Number of inbound students	8 Students	10 Students	125%
	2.6. Number of outbound students	8 Students	8 Students	100%
	2.7. Faculty Handbook for the Implementation of Independent Learning Campus (MBKM)	1 document	1 document	100%
Improvement in the Quality of Lecturers	3.1. Number of lecturers working off-campus at universities not ranked in QS Top 100 by subject	14 lecturer	5 lecturer	35,7%
	3.2. Number of lecturers working off-campus at universities not ranked in QS Top 100 by subject or non-university institutions	0 lecturer	27 lecturer	> 100%

	3.3. Number of lecturers supervising high-achieving students	0 lecturer	25 lecturer	> 100%
	3.4. Number of lecturers supervising other high-achieving students	0 lecturer	5 lecturer	> 100%
	4.1. Number of lecturers with certification and competencies	32 lecturer	39 lecturer	121,86%

	4.2. Number of practitioners teaching on-campus	3 praktisi	27 praktisi	900%
	4.3. Number of lecturers with doctoral qualifications	3 lecturer	3 lecturer	100%
	4.4. Number of lecturers holding the position of Senior Lecturer	1 lecturer	0 lecturer	0%
	4.5. Number of lecturers holding the position of Professor	1 lecturer	1 lecturer	100%
	4.6. Number of foreign lecturers	5 lecturer	12 lecturer	240%
	4.7. Number of lecturers participating in international conferences	38 lecturer	50 lecturer	131,58%
	5.1. Number of internationally indexed publications	38 articles	29 articles	76,32%

	5.2. Number of international book publications	2 books	2 books	100%
	5.3. Number of international patents	0 paten	0 paten	0%
	5.4. Number of awards received by lecturers at the national and international levels	2 awards	2 awards	100%
	5.5. Number of international publications	12 articles	4 articles	33,33%
	5.6. Number of national book publications	6 books	2 books	33,33%

	5.7. Number of patents	1 paten	8 paten	800%
	5.8. Number of copyrights	5 hak cipta	45 hak cipta	900%
	5.9. Number of nationally indexed publications	18 articles	22 articles	122,22%
	5.10. Number of national publications	6 articles	9 articles	150%
	5.11. Number of publications by professors	3 Articles/books/ book chapter	3 articles	100%
	5.12. Number of nationally indexed reputable journals	1 jurnal	0 jurnal	0%
	5.13. Number of globally indexed reputable journals	1 jurnal	0 jurnal	0%
	5.14. Number of R&D prototypes	1 prototype	2 prototype	200%

	5.15. Number of industrial prototypes	0 prototype	1 prototype	> 100%
	5.16. Number of innovations	1 innovation	0 innovation	0%
	5.17. Number of research projects funded by the faculty	28 researches	27 researches	96,43%
	5.18. Number of community service projects funded by the faculty	28 community services	26 community services	92,86%
	5.19. Number of research projects funded by the university	4 researches	8 researches	200%
	5.20. Number of community service projects funded by the university	1 community service	10 community services	1000%

	5.21. Number of research projects funded by external parties	1 research	6 researches	600%
	5.22. Number of community service projects funded by external parties	1 community service	2 community services	200%
Improvement in Curriculum Quality and Learning	6.1. Number of programmes collaborating with QS Top 100 by Subject partner institutions	1 study program	2 study program	200%

	6.2. Number of programmes collaborating with non-QS Top 100 by Subject partner institutions	0 study program	2 study program	> 100%
	6.3. Number of programmes collaborating with institutions/companies (non-university)	0 study program	2 study program	> 100%
	7.1. Number of courses using the Case Method	41 courses	55 courses	134,15%
	7.2. Number of courses using Team-Based Project learning	0 course	3 courses	> 100%
	7.3. Number of courses using both Case Method and Team-Based Project learning	0 course	58 courses	> 100%

	8.1. Number of programmes with international accreditation	0 study program	0 study program	0%
	8.2. Number of programmes with international certification	0 study program	0 study program	0%
	8.3. Number of programmes accredited as 'A' or 'Excellent'	1 study program	2 study program	200%
	8.4. Number of programmes implementing the Independent Learning Campus (Kampus Merdeka) approach	1 study program	1 study program	100%

	8.5. Number of international seminars conducted	3 seminar	4 seminar	133,33%
Enhancement of Governance within Work Units under the Directorate General of Higher Education	9.1. Strategic Plan	1 document	1 document	100%
	9.2. Annual Budget Performance Plan	1 document	1 document	100%
	9.3. Work Programme	2 document	2 document	100%
	9.4. Performance Agreement	5 document	5 document	100%
	9.5. Employee Performance Targets (EPT)	79 document	87 document	110,13%
	9.6. Service Standard Operating Procedures (SOP)	10 document	10 document	100%
	9.7. Performance Accountability System SOP (Government Agency Performance Accountability System)	3 document	3 document	100%

	9.8. Quarterly Performance Report	4 document	4 document	100%
	9.9. Semester Performance Report	2 document	2 document	100%
	9.10. Annual Performance Report	1 document	1 document	100%

	9.11. Quarterly Budget Absorption Report	4 document	4 document	100%
	9.12. Public Satisfaction Index	80	78,02	97,53%
	10.1. Amount in Rupiah of findings by the Audit Board of the Republic of Indonesia (BPK)	0	0	100%
	10.2. Amount in Rupiah of follow-up actions on findings by the Audit Board of the Republic of Indonesia (BPK)	0	0	100%
	10.3. Amount of revenue derived from asset utilisation, including collaborations beyond the Ministry of Education and Culture	164.000.000	289.165.825	176,32%
	10.4. Percentage of budget absorption	80%	91.82%	114,78%
	10.5. Percentage of student receivables	Max 4%	0,9%	22,5%

Key Performance Target 1

Enhancement of the Quality of Higher Education Graduates

Key Performance Indicator 1.1

Percentage of S1 and D4/D3/D2 graduates who have successfully secured employment, continued their studies, or become entrepreneurs.

The achievement of this indicator is assessed based on the following criteria:

- **Employment:** Graduates from S1 programmes who are employed either before graduation or within less than six (6) months after the issuance of their diploma.
- **Employment Contract:** Graduates must have either a Permanent Employment Contract (PKWTT) or a Fixed-Term Employment Contract (PKWT), and not be employed on a part-time basis.
- **Salary Qualification:** The salary must be at least 1.2 times the Minimum Wage of the City/Regency (UMK) where the graduate is employed if employed within six months post-graduation.
- **Pre-Graduation Employment:** For graduates who are employed before graduation, the salary must be at least 1.2 times the Minimum Wage of the City/Regency (UMK) of the university where the graduate was registered before graduation.
- **Entrepreneurship:** The graduate is listed as a founder or co-founder of a company.
- **Freelance Work:** The graduate works as a freelancer (consultant or independent expert) or produces works of art and culture.
- **Employment Duration:** For S1 graduates, the employment or entrepreneurial activities should be within one (1) fiscal year before the current fiscal year (TS1).

The comparison of the target and actual achievement of FVM UB for 2023 for indicator 1.1, as well as a comparison with the performance achievements of the previous year, is presented in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Employment within 6 Months	131	Graduates	1	113%	74,42%
Entrepreneurship within 6 Months			1		

Continuation of Studies within 12 Months			146		
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The overall achievement of FVM UB for Indicator 1.1 in 2023 is 113% of the performance target. This indicates that the target has been EXCEEDED. This result also surpasses the achievements of the previous year (2022). The highest achievement was observed in the number of graduates continuing their studies, as a majority of S1 graduates from the Faculty of Veterinary Medicine pursued further professional studies.

Challenge / Issues: :

- Limited number of graduates securing employment or engaging in entrepreneurship immediately.
- Difficulty in obtaining complete supporting evidence as per the indicator achievement template.

Strategy/Follow-up Actions::

Appoint an alumni coordinator and request students to complete the tracer study questionnaire via the UB post-graduation application or as a graduation requirement, and monitor through a unified data system.

Key Performance Indicator 1.2

Percentage of Graduates with Competency and/or Professional Certification

The percentage of FVM UB graduates who pass competency and/or professional certification tests administered by national committees designated by the relevant Ministry, professional organisations, and accredited certification bodies, in accordance with regulatory requirements. With competency and/or professional certification, graduates from Indonesian higher education institutions will have a competitive edge in the national, regional, and international job markets. This achievement is calculated using the following formula:

$$\text{Percentage} = \left(\frac{\text{Number of graduates passing competency and/or professional certification}}{\text{Number of graduates in the reporting year}} \right) \times 100\%$$

The comparison of targets and actual achievements for FVM UB in 2023 for Indicator 1.2, alongside comparisons with the previous year's performance, is presented in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Percentage of Graduates with Competency and/or Professional Certification	100	%	100%	100%	100%

The overall achievement of FVM UB for Indicator 1.2 in 2023 is 100% of the performance target. This indicates that the target has been ACHIEVED. All S1 graduates from FVM UB hold TOEFL and TI certifications. This achievement is consistent with the results from the previous year (2022). All S1 graduates from FVM UB are certified in TOEFL and TI.

Challenge / Issues:: :

No challenges or issues were encountered..

Strategy/Follow-up Actions:

Maintain the 100% achievement and encourage students to continue actively participating in competency and/or professional certification exams organised by national committees appointed by the relevant Ministry, professional organisations, and accredited certification bodies, in accordance with regulatory requirements.

Key Performance Indicators 2.1 and 2.2

Number of Students Spending at Least 20 Credits Outside the Campus; Number of Students Engaging in Non-Recognised Campus Activities

The number of students who spend at least 20 credits outside the campus (recognised) refers to students involved in one of the eight forms of learning activities (BKP) outside the campus (with a supervising lecturer) and who earn at least 20 credits in one semester or 40 credits in two semesters, according to the Merdeka Belajar – Kampus Merdeka Guidebook. Activities may be chosen from: (1) government-designated programs, or (2) programs approved by the university leadership. The number of students engaging in non-recognised campus activities includes students participating in one of the eight learning activities (BKP) activities outside the campus (with a supervising lecturer) that do not receive credits or equivalent recognition.

The comparison of targets and actual achievements for FVM UB in 2023 for Indicators 2.1 and 2.2, alongside comparisons with the previous year's performance, is presented in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
The number of students who have completed at least 20 credits (SKS) outside the campus.	199	Students	8	107%	0%
The number of students engaged in off-campus activities (not recognised).		Students	205		

The total achievement for FVM UB for Indicators 2.1 and 2.2 in 2023 is 107% of the performance target. This achievement also surpasses that of the previous year (2022). The data includes eight students who participated in outbound activities to foreign universities partnered with FVMUB, and students who engaged in community service activities related to animal health checks for sacrificial animals.

Challenge / Issues :

There are challenges in implementing the recognition of 10 credits due to students' busy schedules and the risk of extending study durations if they participate in the Merdeka Belajar programme.

Strategy/Follow-up Actions :

Although the Independent Campus Learning Programme (MBKM) Guidebook for FVM UB has been developed, its implementation remains difficult. To accommodate students' participation in off-campus activities while not disrupting their class schedules, FVM UB is working on incorporating these activities into the redesigned curriculum for the 2024-2029 academic years.

Key Performance Indicators 2.3 and 2.4

Number of Outstanding Students; Number of Other Outstanding Students

The number of Outstanding Students refers to those who achieve recognition at national and international levels. This recognition is based on the following criteria: (1) Competitions must be supervised by a faculty advisor (e.g., an advisor's appointment letter); (2) Achievement of first, second, or third place; (3) Competitions/contests/awards in fields of reasoning, creativity, interest, talent, and organisations.

The number of Other Outstanding Students includes those who achieve recognition outside the scope of Indicator 2.3 (Outstanding Students), such as honorary mentions, favourite awards, etc. The comparison of targets and actual achievements for FVM UB in 2023 for Indicators 2.3 and 2.4, alongside comparisons with the previous year's performance, is presented in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
The number of Outstanding Students	40	Students	62	155%	101,67%
The number of Other Outstanding Students		Students			

The total achievement for FVM UB for Indicator 2.3 in 2023 is 155% of the performance target. This indicates that the target has been EXCEEDED. This achievement also surpasses that of the previous year (2022).

Challenge / Issues :

There remains low student interest in participating in academic and non-academic competitions at national and international levels.

Strategy/Follow-up Actions:

Establish student interest and talent clubs, supported by faculty advisors, to enhance student participation in academic and non-academic competitions at both national and international levels.

Key Performance Indicators 2.5 and 2.6**Number of Inbound Students; Number of Outbound Students**

The Number of Inbound Students includes international students and non-UB students participating in activities at UB, whether through university cooperation programmes (degree) or other activities (non-degree), such as student exchange programmes. The Number of Outbound Students refers to UB students from each faculty who participate in study activities at foreign institutions or other universities within the country, either through university cooperation programmes (degree) or other activities (non-degree), such as student exchange programmes.

The comparison of targets and actual achievements for FVM UB in 2023 for Indicators 2.5 and 2.6, alongside comparisons with the previous year's performance, is presented in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of Inbound Students	8	Students	10	125%	256,67%
Number of Outbound Students	8	Students	8	100%	25%

The total achievement for FVM UB for Indicator 2.5 in 2023 is 125% of the performance target. This indicates that the performance target has been EXCEEDED. Conversely, the total achievement for FVM UB for Indicator 2.6 in 2023 is 100% of the performance target, indicating that the target has been ACHIEVED. Both achievements exceed those of the previous year (2022).

Challenge / Issues : None identified.

Strategy/Follow-up Actions : None required.

Key Performance Indicator 2.7

Independent Campus Learning Programme (MBKM) Implementation Guidebook

The availability of an Independent Campus Learning Programme (MBKM) guidebook at the faculty level, covering all Merdeka Belajar activities organised by the faculty or the S1 programmes. The comparison of targets and actual achievements for FVM UB in 2023 for Indicator 2.7, alongside comparisons with the previous year's performance, is presented in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Implementation Handbook for the Independent Campus Learning Programme (MBKM)	1	document	1	100%	0%

The total achievement for FVM UB for Indicator 2.7 in 2023 is 100% of the performance target. This indicates that the performance target has been ACHIEVED.

Challenge / Issues:: None identified.

Strategy/Follow-up Actions: None required.

Key Performance Indicators 3.1, 3.2, 3.3, and 3.4**Number of Lecturers Working Outside QS100 by Subject; Number of Lecturers Working Outside Non-QS100 by Subject or Non-PT; Number of Supervising Lecturers for Outstanding Students; Number of Supervising Lecturers for Other Outstanding Students**

The comparison of targets and actual achievements for FVM UB in 2023 for Indicators 3.1, 3.2, 3.3, and 3.4, as well as comparisons with the previous year's performance, is presented in the table below.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of Lecturers Working Outside the Campus in QS100 Universities by Subject	14	lecturer	5	442,9 %	417,78 %
Number of Lecturers Working Outside the Campus in Non-QS100 Universities by Subject or Non-Universities			27		
Number of Lecturers Supervising Outstanding Students			25		
Number of Lecturers Supervising Other Outstanding Students			5		

The cumulative achievement for each of these indicators totals 442.9% of the performance target, indicating that the target has been EXCEEDED. This result is also higher than the cumulative achievement for the previous year (2022).

Challenge / Issues::

Lack of collaboration between FVM UB and QS100 universities.

Strategy/Follow-up Actions:

Initiate discussions for collaboration with QS100 universities.

Key Performance Indicator 4.1**Number of Lecturers with Certification and Competency**

Lecturers who hold:

- Competency Certification from a recognised Certification Institute (LSK) acknowledged by the Ministry of Education and Culture (details available on the Ministry's website).
- Professional Certification from a recognised Professional Certification Institute (LSP) acknowledged by the Ministry of Education and Culture, as listed on the National Professional Certification Agency (BNSP) website <https://bnsppro.go.id/lsp>.
- Certification from a Professional Association or International Certification recognised by the Ministry of Education and Culture, with a list of accredited institutions available on the Ministry's website.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of Lecturers with Certification and Competency	32	lecturer	39	121,9%	10,5%

The comparison of targets and actual achievements for FVM UB in 2023 for Indicator 4.1, alongside comparisons with the previous year's performance, is presented in the following table.

Challenge / Issues: None

Strategy / Follow-up Actions:

Lecturers with a Doctor of Veterinary Medicine degree hold veterinary competency certificates. However, to enhance the diversification of competencies, lecturers are encouraged to participate in other competency training programmes, with financial support provided for human resource development.

Key Performance Indicator 4.2 Number of Practitioners Teaching on Campus

Practitioners teaching on campus must meet the following criteria:

- They have been employed and/or self-employed (entrepreneurs) for at least three years cumulatively since graduating from higher education, at least a diploma (D3) or equivalent. This requirement is waived for athletes, cultural figures, or artists who have qualifications relevant to their respective fields.
- They possess expertise that can be taught/shared in the context of lectures, as evidenced by a CV or portfolio.

The comparison of targets and actual achievements for FVM UB in 2023 for Indicator 4.2, as well as comparisons with the previous year's performance, is presented in the table below.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of Practitioners Teaching on Campus	3	practitioners	27	900%	130,8%

The total achievement of FVH UB for Indicator 4.2 in 2023 is 900% of the target. This indicates that the target has been EXCEEDED. This achievement is also higher compared to the previous year (2022).

Challenges/Issues:None

Strategy/Follow-up Actions: None required.

Key Performance Indicator 4.3

Number of Lecturers with Doctoral Qualifications

Full-time lecturers with a Doctoral degree by the end of the fiscal year. The comparison of targets and actual achievements for FVM UB in 2023 for Indicator 4.3, as well as comparisons with the previous year's performance, is presented in the table below.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of Lecturers with a Doctoral Qualification	3	lecturer	3	100%	40%

The total achievement of FVM UB for Indicator 4.3 in 2023 is 100% of the target. This indicates that the target has been ACHIEVED. The achievement also exceeds that of the previous year (2022).

Challenges/Issues:

- Updating data on the SISTER application requires time until it is eventually approved by the ministry.
- Some lecturers at FVM UB are still pursuing doctoral studies.

Strategy/Follow-up Actions:

- Routinely monitor the status of data updates for lecturers on the SISTER application.
- Support lecturers who are continuing their doctoral studies to complete their programmes. To expedite this process, FVM UB provides assistance with Grammarly and AJE to enhance the quality of article writing and offers financial support for Article Processing Charges (APC).

Key Performance Indicator 4.4

Number of Lecturers with the Position of Head Lecturer

Full-time lecturers holding the academic position of Head Lecturer by the end of the fiscal year. The comparison of targets and actual achievements for FVM UB in 2023 for Indicator 4.4, along with comparisons with the previous year's performance, is presented in the table below.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of Lecturers with the Rank of Associate Professor	1	lecturer	0	0%	50%

Challenges/Issues:

Changes in regulations from the Ministry of Administrative and Bureaucratic Reform regarding PAK (academic promotion assessment).

Strategy/Follow-up Actions:

Provide intensive support for the submission of Head Lecturer positions and financing for Article Processing Charges (APC) for Scopus-indexed journals, as a specific requirement for applying for Head Lecturer positions.

Key Performance Indicator 4.5

Number of Professors

Full-time academic staff holding the title of Professor by the end of the fiscal year. The comparison of targets and actual achievements for FVM UB in 2023 for Indicator 4.5, along with comparisons with the previous year's performance, is presented in the table below.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of Lecturers with the Rank of Professor	1	lecturer	1	100%	100%

The total achievement of FVM UB for Indicator 4.5 in 2023 is 100% of the target. This indicates that the target has been ACHIEVED.

Challenges/Issues: None

Strategy/Follow-up Actions:

Provide support for staff in applying for promotions from the rank of Professor IVd to IVe. Assist in enhancing the quality of research publications to support academic promotion assessments.

Key Performance Indicator 4.6

Number of Foreign Lecturers

Foreign lecturers teaching at UB. The programmes may include foreign lecturer exchanges, guest lectures, working groups, joint supervision, and other related activities. The comparison of targets and actual achievements for FVM UB in 2023 for Indicator 4.6, along with comparisons with the previous year's performance, is presented in the table below.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of Foreign Lecturers	5	dosen	12	240%	107,1%

The total achievement of FVM UB for Indicator 4.6 in 2023 is 240% of the PK target. This indicates that the PK target has been EXCEEDED. The achievement is also higher than that of the previous year (2022).

Challenges/Issues: None

Strategy/Follow-up Actions:

Organise international activities inviting foreign lecturers according to planned programmes. Establish Memoranda of Understanding (MoUs) with foreign universities to facilitate the participation of foreign lecturers at FVM UB.

Key Performance Indicator 4.7

Number of Lecturers Participating in International Conferences

Lecturers participating in international conferences as keynote speakers, invited speakers, presenters, or attendees. The comparison of targets and actual achievements for FVM UB in 2023 for Indicator 4.7, along with comparisons with the previous year's performance, is presented in the table below.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of Lecturers Participating in International Conference Activities	38	lecturer	50	131,6 %	115,2%

The total achievement of FVM UB for Indicator 4.7 in 2023 is 131.6% of the PK target. This indicates that the PK target has been EXCEEDED. The achievement is also higher than that of the previous year (2022).

Challenge / Issues:None

Strategy / Follow-up Actions: None

Key Performance Indicator 5.1

Number of Internationally Indexed Publications

- Publications in international scientific journals or international conference proceedings.
- Publications indexed in Web of Science or Scopus.

The comparison of targets and actual achievements for FVM UB in 2023 for Indicator 5.1, along with comparisons with the previous year's performance, is presented in the table below.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of Internationally Indexed Publications	38	articles	29	76,3 %	156,5%

The total achievement of FVM UB for Indicator 5.1 in 2023 is 76.3% of the PK target. This achievement is lower compared to the previous year (2022).

Challenge / Issues:

Not all active lecturers are publishing internationally indexed articles.

Strategy / Follow-up Actions:

Provide support for writing and publishing internationally indexed articles, including financial support for journal submissions from the faculty, and offer Grammarly and AJE services to enhance writing quality.

Key Performance Indicator 5.2

Number of International Book Publications

Books or book chapters with an International Standard Book Number (ISBN) and published by international publishers. The comparison of targets and actual achievements for FVM UB in 2023 for Indicator 5.2, along with comparisons with the previous year's performance, is presented in the table below.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of International Book Publications	2	books	2	100 %	0%

The total achievement of FVM UB for Indicator 5.2 in 2023 is 100% of the PK target. This indicates that the PK target has been ACHIEVED. However, this achievement is lower than that of the previous year (2022).

Challenge / Issues:

Not all lecturers are actively publishing international books.

Strategy / Follow-up Actions:

Encourage lecturers to publish international books and provide financial support for book publication, as well as offer Grammarly and AJE services for quality English writing.

Key Performance Indicator 5.3

Number of International Patents

The number of international patents registered with foreign patent offices. The comparison of targets and actual achievements for FVM UB in 2023 for Indicator 5.3, along with comparisons with the previous year's performance, is presented in the table below.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of international patens	0	paten	0	0%	-

The total achievement of FVM UB for Indicator 5.3 in 2023 is 0% of the PK target. There was no target for international patents for FVM UB in 2023 or 2022.

Challenge / Issues:

No lecturers at FVM UB have applied for international patents.

Strategy / Follow-up Actions:

Conduct workshops and provide support for applying for international patents for FVM UB lecturers.

Key Performance Indicator 5.4

Number of National and International Awards for Lecturers

National Awards:

- Full-time lecturers with NIDN (National Lecturer Identification Number) and NIDK (National Lecturer Registration Number) who have received national awards for applied works (inventions and innovations) that have undergone rigorous judging processes and are competitive and reputable in their field.

International Awards:

- Full-time lecturers with NIDN who have received international awards for applied works (inventions and innovations) through rigorous judging processes, competitive across countries, and reputable in their field.
- Applied works must be recognised by associations listed by the Ministry of Industry and the Indonesian Chamber of Commerce, or other officially designated associations, and must have National Patent Rights issued officially by the Indonesian government.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of National and International Awards for Lecturers	2	awards	2	100 %	100%

The total achievement of FVM UB for Indicator 5.4 in 2023 is 100% of the PK target. This indicates that the PK target has been ACHIEVED. The achievement is the same as that of the previous year (2022).

Challenge / Issues: None

Strategy / Follow-up Actions:

Encourage lecturers to innovate and participate in competitions at national and international levels, and provide funding from the faculty to support the production of applied works.

Key Performance Indicator 5.5

Number of International Publications

Publications in international scientific journals indexed outside of Scopus and Web of Science or conference proceedings with ISBN that are not indexed in Scopus and Web of Science.

The comparison of targets and actual achievements for FVM UB in 2023 for Indicator 5.5, along with comparisons with the previous year's performance, is presented in the table below.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of International Publications	12	articles	4	33,33 %	-

The Faculty of Veterinary Medicine, Universitas Brawijaya (FVM UB) achieved a total of 33.33% of the target for Indicator 5.5 in 2023. There was no target set for the number of international publications in 2022.

Challenge / Issues:

The number of faculty members publishing in international journals indexed outside of Scopus and Web of Science, or in ISBN conference proceedings not indexed by these databases, remains low..

Strategy / Follow-up Actions:

Encourage faculty members to publish in international journals indexed outside of Scopus and Web of Science or in ISBN conference proceedings not indexed by these databases. Additionally, provide funding for journal submissions from the faculty.

Key Performance Indicator 5.6

Number of National Book Publications

This indicator refers to books or book chapters with an International Standard Book Number (ISBN) published by national publishers. A comparison of the target and actual achievements of FVM UB in 2023 for Indicator 5.6, along with comparisons to previous years, is provided in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of National Book Publications	6	books	2	33,33 %	100%

The total achievement of FVM UB for Indicator 5.6 in 2023 is 33.33% of the Performance Target.

Challenge / Issues:

There is a low number of faculty members engaging in national book publications.

Strategy / Follow-up Actions:

Encourage faculty members to publish national books.

Key Performance Indicator 5.7

Number of Patens

This indicator concerns patents registered with the Directorate General of Intellectual Property. A comparison of the target and actual achievements of FVM UB in 2023 for Indicator 5.7, along with comparisons to previous years, is provided in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of patens	1	paten	8	800 %	25%

FVM UB achieved 800% of the target for Indicator 5.7 in 2023, indicating that the target has been exceeded. This achievement is significantly higher compared to the previous year (2022).

Challenge / Issues:None

Strategy / Follow-up Actions:

Conduct workshops and provide support for patent applications to increase the number of patents in the future.

Key Performance Indicator 5.8**Number of Copyrights**

This indicator refers to copyrights registered with the Directorate General of Intellectual Property. Intellectual Property is the right arising from intellectual abilities that result in products or processes useful to humanity. A comparison of the target and actual achievements of FVM UB in 2023 for Indicator 5.8, along with comparisons to previous years, is provided in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of copyrights	5	copyright	45	900 %	18,18%

FVM UB achieved 900% of the target for Indicator 5.8 in 2023, indicating that the target has been exceeded. This achievement is significantly higher compared to the previous year (2022).

Challenge / Issues:None

Strategy / Follow-up Actions:

Conduct workshops and provide support for copyright applications to increase the number of copyrights generated.

Key Performance Indicator 5.9**Number of Indexed National Publications**

This indicator pertains to publications included in national scientific journals indexed by SINTA. A comparison of the target and actual achievements of FVM UB in 2023 for Indicator 5.9, along with comparisons to previous years, is provided in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of Indexed National Publications	18	articles	22	122,22 %	320%

FVM UB achieved 122.22% of the target for Indicator 5.9 in 2023, indicating that the target

has been exceeded.

Challenge / Issues:

Not all faculty members are actively publishing articles/journals in indexed national journals.

Strategy / Follow-up Actions:

Encourage faculty members to publish in indexed national journals and provide funding for journal submissions from the faculty. This is expected to increase the number of published articles/journals in the future.

Key Performance Indicator 5.10

Number of National Publications

This indicator refers to publications in national scientific journals or ISBN-proceeding books. A comparison of the target and actual achievements of FVM UB in 2023 for Indicator 5.10, along with comparisons to previous years, is provided in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of National Publications	6	articles	9	150 %	-

FVM UB achieved 150% of the target for Indicator 5.10 in 2023, indicating that the target has been exceeded. There was no target for the number of national publications in 2022.

Challenge / Issues:

Not all faculty members are actively publishing articles/journals nationally.

Strategy / Follow-up Actions:

Encourage faculty members to publish nationally and provide funding for journal submissions from the faculty. This is expected to increase the number of national publications in the future.

Key Performance Indicator 5.11

Number of Publications by Professors

This indicator concerns articles/books/book chapters published by professors, either as the first author or otherwise. A comparison of the target and actual achievements of FVM UB in 2023 for Indicator 5.11, along with comparisons to previous years, is provided in the following table. rta perbandingannya dengan capaian kinerja tahun sebelumnya disajikan pada tabel berkey Performance Indicator.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of Publications by Professors	3	Articles /books/ book chapter	3	100 %	-

FVM UB achieved 100% of the target for Indicator 5.11 in 2023, indicating that the target has been met.

Challenge / Issues:None

Strategy / Follow-up Actions: None

Key Performance Indicator 5.12 and 5.13

Number of National and Global Indexed Reputable Journals

The number of reputable journals indexed nationally refers to scientific journals indexed by Science and Technology Index (SINTA). The number of globally indexed reputable journals refers to scientific journals accredited by the Ministry and indexed by Scopus and/or Web of Science. A comparison of the target and actual achievements of FVM UB in 2023 for Indicators 5.12 and 5.13, along with comparisons to previous years, is provided in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
The number of reputable journals indexed nationally	1	journal	0	0%	-
The number of globally indexed reputable journals	1	journal	0	0%	-

In 2022, there were no targets set for FVM UB regarding indicators 5.12 and 5.13. However, in 2023, the journals owned and managed by FVM UB are still in the process of meeting the requirements for national accreditation (SINTA).

Challenge / Issues:

- FVM UB's journals have not yet been accredited by SINTA, so they cannot be submitted for national indexing.
- FVM UB does not yet have globally indexed reputable journals.

Strategy / Follow-up Actions:

- Work on meeting the requirements for SINTA accreditation.
- Gradually work on meeting the requirements for national and global accreditation.

Key Performance Indicator 5.14, 5.15 dan 5.16**Number of R & D Prototypes; Number of Research and Industry Prototypes**

The number of R&D prototypes refers to those that have passed testing in real systems with at least a technology readiness level (TRL) of 4. The number of industry prototypes refers to those that have passed testing in real systems with a TRL of at least 7. A comparison of the target and actual achievements of FVM UB in 2023 for Indicators 5.14 and 5.15, along with comparisons to previous years, is provided in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of R & D Prototypes	1	Prototypes	2	200%	100%
Number of Industry Prototypes	0	Prototypes	1	> 100%	-
Number of innovations	1	innovation	0	0%	50%

The total achievement of FVM UB for indicators 5.14 and 5.15 in 2023 is 200% and over 100% of the target, respectively. This indicates that the targets have been exceeded. In 2022, the achievement for indicator 5.14 was 100%, while there was no target or achievement recorded for indicator 5.15. The 2023 achievements for indicators 5.14 and 5.15 are higher compared to 2022. However, there was a decline in the achievement for indicator 5.16 compared to the previous year (2022).

Challenge / Issues:

- Not all faculty members are actively producing and submitting R&D prototypes.
- Not all faculty members are submitting industry prototypes.
- Not all faculty members are actively producing and submitting innovative products.

Strategy / Follow-up Actions:

- Conduct workshops and provide support for industry prototype submissions.
- Conduct workshops and provide support for R&D prototype submissions.
- Encourage faculty to produce innovative products.
- Conduct workshops and provide support for innovation submissions.

Key Performance Indicator 5.17 dan 5.18**Number of Faculty-Funded Research and Community Service**

The number of faculty-funded research projects refers to research funded by the faculty during the reporting year. The number of faculty-funded community service projects refers to community service funded by the faculty during the reporting year. A comparison of the target and actual achievements of FVM UB in 2023 for Indicators 5.17 and 5.18, along with comparisons to previous years, is provided in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of faculty-funded research	28	research	27	96,4%	100%
Number of faculty-funded community service projects	28	community service	26	92,9%	100%

The total achievement of FVM UB for indicators 5.17 and 5.18 in 2023 was 96.4% and 92.9% of the performance target, respectively. In 2022, the achievements for indicators 5.17 and 5.18 were 100% each. The decrease in the achievements for indicators 5.17 and 5.18 compared to the previous year (2022) was due to several challenges encountered.

Challenge / Issues:

Issues with uploading research and community service reports in the SIPP application by some faculty members have led to incomplete data being available in the Government Agency Performance Accountability System application.

Strategy / Follow-up Actions:

Find solutions to the issues related to uploading research and community service reports to relevant applications experienced by some faculty members.

Key Performance Indicator 5.19 dan 5.20**Number of Limited Liability Company (LLC)--Funded Research and Community Service**

The number of LLC-funded research projects refers to research funded by LLC during the reporting year (e.g., beginner research grants, advanced research grants, international collaboration grants, etc.). The number of LLC-funded community service projects refers to community service funded by LLC during the reporting year (e.g., Doctorate Community Service Grants). A comparison of the target and actual achievements of FVM UB in 2023 for Indicators 5.19 and 5.20, along with comparisons to previous years, is provided in the following table

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
The number of research projects funded by the LLC	4	research	8	200%	120%
The number of community service activities funded by the LLC	1	community service	10	1000%	33,33%

The total achievement of FVM UB for indicators 5.19 and 5.20 in 2023 was 200% and 1000% of the performance target, respectively. In 2022, the achievement for indicator 5.19 was 120%, while indicator 5.20 achieved 33.33%. The results for indicators 5.19 and 5.20 in 2023 show an increase compared to the previous year (2022).

Challenge / Issues:None

Strategy / Follow-up Actions:

Encourage faculty members to actively submit research proposals for various funding schemes from LLC.

Key Performance Indicator 5.21 dan 5.22

Number of Externally Entities Funded Research and Community Service

The number of externally entities funded research projects refers to research funded by external sources (e.g., funding from the Ministry of Education and Culture, industries, and other research partners both domestic and international) during the reporting year. The number of externally funded community service projects refers to community service funded by external sources during the reporting year. A comparison of the target and actual achievements of FVM UB in 2023 for Indicators 5.21 and 5.22, along with comparisons to previous years, is provided in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
The number of research projects funded by external entities.	1	research	6	600%	100%
The number of community service activities funded by external entities.	1	community service	2	200%	100%

In 2023, the Faculty of Veterinary Medicine, Universitas Brawijaya (FVM UB) achieved 600% and 200% of the targets for Indicators 5.21 and 5.22, respectively. In comparison, the achievement for these indicators in 2022 was 100%. There has been an increase in the achievement of Indicators 5.21 and 5.22 compared to the previous year (2022).

Challenge / Issues:None

Strategy / Follow-up Actions:

Encourage faculty members to undertake research funded by external entities and to collaborate with entities outside of the university.

Target Performance Indicator 3

Enhancement of Curriculum and Learning Quality

Key Performance Indicators 6.1, 6.2, and 6.3

Number of Programmes Collaborating with QS100 by Subject Partners; Number of Programmes Collaborating with Non-QS100 by Subject Partners; Number of Programmes Collaborating with Institutions/Companies (Non-State Universities)

- Number of Programmes Collaborating with QS100 by Subject Partners: Refers to undergraduate (S1/D4/D3) programmes that collaborate with global higher education institutions listed in the QS World University Rankings by Subject. This collaboration includes joint curriculum development (designing outputs, content, and teaching methods), providing internship programmes (at least one full semester), or other Tri-Dharma activities (e.g., research partnerships). The QS 100 list referenced is the one valid for the fiscal year.
- Number of Programmes Collaborating with Non-QS100 by Subject Partners: Refers to undergraduate (S1/D4/D3) programmes that collaborate with global higher education institutions not listed in the QS 100 by Subject.
- Number of Programmes Collaborating with Institutions/Companies (Non-State Universities): Refers to undergraduate (S1/D4/D3) programmes that collaborate with institutions or companies.

A comparison of the target and actual achievements of FVM UB in 2023 for Indicators 6.1, 6.2, and 6.3, along with comparisons to previous years, is provided in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of Programmes Collaborating with QS100 by Subject Partner Institutions	1	study program	2	200%	100%
Number of Programmes Collaborating with Non-QS100 by Subject Partner Institutions			2		100%
Number of Programmes Collaborating with Non-State Institutions/Companies			2		-

In 2023, FVM UB achieved 200% of the targets for Indicators 6.1, 6.2, and 6.3. The achievements for Indicators 6.1 and 6.2 in 2022 were 100% each. The achievements for Indicators 6.1 and 6.2 have increased compared to the previous year (2022). There was no target for Indicator 6.3 in 2022.

Challenge / Issues:None

Strategy / Follow-up Actions:

Continue to initiate collaboration with QS100, non-QS100 partners, and institutions/companies (Non-State Universities).

Key Performance Indicators 7.1, 7.2, and 7.3

Number of Case Method Courses; Number of Team-Based Project Courses; Number of Courses Using Both Case Method and Team-Based Project Approaches

- Number of Case Method Courses: Refers to courses in undergraduate (S1/D4/D3) programmes employing the case method teaching approach.
- Number of Team-Based Project Courses: Refers to courses in undergraduate (S1/D4/D3) programmes employing a team-based project teaching approach
- Number of Courses Using Both Case Method and Team-Based Project Approaches: Refers to courses in undergraduate (S1/D4/D3) programmes employing both case method and team-based project teaching approaches.

A comparison of the target and actual achievements of FVM UB in 2023 for Indicators 7.1, 7.2, and 7.3, along with comparisons to previous years, is provided in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of Case Method Courses	41	course	55	282,9%	65,2%
Number of Team-Based Project Courses		course	3		60,9%
Number of Courses Using Both Case Method and Team-Based Project Approaches		course	58		-

In 2023, FVM UB achieved 282.9% of the targets for Indicators 7.1, 7.2, and 7.3, indicating that the targets were exceeded. The achievements for Indicators 7.1 and 7.2 in 2022 were 65.2% and 60.9%, respectively. The achievements for Indicators 7.1 and 7.2 have increased compared to the previous year (2022). There was no target for Indicator 7.3 in 2022.

Challenge / Issues:None

Strategy / Follow-up Actions: None

Key Performance Indicators 8.1 and 8.2

Number of Programmes with International Accreditation; Number of Programmes with International Certification

- **Number of Programmes with International Accreditation:** Refers to undergraduate (S1/D4/D3) programmes with international accreditation issued by recognised accrediting bodies as per the Minister of Education and Culture's Decree No. 83/P/2020 on International Accrediting Bodies.eri Pendidikan dan Kebudayaan Nomor 83/P/2020 tentang Lembaga Akreditasi Internasional.
- **Number of Programmes with International Certification:** Refers to undergraduate (S1/D4/D3) programmes with certificates from internationally recognised certification bodies.

A comparison of the target and actual achievements of FVM UB in 2023 for Indicators 8.1 and 8.2, along with comparisons to previous years, is provided in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of Programmes with International Accreditation	0	Study program	0	0%	0%
Number of Programmes with International Certification	0	Study program	0	0%	0%

There were no targets or achievements for FVM UB for Indicators 8.1 and 8.2 in 2023 or 2022.

Challenge / Issues:

FVM UB currently lacks adequate human resources and resources to support international accreditation.

Strategy / Follow-up Actions:

Conduct benchmarking with other veterinary faculties in Indonesia that have achieved international accreditation.

Key Performance Indicator 8.3

Number of Programmes Accredited as 'A' or 'Excellent'

Number of Programmes Accredited as 'A' or 'Excellent': Refers to programmes accredited as 'A' or 'Excellent' by the National Accreditation Board (BAN-PT) based on the National Higher Education Standards. 'Excellent' accreditation indicates that a programme has achieved the highest accreditation rating following the BAN-PT Regulation No. 1 of 2020 on Accreditation Mechanisms.

A comparison of the target and actual achievements of FVM UB in 2023 for Indicator 8.3, along with comparisons to previous years, is provided in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of Programmes Accredited as 'A' or 'Excellent'	1	study program	2	200%	100%

In 2023, the Faculty of Veterinary Medicine, Universitas Brawijaya (FVM UB) achieved 200% of the target for Indicator 8.3, indicating that the target has been exceeded. In 2022, the achievement for Indicator 8.3 was 100%. This represents an improvement over the previous year's performance (2022).

Challenge / Issues:None

Strategy / Follow-up Actions:

Maintain the 'Excellent' accreditation status.

Key Performance Indicator 8.4

Number of Programmes Implementing the Independent Learning and Campus Merdeka

The number of programmes implementing Independent Learning and Campus Merdeka refers to those that conduct one or more forms of off-campus learning activities supported by documentation and implementation that meet the criteria outlined in the Independent Learning and Campus Merdeka UB guidebook.

A comparison of the target and actual achievements of FVM UB in 2023 for Indicator 8.4, along with comparisons to previous years, is provided in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
The number of programmes implementing Independent Learning and Campus Merdeka	1	study program	1	100%	100%

In 2023, FVM UB achieved 100% of the target for Indicator 8.4, indicating that the target has been met. This percentage is the same as the achievement in the previous year (2022).

Challenge / Issues:None

Strategy / Follow-up Actions: None

Key Performance Indicator 8.5

Number of International Seminars Conducted

International seminars, symposiums, and similar events are defined as follows:

- Organised by reputable professional associations, higher education institutions, or scientific organisations.
- Steering committees composed of experts from multiple countries.
- The official language of the United Nations is used.
- Presenters and participants come from at least four different countries.

A comparison of the target and actual achievements of FVM UB in 2023 for Indicator 8.5, along with comparisons to previous years, is provided in the following table.

Key Performance Indicator	Target for 2023	Unit	Actual Achievement 2023	% Achievement Realisation 2023	% Achievement Realisation 2022
Number of International Seminars Conducted	3	seminar	4	133,3%	75%

In 2023, FVM UB achieved 133.3% of the target for Indicator 8.5, indicating that the target has been exceeded. This percentage is higher compared to the achievement in the previous year (2022).

Challenge / Issues:None

Strategy / Follow-up Actions:

Continue to consistently and regularly conduct international seminars.

Key Target Performance 4

Improvement in Governance within the Directorate General of Higher Education

Key Performance Indicators 9.1, 9.2, 9.3, 9.4, 9.5, 9.6, 9.7, 9.8, 9.9, 9.10, 9.11 strategic Plans, Annual Budget Performance Plans, Work Programmes, Performance Agreements, Employee Performance Targets (SKP), Service Standard Operating Procedures (SOPs), GOVERNMENT AGENCY PERFORMANCE ACCOUNTABILITY SYSTEM SOPs, Quarterly Performance Reports, Semester Performance Reports, Annual Performance Reports, and Quarterly Budget Absorption Reports.

In 2023, FVM UB met and, for some indicators, exceeded the targets for Indicator 9. There were no issues in achieving these targets. The follow-up involves efforts to continue maintaining the availability of these documents in the future.

Key Performance Indicator 9.2

Public Satisfaction Index

The Public Satisfaction Index (PSI) for FVM UB in 2023 was 78.02, with a 'Good' rating. This is an improvement over the PSI of 74.25 in 2022, which was rated as 'Poor'. The 2023 result reflects a better performance compared to the previous year.

C. Innovation, Awards, and Crosscutting/Collaborative Programs

1. Innovation

In 2023, the Faculty of Veterinary Medicine implemented the following innovations:

1. Dietetic Feed for Laboratory Animals Through Teaching Factory and Project-Based Education: This innovation involves developing specialised feed for laboratory rats and mice.
2. Lycopene as an In Vitro Supplement for Zebrafish Embryos (*Danio rerio*): The lycopene supplement is a novel innovation in the field of in vitro studies, offering significant benefits for embryo development amidst the global threat of warming.

2. Awards

In 2023, the Faculty of Veterinary Medicine received the following awards:

1. Second Place in the Internal Control Category at the UB Giraffe Award 2023.



2. Second Place in the Webometrics Visibility Category at the UB Giraffe Award 2023.



3. Second Place in the Certification and Competency of Faculty Category at the UB Giraffe Award 2023.



4. Second Place in the Supervising Outstanding Students Category at the UB Giraffe Award 2023.



5. Second Place in the Budget Absorption Category at the UB Giraffe Award 2023



6. Second Place in the Faculty Members Working Outside the Campus Category at the UB Giraffe Award 2023.



7. First Place in the Integrity Zone Implementation Category at the UB Giraffe Award 2023.

3. Crosscutting/Collaborative Programs

In 2023, the Faculty of Veterinary Medicine engaged in crosscutting and collaborative programs with Universiti Malaysia Kelantan (UMK). This included a Visiting Lecturer Program, which is part of the 3-in-1 program and integrated with two international activities hosted by FVM UB: the Virtual International Exchange Students (VISE) and the 6th International Conference on One Health





**LETTER OF INTENT
BETWEEN
FACULTY OF VETERINARY MEDICINE
UNIVERSITAS BRAWIJAYA
AND
FACULTY OF VETERINARY MEDICINE
UNIVERSITI MALAYSIA KELANTAN**

In consideration of the wish of the Faculty of Veterinary Medicine of Univeritas Brawijaya, Indonesia and Faculty of Veterinary Medicine, Universiti Malaysia Kelantan and to establish cooperation within the framework of the academic exchange with the aim of promoting mutual academic cooperation and exchange.

This agreement entered into by and between:

Faculty of Veterinary Medicine of Universitas Brawijaya located at Puncak Dieng Eksklusif Kalisongo Dau Malang 65145, East Java, Indonesia represented herein by its Dean, **Dyah Ayu Oktavanie AP., DVM., M.Biotech** and shall include its lawful representatives and permitted assigns of the first party.

and

Faculty of Veterinary Medicine of Universiti Malaysia Kelantan located at 275, Jalan Padang Tembak, 16100, Pengkalan Chepa, Kelantan, Malaysia represented herein by its Dean, **Dr. Mohd Farhan Hanif Bin Reduan** and shall include its lawful representatives and permitted assigns of the second party.

Whereas: Parties agree to cooperate on academic programs based on equality and reciprocity;

Whereas: Pursuant to prevailing laws and regulations in their respective countries, as well as the procedures and policy of the Government of Indonesia and the Government of Malaysia concerning international collaboration on academic, scientific, and research cooperation;

Therefore, in consideration of the above, the Parties have decided to enter into a Memorandum of Agreement which, from the date of its signature.

Parties agree as follows:

Article Six
Duration and Termination

- a) This Letter of Intent is written in English. The two universities shall keep copies of the Memorandum of Agreement in both languages. This Letter of Intent becomes effective upon completion of the signatures, valid for a period of **five (5) years** from the date of signing.

- b) This Letter of Intent is subject to revision or renewal by mutual agreement.

Article Seven
Notices

Any communication under this Memorandum of Agreement will be delivered to the recipient address or electronic mail address or telephone number which is duly acknowledged:

Faculty of Veterinary Medicine, Universitas Brawijaya

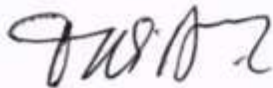
Name : Dyah Ayu Oktaviane AP., DVM, M.Biotech
Position : Dean
Phone : +62341- 5029152
Email : pskh_ub@ub.ac.id

Faculty of Veterinary Medicine, Universiti Malaysia Kelantan

Name : Dr. Mohd Farhan Hanif bin Reduan
Position : Dean
Phone : +609-7717279
Email : fpv@umk.edu.my

IN ACCEPTANCE OF THE TERMS AND CONDITIONS OF THIS MEMORANDUM OF UNDERSTANDING

Signed for and on behalf of
Faculty of Veterinary Medicine
Universitas Brawijaya



Dyah Ayu O.A.P., DVM, M.Biotech
Dean

Signed for and on behalf of
Faculty of Veterinary Medicine
Universiti Malaysia Kelantan



Dr. Mohd Farhan Hanif bin Reduan
Dean

Date: October 26, 2022

Date: October 26, 2022

Article One

Objective

The objective of the collaboration between parties are to promote mutual academic cooperation and exchange between two universities.

Article Two

Areas of Collaboration

- a) The Parties will jointly develop some or all of the following activities based on their respective academic and educational needs, such as :
 - 1) Exchange of faculty members and students;
 - 2) Exchange of academic literature and information;
 - 3) Collaborative research;
 - 4) Any other activities to be decided on the basis of mutual agreement by both universities.
- b) This collaboration will be carried out by related study programs as follows :
 - 1) Bachelor of Veterinary Medicine
 - 2) Professional Program of Veterinary Medicine

Article Three

Methods of Cooperation

The implementation of each joint activity set out in this Letter of Intent shall be separately negotiated and determined by both universities. Details of the implementation shall be set forth in a contract to be signed at the appropriate time by representative of both parties

Article Four

Financial Provision

The terms and necessary budget for each program and project will be described in separate documents, which will be prepared subsequent to this Letter of Intent will be signed by both parties prior to the initiation of a cooperative program or project. A program may include one or more projects.

Article Five

Non-Binding Document

- a) This Letter of Intent is not intended to be legally binding document. It is meant to describe the nature and to suggest the guidelines of the cooperation between the Parties as described above.
- b) Nothing shall diminish the full autonomy of either party nor will any constraints or financial obligations be imposed by either upon the other in carrying out the Memorandum of Agreement.



MEMORANDUM OF UNDERSTANDING

BETWEEN

UNIVERSITI MALAYSIA KELANTAN

AND

UNIVERSITAS BRAWIJAYA

**ON COOPERATION IN THE FIELD OF
RESEARCH AND ACADEMIC**

THIS MEMORANDUM OF UNDERSTANDING is made this 04 day of January, 2023.

BETWEEN

UNIVERSITI MALAYSIA KELANTAN (hereinafter referred to as "**UMK**"), a Public University established under the Universities and University Colleges Act 1971 [Act 30] whose address is at 16300 Bachok, Kelantan, Malaysia and shall include its lawful representatives and permitted assigns.

AND

UNIVERSITAS BRAWIJAYA (hereinafter referred to as **UB**), a Public University established under Decree President of Republic Indonesia No 196 in 1963 whose registered address is Jl. Veteran, Ketawanggede, Kec. Lowokwaru, Malang, East Java, 65145 Indonesia and shall include its lawful representatives and permitted assigns;

UMK and **UB** shall be referred singularly as the "Party" and jointly referred as "Parties",

WHEREAS

- A. **UMK** is an established University which strives to enhance and strengthen its internationalization linkage and has taken various initiatives to complement its educational excellence. **UMK** has entered various collaborative arrangements with other parties to enhance its academic and research activities.
- B. **UB** is an established University which strives to enhance and strengthen its internationalization linkage and has taken various initiatives to complement its educational excellence. **UMK** has entered various collaborative arrangements with other parties to enhance its academic and research activities.

- C. The Parties are desirous of entering into this Memorandum of Understanding to declare their respective intentions and to establish a basis of cooperation and collaboration between the Parties upon the terms as contained herein.

HAVE REACHED AN UNDERSTANDING as follows :

ARTICLE I
OBJECTIVE

The Parties, **subject** to the terms of this Memorandum of Understanding and the laws, rules, regulations and national policies from time to time in force in each Party's country, will endeavour to strengthen, promote and develop cooperation in the field of research and academic the Parties on the basis of equality and mutual benefit.

ARTICLE II
AREAS OF COOPERATION

1. Each Party will, subject to the laws, rules, regulations and national policies from time to time in force, governing the subject matter in their respective countries, endeavor to take necessary steps to encourage and promote cooperation in the following areas :
 - (a) for the purpose of teaching and learning, research activities of interest to both parties;
 - (b) development of grants for research and innovation related to veterinary medicine.
 - (c) development of courses aligned to the needs of veterinary medicine; and
 - (d) any other areas of cooperation to be mutually agreed upon by the Parties.

2. For the purpose of implementing the co-operation in respect of any areas stated in paragraph 1, this Memorandum of Understanding will be superseded by a legally binding agreement subject to terms and conditions as mutually agreed upon by the Parties including clauses on "confidentiality", "suspension", "protection of intellectual property rights" and "settlement of dispute" as contained in **Annexure A** of this Memorandum of Understanding

ARTICLE III

FINANCIAL ARRANGEMENTS

1. This Memorandum of Understanding will not give rise to any financial obligation by one Party to the other.
2. Each Party will bear its own cost and expenses in relation to this Memorandum of Understanding.

ARTICLE IV

EFFECT OF MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding serves only as a record of the Parties' intentions and does not constitute or create, and is not intended to constitute or create obligations under domestic or international law and will not give rise to any legal process and will not be deemed to constitute or create any legally binding or enforceable obligations, express or implied.

ARTICLE V

NO AGENCY

Nothing contained herein is to be construed so as to constitute a joint venture partnership or formal business organization of any kind between the Parties or so to constitute either Party as the agent of the other.

ARTICLE VI

ENTRY INTO EFFECT, DURATION, TERMINATION AND EXTENSION

1. This Memorandum of Understanding will come into effect on the date of signing and will remain in effect for a period of **FIVE (5) years** or until terminated by either Party with thirty (30) days written notice.
2. The termination of the Memorandum of Understanding shall not affect the implementation of ongoing activities/programs.
3. This Memorandum of Understanding may be extended for a further period as may be agreed in writing by the Parties.

ARTICLE VII

NOTICES

Any communication under this Memorandum of Understanding will be in writing in the English language and delivered by registered mail to the address or sent to the electronic mail address or facsimile number of **+609-7797012 for UMK** or **+62341-551611 for UB** as the case may be, shown below or to such other address or electronic mail address or facsimile number as either Party may have notified the sender and shall, unless otherwise provided herein, be deemed to be duly given or made when delivered to the recipient at such address or electronic mail address or facsimile number which is duly acknowledged :

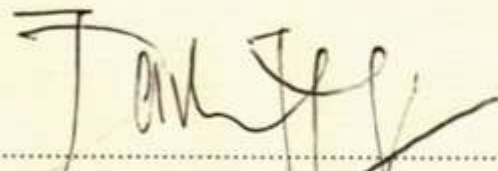
To : **Prof. Dato' Dr. Razli bin Che Razak**
Vice Chancellor
Universiti Malaysia Kelantan
16300 Bachok
Kelantan
Telephone no. : 09-7797700
Facsimile no. : 09-7797012
Email address : vco@umk.edu.my

To : **Prof. Widodo, S.Si, M.Si, Ph.D Med.Sc**
Rector
Universitas Brawijaya
Jl. Veteran, Ketawanggede, Kec. Lowokwaru
Malang, East Java 65154
Indonesia
Telephone no. : +62341-551611
Facsimile no. : +62341-565420
Email address : rektorat@ub.ac.id


The foregoing record represents the understandings reached between the **UMK** and the **UB** upon the matters referred to therein.

IN WITNESS WHEREOF, the undersigned, being duly authorised by their respective organisations, sign this Memorandum of Understanding on the date as abovewritten.

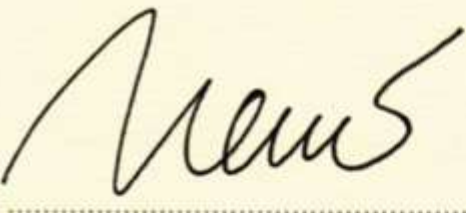
Signed by]
For and on behalf of]
Universiti Malaysia Kelantan]


.....
Prof. Dato' Dr. Razli bin Che Razak
Vice Chancellor


In the presence of :


.....
Prof. Dr. Nik Maheran binti Nik Muhammad
Deputy Vice Chancellor (Academic and International)

Signed by]
For and on behalf of]
Universitas Brawijaya]


.....
Prof. Widodo, S.Si, M.Si, Ph.D Med.Sc
Rector

In the presence of :


.....
Prof. Dr. Ir. M. Sasmito Djati, MS, IPU, ASEAN Eng
Vice Rector of Planning, Cooperation and Internationalisation

ANNEXURE A

PROTECTION OF INTELLECTUAL PROPERTY RIGHTS

1. The protection of intellectual property rights shall be enforced in conformity with the respective national laws, rules and regulations of the Parties and with other international agreements signed by both Parties.
2. The use of the name, logo and/or official emblem of any of the Parties on any publication, document and/or paper is prohibited without the prior written approval of either Party.
3. Notwithstanding anything in paragraph 1 above, the intellectual property rights in respect of any technological development, and any products and services development, carried out :
 - (i) jointly by the Parties or research results obtained through the joint activity effort of the Parties, shall be jointly owned by the Parties in accordance with the terms to be mutually agreed upon; and
 - (ii) solely and separately by the Party or the research results obtained through the sole and separate effort of the Party, shall be solely owned by the Party concerned.

CONFIDENTIALITY

1. Each Party shall undertake to observe the confidentiality and secrecy of documents, information and other data received from or supplied to, the other Party during the period of the implementation of this Memorandum of Agreement or any other agreements made pursuant to this Memorandum of Agreement.

2. For purposes of paragraph 1 above, such documents, information and data include any document, information and data which is disclosed by a Party (the Disclosing party) to the other Party (the Receiving party) prior to, or after, the execution of this Memorandum of Agreement, involving technical, business, marketing, policy, know-how, planning, project management and other documents, information, data and/or solutions in any form, including but not limited to any document, information or data which is designated in writing to be confidential or by its nature intended to be for the knowledge of the Receiving party or if orally given, is given in the circumstances of confidence.
3. Both Parties agree that the provisions of this Article shall continue to be binding between the Parties notwithstanding the termination of this Memorandum of Agreement.

SUSPENSION

Each Party reserves the right for reasons of national security, national interest, public order or public health to suspend temporarily, either in whole or in part, the implementation of this Memorandum of Agreement which suspension shall take effect immediately after notification has been given to the other Party through diplomatic channels.

SETTLEMENT OF DISPUTES

Any difference or dispute between the Parties concerning the interpretation and/or implementation and/or application of any of the provisions of this Memorandum of Agreement shall be settled amicably through mutual consultation and/or negotiations between the Parties through diplomatic channels, without reference to any third party or international tribunal.



KEMENTERIAN PENDIDIKAN, KEBUDAYAAN
RISET DAN TEKNOLOGI
UNIVERSITAS BRAWIJAYA
FAKULTAS KEDOKTERAN HEWAN

Puncak Dieng Eksklusif, Kalisongo, Kec. Dau, Kab. Malang 65151
Telp. +62341- 5029152, Fax. +62341- 5029152, Ponsel. : +62 821-4334-7060
<http://fkh.ub.ac.id> email : pskh_ub@ub.ac.id

No : 3673/UN10.F13/TU/2023

September 26th, 2023

Dr Intan Noor Aina Binti Kamaruzaman
Faculty of Veterinary Medicine
Universiti Malaysia Kelantan
Kelantan, Malaysia

Dear Dr. Intan Noor Aina Binti Kamaruzaman
Hoping you are well and in the best state of health.

On behalf of the Faculty of Veterinary Medicine, Universitas Brawijaya, Malang Indonesia, we are pleased to invite you to deliver the Visiting Lecture in Faculty of Veterinary Medicine, Universitas Brawijaya. This program is a part of 3 in 1 program held by Universitas Brawijaya to meet the global academic competencies.

Given your experiences in Veterinary Public Health it is a great honour for us to hear about your speech related to your expertise as the following schedule :

No	Day, Date, Time	Agenda
1	Sunday, 22 October 2023	Arriving in Surabaya and go to Malang
2	Monday, 23 October 2023	
	09.00 - 11.00 am	Visiting lecture (Public Health) for 5th year student
	11.00 - 12.00 am	Collaboration Discussion with Faculty board
3	Tuesday-Wednesday, 24-25 October 2023	
	08.00 am - 03.00 pm	Invited Speaker of the 6th ICOH
4	Thursday-Friday, 26-27 October 2023	Going to FVM UNAIR

We believe your experiences will be an excellent addition to our program, as many of our students will look forward to learning from you. If you need to discuss your lecture and agenda further or have any question regarding this event, please do not hesitate to contact us.

We are honoured if you are accepting our invitation to become a visiting lecturer at this event. We thank you and appreciate your time.

Sincerely,

Dr Ayu Oktavanie AP., DVM., M.Biotech
Dean of Faculty of Veterinary Medicine
Universitas Brawijaya





MINISTRY OF EDUCATION, CULTURE, RESEARCH AND TECHNOLOGY
UNIVERSITAS BRAWIJAYA

FACULTY OF VETERINARY MEDICINE

Puncak Dieng Eksklusif, Kalisongo, Dau, Malang, Indonesia 65151
Phone. +62341- 5029152, Fax. +62341- 5029152, HP : +62 0821 – 4334-7060
<https://fkh.ub.ac.id> email : pskh_ub@ub.ac.id

Malang, 22nd June 2023

No. : 2211 /UN10.F13/TU/2023
Concern : Letter of Invitation for Campus Visit and Visiting Lecturer

Dr Intan Noor Aina Binti Kamaruzaman
Faculty of Veterinary Medicine
Universiti Malaysia Kelantan
Malaysia

Dear Dr Intan Noor Aina Binti Kamaruzaman

Greetings from Indonesia,
On behalf of the Faculty of Veterinary Medicine, Universitas Brawijaya, Malang Indonesia, we are pleased to invite you for a Visiting Lecture and Campus Visit scheduled for 23-27 October 2023 in Faculty of Veterinary Medicine, Universitas Brawijaya, Malang, East Java, Indonesia. The date could be adjusted based on your suggestions. This program is a part of 3 in 1 program held by Universitas Brawijaya to meet the global academic competencies.

Given your experiences in Veterinary Infectious Diseases, it is a great honour for us to be able to invite you to be a Visiting Lecturer. We believe your experiences will be an excellent addition to our program, as many of our students will look forward to learning from you. This activity will integrate two other activities: Virtual International Exchange Students (VISE) and 6th International Conference on One Health. We aim that our students and international participants hear your talks.

Moreover, your agenda will be Campus Visit and discussion for implementation of MoU in further activities between FVM UB and FVM UMK as well. We will provide accommodation local during your stay in Malang, Indonesia.

If you need to discuss your lecture and agenda or have any questions regarding this event, please do not hesitate to contact the Person in Charge (PIC): Fajar Shodiq Permata, DVM, M.Biotech via email drh.fajar@ub.ac.id or Whatsapp/Phone number : +6285878214102.

We are honoured if you are accepting our invitation to join this event. Thank you very much for your kind attention and consideration, Dr Intan. We are looking forward to your positive response. We really appreciate your assistance!

Cordially yours,



TTE oleh :
DYAH AYU OKTAVIANIE ARDI
PRATAMA
22 Juni 2023 14:36
Verifikasi melalui
<https://tcco.ub.ac.id>

Dyah Ayu Oktavianie A.P., DVM., M.Biotech
Dean of Faculty of Veterinary Medicine
Universitas Brawijaya
Malang, Indonesia



Faculty of
Veterinary Medicine

**MERDEKA
BELAJAR**

**Kampus
Merdeka**
INDONESIA JAYA

CERTIFICATE

proudly present to

DR INTAN NOORAINA BINTI KAMARUZAMAN

Faculty of Veterinary Medicine, Universiti Malaysia Kelantan
Malaysia
for attending as a

Guest Lecturer 3 in 1 Program

On November, 23th, 2023

Faculty of Veterinary Medicine,

Universitas Brawijaya, Malang, Indonesia

DEAN OF FACULTY OF VETERINARY MEDICINE

UNIVERSITAS BRAWIJAYA



Dyah Ayu Oktavianie A.P., DVM, M. Biotech.

CHAPTER IV CLOSING

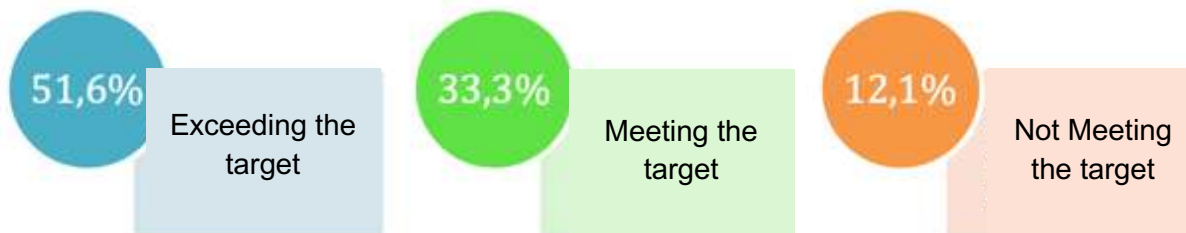
Performance Summary

In 2023, the Faculty of Veterinary Medicine at Universitas Brawijaya successfully executed all activities to support the achievement of set targets. Below is a summary of performance indicators and financial performance:

1. Improvement in the quality of higher education graduates (12 criteria).



2. Enhancement of the quality of higher education lecturers (33 criteria).



3. Advancement in the quality of curriculum and learning (11 criteria).



4. Better governance of work units within the Directorate General of Higher Education (17 criteria).



Based on performance evaluation, the following points require attention:

1. Implementation of the MBKM (Independent Learning-Independent Campus) programme, with a minimum recognition of 10 credits.
2. Collaboration with QS 100-ranked universities.
3. Monitoring the promotion of lecturers.
4. Low number of international journal publications and lecturer-authored books.
5. Public satisfaction index not meeting the target value.

To improve organisational performance, the following focus areas will be addressed:

1. Implementation of MBKM in the 7th semester.
2. Exploration of collaborations with more QS 100-ranked universities.
3. Activation of the Lecturer Promotion Acceleration Team (PAK) to expedite lecturer promotions.
4. Mentoring and enhancing the capability of lecturers to produce books and journals.
5. Execution of excellent service for all work units within the Faculty of Veterinary Medicine at Universitas Brawijaya.

Attachments:

1. Performance Agreement
2. Performance Measurement



PERJANJIAN KINERJA TAHUN 2023

Dekan Fakultas Kedokteran Hewan

Dengan

Rektor Universitas Brawijaya

Dalam rangka mewujudkan manajemen pemerintahan yang efektif, transparan dan akuntabel, serta berorientasi pada hasil, kami yang bertanda tangan di bawah ini :

Nama : **drh. Dyah Ayu Oktavianie Ardhiana Pratama, M.Biotech.**

NIP : **198410262008122004**

Jabatan : **Dekan Fakultas Kedokteran Hewan**

Selanjutnya disebut **Pihak Pertama.**

Nama : **Prof. Widodo, S.Si., M.Si., Ph.D.Med.Sc.**

NIP : **197308112000031002**

Jabatan : **Rektor Universitas Brawijaya**

Selaku atasan **Pihak Pertama**, selanjutnya disebut **Pihak Kedua.**

Pihak Pertama berjanji akan mewujudkan target kinerja yang seharusnya sesuai lampiran perjanjian ini, dalam rangka mencapai target kinerja jangka menengah seperti yang telah ditetapkan dalam dokumen perencanaan. Keberhasilan dan kegagalan pencapaian kinerja tersebut menjadi tanggung jawab **Pihak Pertama.**

Pihak Kedua akan melakukan supervisi yang diperlukan serta akan melakukan evaluasi terhadap capaian kinerja dari perjanjian ini dan mengambil tindakan yang diperlukan dalam rangka pemberian penghargaan dan sanksi.

Pihak Kedua,


Prof. Widodo, S.Si., M.Si., Ph.D.Med.Sc.
NIP 197308112000031002

Pihak Pertama


drh. Dyah Ayu Oktavianie Ardhiana P, M.Biotech.
NIP 198410262008122004

**DOKUMEN PERJANJIAN KINERJA
FAKULTAS KEDOKTERAN HEWAN**

No	Sasaran Strategis	Indikator Kinerja	Satuan	Target		
1	Meningkatnya Kualitas Lulusan Pendidikan Tinggi	1. Kualitas Lulusan Pendidikan Tinggi				
		1	Jumlah lulusan S1/D4/D3 yang berhasil: - Mendapat pekerjaan kurang dari 6 bulan; - Berwiraswasta kurang dari 6 bulan - Melanjutkan studi lanjut kurang dari 12 bulan	Lulusan	131	
		2	Persentase Lulusan bersertifikat Kompetensi dan atau Profesi	%	100	
			2. Mahasiswa berkegiatan di Luar Kampus			
		1	Jumlah Mahasiswa yang melakukan aktifitas di luar Kampus (direkognisi)	Mahasiswa	199	
		2	Jumlah Mahasiswa yang melakukan aktifitas di luar Kampus (tidak direkognisi)			
		3	Jumlah Mahasiswa Berprestasi	Mahasiswa	40	
		4	Jumlah Mahasiswa Berprestasi lainnya			
		5	Jumlah Mahasiswa Inbound	Mahasiswa	8	
		6	Jumlah Mahasiswa Outbound	Mahasiswa	8	
		7	Buku Pedoman Pelaksanaan MBKM Fakultas	Dokumen	1	
		2	Meningkatnya Kualitas Dosen Pendidikan Tinggi	3. Dosen Berkegiatan Tridharma		
				1	Jumlah Dosen Bekerja di Luar Kampus PT QS100 by subject	Dosen
2	Jumlah Dosen Bekerja di Luar Kampus PT non-QS100 by subject atau non-PT					
3	Jumlah Dosen Pembimbing Mahasiswa Berprestasi					
4	Jumlah Dosen Pembimbing Mahasiswa Berprestasi Lainnya					
	4. Kualifikasi Dosen					
1	Jumlah Dosen yang memiliki Sertifikasi dan Kompetensi			Dosen	32	
2	Jumlah Praktisi Mengajar di Dalam Kampus			Praktisi	3	
3	Jumlah Dosen berkualifikasi Doktor			Dosen	3	
4	Jumlah Dosen dengan Jabatan Lektor Kepala			Dosen	1	
5	Jumlah Dosen dengan Jabatan Guru Besar			Dosen	1	
6	Jumlah Dosen Asing			Dosen	5	
7	Jumlah Dosen yang mengikuti Kegiatan Konferensi Internasional			Dosen	38	
	5. Luaran Penelitian dan Pengabdian Masyarakat					
1	Jumlah Publikasi Internasional Terindeks			Artikel	38	
2	Jumlah Publikasi Buku Internasional			Buku	2	
3	Jumlah Paten Internasional			Paten	0	
4	Jumlah Penghargaan Dosen Tingkat Nasional dan Internasional			Penghargaan	2	
5	Jumlah Publikasi Internasional			Artikel	12	
6	Jumlah Publikasi Buku Nasional			Buku	6	
7	Jumlah Paten			Paten	1	
8	Jumlah Hak Cipta			Hak Cipta	5	
9	Jumlah Publikasi Nasional Terindeks			Artikel	18	
10	Jumlah Publikasi Nasional			Artikel	6	
11	Jumlah Publikasi Profesor			Artikel/Buku/Book Chapter	3	
12	Jumlah Jurnal Bereputasi Terindeks Nasional			Jurnal	1	
13	Jumlah Jurnal Bereputasi Terindeks Global			Jurnal	1	
14	Jumlah Prototype R & D	Prototype	1			
15	Jumlah Prototype Industri	Prototype	0			
16	Jumlah Inovasi	Inovasi	1			
17	Jumlah Penelitian yang didanai Fakultas	Penelitian	28			
18	Jumlah Pengabdian Masyarakat yang didanai Fakultas	Pengabdian	28			
19	Jumlah Penelitian yang didanai PT	Penelitian	4			

		20	Jumlah Pengabdian Masyarakat yang didanai PT	Pengabdian	1	
		21	Jumlah Penelitian yang didanai pihak diluar PT	Penelitian	1	
		22	Jumlah Pengabdian Masyarakat yang didanai pihak diluar PT	Pengabdian	1	
3	Meningkatnya Kualitas Kurikulum dan Pembelajaran	6. Program Studi Bermitra				
		1	Jumlah Prodi Melaksanakan Kerjasama dengan Mitra PT QS100 by Subject	Prodi	1	
		2	Jumlah Prodi Melaksanakan Kerjasama dengan Mitra PT non QS100 by Subject			
		3	Jumlah Prodi Melaksanakan Kerjasama dengan institusi/Perusahaan (Non PTN)			
		7. Metode Pembelajaran				
		1	Jumlah MK Pembelajaran Case Method	MK	41	
		2	Jumlah MK Pembelajaran Team - Based Project			
		3	Jumlah MK Pembelajaran Case Method dan Team - Based Project			
		8. Pengembangan Program Studi				
		1	Jumlah Prodi Akreditasi Internasional	Prodi	0	
		2	Jumlah Prodi Sertifikasi Internasional	Prodi	0	
		3	Jumlah Prodi Terakreditasi A dan Unggul	Prodi	1	
		4	Jumlah Prodi yang menerapkan Pembelajaran Kampus Merdeka	Prodi	1	
		5	Jumlah Seminar Internasional yang dilaksanakan	Seminar	3	
		4	Meningkatnya Tata Kelola Satuan Kerja di Lingkungan Ditjen Pendidikan Tinggi	9. Tata Kelola Institusi (kelengkapan SAKIP)		
1	Rencana Strategis			Dokumen	1	
2	Rencana Kinerja Anggaran Tahunan			Dokumen	1	
3	Program Kerja Unit Akademik			Dokumen	2	
4	Perjanjian Kinerja			Dokumen	5	
5	Sasaran Kinerja Pegawai (SKP)			Dokumen	79	
6	SOP Layanan			Dokumen	10	
7	SOP SAKIP			Dokumen	3	
8	Laporan Kinerja Triwulan			Dokumen	4	
9	Laporan Kinerja Semester			Dokumen	2	
10	Laporan Kinerja Tahunan			Dokumen	1	
11	Laporan Serapan Anggaran Triwulan			Dokumen	4	
12	Nilai Indeks Kepuasan Masyarakat (IKM)			Nilai	80	
10. Kinerja Anggaran						
1	Jumlah Rupiah Temuan BPK			Rupiah	0	
2	Jumlah Rupiah Tindak Lanjut Temuan BPK			Rupiah	0	
3	Jumlah Pendapatan yang berasal dari Pemanfaatan Aset - termasuk didalamnya kerjasama dari selain Kemdikbudristek (Laporan pada TW4)			Rupiah	164.000.000	
4	Persentase Keterserapan Pagu Anggaran (Laporan pada TW4)			%	80	
5	Persentase Piutang Mahasiswa (Laporan pada TW4)			%	4	

PAGU ANGGARAN SIREKA 2023

Rp. 13.052.173.750,00

Malang, 31 Januari 2023

Rektor Universitas Brawijaya,

 Prof. Widodo, S.Si., M.Si., Ph.D., Med.Sc.
 NIP. 197308112000031002

Dekan Fakultas Kedokteran Hewan,

 drh. Dyah Ayu Oktavianie A.P., M.Biotech.
 NIP. 198410262008122004

Daftar Capaian Indikator Program

Tahun

2023



Unit Kerja

Fakultas Kedokteran Hewan

Tampilkan

Arti warna baris :

Draft

Revisi

Pengajuan Verifikasi

Verifikasi / Pengajuan Validasi

Validasi

Show 100 entries

Search:

Unit Kerja	Kode Indikator	Indikator	Target SAKIP	Tri Wulan 1	Tri Wulan 2	Tri Wulan 3	Tri Wulan 4	Pili
Fakultas Kedokteran Hewan	1.1	Jumlah lulusan S1/D4/D3 yang berhasil: - Mendapat pekerjaan kurang dari 6 bulan - Berwiraswasta kurang dari 6 bulan - Melanjutkan studi lanjut kurang dari 12 bulan	131	99	113	144	148	Pi
Fakultas Kedokteran Hewan	1.2	Persentase Lulusan bersertifikat Kompetensi dan atau Profesi	100	0	155	164	164	Pi

Unit Kerja	Kode Indikator	Indikator	Target SAKIP	Tri Wulan 1	Tri Wulan 2	Tri Wulan 3	Tri Wulan 4	Pilih
Fakultas Kedokteran Hewan	2.1	Jumlah Mahasiswa yang menghabiskan paling sedikit 20 SKS di luar kampus	199	0	0	0	8	Pi
Fakultas Kedokteran Hewan	2.2	Jumlah Mahasiswa yang melakukan aktifitas di luar Kampus (tidak direkognisi)	0	0	0	198	205	Pi
Fakultas Kedokteran Hewan	2.3	Jumlah Mahasiswa Berprestasi	40	0	3	20	62	Pi
Fakultas Kedokteran Hewan	2.4	Jumlah Mahasiswa Berprestasi Lainnya	0	0	0	0	0	Pi
Fakultas Kedokteran Hewan	2.5	Jumlah Mahasiswa Inbound	8	0	0	0	10	Pi
Fakultas Kedokteran Hewan	2.6	Jumlah Mahasiswa Outbound	8	0	0	8	8	Pi
Fakultas Kedokteran Hewan	2.7	Buku Pedoman Pelaksanaan MBKM Fakultas	1	0	1	1	1	Pi
Fakultas Kedokteran Hewan	3.1	Jumlah Dosen Bekerja di Luar Kampus PT QS100 by subject	14	0	0	0	5	Pi
Fakultas Kedokteran Hewan	3.2	Jumlah Dosen Bekerja di Luar Kampus PT non-QS100 by subject atau non-PT	0	0	0	22	27	Pi
Fakultas Kedokteran Hewan	3.3	Jumlah Dosen Pembimbing Mahasiswa Berprestasi	0	0	1	12	25	Pi
Fakultas Kedokteran Hewan	3.4	Jumlah Dosen Pembimbing Mahasiswa Berprestasi Lainnya	0	0	0	3	5	Pi

Unit Kerja	Kode Indikator	Indikator	Target SAKIP	Tri Wulan 1	Tri Wulan 2	Tri Wulan 3	Tri Wulan 4	Pili
Fakultas Kedokteran Hewan	4.1	Jumlah Dosen yang memiliki Sertifikasi dan Kompetensi	32	0	34	36	41	Pi
Fakultas Kedokteran Hewan	4.2	Jumlah Praktisi Mengajar di Dalam Kampus	3	0	6	16	27	Pi
Fakultas Kedokteran Hewan	4.3	Jumlah Dosen berkualifikasi Doktor	3	3	3	3	3	Pi
Fakultas Kedokteran Hewan	4.4	Jumlah Dosen dengan Jabatan Lektor Kepala	1	0	0	0	0	Pi
Fakultas Kedokteran Hewan	4.5	Jumlah Dosen dengan Jabatan Guru Besar	1	1	1	1	1	Pi
Fakultas Kedokteran Hewan	4.6	Jumlah Dosen Asing	5	0	1	6	12	Pi
Fakultas Kedokteran Hewan	4.7	Jumlah Dosen yang mengikuti Kegiatan Konferensi Internasional	38	1	3	31	50	Pi
Fakultas Kedokteran Hewan	5.1	Jumlah Publikasi Internasional Terindeks	38	0	9	21	31	Pi
Fakultas Kedokteran Hewan	5.10	Jumlah Publikasi Nasional	6	0	0	4	9	Pi
Fakultas Kedokteran Hewan	5.11	Jumlah Publikasi Profesor	3	0	1	3	3	Pi
Fakultas Kedokteran Hewan	5.12	Jumlah Jurnal Bereputasi Terindeks Nasional	1	0	0	0	0	Pi
Fakultas Kedokteran Hewan	5.13	Jumlah Jurnal Bereputasi Terindeks Global	1	0	0	0	0	Pi
Fakultas Kedokteran Hewan	5.14	Jumlah Prototype R & D	1	0	0	1	2	Pi



KEMENTERIAN PENDIDIKAN, KEBUDAYAAN,
RISET, DAN TEKNOLOGI
UNIVERSITAS BRAWIJAYA
FAKULTAS KEDOKTERAN HEWAN
GUGUS JAMINAN MUTU

Puncak Dieng Eksklusif, Kalisongo, Kec. Dau, Kab. Malang 65151
Telp. +62341- 5029152, Fax. +62341- 5029152, Ponsel. : +62 821-4334-7060
E-mail : pskh_ub@ub.ac.id <http://fkh.ub.ac.id>

SURAT PERNYATAAN LAPORAN AKUNTABILITAS KINERJA TELAH DIREVIU

Yang bertandatangan dibawah ini :

Nama : drh. Yudit Oktanella, M.Si.
NIP : 198810222022032005
Jabatan : Ketua Gugus Jaminan Mutu

Menyatakan bahwa Laporan Kinerja Tahun 2023 **telah direviu** oleh Tim Gugus Jaminan Mutu Fakultas Kedokteran Hewan Universitas Brawijaya pada tanggal 2 Januari 2024.

Demikian surat pernyataan ini saya buat untuk digunakan sebagaimana mestinya

2 Januari 2024
Ketua Gugus Jaminan Mutu,

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